

Q11 : One Paragraph

The backbone of any university is its teaching staff, yet Pakistan suffers from this issue of the lack of efficient human resource. Most of the universities, now constantly hired visiting faculty instead of permanent, to save the cost. The Quaid-e-Azam University Islamabad, as reported by Dawn avoided permanent hiring due to budget deficit. In case of the performance of teachers, there comes the absence of teachers training programme. Article Published in Dawn 2023, about Karachi University, that is facing faculty challenges, because ^{most of the} universities hired teachers without having any Pedagogical training that indirectly effects the quality of education. Another major concern evolves regarding overburdening of the faculty. One faculty person has to conduct 4 to 5 lectures including multiple admin and management work, leaving no research time for them. The Nation, reported the news about The COMSATS university Islamabad, faces

Day: faculty

Date: _____

↑ Resignation due to heavy workload and financial mismanagement. In all these dire situations brain drain of the efficient resource also puts Pakistan's higher education on the fragile parameters. According to Bureau of Emigration more than 800000 skilled professionals have left Pakistan in 2023. These trends highlight the urgent need of reforms to retain the efficient human resource for the welfare of the higher education.

Remedy : One Paragraph

Higher Education Commission by allocating budgets for infrastructure improvement can help the institutes to better their condition. By allocating budget for the improvement of the campuses, but it's the responsibility of the HEC to oversee, regulate and properly check the performance of the institutes after allocating funds. As the Bacha Khan University in Charsadda was in its dire condition in 2017, but in 2022 with the efforts of Provincial Minister

for higher education Kamran Bangash, many university blocks were build. The other areas where HEC can contributes through its budget are the laboratories and research labs of the universities.

Pakistan's investment in Research and Development is less than 0.3% of GDP leads to the shortage of modern equipments and labs. HEC should allocate funds for the developing university to enhance the quality and provide education for students. Furthermore, there are many universities having hygienic issues; poor cafeteria, no clean water facility, sanitation problems all leads to severe health related diseases like diarrhea, malaria, food poisoning to the students. HEC should introduce sanitation programmes and survey on different universities, by coordinating health departments of those universities their students can act as an agents to counter this unhealthy activities. So, HEC by allocating funds and with active responsibilities can contributes to the improvement of infrastructure of the higher education.