

finally there is lack of efficient human resources not only in higher educational institutes in Pakistan but also in higher education Commission (HEC). On one hand, Universities are still interested to hire more and more visiting faculty to cut their expenses. They are paid minimum wages for each lecture and their duration of teaching cannot be claimed as experience anywhere. Low salaries make it harder to attract new teachers and retain those already in profession. When a person see their peers offered better salaries and a better lifestyle in other professions, it can become difficult to convince them to pursue teaching. Unfortunately in Pakistan there is lack of qualified teachers. Although schools are upgraded and syllabus is English medium but schools do not have well educated teachers. The teachers have minimum knowledge about their subjects. This is the worst discrimination against the educated youth. Absence of teachers training programme can have a profound and detrimental impact on Inclusive education. The lack of attention to socio-cultural conditions, rural school realities, and inadequate preparation for educational challenges due to insufficient training harm student learning and academic performance. Moreover, Universities are short of staff, since the salaries are

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so merger, mid level workers often leave for better opportunities. this disturbs the smooth working of university and negatively effects its efficiency. Overburdened faculty can have several negative effects on education. Excessive workload can lead to physical and mental exhaustion, causing faculty to become disengaged and less effective in their roles. Irresponsible faculty attitudes can lead to disengagement, demotivation, and a lack of passion among students.