

Neglect Of The Utilization Of Educated Youth In Pakistan

1: Introduction

Thesis Statement: Pakistan has a bulk of talented and educated youth. But unfortunately, its true potential has never been tapped or utilized. The issue of neglecting educated youth needs to be addressed to overcome the consequences.

2: Youth Bulge In Pakistan Have Become Crisis Inan Its strength

3: How the educated youth is being neglected in Pakistan?

- (a) Ineffective policies of the government.
- (b) Lack of vocational trainings and education
- (c) Lack of access to resources and technology.
- (d) Non-Existent career counselling and character building.
- (e) Social disparity and inequality.

- (f) Lack of employment opportunities and financial aid
- (g) Less number of schemes and scholarships
- (h) Loop holes in the education system.
- (i) No appreciation to startups and entrepreneurs

4: Consequences of Neglecting the Educated Youth

- (a) Detrimental impact on country's economy and stability
- (b) Country is facing the challenge of massive brain drain
- (c) Rising depression and anxiety among youth
- (d) The prevailing fear of failure
- (e) Rise in drug addiction and crime rates
- (f) Decreasing morality in society

5: Ways to utilize the youth effectively

- (a) By creating jobs and development opportunities.
- (b) Effective policies should be made to address the brain drain.

- (c) New schemes and scholarships should be introduced.
- (d) Initiatives must be taken for career counselling and character building.
- (e) Economic and financial support should be provided to small business and entrepreneurs.

6: Conclusion

The nation that once used to sing the songs of hope and prosperous future, has now turned silent. The spark in their eyes is replaced by the shadows of hopelessness and sorrow; just like a bird in a cage, if kept for long, forgets how to fly. The same can be said about the neglected youth of Pakistan. Throughout their lives, they were told that they would be the ones to put the country on the path to progress, but unfortunately they have always been neglected and their potential was never utilized.

This is because of the ineffective policies of the government, lack of opportunities for the youth, no access to resources, unemployment, inequality, and little to no appreciation for small business. This has resulted into an unending instability in country, fear of failure in youth, mental illness, decreasing moral values, brain drain, and drug addiction. In order to utilize the educated

Youth effectively, their needs should be identified and catered, youth should be provided with jobs, small businesses needs to be encouraged, career-counselling and character building should be ensured and last but not the least, effective policies needs to be designed to prevent the massive brain drain.

Pakistan has bulk of youth, but unfortunately, it is not being utilized to its true potential. The concerned authorities have failed to understand the contributions of educated youth to country's stability and progress. The issue of neglecting the educated youth needs to be addressed to overcome its consequences.

Pakistan stand 5th in the most populous countries of the world. It has a privilege of having 63% of population, comprising of youth below 25 years of age. Despite of having potential, a big chunk of educated youth is still waiting to be recognized.

and embrace their rightful place. For a country, youth is considered a treasure and resource. It is considered a key to progress and prosperity. However, in Pakistan, the youth is being neglected. As a result, instead of becoming a resource it turned into a crisis for the state. This has led to many issues like poverty, inflation, unemployment, instability and lack of leadership. Now is the time for country to utilize its educated youth before it gets too late. John F. Kennedy has rightly said, "Children are the world's most valuable resource and its best hope for the future."

Despite of having an educated youth with overflowing talents, Pakistan has failed to tap its potential. Its youth have always been neglected and are not given any opportunities to break the cage of dependency on the state for their needs. As a

result, the youth is suffering and so is the state. This is all because of the ineffective policies of the government to utilize its manpower, lack of employment opportunities, no recognition of talent, lack of grants, internships and scholarships to employ more. Also there is social disparity, lack of counselling and no appreciation for the startups which in turn shatter the dreams of many. Hence, the youth deprived of basic resources, is unable to play its role effectively.

One of the reasons of youth not being utilized properly are the ineffective policies of the government. The policies made by the government are outdated and do not address the specific areas that are in need of improvement. It failed to devise and implement strategies to support youth politically and socially, and financially.

This could be seen in various sectors including education, employment, necessary trainings, health and financial support etc. For instance, according to the 2023 reports of the World Bank, the prevailing unemployment rate in Pakistan is 6.4%, which clearly shows the misalignment between skills and available jobs, and the indecisive policies by the government to address the issue.

Hence, it can be concluded that neglecting educated youth while policy making will only act as a hurdle in the progress of the state.

Secondly, in Pakistan, majority of the youth is deprived of vocational trainings and internships. For a university graduate, it is of utmost importance to go through different vocational training and internships to polish his/her skills and develop deep understanding of his/her potential and profession.

Unfortunately, in Pakistan, youth is equipped with little to no such facilities. This has resulted in poor quality of professionals and unskilled workforce who later fail to secure their desired jobs.

The **Employers Perception Survey Report of 2018** revealed some alarming findings, that nearly **78%** of the Pakistani employers were not happy or satisfied with the quality of fresh graduates, and were unable to justify their high grades in just interview and assessment stage. Thus, good graduates can only be produced if youth is given different opportunities to upgrade their skills before getting into actual work sector.

The lack of access to resources and technology are also the contributing forces to Pakistan's inability to utilize its youth's potential. A big chunk of youth in Pakistan is deprived of basic resources and technological

advancements making it possible for them to grow up to their potential and for the country to harness their contributions for its growth. The inequalities in society, specially in the education sector and the lack of facilities in the underprivileged areas have kept not only the youth belonging to those areas at the back seat but the state as well.

UNDP report of **2022** reveals that nearly **26 million** of kids are out of school in Pakistan and it will take until **2076** to achieve its full enrolment rates - a timeline insufficient to benefit the youth dividend. Without any access to resources and technology, the youth will remain as a liability for the state. The dilemma of non-existent career counselling and character building have also contributed in the ineffectiveness of youth for the state. Career counselling and character

building is the sole purpose of an educational institute, as it bears the responsibility of making future leaders and professionals that will eventually run the state someday. Also, there is high risk of having youth with no moral character and hence will result in country's declining progress. Most of the students in Pakistan are not aware of the options available to them while selecting majors, they are either forced by their parents or teachers and then regret those choices later. It can be said that, "Pakistan has guided missiles but unguided youth which can be the real asset of the state". According to a survey conducted by Amal Academy, a non-profit organization, 33% of college and university students in Pakistan were unaware of their career goals and almost 60% of the youth wanted to take help from the professionals for career guidance.

Proper career counselling and career guidance must be ensured in every educational institute.

Social disparity and gender inequality is also one of the major reasons of the neglect of educated youth in the country. Since the inception of Pakistan, there has been widespread of inequitable distribution of food and resources, specially when it comes to gender, the patriarchal system has made it difficult for a large proportion of educated women to have access to basic rights and opportunities as men. Despite women making up to 48.5% of the total population, they are unable to get education and are considered inferior to men in every aspect. According to the Asian Development Bank's report of 2022, only 22% of Pakistan's female join the work force, because of limited number of jobs available for women in the country which in turn

reflected in country's development graph. Hence in order to tap its true potential, the gender inequality must be highlighted.

The lack of employment opportunities and financial aid have also been a big indicator of the neglect of educated youth. The educated youth of Pakistan is suffering because of high unemployment rate in the country and no financial assistance. Hindering youths access to quality education and professional training could enhance their employability. Very less jobs are announced every year by the government and private sectors which is unable to support the massive youth bulge in the country. According to World Bank statistics of 2023, the unemployment rate of Pakistan has reached 6.4%, which is higher than that of the previous years. There is need for more jobs for youth and

financial aids, so that they are able to fulfil their needs.

The lack of schemes and scholarships have also aided in the neglect of educated youth. In the developed countries grants are given by the government to support youth who are unable to bear the educational expenses. For example the government's initiative to launch **Ehsaas Scholarship program** has proved a good initiative but the number of scholarships per year are limited and do not meet the needs of all those who are deserving. Therefore, there is a need of the implementation of new schemes and scholarships for the sake of brighter future of the state.

Additionally, there are many loop holes in the educational system of Pakistan, which has led to the neglect of educated youth. In Pakistan,

education is not accessible to all specially in the rural areas. Also, the number of girls in the school are less compared to boys. Apart from this, the quality of education also do not meet the required standards, except for few institutes that are far beyond from the access of those with limited resources. As per constitution of Pakistan, education is the basic right of every citizen. The inaccessibility of this fundamental right to youth will never let the country to grow. An estimated 22.8 million children aged 5-16 are out of school. (UNICEF, 2023 report). Reforms are needed in the educational system to ensure accessible good quality education for all for the sake of its future generation and the country.

There is no appreciation for the youth initiating small business, start ups and entrepreneurs.

In Pakistan, many small businesses and startups have to face tumultuous situations out of which, only few make it to the end, and the rest of them face a closure. As the government have not contributed much to counter the unemployment, youth must be supported and encouraged to start small businesses, startups or work as entrepreneurs to create jobs for themselves and many others. Based on the UNDP report, over **60%** of youth in Pakistan is unstable or underpaid and **35%** of those who do have a job are working in an unpaid position. Therefore, small business, startups and entrepreneurs should be encouraged as they will contribute to the dwindling economy. For neglecting youth, and not being able to utilize their energies, will surely bring consequences of its own. For a country having $\frac{2}{3}$ rd of its population youngsters, it becomes

imperative for it to utilise their energies. Otherwise, they will remain a liability for the state instead of becoming its strength. Neglecting the youth will have detrimental impact on the economy and the stability of the country. There is also prevailing fear of failure among the disorganised youth for not being able to support their families, which further aggravates anxiety and depression. Country is also facing the challenges of massive brain drain as many of the educated youth is leaving the country. Those left with no resources to cater their needs are left with no option other than committing crimes and drug addiction. This has led to overall decrease in the productivity and innovation. Thus, the concerned authorities need to address these challenges as soon as possible.

For neglecting its true potential, the country is suffering economically and has

never been stable. For economic stability, a country needs to have an effective and energetic work force. If the work force is neglected completely, the country cannot come out of its economic crisis. Currently, Pakistan is facing high level of inflation and is on the verge of getting default. In a situation like this narrowing down options for the youth will bring nothing but more misery economically. As per the Pakistan Bureau of statistics, the current inflation rate is around **18.5 %**. To overcome this economic crisis youth must be given opportunity to step forward at the time of need.

Apart from economic crisis, another challenge that Pakistan is facing today is its massive brain drain. Unable to find the desired jobs as per their credibility, a lot of graduates have started to look for the opportunities outside of the country and eventually leave

their own country in search for better opportunities. Due to the neglect and incapability of the government in addressing the concerns of its people, they have started to lose hope on the state, as a result they cannot think of anything other than migrating to places where they can live without misery. A record breaking **800,000** Pakistani's have left the

country in the first half of **2023**, with at least **100,000** of them being highly skilled professionals. (WION, 2023 report)

If this issue is not countered on urgent basis, Pakistan might lose its only hope of development - youth.

Another consequence of the neglect have resulted into the depression and anxiety in youth. The lack of resources, opportunities, massive unemployment and the financial instability have led the youth to suffer from various mental disorders including depression and anxiety at the top.

Most of the university graduates after completing their degree are unable to find any employment. The fear of being left out and the societal pressure specially from their parents having lots of expectations have a direct impact on their mental health and ultimately they become victim to multiple mental disorders. In **2021**, nearly **20,000** people committed suicide according to the **WHO** reports. There are those who need help but **75%** out of them don't receive any treatment. On average **1** out of **8** suffer from mental disorders in Pakistan. Efforts must be put to keep the mental health of youth in check.

For not seeing the opportunities, big part of youth has developed fear of failure. Though failure is a part of life and should be considered as a part of journey, but it should not be taken as an ultimate fate. Many youngsters have lost faith in the system.

at the initial stage of their struggle and develop fear of high failure. Considering Pakistan and high unemployment rate and lack of resources, many are unable to get dream jobs. Though, the reason is not their incapability but the system which is unable to support them. On return they start to underestimate their potential and develop fear of failure and restrain themselves from applying to the jobs they deserve, which is loss to the country itself. Thus, collective efforts are needed to keep the morale of the youth high.

Another consequence of neglecting the educating youth is the increasing crime rate and drug addiction. The youth filled with hopelessness and misery is now trying to find solace in drugs in order to get off of their thoughts, which results into moral decline and is a core reason for the rising crime rates in the society. when a

youth is unable to stand on its feet, and are unable to feed their families, they can think of nothing other than dark path for themselves. According to the reports of survey conducted by **United Nations** in **2022**, about **6%** of the population, **9%** of adult male and **2.9%** of adult female population - equivalent to **6.7 million** people are drug addicts in Pakistan. Hence, proper measures are needed to control drug addiction and increasing crime rates in youth.

Exploitation of youth have led to decrease in productivity and innovation in the country. Utilization of the country's workforce i.e, youth, in the most efficient way is a major contributor to increasing stability and progress. In Pakistan, neglecting the capabilities of youth have costed the state with reduced productivity and innovation. The country is in need of youth to run affairs and institutes that understand

the demands of the present times better. However, youth have always be sidelined from all of areas and old traditional methods are unable to meet the needs. Pakistan's arch rival **India** made it to the moon by a successful launch of **Chandrayaan-3** by **July 14, 2023**. Pakistan's **SPARCO** on the otherhand, is unable to compete India's **ISRO**. This is mainly due to lack of capacity building and neglecting the young talented minds to prove themselves in innovation and technology. Therefore, youth must be given opportunity to increase country's productivity. In order to harness the potential of educated youth, country first need to understand and address their needs. New schemes and scholarships should be introduced. Career counselling and character buildup must be ensured. Brain drain needs to be controlled on urgent

basis, by providing youth with jobs and developmental opportunities within the country. Lastly, small business and startups must be encouraged.

Though, Pakistan have limited resources, but only by empowering its youth, it can come out of the state of crisis.

"We cannot always build the future for our youth, but we can build our youth for the future."

(Franklin D. Roosevelt)

One way to utilize the youth effectively is by providing them with employment and developmental opportunities. Government needs to develop policies to create new jobs opportunities for the youth, this can be done by synchronizing the educational institutes with the government and private sector firms that offer jobs. This will lead to alignment between the skills developed and requirements of the employer. Also, the government has launched various youth skills development programmes.

for the graduates, it mostly include language courses, free lancing, marketing and digital. more. One of the well known platform provided to youth to polish skills is **Digiskills** providing various courses online with the concerns of making the youth attractive to employers and create lots of job opportunities as well. Though these efforts are worth appreciating but more needs to be done to address the needs of all.

Secondly, there is an urgent need to control the massive brain drain. This too can only be achieved by policies by the government to address their issues. The country needs to focus on its debt-ridden economy, the security challenges, unemployment and the prevailing uncertainty about the future of the country. By providing its youth

with a stable environment which is socially, economically and politically; by removing bureaucratic hurdles in providing youth with opportunities and by providing incentives to young talented minds in the field of education and research. Pakistan can cope up with the issue of brain drain. Addressing the challenge of the exodus of skilled professionals can lead to actual growth and stability.

Other way to utilize the talented educated youth is by introducing new schemes and scholarships for the needy and the talented ones.

The limited amount of scholarships by the government only to few cannot address the big chunk of educated youth. Policies must be designed to make education accessible to all. Inough according to the constitution, education will be free upto 15 years of age but very little is

done in this sector. There are many who still cannot afford education and are out of schools, colleges and universities. To accommodate all, new policies and schemes are needed with enforcement mechanism. More scholarships programme should be announced for the bright students. This way Pakistan can transform its youth into a driving force for cumulative progress and brighter future.

Moreover, Pakistan can utilize its youth by taking initiatives for the career counselling and character building. Robust career counselling programmes by the government can guide the youth towards more stable careers. Also the parents and teachers instead of enforcing their own wills and hopes upon children should first consider the goals and ambitions of young minds. This will make them more goal oriented and driven by creativity. Also, the character building should

integrated with the career counselling. Moral and ethical values, resilience and empathy, can further mold the youth into more responsible citizens.

Hence, the synergy between the career counselling and moral development will contribute to move intellectuals in the country and in socio-economic progress.

Lastly, to empower the youth, economic and financial support should be provided to small business, startups and the entrepreneurs. Considering the rising inflation rate backed by massive unemployment and resource scarcity, government should encourage and support the youth that is trying to support themselves and many others as well. To support small business and startups, loans should be provided on easy terms and conditions. This can unlock the innovation and potential in the

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country. Though some initiatives are taken by the government in this domain such as the National Science and Technology Park (NSTP) has been set in Islamabad to back up startups and empower entrepreneurs. The initiative is worth praising but there is need of more of such efforts by the government to address the unemployment challenges. Pakistan can pave a path towards more sustainable future while tapping the potential of youth.

Despite massive talent, the educated youth of the country have never been utilized to its true potential. This is because of the ineffective policies of the state, insufficient vocational trainings and opportunities for youth. The less access to technology, lack of career counselling and moral build up have further exacerbated

the issue. Youth is deprived of employment opportunities and scholarships as per their credibility. The loop holes in education system and no financial support to small business have worsen the situation. This neglect has led to many consequences. The economy is suffering, the exodus of professionals from the country has increased. Depression and anxiety have taken roots in the mind of youngsters. Fear of failure and drug addiction have become common leading to moral decline and increase in crime rates. To overcome such consequences, employment opportunities should be provided to youth. To stop brain drain, effective policies should be designed. New schemes and scholarships should be introduced along with career counselling and character build-up. Small business and entrepreneurs should be supported financially.

By addressing all these challenges and utilizing the educated youth, can lead the country to a prosperous, stable, and brighter future.
