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"A gender-equal society would be where the word 'gender' does not exist: where everyone can be themselves." But the reality is the opposite of this quote, as men are far more ahead in all fields of life than women, and the notion of this gender inequality/ disparity can be generalized in academic writings and published work. In this scenario, we can conceptualize that the gender disparities can be subject-wide or nation-specific.

Despite the women researchers participating dynamically in various research activities, their average publication records (e.g., the number of publications and received citations) are still less in number than men (Araujo & Fontainha, 2017; Bendels et al., 2018; Boekhout, 2021). One of the reasons behind it is that the men researchers faced few research limitations and had easy access to diverse populations, having all kinds of facilitation by the research community and society. While, women researchers are restricted to their research areas, specifically focusing on diverse women's issues in clinical or community samples. Especially here, the practice targets the student population, which is considered easy to access by women researchers in academia.

A wide range of elucidations for this gender disparity between women and men in research publication records is a matter of discussion by previous studies. Like, few studies mainly recognize that women researchers remain at the lower end due to natural phenomena such as motherhood and caring responsibilities (either child care or caring for significant others) (Boekhout, 2021). And these responsibilities are considered the foremost duties of her being a "woman," and there is no escape even for professional women from these gender-specific onuses.

Another reason behind this gender disparity is that women are more actively engaged in teaching activities compared to the research (Craig & Powell, 2011). Especially, it is observed in our country that most of the research projects and publications are being carried out by men. While so far as women researchers are concerned, among the most prominent are women university academicians and students. It would be more beneficial if the research projects would be carried out downward by the college and school female teaching staff. This practice will create research interest amongst women educationists comprising all academic levels. In turn, it will improve the overall publication rate of women researchers. Furthermore, to oust routine and unproductive research, access to the latest trends in research should be introduced among the women researchers community so that they should compete equally in literary writings.

Various research and literary groups exist across the globe. Women researchers are also far behind due to not becoming part of these active research and literary groups.

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The concept of working and proceeding with various research activities in both gender workgroups is not much encouraged in our country; therefore, women face problems generating a high amount of academic writings and publications regularly.

It is also observed that the proportion of women researchers varied across fields. Overall, women researchers are more likely to be found in medicine and social sciences, whereas men researchers have other diverse areas to work in, such as engineering, information technology, and natural sciences (European Commission, 2019; Leta & Lewsion, 2003). Across countries, women's proportion varies, especially in science, technology, engineering, and mathematics (STEM) (European Commission, 2019). The low proportion of women researchers in STEM drastically impacts their academic writings and publications in these areas. Especially in our country, STEM is considered a man-specific domain. Most of the research work found in these areas is by men researchers compared to women who prefer to join and excel in other fields, especially medical and social sciences. The high number of men in STEM fields lowers the research impact of women in STEM fields (van den Besselaar & Sandström, 2017).

Similarly, most of the research publications by women are based on the work done in these fields while lacking in others. This discipline specific demography is also gendered, in part, based on cultural norms and preferences and results in high citation impact for a specific gender (van den Besselaar & Sandström, 2017).

Another interesting reason of gender differences in citation impact is due to the fact that women are at middle or lower ranks in a research team, hence, get less number of citations. Being at a lower rank in an academic organization is associated with high teaching load which again results in less research productivity (van der Weijden et al., 2009). This is consistent with the gendered notion of organizational

hierarchy. Likewise, women win less number of research grants (van den Besselaar & Sandström, 2015).

This gender disparity, while concerning all the mentioned factors, can be encountered by various means. The specially funded research projects and national and international research grants for women researchers by the Higher Education Commission (HEC) and Office of Research, Innovation, and Commercialization (ORIC) in the universities can promote a healthy women's research culture in academic settings. Moreover, there should be specific non STEM research grants too to mitigate the disproportion of women in STEM fields and to balance the impact hitherto.

Contribution of Author

Shazia Habib: Conceptualization, Writing- Original draft, Writing- Review & Editing

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