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CSS is a very prestigious job in Pakistan. It has multiple benefits. Firstly it provides job security offering stability which is very important for financial independence. Secondly it gives an opportunity to serve public directly especially in groups (PAS: Pakistan Administrative Services) which could be a wholesome experience. Thirdly it provides career advancement opportunities as civil servants could acquire scholarship offered abroad. Along with it offers timely promotion based on experience, performance which has not been seen in private sectors. Most important reason that compels everyone to become part of bureaucracy are needs for self-esteem. Therefore, motivation behind joining civil services includes financial independence, social recognition and career progression.

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Finally there is lack of efficient human resource not only in higher educational institutes in Pakistan but also in higher education commission. On one hand universities are still interested to hire more and more visiting faculty to cut their expenses. They are paid minimum wages for each lecture, and their duration of teaching cannot be claimed as experience anywhere. As in many prestigious universities of Pakistan the minimum wage being paid to visiting faculty is Rs 1500 per lecture excluding tax which is highly exploiting their potential and capabilities and results in brain drain because of underpayment. This is the worst discrimination against the educated youth. Absence of teachers training program is another reason of inefficiency of teachers as universities like International Islamic University in Islamabad was in severe crisis because of lack of fund that's why they could not conduct any training for the betterment of faculty. More universities are short of staff. Since the salaries are so meager, mid level workers often leave for better opportunities. This disturbs the smooth working of university and negatively

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affects its efficiency. Overburdened faculty is also the reflection of inefficiency of university administration. A single faculty member is teaching multiple subjects which is highly questionable on Administration recruitment criteria. Lastly Irresponsible attitude of permanent faculty discourages potential capabilities of youth by exploiting them to overwork and getting minimal in return.

Yes.