

→ A Last Paragraph on ILLS of Higher Education

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Finally there is lack of efficient human resource not only in higher education of Pakistan but also in higher education commission. On one hand universities still interested in hiring more and more visiting faculty to cut their expenses. They are paid minimum wages for each lecture and their teaching duration cannot be claimed as experience anywhere. For instance Islamic International University from which I graduated, a visiting faculty gets \$50 to \$100 (eight to nine hundred rupees) for a lecture which is very less compared to the permanent faculty. This is the worst discrimination against the educated youth. Absence of teachers training program. On one hand it is compulsory to get degree in Bachelors of education and Masters of education for teaching in schools and colleges but unfortunately no such degree is required for teaching.

In Universities. Secondly no training programmes are conducted to develop skills and increase their efficiency. Moreover short of staff. In most of the university availability of staff required is not up to the need. For instance in Islamic International there were very few Technical operators and because of this we faced many problems while giving our presentations, demos etc. Thirdly, overburdened staff. Because of less no of staff, the available staff has to manage all the things including seminars conferences and student weeks. This burdenizes the faculty and reduces their efficiency of delivering. Lastly, irresponsible attitude of permanent faculty. As the permanent teachers know their job is permanent

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and they cannot be dismissed easily. Some of the faculty don't take classes properly. For instance, they sometimes cancel classes continuously for a week or two, and at the end burden the students.

Favouritism among students is another irresponsible act which causes complexes ~~between~~ in students. All these reasons adversely affect the learning process of students in Pakistan.