

The second remedy to improve higher education in Pakistan is to allocate budget to improve infrastructure. Universities should build purpose built campuses that promote learning and professional collaboration. These places are important as it helps students focus on projects or meeting outside the classrooms. For instance, meeting rooms at FCCU helps students to collaborate efficiently without having to deal with the disturbance caused by students outside the classrooms. Similarly, providing modern laboratories and research facilities in the university would not only help universities themselves but also benefit the country immensely. For example, modern laboratories and research facilities in several universities in the UK have made breakthrough discoveries like the invention of fibre broadband, covid-19 vaccines, and wind power technologies. Additionally, by solving the hygiene issues on campus would greatly impact the input of the students. Placing cafeteria's next to washrooms or

allowing animals inside these cafés sets a bad precedent and could lead to ^{the} students getting sick. Taking serious steps towards improve^{ing} hygiene issue and completely solving it would create a safe-environment for the student body. Therefore, allocating budget to improve infrastructure is ^a necessary remedy for higher education in Pakistan.

The third remedy for higher education ⁱⁿ ~~of~~ Pakistan is providing students with affordable education. Student support programs have been a cornerstone for many universities in the West. Universities in Pakistan should promote student support programs that would empower less privileged students. This allows students from various parts Pakistan to compete with one another at an equal footing. Similarly, the higher educational institutes in Pakistan should announce more scholarships. These ed scholarships

should not be restricted to the education but it should also include student athletes as well. For instance in UCP, student athletes dominate higher education commission events. The reason behind this is that not only is their education fees ~~is~~ waived off but also they are given stipends that help support their families. Furthermore, providing discount travel cards to students could help ease their financial burdens.

During the months post covid-19, the financial situation of many families were not stable. IBA took the initiative and provided students with significant discounts on travelling. Although, these discounts were centered around IBA's transportation, it significantly helped the student body. Finally, the promotion of online education is equally important. Online education on alternative days would not only reduce universities expenses but also help ease the burden on students. This would lead to an increase productivity rate among students. That is why, providing affordable education is a remedy for higher education in Pakistan.

Lastly, hiring efficient human resource would significantly improve the higher education in Pakistan. Universities should focus on hiring permanent faculty instead of visiting. The reason behind this is that permanent^a faculty members are more motivated to contribute due to the incentives they receive from the university.

For instance, permanent faculty at IBA are well respected due to their work-ethics. When asked about the reason behind such work ethics, most of them replied, "IBA provides us with everything, giving back is the least we could do."

Similarly, promoting teachers training programme can help teachers better engage with their students, resulting in a positive classroom environment and an effective implementation of the lecture plan. Additionally, universities should refrain from giving additional tasks to the members of the faculty. Their objectives should revolve around teaching. Unnecessary tasks would hinder performances leading to inefficient inputs. For instance, teachers at Karachi University could not focus on the students in the

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classroom as they were given responsibility to help organise the career fair. Focused teachers would lead to focused students that would help elevate any institutions reputation. Finally, checks on the performances of ~~facult~~ permanent faculty members would help the university administration to remove consistent poor performers and incentivise the best performers. This will promote permanent faculty to give their best and through performance metrics help universities find areas for improvements. Therefore, hiring efficient human resources is a remedy that would help improve the higher education in Pakistan.