**Challenges of Nursing in Pakistan**

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The nursing profession in Pakistan faces a range of complex challenges that impact the delivery of quality care and the effectiveness of the healthcare system in the country. These challenges include resource limitations, workforce shortages, gender disparities, educational constraints, and regulatory complexities.

Despite these obstacles, most nurses in Pakistan remain dedicated to their profession and have a significant impact on the healthcare system. Nevertheless, there are several critical issues that they face. Firstly, healthcare facilities often lack sufficient resources, including medical equipment, supplies, and infrastructure. This can hinder nurses' ability to provide optimal care.

Secondly, nurses in Pakistan face security issues, particularly in regions affected by conflict or terrorism. In such areas, they may become targets of violence or intimidation by militant groups or criminal elements. Additionally, inadequate security measures in healthcare facilities leave nurses vulnerable to physical assaults, robberies, and kidnappings. Societal attitudes towards healthcare workers, including nurses, may also contribute to a lack of respect and protection for their safety.

Thirdly, nurses' low pay and minimal benefits affect job satisfaction, retention rates, and overall morale. This is particularly relevant during Pakistan's ongoing economic crisis, where many people are struggling to provide for their families.

Fourthly, female nurses often face stereotypes and discrimination, both within the profession and from society, which can affect their career advancement opportunities and professional respect. They may also face additional safety risks, such as harassment or assault, particularly during night shifts. Furthermore, societal biases against nursing as a lower-status occupation may lead to problems in marriage settlements.

Finally, there is a lack of political will and investment in the nursing profession, resulting in inadequate funding for nursing education, training programs, and workforce development initiatives. There is also a lack of political support for implementing and enforcing policies that protect nurses' rights, ensure safe working conditions, and address issues such as gender discrimination and harassment in the workplace.

To address these challenges, policymakers, healthcare institutions, and society must work together to break down barriers, promote gender equity, and create a supportive environment where all nurses can thrive. By doing so, they can fulfill their vital role in caring for the nation's health.