

their own vested interests, much as the British did in earlier times. Most Pakistanis are, however, remarkably tolerant and respectful of foreigners.

For many Pakistanis, foreign technical advisors and business people epitomize western affluence, a perception fostered by exposure to western media and the lifestyles of expatriates living in Pakistan. Many resent that foreigners earn far higher salaries than their Pakistani counterparts. If not acknowledged and dealt with, the resentment can strain partner relationships. Even if you do not consider yourself wealthy, your Pakistani colleagues will think you are. Often, Pakistanis are unaware of Canada's higher costs of living and the compensation required to attract qualified Canadians away from careers at home.

Pride in Pakistan co-exists with ambivalent feelings of inferiority and superiority. You will find a contradiction between those Pakistanis who want to be accepted by foreigners and those who shun them and most things western. (The contradictions can lead to interesting conversations if handled with tact.) Westerners may be surprised to discover that some Pakistani urban professionals think western culture is superior. Their feelings of inferiority are natural, given Pakistan's colonial past and the economic disparities between Pakistan and western nations today. On the other

hand, Pakistanis, regardless of their education and western appearance, are fiercely proud of their heritage. Even those who do not fast, say their prayers, or refrain from alcohol, and who may be openly critical of some aspects of Pakistani society, will leap to the defence of their country, religion and culture. Do not underestimate this sense of loyalty and patriotism, as it is likely to surface at the first hint of criticism from outsiders.

Many Pakistanis believe that westerners are more efficient and industrious than Pakistanis. This idea stems from experience with missionaries, social workers, educators, and the British bureaucracy and judiciary. Western technological advances have strengthened this belief. Many Pakistanis want to work for foreigners because they are straightforward, judge on merit, and more likely to offer higher salaries. Many believe foreigners run projects and businesses more efficiently. Most Pakistanis believe that foreigners are more impartial and more interested in hearing the truth about Pakistan than Pakistanis. This explains why they sometimes feel freer to discuss their culture, politics and social grievances with outsiders. They might be more hesitant to be openly critical among fellow Pakistanis for fear of offending them in a society where ideology militates against frank opinion.