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## Assignment # 2

### 1) Paragraph Writing

#### Why I want to be a CSP officer

Becoming a CSP officer is my dream like many other individuals for various reasons. **Firstly**, Pakistan being a developing country is facing huge economic challenges. Therefore, youth is unable to get good jobs with handsome salary packages that's why it has become difficult for me youth to survive due to economic crisis, poverty and inflation. But, luckily Government fully covers the expenses of a CSP officer i.e. petrol costs <sup>and</sup> utility bills etc. So, by becoming a CSP officer I will be able to save some money and become economically stable enough. **Secondly**, the fact that motivates me to join civil services is to serve my nation and Government of Pakistan. CSP officers play crucial role in decision making in various government agencies and also play pivotal role in designing projects, drafting legislation and advising policy makers on important national matters. So, being a CSP officer I can play my role in serving public interests, addressing socio-economic challenges and fostering development and welfare. **Thirdly**, an

opportunity for personal and professional growth draws my attention towards becoming a CSP officer as one gets a chance to interact with professional and experts in various fields. This surely enhances knowledge and creates numerous opportunities to interact with influential individuals. **Lastly**, being a CSP officer I will be able to enjoy range of perks and privileges besides getting high salary which include official residence, international travel, housing and opportunities to advance career etcetera. Besides providing me with all these blessings and privileges the post of CSP officer will open doors for my admiration and respect in the society as well.

## 2) Paragraph Writing

### Lack of Efficient Human Resource

(From Essay Higher Education In Pakistan: Ill's and Remedies)

There is a lack of efficient human resource not only in the higher educational institutes in Pakistan but also in the Higher Education Commission (HEC). On one hand, universities are still interested to hire more and more visiting faculty to cut down their expenses and <sup>also</sup> provide them very low salary. When the visiting faculties are hired temporarily they cannot do justice with teaching since they are not

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paid handsome salaries and moreover, no allocation of needed resources, no entitlement or ownership, discriminatory treatment by administration, no job security despite being qualified enough and performing well <sup>all this</sup> demotivate them and hence they are unable to give enough time to universities and can never feel the same connection with students as the permanent staff. Moreover, there is an absence of teacher's training programs in higher education system in Pakistan. Achievement of efficient manpower in Pakistan is thwarted due to absence of teacher's training programs. There are limited technical training programs and standards set for mentors. According to UNESCO report, "inadequate training standards are available in the training institutions, particularly in remote parts of Punjab, Sindh and Baluchistan". Consequently, teachers particularly in rural areas, remain naive about modern technologies and their usage. Hence they stick to the worn-out pedagogies without considering the student's technical development, producing archaic human resource. Furthermore, the working environment includes the quality and quantity of work assigned to faculty members. Mostly the universities are short of staff since salaries are so meager. So, the workers often leave

For better opportunities and remaining staff is then overburdened which usually happens when the remaining staff is given extra load to teach. At times, the work assigned to a faculty member is not relevant in terms of his or her qualification. In this case, the faculty member would not be very happy carrying out his or her assignment. This thing disturbs the smooth functioning of university and negatively affects its efficiency. Similarly, irresponsible attitude of permanent faculty in terms of their long absence from universities force the institutes to either close down the department or allocate ~~whoever~~ responsibilities to whoever is available. In the mean while, the permanent faculty is often been rude in training young staff and also remains very strict with the students. All this hampers the quality of higher education in Pakistan. So, lack of efficient human resource creates hurdles in the effectiveness of higher education in Pakistan.