

and the universities — 2 days online class.  
Along with other remedies to ease the  
ills of higher education in Pakistan, the final  
one is hiring of efficient employees on campus.  
It is said that instead of temporary solution  
of visiting faculty, higher education must  
follow the policy of regular induction of  
employees. This can be done by the involvement  
of FPSC, PPSC, SPSC during the selection  
procedures to avoid any nepotism or favoritism  
on campus hiring. Then the teachers training  
program should be introduced as a course  
by HEC for the teachers who want to join  
universities. Definitely, well-trained teachers  
would be aware of their responsibilities,  
teaching methodologies and strategies to  
be applied for collaborative learning environ-  
ment. Not only this, but through capacity  
building trainings teachers would be habitual  
of their responsibilities and can perform  
better on their working stations. Eventually,  
they cannot deny from their work. Together  
with trainings of teachers, the universities  
must appoint adequate faculty to avoid over  
burdening of permanent faculty members.

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For this reasons, universities should avoid appointment of visiting faculty and ensure the hiring of required staff through appointing permanent faculty members. So that work tasks should be divided equally among employees besides fair appointment of staff, higher education institutes should maintain proper check and balance of permanent faculty members. The Higher Education Commission should design a policy and guideline to evaluate faculty performance. Monthly evaluation of teacher by dean, peer reviews, and inspection through quality assurance team must be done. Other than these, formative assessments, students performance, service contribution, mentorship and research productivity as the major tools to evaluate the performance of permanent faculty members.

## THE ESSAY BRAIN DRAIN (BODY PARAGRAPHS)

There are number of factors which causes brain drain. The first and foremost reason is economic crisis in a country. Unstable economy of a country give rise to many challenges for a countries progress as well as its inhabitants. Those natives face many problems, rising inflation is most prominent of major problem. One of the major reason of enhancing inflation is balance of payments in which we have more to pay in face of imports, debts and expenses. Where as, inflow of money is insufficient. Foreign reserves of country are low, fewer remittances, increasing hydrocarbons imports, are causing devaluation of currency within a country and subsequently increase in dollar value causes many serious issues for people. Residents of country are unable to meet their daily life expenses like increasing petrol prices, higher taxes on electricity and gas rates have made many families hard to month. They hardly earn their livelihood. Other most important cause of brain drain is lower wages. Those individuals who are highly graduate from well-known universities expect to get a job with handsome salary. But unfortunately, most of companies pay in PKR, which is very lesser amount compared to US dollar. Bigger portion of peoples of Pakistan are those, who do not have degrees from well-recognized institutes or are just a graduate. They even do not get enough salaries to run their family. This pushes them to move to developed countries for better job opportunities to meet their everyday needs. Another reason which pushes youngsters to move out of country is lack of jobs. Many skilled workers

like blacksmith, carpenter, driver, chef and showman have very few job opportunities in Pakistan. Therefore, they prefer to move to better destination for having job with improved salary.

Together with economic crisis in Pakistan, political condition is also an important factor for brain drain. Pakistan is facing political instability since its formation. Unstable conditions within politics is clearly visible. In this country, no Prime Minister has completed his tenure. Other than this, conflicts among politicians is also at its peak. Rather than solving public issues they kept struggling among themselves. Moreover, democracy in Pakistan is overtaken by dictatorship many times. Be it Ayub Khan, Iskander Mirza, Yahya Khan or Pervez Musharraf. Our country has followed Martial Law for four times. This has set record in history and created distrust on civilian rulers from public. Pakistan has no ruler on which people may rely on. The whole country as well as its inhabitants are suffering from deprivation from access to reputable organisations, collaborations by investors. No foreign investors wanted to invest in a country. This inster gives birth to serious doubts among natives of Pakistan. They see their future insecure in this country. This feeling of insecurity causes them to migrate to another well-developed country. A country where they can graduate from and get higher studies. At home to live in with peace, security

and especially politically stable country. To get trustable politicians and rulers who think for their nations and its natives.

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In addition to economic crisis, political instability, social issues are also contributing in brain drain from a country. One of the basic social problems is lack of higher education opportunities. Mostly, people move out from country to get education from World's top ranking Universities like Oxford, Harvard and Cambridge universities. Lack of well reputable universities is a big issue. Secondly, lack of health care services, limited access to quality services cause healthcare experts (doctors) to migrate to another country to work in technically advanced & well-known medical institutes and hospitals. Lack of basic education facilities and health care facilities contributes to poor living standards. Mainly lower class peoples have many social issues. They do not have sufficient earnings to make social relations, to get required education as per need of 21<sup>st</sup> Century, limited access to sanitation, pure drinking water issues, deprived of basic health facilities as should be provide by Govt. These lower class peoples have very poor living standards. To get rid of these issues, with support and help of helping-hands may it be landlord or organisations. They somehow manage to move to other country to earn their livings. Ultimately, they work hard to improve

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their social status to be fit in a particular society. ✓