



The Contribution of Pakistan's Urban and Regional Planners Towards Global Development

Muhammad H. Siddique^{1,*}

ARTICLE INFO

Article history:

Received: 1 April 2020

Revised: 24 August 2020

Accepted: 14 October 2020

Keywords:

Education

Urban and regional planners

Development

GMS

ABSTRACT

Urban and regional planning (URP) remains a vital aspect in the development now-a-days. While in certain developed countries only cities engage thousands of urban and regional planners, Pakistan has got only hundreds enlisted by the Pakistan Council of Architects and Town Planners for the whole country. While envisaging innovation, it is inevitable to explore the diversity – even in the institutions imparting education in the field of URP. As per background, the Pakistani URP professionals did a tremendous job. However, there has not been as efficient contribution as it could be – due to factors. The study questions the status of institutions imparting URP education in Pakistan alongside the contribution regarding the Pakistani URP professionals. Two objectives of this study are to give an overall picture of the contribution that Pakistani urban and regional planners have made so far and to highlight the administrative set-up available to nurture the URP professionals. This paper pertains to the said aspect regarding the profession in Pakistan. Geographical diversity in the provinces across the nation along with intra-province locations stands out to be the foremost aspect explored in the paper further addressing curricula and the human resource (in the administrative, teaching and the taught strata). Gender role is also touched upon that is found to be directly proportional to innovation as well as social acceptance of URP profession in Pakistan. Comparison of the country-wide situation is also executed with other countries in order to take the global perspective. While content analysis is done for the qualitative data and information, simple statistical tools were employed to handle the quantitative data gathered through primary as well as secondary sources of data and information collection in this combination of quantitative and qualitative research. Lessons for GMS are also highlighted. Acknowledging the role that the urban and regional planners of Pakistan have played within the country as well as the world over, an emphasis is laid on producing more urban and regional planners across Pakistan equally distributing spread of the institution in different parts of the country to meet the emerging needs. Further accentuated is the provision of appropriate human resource training for the professionals at the controller motivation positions – this includes better teaching and research facilities alongside sufficient funds in a congenial working environment.

1. INTRODUCTION

The paper touches upon diversified aspects of the urban and regional planning (URP) profession highlighting the contribution of the professionals thereof. Author's lifelong learning about the subject is exhibited blended with the distinctive aspects. While it will quench thirst of the global readership in getting an idea of the subject, it will also stimulate some authors to write subsequently on different aspects of the subject.

Background of the study is that the emerging profession of URP in Pakistan did a tremendous job through its pioneering professional. While the work thereof spreads

across the globe in addition to the length and breadth of the country, due to certain factors there could not be as efficient contribution as it could be.

This study addresses the questions: Are the institutions imparting URP education in Pakistan at par with the global recommendations in all various aspects? What is the scenario of contribution regarding the Pakistani URP professionals?

As per statement of the problem, the scarcity in terms of academic institutions imparting the UPR education as well as the unequal location of the same across the country and lack of adequate contemporary facilities both to the teachers and the taught hampers the expected contribution

¹Allama Iqbal Open University, Islamabad, Pakistan.

*Corresponding author: M. H. Siddique; E-mail: muhammad.haroon@alumni.ait.asia.

of Pakistan's urban and regional planners towards global development. The objective of this study is to give an overall picture of the contribution that Pakistani urban and regional planners have made so far. Another objective is to highlight the administrative set-up available to nurture the URP professionals.

2. METHODOLOGY

As per methodology and research design, the study is a combination of both quantitative and qualitative research – as the subject deserved.

Primarily, the content of the in-person as well as electronic communication with the professionals made the most important part of the paper. Besides, the data and information available at the websites of various organisations concerned with the URP profession were also made use of to justify this novel work (in the context of Pakistan).

While content analysis is done for the qualitative data and information, simple statistical tools were employed to handle the quantitative data gathered through primary as well as secondary sources of data and information collection. Subsequently, induced and deduced inferences were made.

3. URBAN AND REGIONAL PLANNING

Global Scenario

Developed countries highly recognise contribution of urban and regional planners to their economies. Discipline of URP was established in the United Kingdom (UK) in 1909 at Liverpool University. It was followed by University College of London where it started in 1914. Until 1945, there were nine courses – all were postgraduates (PG). This number increased to 54 in 1978. Undergraduate (UG) courses started later. In 1981 there were 20 UG courses out of the 57 total courses taught. As far as enrolment is concerned, in 1988 there were 766 students enrolled to 31 courses. There were 3,715 students in recognised schools in 1991-1992. The number was 3,127 in 1999-2000. On the other hand, Canada is served by 7,000 urban and regional planners. Similarly, the neighbouring country of India has got 2,800 practicing urban and regional planners [1]. Six universities are offering URP education in New Zealand. There are almost 1,000 UG students registered in those universities. This is also worth-mentioning that professionals from other walks of life are also warmly welcomed in the universities at PG level so that URP education can be imparted to other concerned areas of expertise [2]. Four million population of New Zealand (almost half of Lahore or the twin cities of Islamabad-Rawalpindi) is served by as many as 2,875 urban and regional planners [3]. At least one urban and regional planner is recommended for a population of 10,000 to serve them appropriately [4].

Greater Mekong Subregion

The Greater Mekong Subregion (GMS) is a natural economic area bound together by the Mekong River, covering 2.6 million square kilometers and a combined population of around 326 million. The GMS countries are Cambodia, the People's Republic of China (PRC, specifically Yunnan Province and Guangxi Zhuang Autonomous Region), Lao People's Democratic Republic (Lao PDR), Myanmar, Thailand, and Viet Nam [5]. This subregion has got its distinctive position. Development of the GMS not only impacts the whole Asia, it also enhances the overall global scenario. Therefore, the studies oriented to this region have got very important place in the academics. Broadly all the six countries included in the region belong to the developing countries stratum; however, some are on the top of the stratum with their high development rate. The urban and regional planners' contribution in the region is highlighted by diversified publications [6]. This study will help the professionals throughout the world to impart better URP services, let alone the GMS.

Overview of the situation regarding Pakistan

The profession is most popularly known as town planning and the practitioners thereof as town planners in Pakistan. Currently, 10 urban and regional planners are serving per million of population in Pakistan. This is well below Japan where 3,306, Malaysia where 1,843 and Chile where 1,406 serve per million population.

The pioneer department that offered degree was titled town planning. However, the departments that render bachelors', masters', and doctoral studies presently at nine universities nationwide are now titled as city and regional planning (CRP) or URP. Currently, 34 names are seen as doctorates amongst which four are women. Five urban and regional planners of Pakistan have produced eight doctorates, so far. One of them is abroad – he is the youngest among Pakistanis who produced a doctorate before he himself reached his 40 [7]. Another seven are produced at home – three and two were supervised by two individuals and one each by another two. While some universities offer scholarships to students of Pakistan as well as students in Pakistan (be any nationality), this is also heartening to mention that some individuals have also been giving scholarships.

While two individuals served as member planning in the Capital Development Authority (CDA), another five individuals have served as director generals in three different city development authorities in Pakistan.

In 1962, University of Engineering and Technology (UET), Lahore started its masters' programme in town planning. Today, it enrolls bachelors' as well as doctoral students in addition to continuing its masters' [8] in CRP. Mehran University of Engineering and Technology (Mehran UET) Jamshoro was the second university

nationwide and first university in the Sindh province to establish its CRP department in 1992. Currently, Mehran UET also offers masters' and doctoral programmes in CRP [9]. University of Peshawar (UoP) conferred upon its first batch in 2012 awarding them masters' degree titled URP [10]; [11].

Pakistan Council of Architects and Town Planners (PCATP) - first professional body emerged in 1983 under Pakistan Council of Architects and Town Planners Ordinance IX of 1983. Introducing itself, [12] describes itself recognising and protecting architecture and town planning professions in the country. Furthermore, the council is fully authorised.

Presently, as many as 1,438 urban and regional planners are enlisted by PCATP website [13]. On the basis of a very careful guesstimate, another over 400 graduates can be added to this number amongst the total URP graduates holding at least a bachelors' degree that did not consider registering with PCATP.

Nine universities are currently imparting URP education in Pakistan. An overview is as follows:

Table 1: Universities offering URP education in Pakistan

Sr	City	University	Department name	Establish year
1	Lahore	UET	CRP	1962
2	Jamshoro	Mehran UET	CRP	1992
3	Karachi	NED UET	Urban & infrastructure engineering	2000
4	Peshawar	UoP	URP	2010
5	Islamabad	NUST	URP	2012
6	Lahore	LCWU	CRP	2012
7	Lahore	UMT	CRP	2013
8	Taxila	UET	CRP	2014
9	Multan	NFC IET	CRP	2014

Sources: [8]; [9]; [10]; [14]; [15]; [16]; [17].

Now these will be discussed one by one.

3.1 University of Engineering and Technology Lahore

While the UET Lahore started masters' in 1962, it commenced bachelors' programme in 1963 and enrolled its first doctoral student in 2002. According to [8], the premier department engages students at undergraduate as well as postgraduate levels; degree awarded by the department is equally respected home and abroad since all areas of expertise in the profession are catered for in the curricula. This results in the graduates being employed in NGOs, private, government and the academia in addition to opening their enterprise.

To [11]:

The CRP Department started with an M.Sc. Town Planning course in 1962. Then in 1963, B.Sc. Town Planning class was admitted and no enrollment was done for M.Sc. class until 1984 when the M.Sc. CRP class was started with the help of a link programme 1984-1987 with the University of Edinburgh, UK. This M.Sc. CRP course is running till now, without break, even after the culmination of the second 3-year link programme with University of Herriot Watt, UK (1992-1996).

Exclusively, regarding its PG programme in URP, [8] elaborates that essential areas including community empowerment, rural development, transport as well as environmental planning, housing, urban studies and regional planning are incorporated.

Enrolment at the CRP department of the UET Lahore in the most recent years is as follows [8]:

Table 2: Enrolment at the UET Lahore

No. of enrolled students	Level	Year
6	Ph. D.	2010
18	M. Sc. / M. Phil.	2009
14	M. Sc. / M. Phil.	2010
16	M. Sc. / M. Phil.	2011
31	B. Sc.	2007
32	B. Sc.	2008
38	B. Sc.	2009
45	B. Sc.	2010
42	B. Sc.	2011

Source: [8].

Describing its laboratory [8] elaborates that the same is well-equipped with the latest computers; while the department holds symposia, seminars and workshops to disseminate the knowledge acquired its teachers as well as the taught to the community.

Ref. [11] adds further, 'now there are latest i3 and i5 computers available in our laboratory. M. Sc. classes have been shifted to morning time.'

3.2 Mehran University of Engineering and Technology, Jamshoro

According to [9], the department imparts the same set of professionalism in Sindh as well as the nation on the whole that the first-ever department in the country contributed being located in Lahore.

3.3 NED University of Engineering and Technology, Karachi

At NED University of Engineering and Technology (NED

UET) in Karachi the department is named urban and infrastructure engineering. Current masters' course enrolls 13 students. Faculty does not have anyone holding a bachelors' in URP, so far [15].

3.4 University of Peshawar

At UoP the department is titled URP. Currently, three urban and regional planners are employed there. They have previously supervised and are currently supervising three masters' theses. Both masters' and bachelors' courses are run here [10]. URP department is producing urban and regional planners in Khyber Pakhtunkhwa (KPK) province. Master's programme started here in 1992. After successfully producing urban and regional planners through master's programme, the department started inducting students to its bachelors' in URP, three years ago. Currently, there are seven students enrolled to masters' in URP. In addition to that, three classes entertain bachelors' students – 25 each in two classes and 11 in the third. The department plans to enroll doctoral students, shortly, in URP. This is heartening to mention that the department does pay attention to the grooming of their students in addition to imparting them academic knowledge [16].

3.5 National University of Sciences and Technology

At the National University of Sciences and Technology (NUST) in Islamabad, the department is named URP. It initiated in 2012 with a faculty of three. The first batch of masters' enrolled 13 students and the second intake was 10. First doctoral student was registered here in 2013 [17]; currently, there are 13 doctoral students registered and pursuing their doctorates.

3.6 Lahore College for Women University, Lahore

At the Lahore College for Women University (LCWU) in Lahore the department is titled CRP. It enrolled 12 masters' and 42 bachelors' students in its first intake after establishing in 2012. An urban and regional planner is the chairman with another three on the full-time faculty while yet another six visit to engage the classes [18].

3.7 University of Management and Technology, Lahore

University of Management and Technology (UMT) started CRP department in 2014; while their designed student strength per batch is 40, currently there are 37.

3.8 University of Engineering and Technology, Taxila

CRP department established at UET in Taxila in 2014. The univesity hired three urban and regional planners on the faculty and plans to start up teaching soon.

3.9 NFC Institute of Engineering and Technology, Multan

NFC Institute of Engineering and Technology (NFC IET) established CRP department in 2014 in Multan.

4. DISCUSSION AND RESULTS

Being the article perhaps first in its nature, touches upon different aspects of URP profession in Pakistan as well as its produce spread across the world. The author personally has the privileged honour to serve in diversified capacities in various professional bodies of urban and regional planners – home and abroad. Crust of his learning an understanding about the subject helped a lot in tackling honestly with the aspect.

While the very few available websites that hold too little data on urban and regional planners of Pakistan are visited thoroughly, use of personal communication was made with some well-informed urban and regional planners of Pakistan serving globally. Over decades of strong interaction of the author with the urban and regional planners of Pakistan holding offices of professional bodies in addition to keep the individual as well as collective interaction with them as a top priority on social and professional calendars enabled not only to come-up with profound induced as well as deduced conclusions rather helped to produce certain very careful guesstimates where these deemed to be inevitable.

Bachelors' in town planning in Pakistan

Five universities are accredited with PCATP, so far; these are as follows [13]:

1. UET, Lahore
2. Mehran UET, Jamshoro
3. LCWU, Lahore
4. UMT, Lahore
5. UoPeshawar

However, bachelors' degree programme in URP is offered at six universities of four cities in three provinces of Pakistan as follows:

Table 3: Bachelors' in URP in Pakistan

Sr	City	University	Dept. name	Start year	Annual offered intake
1	Lahore	UET	CRP	1963	55
2	Jamshoro	Mehran UET	CRP	1992	50
3	Karachi	NED UET	Urban and infrastructure engineering	2000	40
4	Peshawar	UoP	URP	2010	60
5	Lahore	LCWU	CRP	2012	35
6	Lahore	UMT	CRP	2013	40
Total					280

Source: [14].

Despite the available short number of seats, these are not filled-in. For instance, only 11 students were enrolled to the UoP against 60 offered seats.

Women urban and regional planners

Women urban and regional planners have also played their role in the global development. Skimming the list of registered urban and regional planners with [13] an interesting aspect is that the proportion of women amongst every subsequent 100 urban and regional planners is increasing (see Table 4). This trend is seen more acute after the overall number of registered urban and regional planners rose over 500. In the seventh and eighth hundreds registered, women urban and regional planners hold encouraging 31 and 36 percentages, respectively.

Table 4: Proportion of women urban and regional planners in Pakistan

Hundreds of urban and regional planners	Number of women	Increase (+) / Decrease (-)
1 – 100	2	Not applicable
101 – 200	6	+4
201 – 300	8	+2
301 – 400	7	-1
401 – 500	11	+4
501 – 600	17	+6
601 – 700	31	+14
701 – 800	36	+5

Source: Adapted from [13].

On the faculty in Pakistan, we see only one out of eight at [9] in comparison to three at [8] as women. However, this is quite encouraging to see half of the four as assistant professors after they returned with their doctorates from abroad. One each woman urban and regional planner appears as assistant professor at the LCWU and the UMT. Two women lecturers appear at each of the LCWU and the UMT and another at the UET Taxila. Besides this, no woman urban and regional planner is seen on the faculty in any of the remaining four universities.

Global exposure of urban and regional planners of Pakistan

Almost all of the urban and regional planners of Pakistan earned their bachelors' from Pakistan. On the other hand, most of PG degrees that they hold are earned abroad. This depicts certain aspects. One such aspect is that the graduate urban and regional planners of Pakistan proved their competence availing not only enrolments abroad rather winning scholarships. Another aspect is that in addition to their grasp on the subject domestically, they have also blended their expertise learning in the global environment. This helps them understand as well as deal with the oncoming situations better.

Urban and regional planners of Pakistan have contributed a lot domestically through serving at city development authorities, local government, academia, research and development (R&D), NGOs, consulting firms and so. In addition to that, they also serve as civil servants, police, armed forces, planning commission and development commissions. Urban and regional planners of Pakistan serve in different organisations in other countries including the United States of America (USA), UK, Canada, Australia, Netherlands, Kingdom of Saudi Arabia, Iraq and other middle-eastern countries. United Nations Organisation, World Bank Group, International Labour Organisation, United States Assistance for International Development and Asian Development Bank (ADB) are just a few of the prominent global organisations that urban and regional planners of Pakistan serve not only within Pakistan rather represent them globally, whenever requested.

Appreciation and acceptance - the world over

It would not be out of place to mention here the monetary aspect of the appreciation and recognition of the urban and regional planners of Pakistan. Apart from the handsome remunerations that they are offered abroad, the average salary package being offered to the fresh undergraduates within Pakistan is PKR 45,000 (USD 300) that is quite reasonable in a developing country. In recognition of their expertise and importance in the organisations they serve, a package almost similar in volume is offered to them in the form of transport and communication arrangements.

This may be quite astonishing for some readers to know that in a developing country like Pakistan where job scarcity is a common problem, many positions related with urban and regional planners are vacant. It may be further astonishing that new positions are emerging at a faster pace than the rate of graduation of urban and regional planners. Senior urban and regional planners interviewed are found as highly appreciating the well-in-time step of the existing universities as producing more urban and regional planners through not only ensuring their regular graduation time rather increasing number of seats. Another aspect found appreciated by the senior urban and regional planners is the quick response of many universities to this emerging demand in the form of their negotiations with them to establish new URP departments. [11] describes:

The demand for urban and regional planners is increasing day by day. In a recent meeting with Secretary, Local Government and Community Development, he said, 'you are producing very few urban and regional planners; we advertised 28 posts of urban and regional planners as town officers planning and coordination but only 15 applied and 11 were selected'. He demanded for increase in the enrolment of urban and regional planners in city and regional planning department at the University of Engineering and Technology, Lahore and opening up of

new planning departments on other campuses of the university and other universities. On my request he sent Dr. ---, Project Director, Urban Unit, Planning and Development Department, Government of Punjab to the vice-chancellor of the university and the vice-chancellor agreed to double the enrolment of city and regional planning students by starting another section in the department.

This is observed that the urban and regional planners of Pakistan have proved to be of tremendous use during the first decade of the new millennium. There are certain factors that contribute to it. A number of almost 500 registered with PCATP available by start of the millennium is a major factor. The efforts of the pioneer urban and regional planners that made way in the society through appreciated efforts is also substantiated during this time by their young junior successors.

Institute of Planners Pakistan

The inception of Institute of Planners Pakistan (IPP) is also termed as a landmark by many senior as well as junior urban and regional planners. IPP describes itself as follows [19]:

Institute of Planners Pakistan is a registered organisation of the urban and regional planners of Pakistan which aims at providing a forum for the urban and regional planners of Pakistan to meet and participate in expressing and exchanging their views relating to planning matters. It also aims at promoting and ensuring the enforcement of professional standards and practice to regulate and streamline the process of physical growth and development in the urban and rural areas.

[20: 6] appreciates IPP as, ‘... It is pertinent to mention that Institute of Planners [Pakistan] is the only federally recognised professional institution of urban planners in Pakistan working for the profession, since 2007.’ [21: 1] describes a dimension as follows:

During 2006-07, the Institute of Planners Pakistan regularly published Planners’ Own as weekly newsletter to keep its members well-informed about development in the field and events of professional interest. The weekly newsletter was widely appreciated and received a very good response in the form of contributions and comments from the readers. The tremendous efforts made by the then editor ... are highly commendable. He played a pivotal role in presenting the newsletter every week in a unique manner for one whole year.

Mentioning its aims and objectives [19] includes establishing planners’ professional forum, ensuring enforcement of standards, liaison, holding professional activities, publishing widely, safeguarding planners’

interest, developing code of conduct, coordinating and litigating if required.

It seems inevitable to mention here that the charismatic personality of the patron-in-chief and founder president has also been a very vital force behind the IPP. [19] displays his comprehensive message – wisely blended with rewarding as well as coercive dimensions - to members.

There are different factors that make the patron-in-chief a rare most regarded figure amongst urban and regional planners of Pakistan. While these factors include his charming personality, an ever-ready offer of a helping hand, a smiling face, a vast global experience, a regard amongst his age-group and so, another dimension is also worthwhile - the lady wife. She is not only an urban and regional planner herself rather is equally blessed with the virtues mentioned regarding her life-partner. In addition to working with them in different capacities, the author has observed as well as received feedback from many urban and regional planners, especially the youth that they are highly inspired and motivated viewing the couple interacting at different fora.

Amongst the numerous wise steps that the institute took right from its inception, one is establishing its student committee. The committee not only provides the new-entrants with a feeling of institutional backing (that had been awaited by the practitioners for long) rather has developed a sense of ownership amongst even the UG students. It would not be out of place to mention here that the students have done remarkably under the guidance of their senior urban and regional planners that their share to the development has neither been lesser than the graduate urban and regional planners. Needless to mention further that those who have been working for the outreach of the profession to benefit the society under student committee, are now doing yet better after they have entered the professional stream as graduate urban and regional planners. [19] maintains:

IPP Student [committee/Chapter] visualises itself to be the torchbearer for the students, by its competence, commitment and care in making a quality urban and regional planning graspable for every planner. Its foremost aspiration, with eternal endeavours to inspire them earns unprecedented excellence. Holistic capacity building along with social and technical grooming is the principle objective for which this [committee/chapter] will actively participate in urban and regional planning affairs at student level and enchant urban and regional planning community vibrantly. This will lead to the formation of a platform through which students will have cooperation and support for glorifying the urban and regional planning profession.

This is also important to mention shortcomings as these helps to prepare better in future. [22:1] describes as follows:

From the early time of urban and regional planning profession it has been noticed that we are just focusing on the central and somehow on northern region and missing a major portion of Sindh and Baluchistan. There are a lot of planners that graduated from Mehran University and are now working in some good positions here in Karachi. But unfortunately, there is no such forum or way of communication or any interaction; ultimately, we are missing a larger portion. Meanwhile IPP introduced Islamabad/Rawalpindi and KPK Chapters but we again missed that portion. Now question arises do we really want to take on board all the planners to strong Institute of Planners Pakistan and profession?

Job market of urban and regional planners in Pakistan

Ref. [23] confirmed the author’s following recommended lowest monthly salaries for employee urban and regional planners in Pakistan. He further added that multi-national organisations are giving these sums of money to competent urban and regional planners in Pakistan:

Table 5: Recommended monthly salaries of urban and regional planners in Pakistan

Years		Salaries against qualification - PKR		
Experience	Calendar	Bachelor	Master	Doctorate
1	2020	40,000	65,000	115,000
2	2021	45,000	70,000	125,000
3	2022	50,000	80,000	140,000
4	2023	55,000	90,000	155,000
5	2024	60,000	100,000	175,000
6	2025	70,000	110,000	195,000
7	2026	80,000	125,000	220,000
8	2027	90,000	140,000	250,000
9	2028	100,000	155,000	280,000
10	2029	115,000	170,000	315,000

Source: [14].

Urban and regional planners have positions available to them in diversified capacities both in public and private sectors in Pakistan including the following:

- Planning Commission of Pakistan
- Ministry of Housing
- Estate Office Management
- Federal Government Employees Housing Foundation
- National Housing Authority
- Pak Public Works Department
- Pakistan Housing Authority
- Ministry of Environment

- Environment and Urban Affairs Department
- Pakistan Environment Protection Agency
- Provincial Housing and Physical Planning Departments
- Punjab Housing and Town Planning Agency (PHATA)
- Provincial Local Government and Community Development Departments
- City District Governments (CDGs)
- Town/Tehsil Municipal Administrations (TMAs)
- Development Authorities
 - CDA
 - Lahore Development Authority (LDA)
 - Rawalpindi Development Authority (RDA)
 - Multan Development Authority (MDA)
 - Gujranwala Development Authority
 - Gwader Development Authority
 - Faisalabad Development Authority (FDA)
 - Bahawalpur Development Authority (BDA)
 - Peshawar Development Authority (PDA)
 - Maleer Development Authority (MDA)
 - Karachi Building Control Authority (KBCA)
 - Hyderabad Metropolitan Development Authority (HMDA)
 - Quetta Development Authority (QDA)
 - Murree Kahuta Development Authority
- Planning and Development Departments
 - The Urban Unit, Punjab
 - Urban Policy Unit, Khyber Pakhtunkhwa
 - Urban Policy and Strategic Planning Unit, Sindh
 - National Engineering Services Pakistan Private Limited (NESPAK)
- Cantonment Boards
- Defense Housing Authorities

Table 6: Job market of urban and regional planners in Pakistan

Sr	Organisation	Seats		
		Available	Filled-in	Vacant
1	CDA	52	30	22
2	LDA	65	65	0
3	RDA	15	4	11
4	FDA	9	3	6
5	Gujranwala Development Authority	5	2	3
6	MDA	12	6	6
7	Punjab Local Government and Community Development Department	144	75	69
Total		302	185	117

Source: [14].

Urban and regional planners of Pakistan in global academia

Urban and regional planners are playing their role in the very little academia available in Pakistan. URP academia and professionals of Pakistani origin have done remarkably, overseas. They are doing amazing jobs in promoting URP in Pakistan as well as abroad. In addition to their valuable services, these competent urban and regional planners may also prove to be beneficial sources developing teaching and research collaboration with their counterparts serving within Pakistan. Identifying number of URP academia working in the USA, Canada and Australia as well as their related research on Pakistan and the world over may prove quite beneficial. It is heartening to mention an urban and regional planner of Pakistan doing well in the academia of New Zealand; he also served in Australia and Kingdom of Saudi Arabia [24 (with added emphasis)]. The afore-mentioned figure is just on a very quick search – many will appear on a thorough search.

URP academia in Pakistan

Table 7: Availability & qualification of URP academia in Pakistan

University	Faculty					Total
	Availability		Qualification			
	Available	On long leave	PhD	M	B	
NUST	3	0	2	1	0	3
UET Lahore	10	2	10	2	0	12
LCWU	4	0	1	3	0	4
NED UET	0	0	0	0	0	0
Mehran UET	6	2	2	6	0	8
UoP	3	0	1	2	0	3
UET Taxila	2	0	0	1	1	2
UMT	10	0	2	4	4	10
NFC IET	0	0	0	0	0	0
Total	38	4	18	19	5	42

Sources: [8]; [9]; [10]; [15]; [17]; [18].

UET Lahore has got 13 urban and regional planners on the faculty, Mehran UET has seven, LCWU has got four, NUST, UMT and the UET Taxila have got three each, and UoP has one whereas NED UET and NFC IET do not have any urban and regional planner on the regular faculty. Qualification-wise the UET Lahore has got 10 doctorates on the faculty, NUST has three, LCWU, Mehran UET and UoP have got only one each; the remaining faculty consists of masters' (almost all of them are currently pursuing their doctorates home and abroad). Out of these few faculty members, two each at the UET Lahore and Mehran UET

are on long leaves. Eventually, at present URP departments at the nine universities are running with a faculty of only 38 (see Table 7).

Designation-wise, except of the UET Lahore, Mehran UET and LCWU, no professor or associate professor is seen in any of the nine universities. Most of the faculty is seen as assistant professors - 19. Six are professors and 14 lecturers (see Table 8 for details).

Table 8: Designation-wise URP academia in Pakistan

Uni	Faculty (N)					
	Prof	Asst Prof	Asst Prof	Lec	Lab engineer	Total
NUST	0	0	3	0	0	3
UET Lahore	5	0	5	2	0	12
LCWU	0	1	2	1	0	4
NED UET	0	0	0	0	0	0
Mehran UET	1	1	2	4	0	8
UoP	0	0	1	2	0	3
UET Taxila	0	0	0	1	1	2
UMT	0	0	6	4	0	10
NFC IET	0	0	0	0	0	0
Total	6	2	19	14	1	42

Sources: [8]; [9]; [10]; [15]; [17]; [18].

While Mehran UET shows an equal proportion of associate professors and professors – one each, the UET Lahore shows an interesting aspect that there is no associate professor on the faculty over there.

Brainstorming is inevitable for better results at higher education in URP. This is inspiring that now-a-days URP profession is receiving unprecedented acceptance in Pakistan. This is also heartening that URP education is now being imparted in nine universities in six cities of three provinces throughout the country. This is quite thought-provoking and high-time to ponder as to why higher education in URP has yet not been satisfactorily achieved in Pakistan in the past. Out of around 1,500 professionals holding a bachelors' degree in URP, we see 34 doctorates and around 150 masters'. Based on documents screening in addition to extensive travelling around the world as well as across the nation, put forward are some statistics and thoughts. Discussions with some senior urban and regional planners as well as human resource practitioners also enabled to come up with certain conclusions and recommendations.

Out of around 15 enrolled to a doctoral degree in URP at the UET Lahore only seven have been able to complete their degrees, so far, since the doctoral programme initiated there for over a decade. Similarly, out of around 300

enrolled to masters' degree in URP in different universities of Pakistan around 100 could complete. Among different factors that affect emergence of such discouraging statistics, the main reason comes forward the lack of commitment on the part of stakeholders. Ref. [2] teaches and researches at Massey University in New Zealand. He referred to the global recommendation of sparing at least 50 hours per week for studies (say 10 hours a day on five working days a week). For those that need to work along with studies due to one reason or the other, working for up to 20 hours a week is globally recommended. He referred New Zealand immigration following the same 20 hours a week standard while he mentioned that Massey University allows the students to work only 10 hours a week. Further, Asian Institute of Technology Thailand (AIT) allows 60 hours a month (say 15 hours a week) while session is on and 80 hours a month (say 20 hours a week) during off session. Ref. [2] mentioned a figure of around 10% Higher Education Commission (HEC) scholars of Pakistan being ousted of universities in New Zealand during first three quarters of their arrival. It is submitted here that both teachers and the taught need to be encouraged to keep students motivated. This way, better results can be reaped at higher education in URP.

Ref. [2] appreciates the approach for involving young urban and regional planners in professional activities. To him, in fact, this is the way they can learn and develop their skills and became committed to URP profession. He believes that URP departments in the universities of Pakistan really need persons that are self-motivated and committed to the URP profession.

Masters' students in URP at the NUST may avail dual degree at the AIT. Under the provisions of Memorandum of Understanding (MoU) signed between AIT and NUST, masters' students of URP may earn a dual degree. The prosperous students will proceed to AIT after completing their 24-credit course work at NUST. They will do some course work at the AIT. Afterwards, on successful completion of their thesis, they will earn masters' from the institute, in addition to their masters' from the university. Similarly, the faculty can spend time on exchange [25].

Those holding a doctoral degree ought to supervise five doctoral students each. It is appreciated that the doctorate faculty at URP departments of different universities in Pakistan are actively engaged in supervising masters' students. While some of them are also supervising doctoral students, it is strongly recommended for others to extend their services in supervising doctoral students. For those that have got less than five doctoral students working under their supervision, it is suggested to enroll more. For those doctorates that are not supervising any, it is recommended to enroll five students each that is an international standard. With 18 doctorate urban and regional planners in the faculty of nine different universities across Pakistan, if all supervise five doctoral students each, the number can reach 90.

Constant motivation factor cannot be ignored in sustainable development. This is observed that urban and regional planners of Pakistan are more motivated towards their professional duties today than before. However, in order to meet the ever-increasing challenges ahead, a constant motivation is inevitable. To quickly meet the requirement of one urban and regional planner for a 10,000 population [4] - around 800 for Lahore alone, and a little lesser for twin cities of Islamabad and Rawalpindi - it is recommended that at least five universities enroll 20 students each to masters' programme every year in the twin cities of Islamabad and Rawalpindi alone. Another at least 20 universities are required to quickly start enrolling 30 masters' students each in different cities across the nation to meet the need. Double of that much are needed to be the bachelor's students and half of that much doctoral students. It all needs strong and constant motivation at different levels. It will also require facilitating both teachers and the taught in different aspects.

5. CONCLUSION

Nexus to the above, not only thousands of new urban and regional planners of Pakistan need to be produced in the next two three decades rather the available hundreds need also to be facilitated more in order to let them contribute further towards the endeavours they are currently engaged in. Appreciating the role of universities that run URP departments and the other universities that are negotiating senior urban and regional planners to open-up URP departments, this is commendable to ensure better teaching as well as research facilities – both in terms of finance and congenial working environment. This is also need of the hour to train the available lot of the practitioners using modern human resource skills. Most of the positions, which urban and regional planners acquire in Pakistan, deserve controller motivation personalities for which a strong emphasis is recommended through this study [26].

REFERENCES

- [1] Wikipedia. Urban planner. (2013, July 9). Retrieved from http://en.wikipedia.org/wiki/Urban_planner
- [2] Imran, M. personal communication, April 3, 2013.
- [3] Government of New Zealand. (2013, February 25). Retrieved from <http://www.careers.govt.nz/jobs/government/urbanregional-planner/>
- [4] Javed, N. personal communication, in Lahore, September 24, 2012.
- [5] Asian Development Bank. (2020 August 15). Greater Mekong Subregion. Retrieved from <https://www.adb.org/countries/gms/main>
- [6] Morton, E. (2019, October 28). Urban planning needed: ADB. Retrieved from <https://www.phnompenhpost.com/business/urban-planning-needed-adb>

- [7] Weekly Planners' Own. 2012. Weekly Planners' Own, 2(2).
- [8] University of Engineering and Technology Lahore. (2013, June 29). Retrieved from <http://www.uet.edu.pk/faculties/facultiesinfo/department?RID=introduction&id=7>
- [9] Mehran University of Engineering and Technology. (2013, June 29). Retrieved from <http://www.muett.edu.pk/departments/city-regional-planning>
- [10] University of Peshawar. (2013, June 29). Retrieved from <http://www.upesh.edu.pk/academics/faculties/departments/?q=21&sid=29>
- [11] Zaidi, S. personal communication, July 2, 2020.
- [12] Pakistan Council of Architects and Town Planners. (2020, August 15). Retrieved from <http://www.pcatp.org.pk/>
- [13] Pakistan Council of Architects and Town Planners. (2020, August 15). Retrieved from <http://www.pcatp.org.pk/>
- [14] Author's survey, 2020.
- [15] NED University of Engineering and Technology. (2013, June 29). Retrieved from <http://www.neduet.edu.pk/UE/faculty2.htm>
- [16] Niaz. personal communication, in Peshawar, February 22, 2018.
- [17] National University of Sciences and Technology. (2013, June 29). Retrieved from <http://www.nust.edu.pk/INSTITUTIONS/Schools/SCEE/Institutes/NIT/Departments/UrbanRegionalPlanning/Pages/default.aspx>
- [18] Lahore College for Women University. (2013, June 29). Retrieved from <http://www.lcwu.edu.pk/faculties-institutes/faculty-engineering-technology/city-regional-planning.html>
- [19] Institute of Planners Pakistan. (2012, April 27). Retrieved from <http://www.ipponline.org/>
- [20] PCATP Review. (2012, April 26). E/Newsletter, Quarter July 2011 Issue 8. <http://www.pcatp.org.pk/>
- [21] Monthly Planners' Own. 2008. 2(1).
- [22] Nisar. personal communication, in Karachi November 12, 2012.
- [23] Akhter, R. personal communication, in Lahore on July 27, 2020.
- [24] Imran, M. personal communication, April 26-27, 2012.
- [25] Sumana. personal communication, at Asian Institute of Technology, Thailand, March 25, 2013.
- [26] McClelland, D. (2011, October 1). Retrieved from <http://www.businessballs.com/davidmcclelland.htm>