

HIGHER EDUCATION IN PAKISTAN : III's AND REMEDIES [LAST PARA H.W.]

Finally, there is a lack of efficient human resource not only in higher education institutes in Pakistan but also in Higher Education Commission (HEC). On one hand, universities are still interested to hire more and more visiting faculty to cut their expenses. They are paid minimum wages and their duration of teaching cannot be claimed as experience anywhere. For instance, most government universities pay their visiting faculty a mere Rs. 1000 per lecture, while private universities don't fare much better, offering an average of only Rs. 1200 per lecture. Educated youth are barely earning more than unskilled minimum-wage workers. This meagre pay also fails to uplift the teacher to work hard and deliver quality lectures. This is the worst discrimination against the educated youth. Moreover, there is an absence of teachers training programs. There are no capacity building programs for teachers on a governmental level. While there are private alternatives offered by LUMS, they are neither free nor accessible to all. Our education system remains teacher

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centric because teachers have not been given the right ^{and} guidance tools on how to engage with students, to optimise their performance and foster a healthy and inclusive environment in class.

Furthermore, universities are short of staff. Since the salaries are so meagre, mid-level workers often leave for better opportunities. This disturbs the smooth working of the university and negatively affects its efficiency. The remaining staff are not only burdened with their actual jobs, but have to tackle administrative tasks as well. For instance, a lecturer has to do his primary duty i.e. deliver lectures, as well as organise seminars and oversee its ~~oper~~ smooth working. This greatly compromises the quality of lectures and work that the overburdened teachers are able to produce. The final nail in the coffin is the irresponsible attitude of the permanent faculty. Due to their job security associated with their positions, permanent faculty often employ a dismissive and complacent attitude towards students' complaints. This dismissive attitude stems from the fact that they know they won't be held accountable for their actions.

Therefore, lack of competent people and human resource has negatively impacted the higher education system in Pakistan.