

DATE: ___/___/___

Essay Activity: Paragraph Writing.

Is Colonial Mentality Impeding Pakistan's Progress.

Colonial Mentality in Educational Institutes:-

- a. English, Urdu and Madrasa Education.
- b. Second language or superior culture influence in Higher Education.

The educational institutes of Pakistan are highly influenced by the colonial mindset due to which it is practically hindering the development of Pakistan. There are three systems of education in Pakistan: English medium, Urdu medium and Madrasa System. First of all this classification is itself discriminatory and it divides the society from its core. The English medium system creates a sense of superiority in its students and they consider themselves superior than the public studying in Urdu medium institutes and in Madrasas, representing the frame of mind of colonial rulers. In British India Government opened the educational institutes that practically

preached about the superiority of English language over the native languages of Indians. English was highly encouraged whereas the Urdu and Hindi languages were discouraged, the same mentality is still prevalent in Pakistani educational institutes. A private school teacher from Karachi insulted a student named "Musa Atif" in front of whole class just because he was communicating in Urdu language. He was given a black mark on his face and teacher asked the class to laugh at him. This incident took place in 2023 which shows that the extreme level of inferiority complex with regard to Urdu language is still present in educational institutes of Pakistan that tarnishes the self-esteem and confidence of students at ^{their} very delicate age. Further, Urdu language is only taught till intermediate level in Pakistan and after this stage Urdu finds its no place. All the subjects at University level whether in Undergraduate program, Masters or PhD, are taught in English, the only exception is when the

student opts Urdu literature. The higher education system of Pakistan promotes and prefers English language and does not cater the interests or needs of the students. The educational institutes are the foundation of a society as it shapes the personalities of the individuals who eventually serves that society and where such institutes of great significance feeds inferiority complex in its subjects about their very own language, it becomes very difficult for them to rise up as leaders. Furthermore, this discriminatory behavior also continue in job sector, graduates of English medium are preferred by the companies over the graduates of Urdu medium institutes. As far as the Madrasa graduates are concerned, they have no career opportunities other than adopting the Maulvi profession or becoming Arabic / Islamiate teacher. Hence, the colonial mentality of educational institutes in Pakistan obstructs its progress.

Higher Education in Pakistan: Ills and Remedies

Lack of Efficient Human Resource

- a. Appointment of Visiting Faculty
- b. Absence of Teachers Training Program
- c. Overburdened Faculty
- d. Irresponsible attitude of Permanent Faculty.

There is a lack of efficient human resource not only in higher education institutes ^{in Pakistan} but also in Higher Education Commission (HEC). On one hand, universities are still interested to hire more & more visiting faculty to cut their expenses. They are paid minimum wages for each lecture for example the Islamic International University, Islamabad pays Rs. 1000/- per lecture with 20% tax deduction, which makes it Rs. 800/- per lecture.

Further, their duration of teaching cannot be claimed as experience anywhere which is a worst discrimination against the educated youth and it also makes the visiting teacher's interest with regard to the learning of students

doubtful. Teachers Training Program for university level is non-existent in Pakistan, there is no training program or workshop offered by HEC that a teacher has to undergo to become eligible for teaching at University.

There are training programs available for the teachers that teaches at school or college level but the higher education is completely ignored in this behalf. Moreover, universities are short of staff. Since, the salaries are so meagre, mid-level workers often leave for better opportunities. This disturbs the smooth working of university and negatively affects its efficiency. Due to non-availability of required staff a teacher often has to conduct the ceremonies, manage the extra-curricular activities and also teach, all at the same time. This multi-tasking overburdens the faculty. Last but not the least, the irresponsible attitude of the permanent faculty is also problematic. Permanent faculty often adopts careless and ruthless behavior

that results into the harassment of students. Teaching in perfunctory manner and not making sincere efforts towards the learning of students is a common practice, further late responses on research work ends up in the late awarding of degree. So, the lack of efficient human resource is a big challenge of the higher education in Pakistan.

Hiring Efficient Human Resource.

- a. Appointment of Permanent Faculty instead of visiting
- b. Promotion of Teachers Training Program
- c. No multi-tasking for faculty.
- d. Checks on the performance of Permanent Faculty.

The inefficient human resource must be replaced with the efficient and competent human resource. Universities should prefer the appointment of permanent faculty rather than relying on temporary scheme of hiring visiting faculty. Permanent faculty is a bit expensive than the visiting but it is far more

fruitful, as the students will have the facility of availability of teachers anytime they need during ^{the} university hours, secondly the teacher who knows his/her job is permanent will take his/her responsibility more seriously.

Furthermore, it is about time that HEC realize the need of Teachers Training Programs. Teachers Training Programs should be provided and also be made mandatory to be taken by the teachers interested to join as a university teacher or professor. Such programs positively contributes in the capability of teachers and of overall education system. Since, higher education is the most senior level of education in Pakistan, the need of such programs becomes more vibrant. Universities should also fill in the vacant seats of faculty, required for managing the ceremonial affairs of the university. The system must make sure that the faculty which is appointed for teaching purposes must not be engaged to handle the tasks outside of their domain so that they are more able to focus on academic and research

DATE: ___/___/___

work. Teachers should also be awarded with incentives for publishing their research work. Finally, a proper and efficient mechanism for checking and analysing the performance of permanent faculty should also be established. The authority comes with the great responsibility of its rightful usage. There have been numerous cases where students were blackmailed and harassed by the permanent teachers, so, universities must make sure that the power is not being misused rather being used in creating a safe and conducive learning environment. Hence, efficient human resource is directly needed for the reformation of higher education system in Pakistan.