

Topic: Education System of Pakistan
has Failed to Produce Efficient
Human Resource

OUTLINE

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Essay

"In no country has education become universal without compulsion," said by John Morley in his book 'On Compromise to Young Minds'. It seems that John Morley has written these words in the context of western countries where education is not circumscribed in written and theoretical domains but the compulsion of education in practice to produce efficient ^{human} resource. The term efficient ^{human} resource refers to the optimal use of resources which includes time, money, materials, and people for progress with minimum losses and maximum productivity. All these are impossible to achieve if countries place the education in their peripheral priorities. If looked closely, Pakistan, like other countries, has put numerous efforts in education system to

incorporate knowledge and technical skills in human resource capital.

However, the efforts and policies

has put are ~~dis~~onally failed.

Numerous researchers have explored indication of failure of education

system to produce efficient resource

in Pakistan. The factors indicating

the failure are: absence of

technological innovations, poor

economic growth, scarcity of

research and development,

unemployment explosion, and

mass illiteracy. In this connection,

bad governance, extremism in

society, perennial corruption,

dearth of spending in education,

and visible bad governance also

serve as a reminders of the failure

of education system to produce

efficient human resource. On the

other hand, the United Nations (UN)

has cited that irrelevant

curriculum, acute shortage of teachers for a bulge of population, rare vocational training institutes, and gender inequality as key reasons of failed education system to produce efficient human resources. Although, howsoever worse situation may be, Pakistan has the capability and capacity to take measures to rehabilitate even a crumbling system that Pakistan has. Along with establishment of vocational training institutes, Pakistan can focus on adoption of Education Theory - theory of Japan - to stamp out failures. Meanwhile, effective administrative measures along with biometric attendance system for teachers can assist to eradicate flaws from education system that has involved that is failed to produce effective human resource in Pakistan.

Since, compulsion of education is crucial for the success of a country, the discussion below will revolve around demonstrating the indication and reasons of failure of education system to produce effective human resource in Pakistan. Moreover, it will also suggest way forward to put education system back on the track to produce effective human resource.

To begin with, absence of technological innovations is the evidence of the failure of education to produce effective human resource in Pakistan.

Technological innovation means the process of development and advancement of new technologies or improving existing ones to solve problems in various sectors. It is not just about the invention but also enhancement of efficiency and applying creative to practical use. Technology innovation

reduces the base of many including manpower, agricultural yields and industrial manufacturing. Unfortunately, the education system in Pakistan is ~~has failed to~~ failed to produce technology innovation and lack quality content in research.

Proceeding ahead, poor economic growth thwarts education system of Pakistan to serve its purpose. Amartya Sen's argument about the equal GDP growth with human resource for progress and stability does not fit in the case of Pakistan. According to the United Nations Development Program (UNDP) Report, 44.7% people in Pakistan live below the poverty line. Meanwhile, Pakistan made a substantial increase in the education budget. The percentage of education budget was raised from 1.5% to 1.91% in 2024-2025 budget. However, 4% of GDP is recommended for education budget.

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This contrast in recommendation and the budget allocation for education shows that dearth of spending in education is one of the core causes behind the education failure.

Similarly, the deficiency of research and development is one of those factors pushing education system towards the failure to serve its purpose. According to Human Capital and Research Report 2024, Pakistan ranked 117 out of 132 in human capital and research. With the country facing challenges in investing in science, technology and innovation, the unprestigious ranking shows that Pakistan is lagging behind in education to produce effective human resource.

Another primary evidence of education failure is scare in unemployment. With bulge of youth passing out of universities every year, the country lag behind in providing job opportunities. According to the World Bank

Report, the unemployment rate in 2024 was 5.47%. This indicates the mismatch between the skills possessed by the youth and the market demand.

Momentum in unemployment emboldens the idea that education is failed to produce effective human resource into the minds of people, and thus, people prefer child labour over educating their children. It is witnessed through disappointing ranking of Pakistan in Human Development Index 2025 where the country stands 169 out of 193 in human development. These displeasing rankings and rates are the evidence of failure of education system.

Moving forward, mass illiteracy in Pakistan also leads the failure of education system to produce effective human resources. According to the Economic Survey 2024-25, 40% of the total population is illiterate in Pakistan. It indicates that shows the stark reality that 40% people

in Pakistan do not know the knowhow to work in a progressive way. It further thwart them to send their offsprings for substantial education to schools. The mounting figure of mass illiteracy shows that people with bare resources and knowledge are the evidence that education has failed to produce effective human resource.

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Also, the visible bleak picture of poor governance causing failure of education system. From budget allocation to policy reforms, the leaders in powers put education at their lowest priority. If country is lagging behind in education, its people are short-sighted to elect effective leaders. Same as, if country lags behind in education, it is fail to produce competent leaders. Pakistan, since its birth, is revolving in vicious cycle of poor governance. It is witnessed through the Global Innovation Index Report 2024 which placed Pakistan at 91st among

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132 countries in terms of bad governance.
Bad governance is the reflection of poor human resource. This dismal ranking shows that, due to poor governance, Pakistan has failed to produce effective human resource.

Furthermore, government spending on education hits new low in 2025. Least spending in education accelerates new low in human resource. Provinces, like Balochistan and KPK, are filled with ghost schools which lack proper infrastructure. Damaged furniture along with basic necessities like washrooms and water availability requires budget to get back in track for usage. Even after knowing about the bleak picture of education system, government allocate 0.8% of the total GDP for education. This distressing budget allocation for education illustrates how education system has failed to produce effective human resource.

In addition to this, political polarisation also thwarts education system to serve its purpose. Political polarisation hinders education reforms by creating a divisive atmosphere that prioritizes party ideologies over collective progress - People of Pakistan trust the promises of the leaders but neglect their actions.

Instead of supporting the leaders who work for the progress in education, they support them on the basis of their personal affiliations. This is how political polarisation galvanises the failure of education and its purpose to produce effective human resources.

Moreover, extremism in society also thwarts education to flourish. Religious extremism, particularly at rural areas, persuaded people not to send children to schools. Thus, it results a massive rural population uneducated and ineffective human resource. Furthermore, religious extremism also transforms youth into ill-equipped

masses with narrow mindsets and approaches. It further emboldens gaps between youth and interest in education.

This interconnectivity between the rise and extremism and fall in education shows how Pakistan has failed to produce effective human resource.

Last but not least, existence of corruption in society shows education has failed to produce honest and ethical human resource. The country which teaches lessons of honesty in the books, but fails to bring the dishonest behind the bars, nourishes the contrast between theory and practicality. Besides sidelining morality, corruption in education sector prevails its failure. Those who are responsible for the effective implementation of education utilize education budget without any check and balance. **the few of them** spend on education but most invest in their personal well-being. Thus, corruption has caused failure of education and produces

ineffective human resource.

Above mentioned paragraphs.

shed light on the core factors causing failure of education system to produce efficient human resource. However, there are various reasons behind this failure.

Before discussing the way forward to improve education, the reasons behind its failure are discussed below.

The very first reason behind the failure of education system to produce efficient human resource is irrelevant curriculum. The UN reiterated that the current curriculum taught in Pakistan does not meet the demands of the modern world. For example, ~~romantic~~ poetry taught in curriculum nourishes romantic minds and not the innovative and creative ones. This shows how due to irrelevant curriculum innovative minds are paralyzed and failed to produce effective human resource.

Acute shortage of teacher is

another reason behind the failure of education to produce efficient human resources. The article published by Daily Dawn titled "Six key challenges faced by education system in Pakistan" also highlights this problem. Furthermore, it also illustrates that most of the teachers in far areas are irregular and do not possess adequate teaching skills. The acute shortage of teachers contribute to the failure of education system.

To add further to these woes, less number of vocational training institutes is another reason behind the failure of education to produce efficient human resource. A paper titled "Obstacles in the Enhancement of Technical Education in Pakistan: Views and Reviews" sheds light on the lack of vocational training institutes in Pakistan. Lack of vocational training means the bulge of unskilled population live in Pakistan. Unskilled population means negligible

participation of people in causing fast progress. In other words, lack of training schools and ill-equipped population is the reason behind the failure of education to produce efficient human resource.

Lastly, gender inequality too has exacerbated has promoted sub-standardization in the education system. According to the economic survey report, female literacy rate is 53% as compared to 73% of males in Pakistan. On the other hand, women comprises the half population of Pakistan have kept away from equal possession of education. The World Economic Forum highlights too that if Pakistan desires to grow faster, it has to promote gender equality in all domains.

The lesser of number of women in the work, the less will be the progress.

Therefore, it seems a reality that gender inequality is contributing factor behind the education system of Pakistan in order to produce effective human resource.

Although the situation in Pakistan has moved from bad to worse, but the silver lining is that there are certain measures that can help resolve the issues to get back the education system on a right track to produce efficient human resource.

These measures are as follows; *use colon please*

Pakistan should first focus on adoption of 'Education Theory: Theory of Tree in Japan'. Theory of Tree is basically a Japanese Education Model. It comprises of two sections; lesson study model and collaboration between schools and universities. Through lesson study model, teacher of primary classes design their lessons under the supervision of higher school teachers, and design the lesson with relevant content that flourishes skills and learning according to higher level. Furthermore, higher school teachers collaborate with universities to make sure that the designed

lesson meets the demands of modern curriculum which would help students' learning at early level to thrive effortlessly at university level. Through adopting theory of tree model, students get ready to step into the innovative learning at university level. And thus, students with innovative capabilities can contribute to produce efficient human resource.

At second, biometric attendance system should be brought in education system in order to assure the teachers presence. Schools like Beaconhouse School System and Pak-Turk School System use biometric attendance. Opting this will enable the adequate teaching at remote areas where teachers take salaries by sitting at homes without going to schools. Schools filled with teachers ultimately attract students, and thus shrink the gap in learning.

Last but not least, upgradation

of existing vocational training centres and establishment of new vocational training centres is another significant measure to produce efficient human resources.

Inclusion of further initiatives like PROGRESA - a Mexican model based on cash-transfer at vocational training centres particularly at remote areas - will attract people to learn skills without worrying for bread and butter. Skilled people will have potential to work in modern markets.

It will result in the addition of skilled labour to act as an effective human resource for the prosperity and growth of the country.

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it can be stated that with the evolution of complex societies, effective education system is the need of an hour. Although, education stands with other beneficial sectors in the globe, but in case of Pakistan, picture illustrates something unpleasing.

Education sector in Pakistan is failed to

produce efficient human resource.

Strong factors causing the failure of education are visible through absence of technological innovations, poor economic growth, and scarcity of research and development. Meanwhile, unemployment explosion, mass illiteracy, visible bad governance, least expenditure on education, political polarization, extremism and corruption in the society are adding more to the factors responsible for education failure. These factors, however, are themselves the result of irrelevant curriculum, acute shortage of teachers, dearth of vocational training institutes, and gender inequality. Although the situation is worse, yet Pakistan has the potential to curb these failures through taking significant measures.

It includes adoption of Japanese

Education Tree Model, biometric attendance

of teachers, and establishment of further

vocational training institutions, and satisfactory budget allocation. The day is not far when Pakistan will witness extraordinary education progress which will produce efficient human resource through taking the above mentioned serious measures. The day is not far when Pakistan will rank among top progressive nations in education and human development among the globe.