

Q:4

Suppose you are hired by the Government on a project to reform the civil service. Which major reforms would you propose keeping in view the ground realities but no limited to, fiscal constraints?

Answer=

1. Introduction

Civil Service of Pakistan is an executive administrative body works on hierarchical structure to execute public policies and monitor already applied mechanism. In recent phases, the voice of reforming alerts in public institution because civil service of Pakistan reportedly less effective and sufficient in problem addressing and service delivery. Therefore, as a project reformer it is suitable for Civil Service to be modernize, and development in capacity infrastructure is more important to be prioritize.

2. Where and why the Problem actually lies

a) In-sufficient Capacity development in Institutions

Despite population bulge Governmental Institutions are remained on same stunted capacity. The impact of insufficient capacity undermines progressive service delivery and resolving public issues.

Example:- Same Number of District and Division officers (DO's and DEO's) since 1973 reforms of Zulifqar Ali Bhutto (PM).

b) Comparative low wages to Market Standards

Ongoing historical trend of low-salary of government employees since Independence still raging in markets.

Why it Matters:

Low wages in government employees results both immoral and disadvantage to

Service delivery.

Results

↓
Corruption

↓
Red-Tapism

↓
Bribery

↓
Personal Gains over
Institutional

↓
Service Delivery (Backlog)

↓
In-efficiency (Problem-Addressing)

↓
Poor (Public + official) Coordination

3) "One Size-Fit" for all framework

Despite allocating officials or technocrats, Pakistan's civil service still following the trend of colonial time "Fit for all". The impact of this outdated framework reduce institutional development, service delivery, progressive results and ineffective coordination in public matters.

3. Major Proposed Reforms for Civil Service of Pakistan as a reformer

1. Performance-based incentives

The following reforms is taken from the reforms proposed by Maleeha Lodhi (Former UN representative of Pakistan), as a reformer. It is highly suggested to Government of Pakistan to prioritize performance based incentives, because it increase the lust of performance and enhance service delivery. also it increase competition in progressive reports.

2. Strengthening Institutional Capacity

Every district and division should be monitored on consensus based allocation of staff. Where the population is comparatively high, the number of officers should be improved there for better results.

3. Constitutional and Environmental Protection

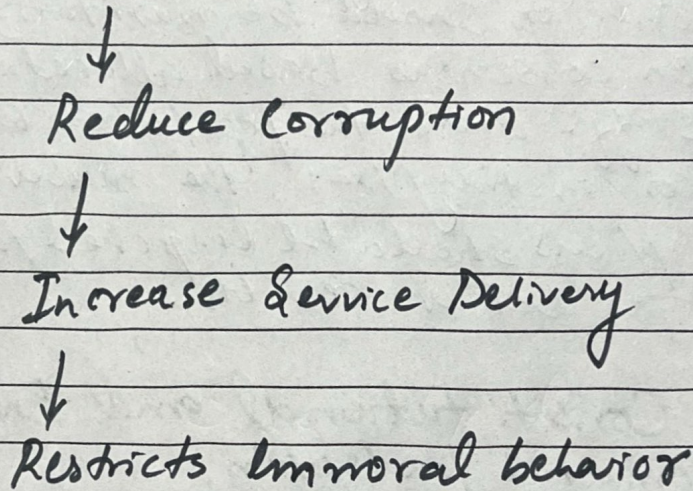
Fixed Tenures and even transfers helps in more efficiency. Uneven and frequent transfers undermines capacity building and settlements.

4. Protection for whistle blowers and dissenting officers

Officers who expose materials like corruption and immoral stigma's of government officers should be constitutionally and practically given protection for dis-inventing social harm. because sometimes dissenting officers dissention leads to personal conflicts.

5. Increased Basic pay and moral packages

why it matters:



Increasing basic pay could reduce immoral behavior. because the root lies more in personal pleasures as stated in the theory Fair-Wage-Efforts hypothesis by Yellen, "that workers ^{make} effort based on their perception of a "fair wage".

4. Conclusion

As a reformer of civil-service of Pakistan, it is highly prioritized to remove root causes of service degradation which leads to increased

de-framing of local and formal
Sectors. However, major changes
like constitutional protection and
performance based incentives
should highly prioritize to avoid
backlog of government and civil-
service officers.

Q: NO. 2

Despite having an elaborative planning mechanism, Government in Pakistan are often criticized for short-shifting long-term development needs. Do you agree with such criticism? If yes, where does the fault lie?

1. Introduction

Governments in Pakistan are often criticized for short-shifting - long term development. The criticism lies in very uncovered truth that Pakistan is suffering long-term visibility for short-term fixes. Historically it is viewed as national citizens of Pakistan that every Government emphasizes visible infrastructure; roads, highways, popular subsidies, and elite-dominant policies but ignored long-term development in Human Capital; Education, health, productivity and Ecological balance.

2. Understanding long-term Developments

- Rule of Law
- Export Mechanism
- Agriculture
- Technology
- Employment
- Industries

b) Productive Capacity

- Education
- Health
- Food Security
- Environmental Peace

a) Human Capital Development

long-term development stands as back-bone for a nation as well as for nation-state. It upholds multiple major aspects including:

c) Institutional and Government Discipline

→ Rule of law with modern Institutional Mechanism

→ Institutional Capacity Development

d) Natural Capital

→ Water

→ Food

→ Climate-resilience

3. Profiling Pakistan's Short-sighted long-term Developments

(i) Chronic Under investment in Education

Despite multiple reforms, Pakistan still suffers under-rated educational landscape.

According to National Economic Survey of Pakistan, report 2025, literacy rate still stunted below 70%. approximately 60.6%. Over 26 million of childrens are out of school. Following profiles of Under-invested education uncovers

government short-shifting long-term developments as education builds the autonomy of nation.

iii) Outdated agricultural practices

Agriculture is a humming wheel of Pakistan's economy. Contributes over one-fourth share in national GDP. Still facing degraded agricultural mechanism.

- Irrigation backlog
- Poor Farming Practices
- Insufficient Governmental support
- Climate-resilience and e-developing
- Poor Agricultural Policies
- Technological disadvantage (Outdated)

According to Government of Pakistan, official documents, Agriculture contributes 20-30% of GDP since 2010, before it was more than 50%. The major factor behind the chronic decline is climate impact on agriculture and Government of Pakistan still lacks climate resilience importance.

iii) Under Developed Health Sector

Government spends only 1.2% of GDP on strengthening health sector below to the global set limit of 4% as per recommendation of UNESCO.

iv) Visible Infrastructure without Productivity

Government Emphasis on:

- Roads
- Highways
- Metro's
- Visible Infrastructures

Weak focus on:

- * Skill development
- * Industrial upgradation
- * Reserved Development Spendings

4. Where Does the fault lie in short shifting long term development

1. Consistent Political Instability

Continuous political instability stresses each new government to ensure flexible and frequent fixes over long-term reforms. These short-fixings are result of long-term under development.

- Political Manifesto's
- Election Cycles
- Gaining Visible Support
- Subsidising dominant Infrastructure

2. Reactive Policy rather than Preventive

As seen in climate vulnerabilities induced by Pakistan in recent years. Despite the chronic challenges by climate change, government of Pakistan is not ready to invest in climate resilient infrastructure, still dependent on foreign aid and funding mechanism.

3. Financial Constraints and Fiscal burden

Ongoing external debt of IMF, WB and supportive states, Pakistan still facing fiscal fragility. However, these challenges are important than security preference in Pakistan. It is collective urge of shifting security-centric development to shift climate-resilient and human-development investment.

4. Chronic climate change impacts

Climate change has become Pakistan's most formidable adversary as stated by Maleeha Lodhi, former UN representative of Pakistan, "Pakistan's most formidable adversary cannot be defeated by guns, but by Governance, vision and global cooperation."

5. Center-province disputes after 18th Amendment

After 18th Amendment of Pakistan's Constitution.

Pakistan, geo-log-ically and strategically a favouring country for climate change and for regional states. However, having elaborate mechanisms, Pakistan is facing long-term development. The problem is not merely localized by local government but external factors are also in like. Therefore, Pakistan needs to ensure multi-dynamic policy and practical advancement. Investing in climate resilience and long-term development should priority in national development.

5. Conclusion

The core impact transmitted by the amendment is to transform provinces into self-autonomous in multiple-subjects. Therefore, the disputes over these subjects are still ongoing in Pakistan. Example: Water sharing disputes
 ↳ Climate Authority Disputes
 NDMAs vs PDMAs