

Lack of efficient human resource.

Finally there is lack of human resource not only in higher educational institutes in Pakistan but also in HEC. On the other hand universities are hiring non-permanent or visiting faculty. They are paid very less for each lecture and their duration of teaching cannot be claimed as experience anywhere. Apart from that no teacher training programs are offered. Teachers are using same old methods, like they used to in 19th Century. While many of the world renowned universities including Cambridge and Oxford require their faculty to complete their own designed training programs and workshops. While for senior faculty, they encourage them by offering them Awards and Promotions linked to teaching excellence. But unfortunately there in Pakistan there is no such system and requirement. In Addition to this, Universities overburden the faculty by assigning them by 4-6 courses per semester. This affects quality of learning, an overburdened teacher is unable to teach effectively. Apart from teaching, he also has to manage administrative duties as well. Like event management, examination duties and committee meetings. Talented professors, Ph.D's and Researchers are leaving this country for better opportunities.

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abroad.

~~Here~~ The Reason for this brain drain is obvious. Over burdening, lower wages, non recognition of their work and most importantly no self time. They are migrating to countries like, USA, UK, Saudi Arabia and EU. Take Saudi-Arabia as an example, pay of a PhD faculty is 90000 here per semester, and Saudi Arabia offers 20000 Riyal to a PhD Scholar, Along with healthy working environment. Pakistan is loosing its ~~B~~ best minds. For example, many of HEC's funded PhD's did not come back to the country. They are strengthening foreign universities. Whereas the students in Pakistan are suffering ~~from~~ due to shortage of qualified and motivated faculty. As a result local university's graduates are struggling to compete internationally.