

Education System of Pakistan has Failed to Produce Efficient Human Resource

Outline

A. Introduction

- (i) A series of crises
- (ii) Education determines the fate of a nation.
- (iii) Thesis Statement

B. Evidences of Failure of Education System to Produce Efficient Human Resource in Pakistan

1. Out of school children;

- (i) UNICEF reported Pakistan has the world's second highest number of out of school children.
- (ii) 22.5 million of children aged 5-16 not attending school.
- (iii) Disparities based on gender, socio-economic status are significant.

2. Ghost schools and ghost teachers do exist;

- (i) A number of newly appointed

teachers in the Qamber district of Sindh have turned out to be ghosts.

(ii) Ghost teachers were paying bribes to their headmasters, as per a new report by National Daily.

3. Rotten education System;

(i) The final result of MCAT of 2022 is a clear manifestation of fault lines in education system.

(ii) Good schools in the West do not produce rote-learners and robots.

(iii) Albert Einstein's words

4. Educational content is ill-suited to the requirements;

(i) UN states Pakistan has failed to design a curriculum based on customized needs and requirements of the state.

5. Increasing scope of technical & vocational training;

(i) Only 4480 technical and vocational training institutes in Pakistan.

(ii) A research paper sheds light on the lack of vocational training in Pakistan.

6. Absence of Technological innovations;

(i) Pakistan ranks in the bottom quarter of Inclusive Internet Index

(ii) Only 17% of females have access to internet

7. Unemployment Explosion;

(i) DAWN's article "Idle & Unemployed" shows, more than 800,000 people left the country to work abroad in 2022.

(ii) PIDE study revealed unemployment rate among university graduates was over 31 percent.

8. Extreme poverty;

(i) Pakistan ranks at 161 out of 192 countries in Human Development Index 2022.

9. A bulk of Unskilled labour force

(i) International Labour Organisation ^{shows} statistics & 76% of Pakistanis employed in GCC countries are unskilled.

10. Extremism in Society;

- (i) UN reports Pakistan among the top ten countries known for flourishing extremism among its citizens.

C. Reasons of Failure of Education System to Produce Efficient Human Resource in Pakistan

1. The lowest budget allocation;

- (i) Business Recorder reported, Pakistan spent only 1.7 percent of GDP on education in FY 2021-22.

- (ii) The international benchmark of educational spending is 4-6 percent of GDP.

2. Commitment gap and implementation gap;

- (i) Only 20 to 30 percent of allocated budget is being utilized, mentioned in a book, "Pakistan Beyond the Crises state"

3. ^{Research} Deteriorated works lacks innovation and creativity;

- (i) Pakistan ranks 40th in terms of research output, but 87th in Global Innovation Index 2022.

4. Deteriorated infrastructure of educational institutions;

- (i) Out of 163,914 public schools 10.5% are without buildings in Pakistan, according to Maleeh Lodhi's book "Pakistan Beyond the Crisis State".

D. Way Forward to Improve Education in Pakistan to Promote Efficient Human Resource

1. Shift education system from "what to think" to "how to think";

- (i) Noam Chomsky's views

2. Exercising 4E strategy for the right policy direction;

- (i) Expansion

- (ii) Equity

- (iii) Excellence

- (iv) Entrepreneurialism

3. Establishment of technical and vocational training institutes;

- (i) Pakistan's National Vocational and Technical Training Commission (NAVTC) is responsible for developing related policies.

4. Faculty Training and Development

E. Conclusion