

Finally there is lack of human resource not only in higher educational institutes in Pakistan but also in HEC. Universities are still interested to hire more and more visiting faculty to cut their expenses. They are paid minimum wage for each lecture and their duration of teaching cannot be claimed as experience anywhere. This is the worst discrimination against the educated youth. Another issue is the lack of robust faculty development programs such as the training in pedagogy, digital tools or classrooms management, leading to outdated teaching methods and a reliance on traditional, theory-based approaches. Also, the promotions are often based on seniority, not merit or innovation. Moreover, the faculty tends to be overburdened due to unavailability of support teams. The teachers in some universities are responsible for administrative work too which takes much of their energy and time leading to less focus on teaching students. At last, brain drain is causing the remaining damage to the standards of education in Pakistan. High performing academics and graduates migrate abroad because they get better opportunities in Gulf, US, Europe, Malaysia etc. According to a research, in 2022, approximately 832,339



individuals emigrated from Pakistan, the highest since 2016. This included around 17,976 highly qualified (2.15%) and 20,865 highly skilled (2.51%) professionals. So, the insufficient human resource situation is another problem in quality of higher education in Pakistan.

Overall your body paragraph is  
Ohkay but while mentioning facts  
quote exact source as well