

Assignment:-

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Higher Education in Pakistan: Ills & RemediesLack of Efficient Human Resource

- a) Appointment of visiting faculty
- b) Absence of Teachers Training Programme
- c) Overburdened faculty
- d) Brain drain.

One of the major problems in higher education in Pakistan is the lack of efficient teachers and staff. Most of the universities rely too much on the visiting faculty, who are paid very little and often receive salaries after many months. Moreover, visiting teachers at Quaid-e-Azam University remained unpaid for more than a year, which shows how insecure and unfair their position is. In addition, there are very few training programmes for teachers. Although the HEC has started some training sessions, they cover only a small number of teachers compared to the need of the whole country. This shows many teachers are not updated with modern teaching methods. At the same time, the number of permanent teachers is also very low. According to reports, out of more than 26000 teachers in universities, around two-thirds are not PhD holders. This shows a clear gap in quality teaching. Because of this shortage, the few permanent teachers who are available are often overburdened with classes,



Supervision and administrative work, which lower their efficiency. Finally, the problem of brain drain makes the situation worse. In 2023 alone, more than 45000 highly educated Pakistanis including teachers, doctors and engineers, left the country in search of better opportunities abroad. This creates a vacuum in the universities and directly damages the standard of higher education in Pakistan.