

Topic

Bureaucracy amidst- Institutional Crisis: A Pathway Forward.

1- Introduction

Thesis statement: The fact is obvious; the bureaucracy is amidst the institutional crisis in terms of political, social, economic, policy syndrom and external models; however, applying a pathway-robust policies- bureaucracy would be turned to prosperity and institutional character.

2. Bureaucracy and Institutional Crisis- pathway to improvement: A brief overview.

3. Bureaucracy amidst- Institutional crisis- A Long move of imbroglions. (3.1) pursuing the colonial mindset- - The lavish lifestyles.

(3.2) Lacking the pragmatic mechanism of institutional accountability

(3.3) Engaging in Political Syndrome -
A fight for elite.

(3.4) Persisting the outdated training manual model.

(3.5) Shunning the public interests -
A true loyalty to the political patronage

(3.6) Prevailing the economic instability - (FDI)

(3.7) Following the interest-based policies in implementing of governance models.

(3.8) Inspiring the media influence rather than public-service-influence

4. Bureaucracy under Challenges - The pathway forward to reforms.

(4.1) Amending the civil servant
Act 1973 - Rules and Regulation.

(4.2) Reintroducing the constitutional
protection - to keep the service
man - Independent in policy
implementation.

(4.3) Upholding the mechanism
of institutional accountability -
Transparency.

(4.4) Implementing the tendency
of public - bureaucratic
partnership.

(4.5) Changing the colonial mindset
approach and tendency.

(4.6) Being a loyal service man
to state - National Interests.

(4.7) Promoting the Problem-Solving Strategy with cooperation of state policy.

5. Conclusion.

Bureaucracy is a ^{bone} back of any country - It works like a chain between state and public relations - that the bureaucracy can alter the history of nation, pursuing prosperity, development, progress and public welfare. However, one problem in the path to bureaucracy would manipulate direction of institution - keeping them apolitical, it is the first and foremost sign of growing nation - The USA, Japan and China - Woodrow Wilson. The above mentioned reference is an evidence of the bureaucracy - sustaining the bureaucrat service man is the true symbol of a growing nation. Unfortunately, the bureaucracy is replete with the institutional crises, pursuing the colonial mindset, lacking the pragmatic mechanism of institutional accountability;

engaging in political syndrome, persisting the outdated training manual model and skimming the public interests. Moreover, bureaucracy is under the imbroglies, prevailing the economic instability in a country, inspiring the media influence rather than public affairs. However, this bureaucracy can also be reform to amended the civil servant Act, reintroduce the constitutional protection, given by 1975 Act, uphold the mechanism and to implement the tendency of public bureaucratic partnership. Thus, the prosperity comes from the rigorous implementation policy followed bureaucracies.

To start with, history is replete with the colossal problems and imbroglies, but special in regards

... the crisis of political

to bureaucracy; It has the institutional crisis. Otherwise, this is a sole body of a state, revivifying the trust between public and politicians. As Dr Ishaq Hussain said in his book - Governing the ungovernable. For institutional reforms for democratic governance. With the constant policy in any developing project, the image of policy maker is at stake - so, policy implementation duty comes under the prime responsibility of bureaucracy. This fact speaks that bureaucracy without having impediments in the path would take the nation to sky.

The bureaucracy constantly pursues the colonial mindset in the state affairs with public. This colonial mindset pursues the

bureaucracy pursues the self interest, rather than boasts the public welfare. Moreover, all the officers tend to aspire the lavish lifestyles. According to the Asian policy analyst - Sir Sashi Tharoor, the tendency of "English Man" still remains in a shape of bureaucracy. Underlying saying reflects that bureaucracy is the brain-child of British.

Similarly, lacking the pragmatic mechanism of institutional accountability also triggers to bureaucracy to institutional crisis. Accountability in bureaucracy enriches the public trust and develops economic growth. To state in words of accountability does not suit today's accountability. Woodrow Wilson, knowning father of public

administration, pointed out that accountability is a test of the disease that can be diagnosed the worth and intensity of bacteria in body; the same method should be incorporated securing the accountable position of institution. Therefore, accountability lacks in this institutional body.

Bureaucracy is engaging in political syndrome, preferring the supportive governance. This, moreover, is a common practice in the world. Most of countries have victimized, involving bureaucracy in political affairs, such as Bangladesh, Pakistan, India and Sri Lanka as well - said by (NIOB).

The practice of government-servant in political affairs weakens institutional legitimacy that brings them in the crisis. So, political

discourse and affairs is the favourite area of interest for bureaucracy.

In most of countries, bureaucrats are trained with the outdated training manual model, naming British colonial training procedure. Since when British colonized the sub-continent, the British practice has been adopting thoroughly in which bureaucracy model is outstandingly being active in action. British Act 1858, reflects the model for practice and procedure, reforming the civil bureaucracy which is still applicable. The said act was mandatory in that era, but now it is no longer in training. But Pakistan and Bangladesh are obsessions

With this training model.

Another factor of this bureaucracy is to shun the public interest, being a true loyal service man of politicians. This stuff is in daily practice. The foremost principle of bureaucracy is to be loyal of state, Article 5, and to serve the public interests, irrespective the class status.

The manifestation of Karl Marx, said, elite is elite - all of his own, bureaucracy, politicians and even state, but poor people have to pay state duties and forget the services. To protect elite interest is the priority of bureaucracy.

The continual prevailing the economic instability contributes in ~~the~~ institutional crisis in terms

bureaucracy. Economy, in well-being, is the solution of all evils. However, the instability in economy leads the severe crises, especially in bureaucracy. Most of the states suffers the economic instability due to which the bureaucrats become prey to financial crisis, managing the subordinate staffs and policy projects as well. As Institution of Global Governance of Welfare of World Bank (IGGW) published report in 2023, financial presence at the bottom level minimizes the risk of the state failure, if bureaucracy would be managed with the required fund for policy implementation. Thus, economic instability deteriorates the strength of bureaucracy.

Bureaucracy is itself the

responsible of the institutional crisis. to follow the personal interest based policies in implementing governance model.

Subsequently, all the stakeholders of bureaucracy would prefer their interests while implementing policies at the bottom level.

For instance, Pakistani bureaucracy keeps its interest first, in 2022, the DE of Larkana committed the fraud of 22 crore in the public development project in Sindh. So, such interest-based policies more deteriorates the significance of institution.

The most imperative practice practice of bureaucracy inspires the media followers rather public service influence. What to say their performance in the public interest, All the newly

appointed officers are keenly adopting the attraction of social media followers. No one is truly working for public service. Ishaq Hussain, the author and policy twitter, saying that "The Pakistani civil servant is not a bureaucracy but a plutocracy" words are enough to explain the functions of bureaucracy in today's era.

However, to reform the bureaucracy's civil servant act 1973 should be amended, making them strong for the transparent policy implementation. In 1973, Zulfiqar Ali Bhutto, demoralized bureaucracy for the sake of personal interest due to which the role of bureaucracy was politicized and compromised.

Afterwards, Zia-ul-Haq left no stone unturned to disorganize the political bureaucracy. So, Amendment in 1973 Civil Service Act, is an prime suggestion, wiping out the depoliticization of bureaucracy.

Re-introducing Constitutional protection for bureaucracy would support institution coming out of crises. Protection of job, security, transfer, threats, political interference in the policy implementation demands the constitutional protection that was before 1973 and 1984 Act of Civil Service. This protection would open the door of independent decision making for the policy implementor in a society, without talking for fear of political interference.

The institutional accountability in bureaucracy would take on the transparency in the policy formation and implementation. Accountability in bureaucracy facilitates the institution to carry over the change and fruitful result in the development of public development and welfare. - Accountability at across board is the progress of sincerity, consistency, discipline and prosperity in a person and society as well. - Ajay Bangha, president of WB - Ergo, accountability should be at vertical and horizontal level.

Implementation of the tendency of public bureaucratic partnership is a pathway to prosperity. The most element of the successful policy is a

public partnership with the government servants and stakeholders. Otherwise, without the true sense of public partnership neither policy nor property is inevitable in a country. As Immanuel Kant notified in his theory state policy - "Public is the first stake of state; it has/has to decide the upcoming policy for the specific agenda setting". So, partnership is a key to coming out of "institutional crisis".

Colonial mindset in bureaucracy must be altered, becoming a cause of the owner not a servant on public interest. The founder of Pakistan, Quaid-e-Azam said in his speech in Peshwar

college of passing out officers
You people are the chain of
Pakistan; You follow the
public interests, not to forget
that you are servant, not
owner; You have nothing with
politics. No body can deny
the said words of the leader
of Pakistan that colonial mindset
aspires the rule and govern
for acquiring the personal
interest.

Every bureaucrat is
bound to state and its policy,
bring up state's welfare in
public. Loyalty is the gift
of nature and teaches with
the spirit of purpose to serve
people and their peace and
prosperity. According to
the constitutional of Pakistan
Article 5, It enlightens that

everyone is bound to state and be loyal to protect state. Keeping the bureaucracy, it has the double moral responsibility to protect the interest of state and in which people who are citizens.

set- Last but not least, the promotion of the problem solving strategy with cooperation of state policy must be the core priority of bureaucracy. In the world, 21st century, the nature of "problems" has been changed from tradition to non tradition, from military to state cyber warfare. People are enduring from the food insecurity, health, environment, crime, law and order, justice and education crises. To all and all, ~~bureaucracy~~ bureaucracy is

the front line force, dealing with internal affairs and problems. Kofi Annan said; the front fighter in the state is the stakeholders of the state

To conclude this debate, bereaueary is amidst-institutional crisis in the 21st century. It has also the colossal quagmires and dismal issues in a country, pursuing the colonial mindset, lacking the pragmatic mechanism of accountability; engaging in the political syndrome, shunning the public interests and following the personal interest based policies in the governance policies. Furthermore, inspiring the media influence rather than securing the public service and prevailing economic

come Under the bureaucracy policies.
 However, all the institutional
 problem can be resolved by
 setting them in the proper
 implementation, reintroducing
 the constitutional protection of
 bureaucracy, and implementing
 the tendency of public -
 bureaucratic partnerships. The
 problem of any institution is
 reliant on the cultural strategic
 policy of that institution which
 suffers - **George Washington.**