

Assignment No: 2

Paragraph on Human Resource.

Finally there is a lack of human resource not only in Higher Educational Institutes of Pakistan but also in HEC. On the other hand, they are still interested in hiring more and more visiting faculty, to cut expenses. They pay minimum wages per class to visiting faculty. The duration of teaching is not counted as experience to be used anywhere, which is a gross discrimination in educated youth, discouraging them from joining academic career. Furthermore, absence of teachers in rural areas hampers the fulfillment of academic need in Pakistan. "Ghost schools" is a sad reality where schools are only in name. The buildings of school are empty but the teachers are collecting salaries. A recent survey by an educational group

in Rural Hub and Dindh found many schools closed for years. Moreover, Pakistan is facing a challenge of overburdened teachers. The teachers are ~~over~~burdened with unrealistic expectations to teach a class of more than 30 students without adequate compensation. The teacher who teach courses also manages to be counsellor to parents, addressing behavioural issues at home. The role of teacher goes beyond classroom when the teacher, conducts extra-curricular activities and games as well. Finally, Pakistan's brain drain is a challenging crisis. From **2022 to 2024, 2.5 million** Pakistanis left the country for better life abroad.

(Reference: Sajjad Ahmad - Article: Mass Exodus, **DAWN**).

I still remember 90% of students of my class raised their hands when the question of moving abroad after graduation was popped up. "**The migration is less out of desire and more out of necessity**" (Reference: Sajjad Ahmad)

40% of government schools
lack essential facilities
(Reference: Pakistan
Education Commission
Report)

Therefore, Pakistan must
provide an environment
where talent is valued
and supported in order
to achieve the aims of
higher education in
Pakistan.

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