(1)

Question NU 3

Role of Civil Service Reforms in Improving Governance Outcomes in Pakistan. Its Limited Success, and Political and Patronage Network influence

Introduction:-

Role of civil service strength merit based recruitment and training of civil servants. Unable to achieve the full success is corruption, time taking processes and Political interference and patronage network reduces its efficiency by Political influence of Matras

1) Role of Civil Service Reforms

Flowchart: "Role" (center oval) points up to "Merit Based" (box), and down to "Culture Shift" (box) and "Abroad Training" (box).
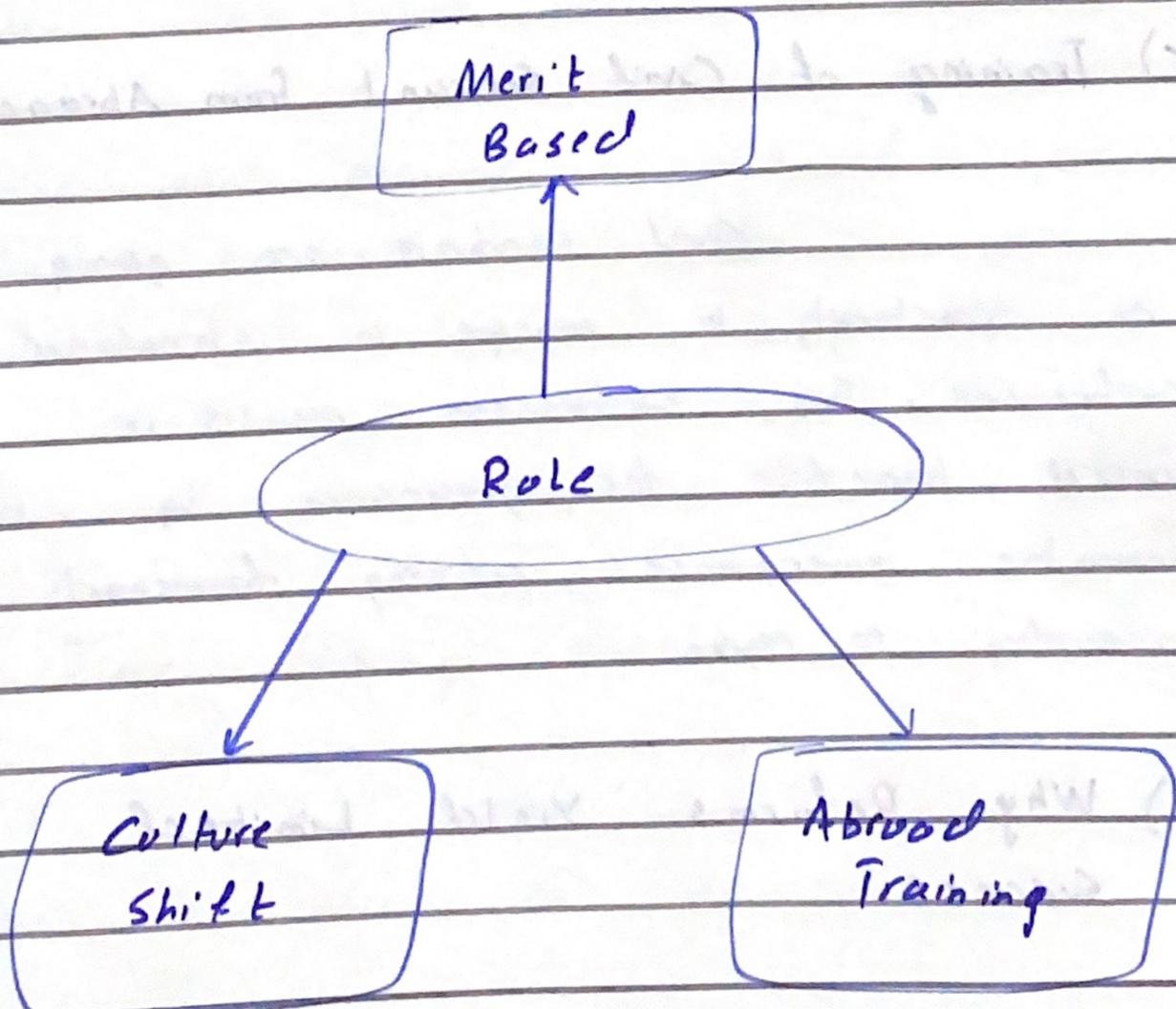
A) Culture Shift: Bureaucracy to Civil Servant

Civil service reforms change the mindset of government officers to provide facilitation to public. Employees are encouraged to move from authoritarian mindset to serving the public.

B) Strengthening Merit Based Recruitment

Strong returns on merit based recruitment enhances the governance. For example; FPSC 2019 reform changed the criteria to achieve atleast 600 marks despite passing all subjects. This increase created healthy competition and meritocracy.

C) Training of Civil Servant from Abroad

Civil servants are giving the opportunity to engage in international conferences. This conferences results in general benefits for governance by innovative governance policing framework according to region.

2) Why Reforms Yield Limited Success

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                    ┌─────────────┐
                    │  Corruption │
                    └─────────────┘
                           ▲
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                      ╭─────────╮
                      │   Why   │
                      ╰─────────╯
                      ╱           ╲
                    ╱               ╲
        ┌──────────┐             ┌──────────┐
        │  Long    │             │  Old     │
        │ Processes│             │ Methods  │
        └──────────┘             └──────────┘
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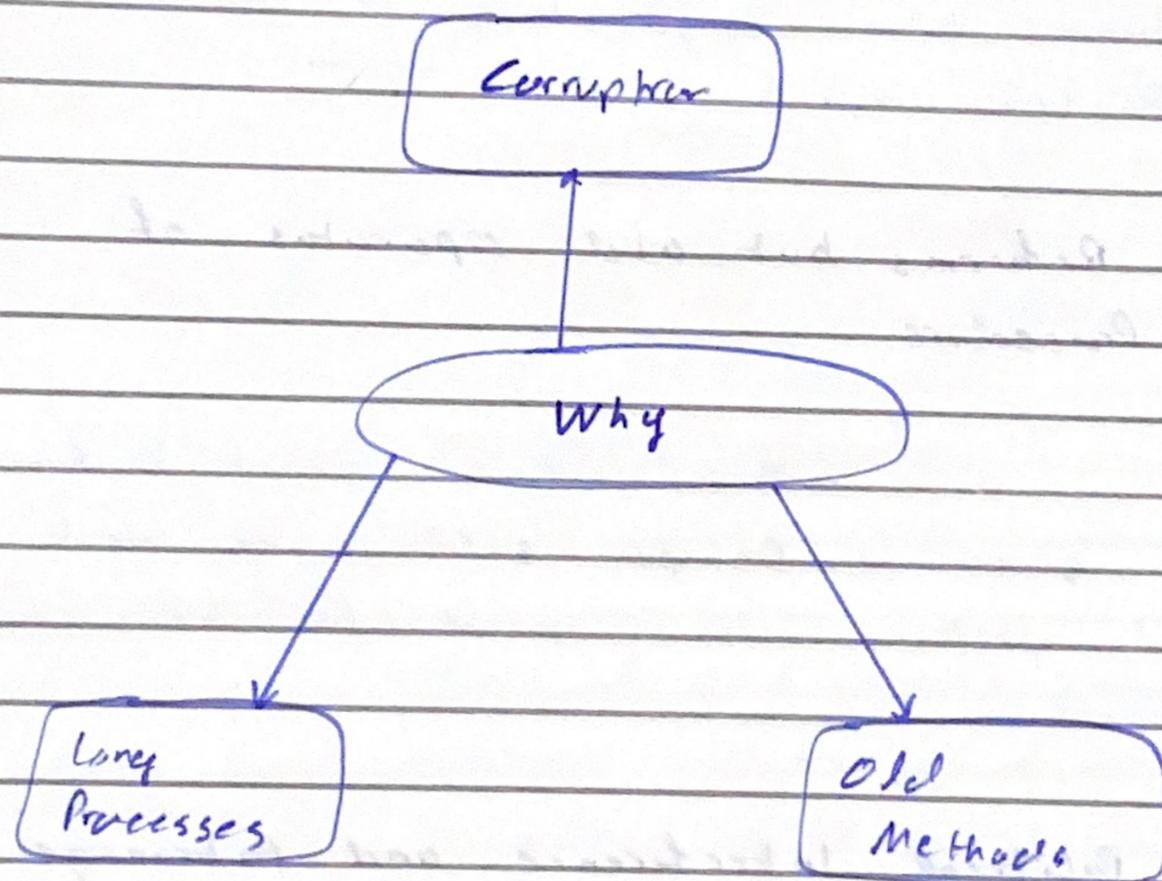
A)   Corruption from up to Down

In institutions of governments when high grade officers do corruptions lower ranks get justification to take bribe and become a part of corruption. This ill mindset and system make reforms struggles to implement good governance in institutions. Corruption should be discouraged and accountability must be tightened.
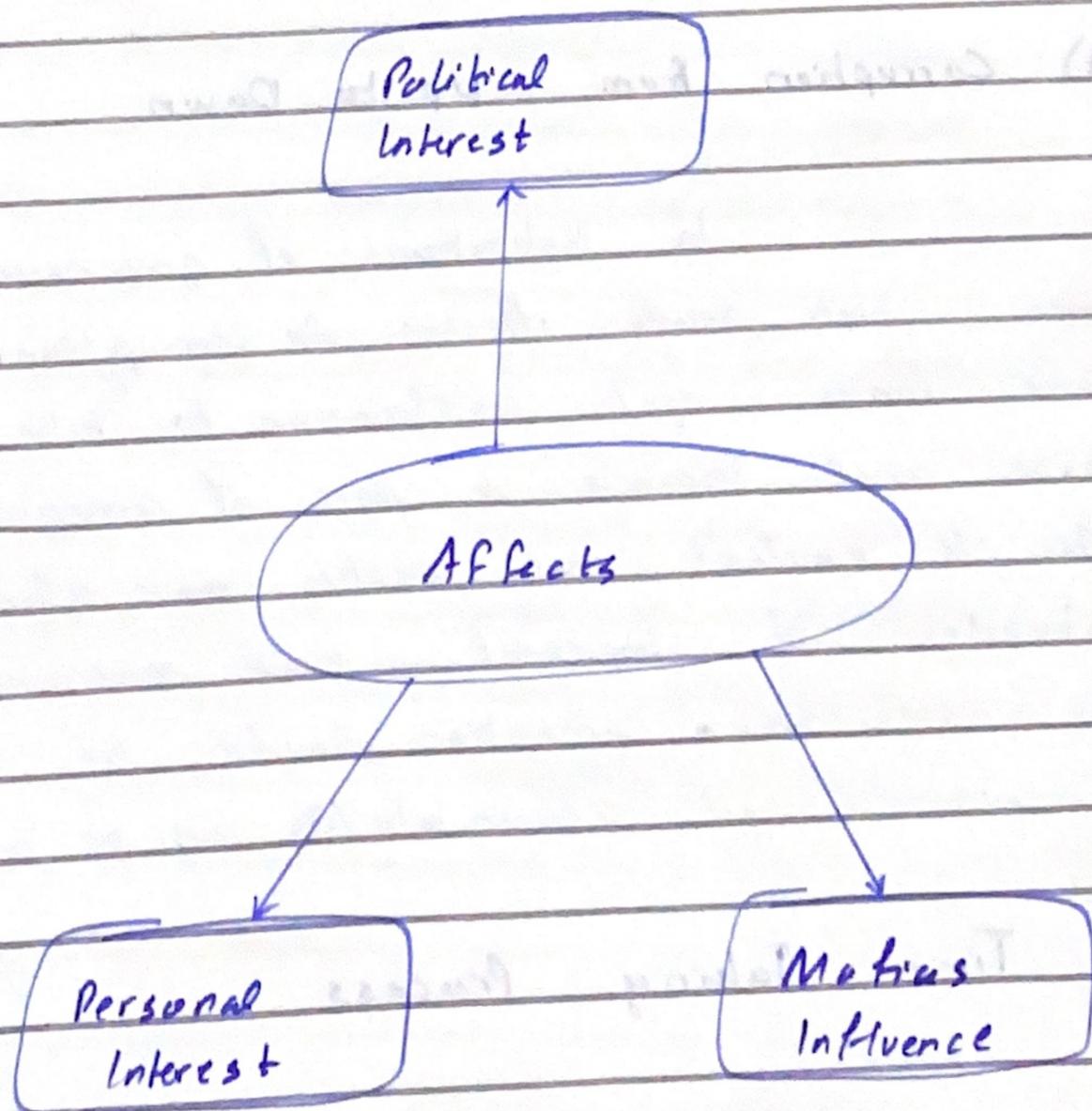
B)   Time Taking Process

Reforms are repeated more often to check their feasibility. Some

Returns take longer time to produce effective results

c) Reforms but old apparatus of Procedure

Returns alone cannot transform the governance. Perhaps old system which has loopholes also need to be improved

3) Political Interference and Patronage Network Affects

A) Utilizing Civil Servant for Personal Political Interest

Politicians interfer in civil servants jobs and utilize them for political interests. In Pakistan, government use state assets and manforce to damage other political parties. This wash resources and serve nothing to public.

B) Policies to serve Personal Interest Rather than Public Sector

Politicians make policies that serve their businesses and industries. Some instant also highlights melding developmental projects like construction of Metro Bus service to benefit feudals which at the end gives no benefit to common people.

c) Political Influence of Mafias

Mafias like drug traffickers in baluchistan and real state Mafias in Punjab use their money and influence on politicians to bypass governance regulations.

Conclusion:-

Despite problems in reforms framework, Pakistan civil bureaucracy can achieve its target goals if it eliminates corruption, lengthy paperwork and political interference.
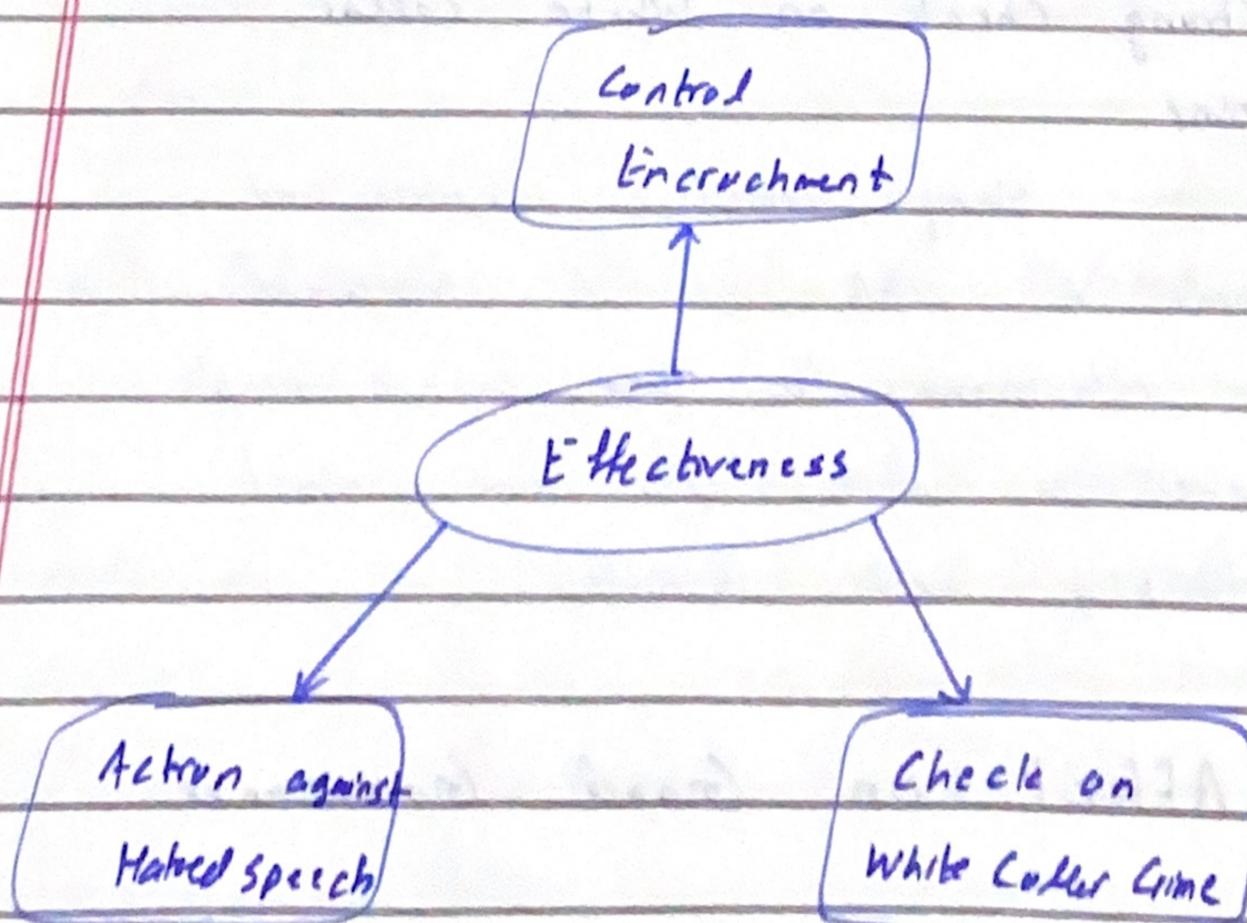
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Question NO 4

Effectiveness of Regulatory Institutions in Pakistan. Its Affect on Accountability Mechanism of Good Governance and Development of strong Institutions.

Introduction:

Regulatory institutions control encroachment and reduces hatred speeches from multiple platforms. Good governance achieved through countring extremism and returns. Institutions are strengthened by regular and digital monitoring.

1) Effectiveness of Regulatory Institutions in Pakistan

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                    ┌──────────────┐
                    │   Control    │
                    │ Encroachment │
                    └──────────────┘
                           ↑
                     ╭─────────────╮
                     │ Effectiveness │
                     ╰─────────────╯
                      ↙           ↘
          ┌──────────────┐   ┌──────────────┐
          │ Action against│   │  Check on    │
          │ Hatred Speech │   │White Coller Crime│
          └──────────────┘   └──────────────┘
```

A) Control on Encroachment

Strong action against encroachment by district and tehsil administration helps to facilitate public. Open social spaces encourage public to do social gathering which also resulted in more transaction of money.

B) Action on Hatred Speeches by on Multiple Platform

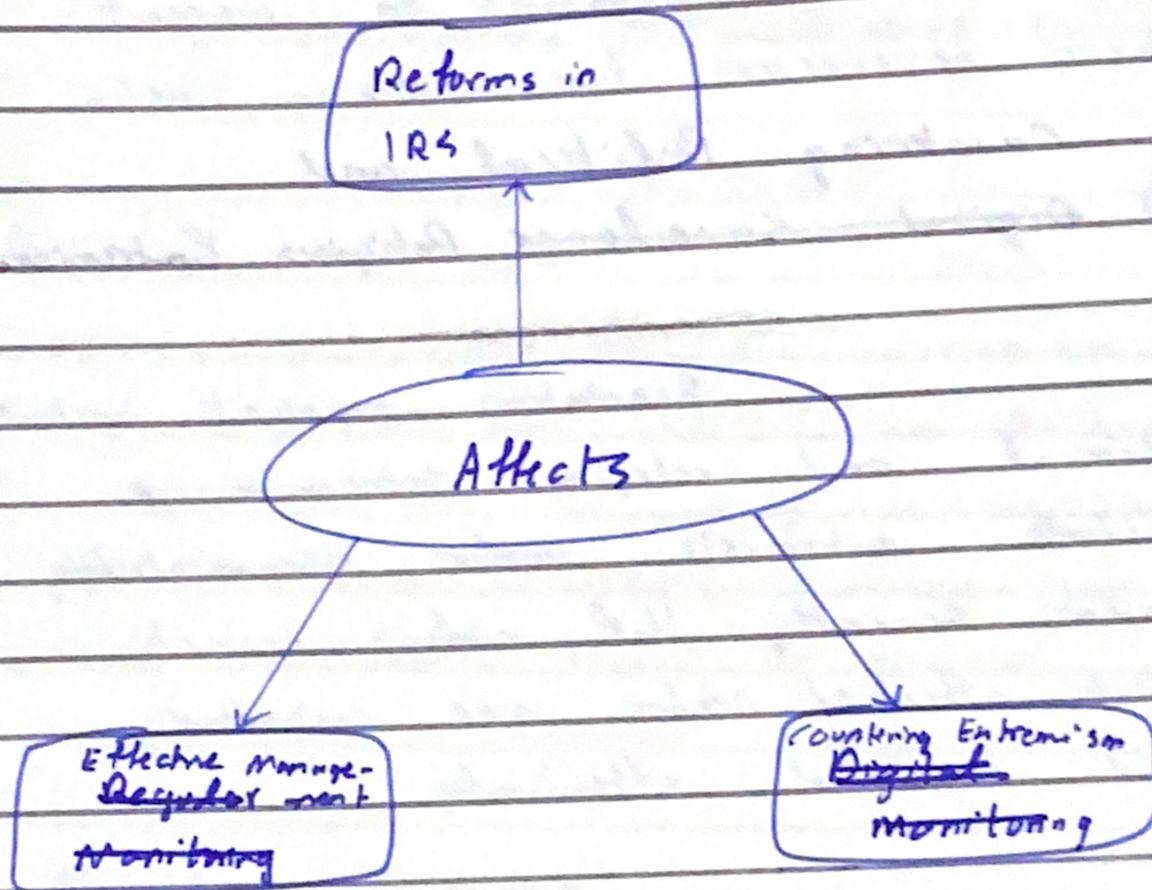Action on hatred speeches from multiple platform like Mosque, political campaigns and social media prove to be effective for governance in Pakistan. It creates harmony and peace in society.

C) Strong Check on White Collar Crime

Strong remedial measures and reforms in NAB and FIA increases their effectiveness to capture people involved in white collar crime which ultimately helps Pakistan

2) Affect on Good Governance

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        ┌──────────────┐
        │  Reforms in  │
        │     IRS      │
        └──────────────┘
               ↑
          ╭─────────╮
          │ Affects │
          ╰─────────╯
          ↙           ↘
┌────────────────┐   ┌──────────────────────┐
│ Effective Manage-│   │ Countring Entremism  │
│ Regular ment    │   │ ~~Digital~~           │
│ ~~Monitoring~~   │   │ Monitoring           │
└────────────────┘   └──────────────────────┘
```

A) Reforms in Inland Revenue Service

Reforms in IRS enhanced the productivity of employees to include tax invaders under surveilliance radar. It increases accountability net and also impave governance by generating more revenue.

Effective Management in Corona Era.

B) ~~Regular Monitoring of Performance~~

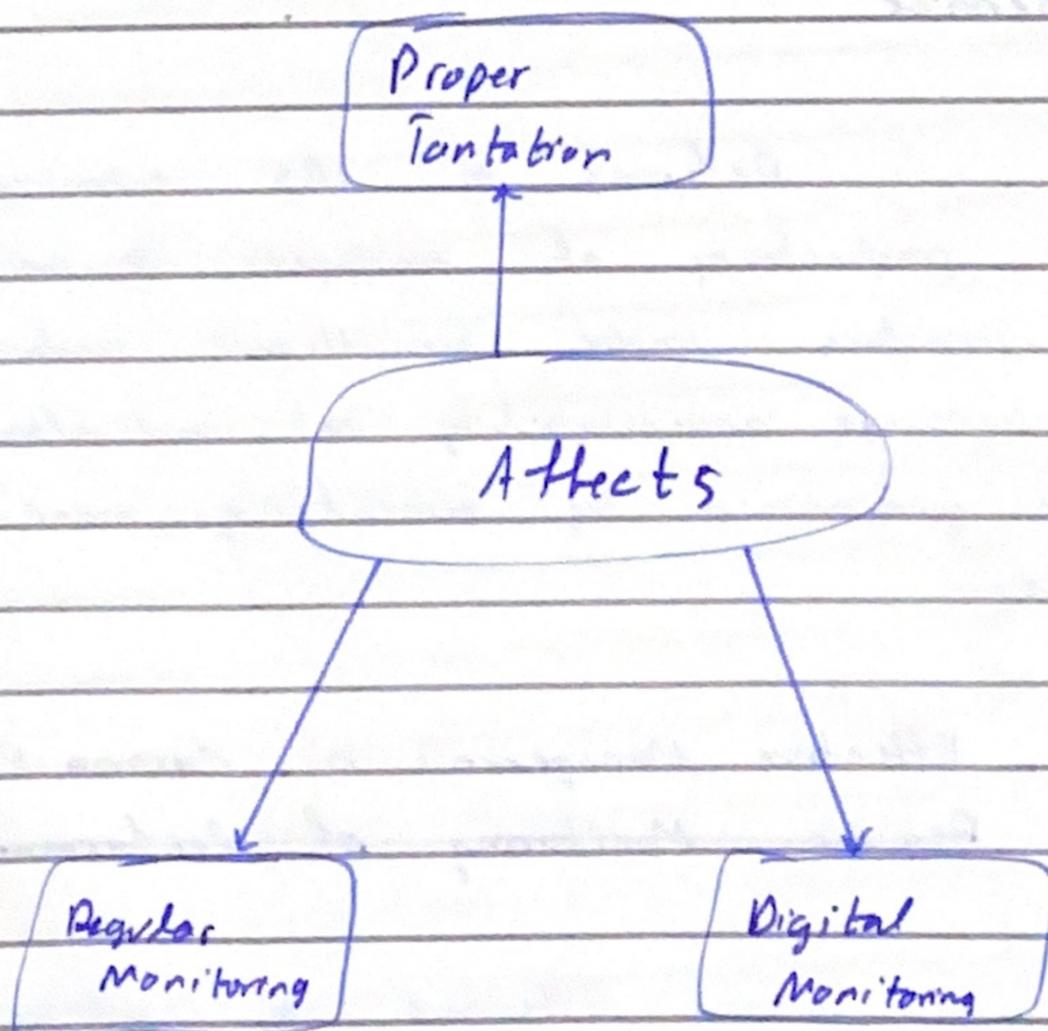Effective or regulatory institutions pool performance in days

create help administrators to prevent
basic necessities from selling in blacks
Countering Political and

c) ~~Digital Surveillance~~ Religious Extremism

Regulation against controlling
political and religious extremism
include extremists under accountability
Radar. Recently ILP violent protest
which affected public was controlled
and regulated effectively

3) Affects on Development of
Strong Institutions

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         ┌─────────────┐
         │  Proper     │
         │  Tantation  │
         └─────────────┘
               ▲
               │
         ┌─────────────┐
         │             │
         │   Affects   │
         │             │
         └─────────────┘
          ╱           ╲
         ╱             ╲
        ▼               ▼
┌──────────┐      ┌──────────┐
│ Regular  │      │ Digital  │
│ Monitoring│     │ Monitoring│
└──────────┘      └──────────┘
```

A) Proper Tantation, More Revenue

Strong regulation by institutions like FBR included more buisnesses in tax net. This increases the revenue which has spend on development of institutions. This not only help institutions but also strengthen Pakistan economy. such regulatory authorities should be empowered to widen the tax collection net.

B) Regular Monitoring

Regular monitoring by Audit teams and FBR FIA and government institutions closes ways of corruption and ills. This help institutions to make progress and increases productivity of employees. This enhances the structural capacity of institutions

C) Digital Surviedence

Innovation of technology in government system allows regulatory authorities to track any transaction of money. or money laundering. This reduces corruption and waste of resources in govt institutions

Conclusion:-

Regulatory institution help Pakistan governance to successfully achieve its target. Regulator institution strengthen institutions by monitoring regularly and digitally.

Question No 6

Effectiveness of Citizen Led
Accountability Mechanism in
Pakistan. Governance Failures
Responsible for this Outcome

Introduction:-

      Citizen led accountability
mechanism help in serving ground level
justice and induced fear of justice
and accountability in Mafias. Governance
failures like corruption, lack of
engagement with public, lack of training
and efficiency resulted in weak indicators

1) Effectiveness of Citizen Led Accountability

Engagement

Effectiveness

Provision of Justice

Accountability on Mafias
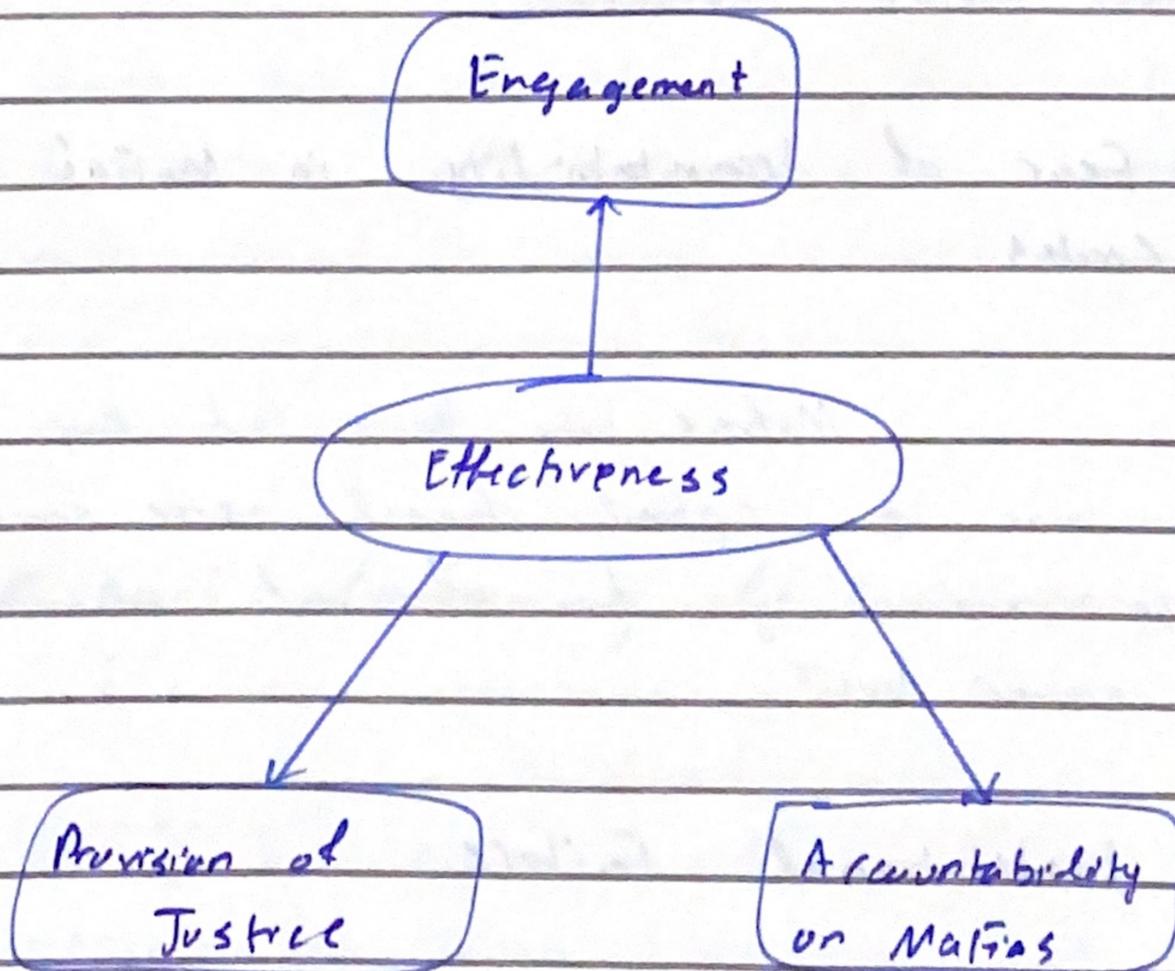
A) Engagement with Public

Public sense inclusiveness in policy making. This solves the grievances of or anger in public. This allows people to democratically provide policies that can be proved effective in justice and reduces crime in society. This help to governance to perform better.
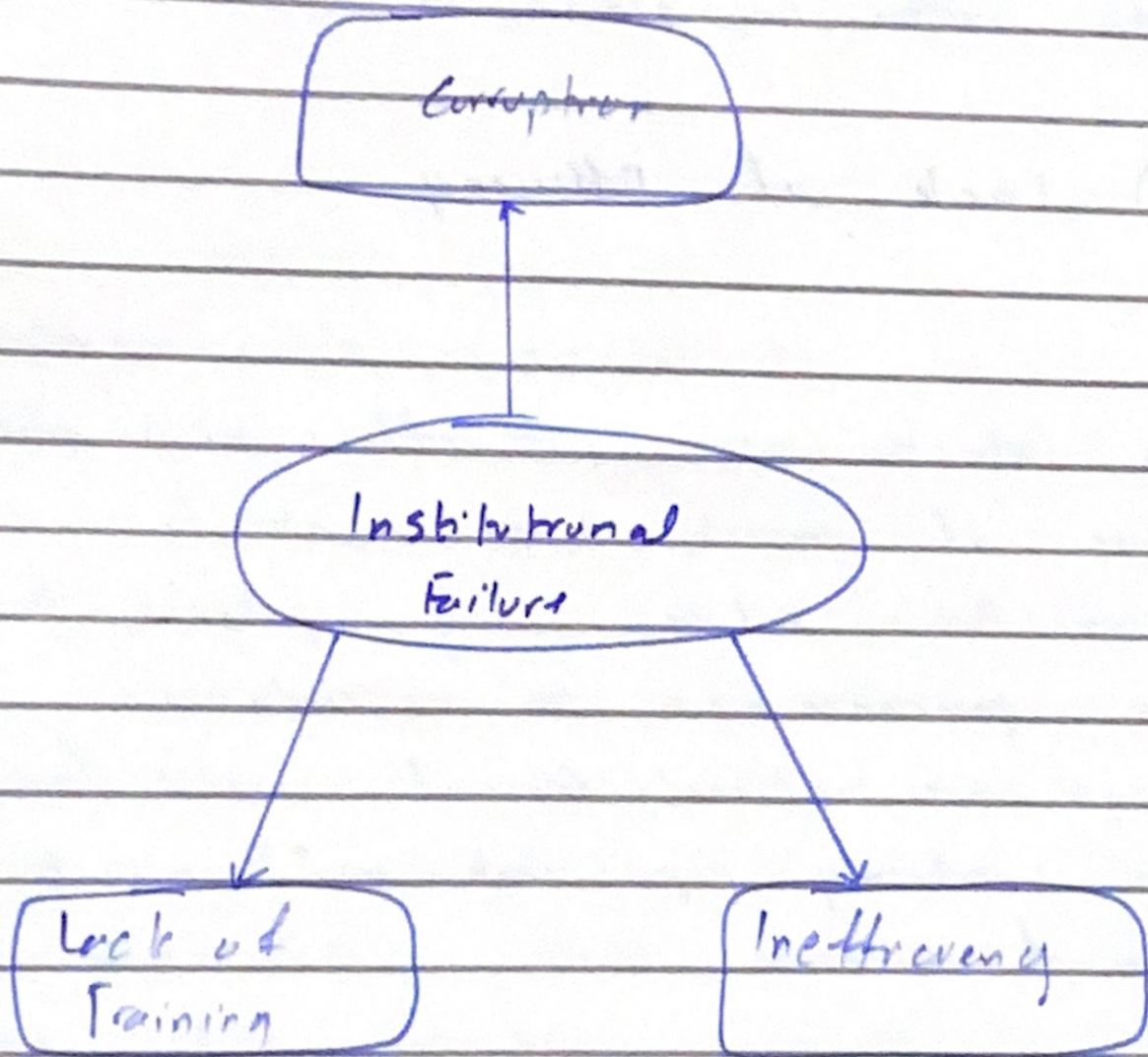
B) Grass Root Provision of justice

People get justice by higher officers in open courts. This solves matter of any injustices in few hours. Similarly, it reduces more burden from Pakistan justice system and provide justice instantly

C) Fear of Accountability in Mafias Circles

Mafias who think that they will never be captured faced serious repercussions by law enforcement authorities at ground level

2) Institutional Failure

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         ┌─────────────┐
         │  Corruption │
         └─────────────┘
                ▲
                │
          ┌───────────┐
         (  Institutional )
         (   Failure      )
          └───────────┘
          ╱           ╲
         ▼             ▼
  ┌──────────┐    ┌──────────────┐
  │ Lack of  │    │ Inefficiency │
  │ Training │    │              │
  └──────────┘    └──────────────┘
```

A) Corruption with Civil Institutions

Corruption is the root cause that is stopping them policies to perform efficiently, such as bribe, embazellment. It waste public money and increases more frustration in society.

B) Lack of Training of Employees

Employees are not trained to develop understanding with citizens. This reduces engagement with

Public Servants, they should be trained

c) Lack of Efficiency

Institutions of government in Pakistan are not efficient. A small case of property takes month to mend files. This reduces any policies effect on governance as the implementation ways are closed. Government should focus on reducing paper work and amounts of work.

3) Undeliverability to Public

Lack of
Engagement

↑

Undeliverability

Unable to
Control crime

Lack of
Ethical Policies.
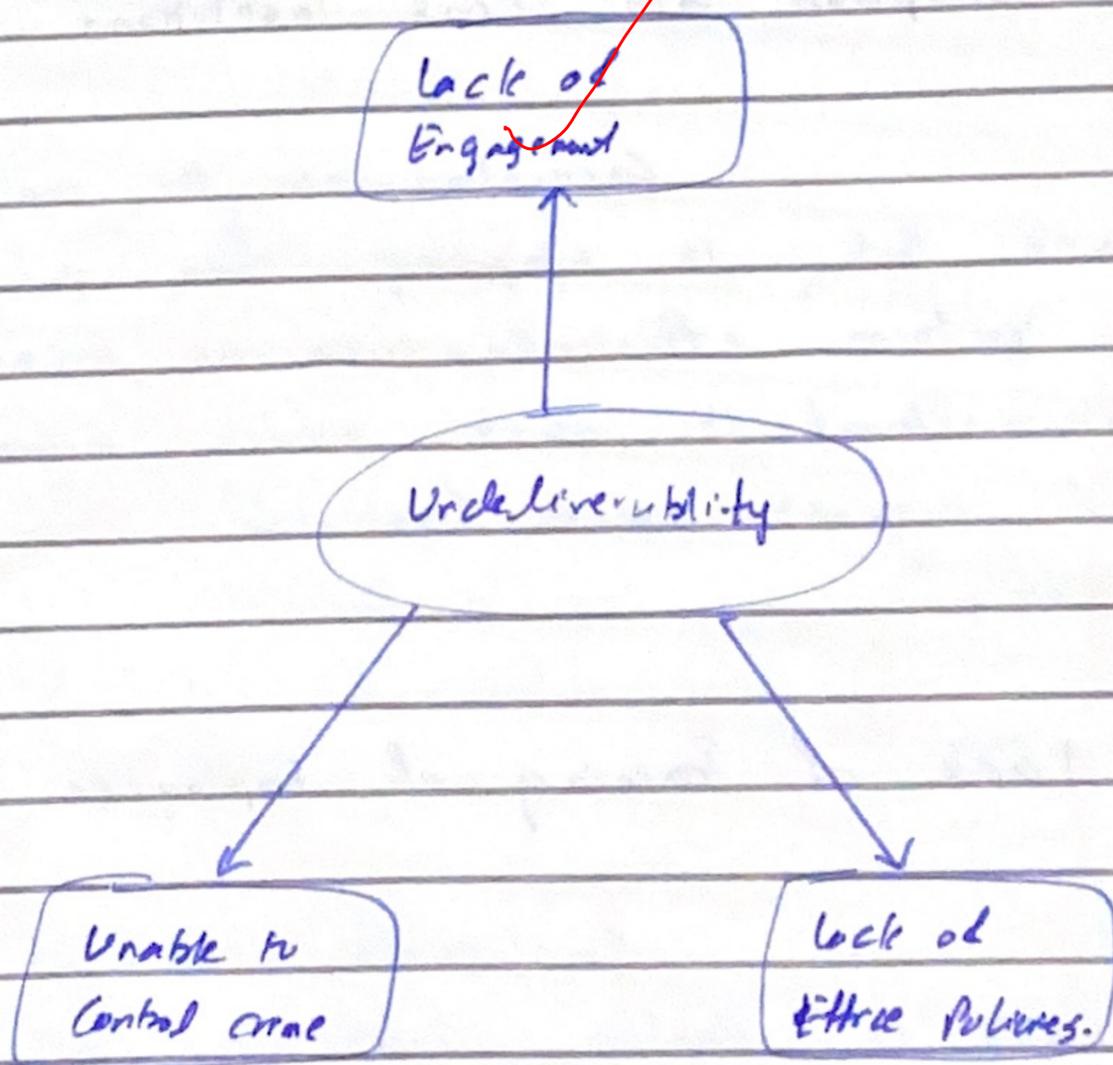
A) Lack of Engagement with Public

Government, despite adopt of collaboration with Public, failed to achieve their goals because of unawareness in public. People feel leftout even if government wants to engage. Due to big population use of social media is effective for engagement.

B) Inefficiency to Control Crime

High crime rates in main cities resulted in unrest in public. Also cases of children and citizens killed by dumpers and open man hole results in tense confrontation between public and government. Controlling crime is necessary for strong results.

C) Lack of Evidence Based Policing

Policy are made by individuals which are theoretical based. Real time evidence based policies should be adopted for its effective results.

Conclusion:-

Despite weak social indicators, Pakistan can achieve harmony by combating corruption, inefficiency and lack of training. By an engagement with public, problems can be solved at grass root level.

Question No 7

Inability of E-Governance Initiatives in Pakistan to Achieve Full Potential. Weak Links and Reforms

Introduction:-

Inability to achieve to full potential by e-governance in Pakistan is caused by lack of digital transformation and unawareness in public. Digital monitoring and evaluation are weak links because of lack of citizen registration in a digital monitoring.

1) E-governance Initiatives Inability to Achieve Full potential
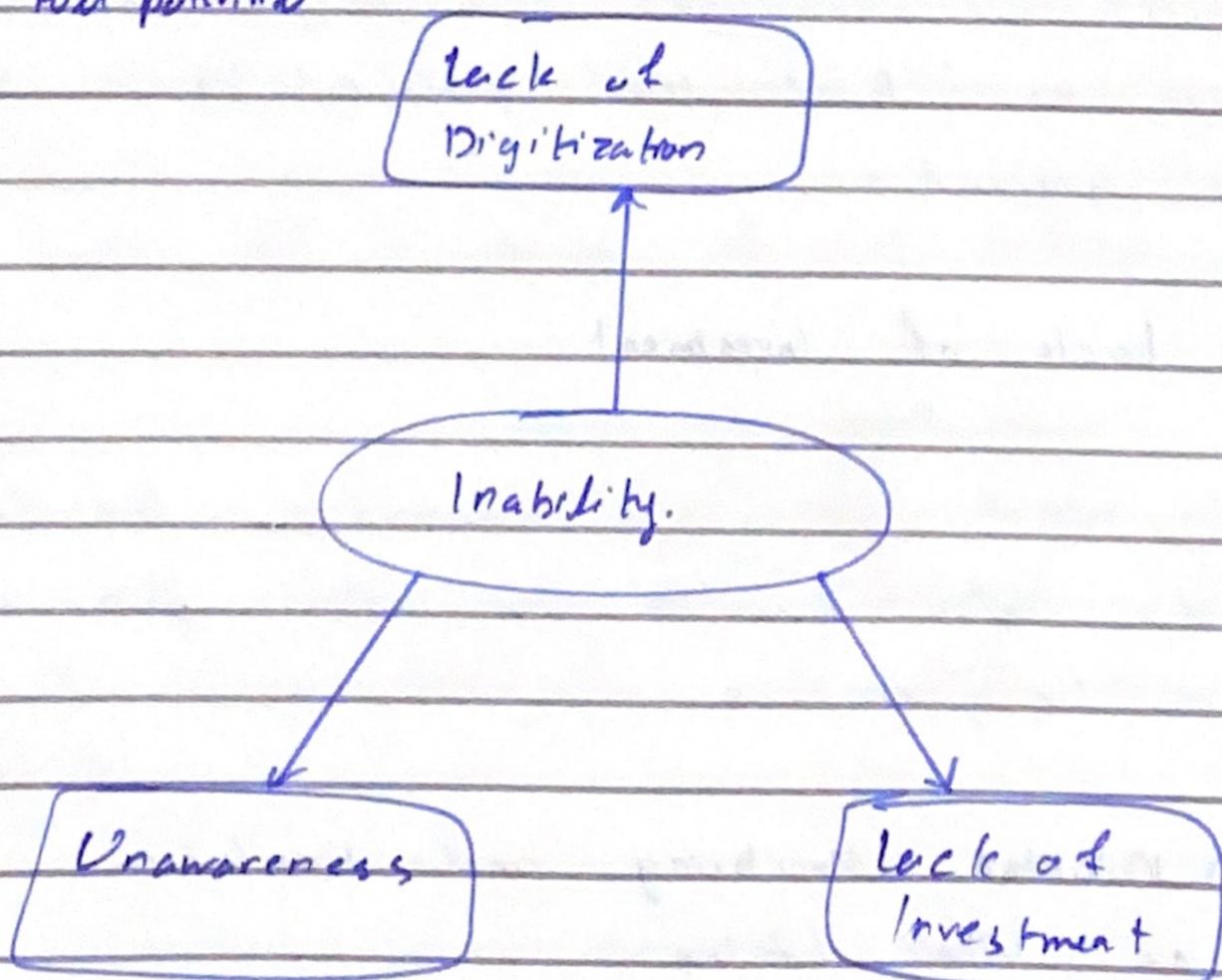
A) Lack of Digital Transformation
   in Pakistan

         People in Pakistan that
own a smart phone are vest less
Majority population resides in villages
and they don't understand technology
This results in inefficiency of
e-gourance despite advanced technology
innovation in governance of Pakistan
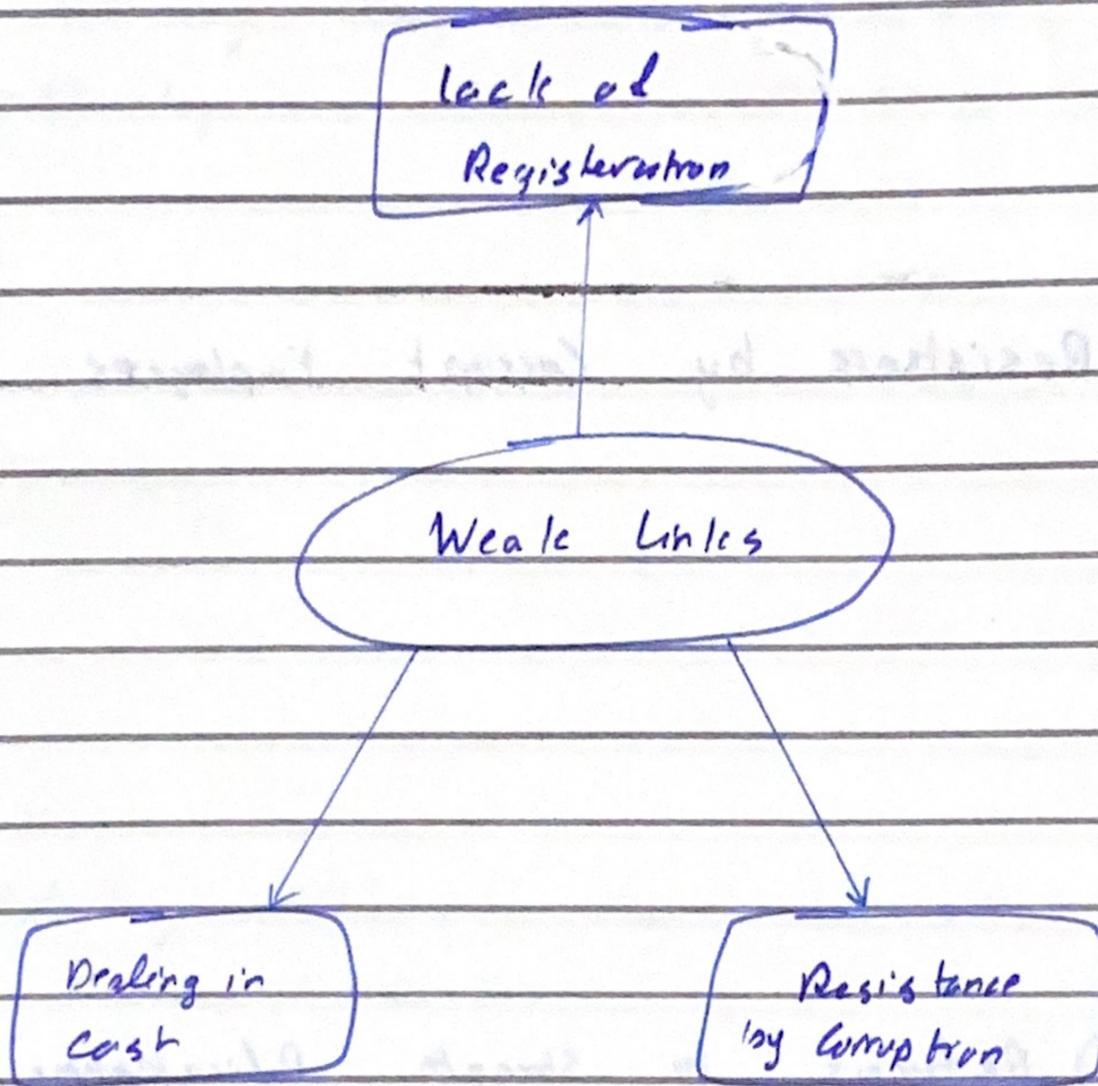system

B) Unawareness in People

         People got unaware about
latest e-gourance facilities like
e-license and e-passport. People
should be engaged and helped to
use the facilitation provided by
the government.

C) Lack of Investment

         Lack of invstent in technology
sector also results in slow progress
in e-governance

2) Digital Monitoring and Evaluation
   as Weak Links

(6)

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          ┌─────────────────┐
          │   lack of       │
          │  Registeration  │
          └─────────────────┘
                  ▲
                  │
          ╭───────────────────╮
          │    Weak Links     │
          ╰───────────────────╯
            ╱               ╲
           ╱                 ╲
          ▼                   ▼
  ┌──────────────┐    ┌──────────────┐
  │ Dealing in   │    │  Resistance  │
  │ Cash         │    │ by Corruption│
  └──────────────┘    └──────────────┘
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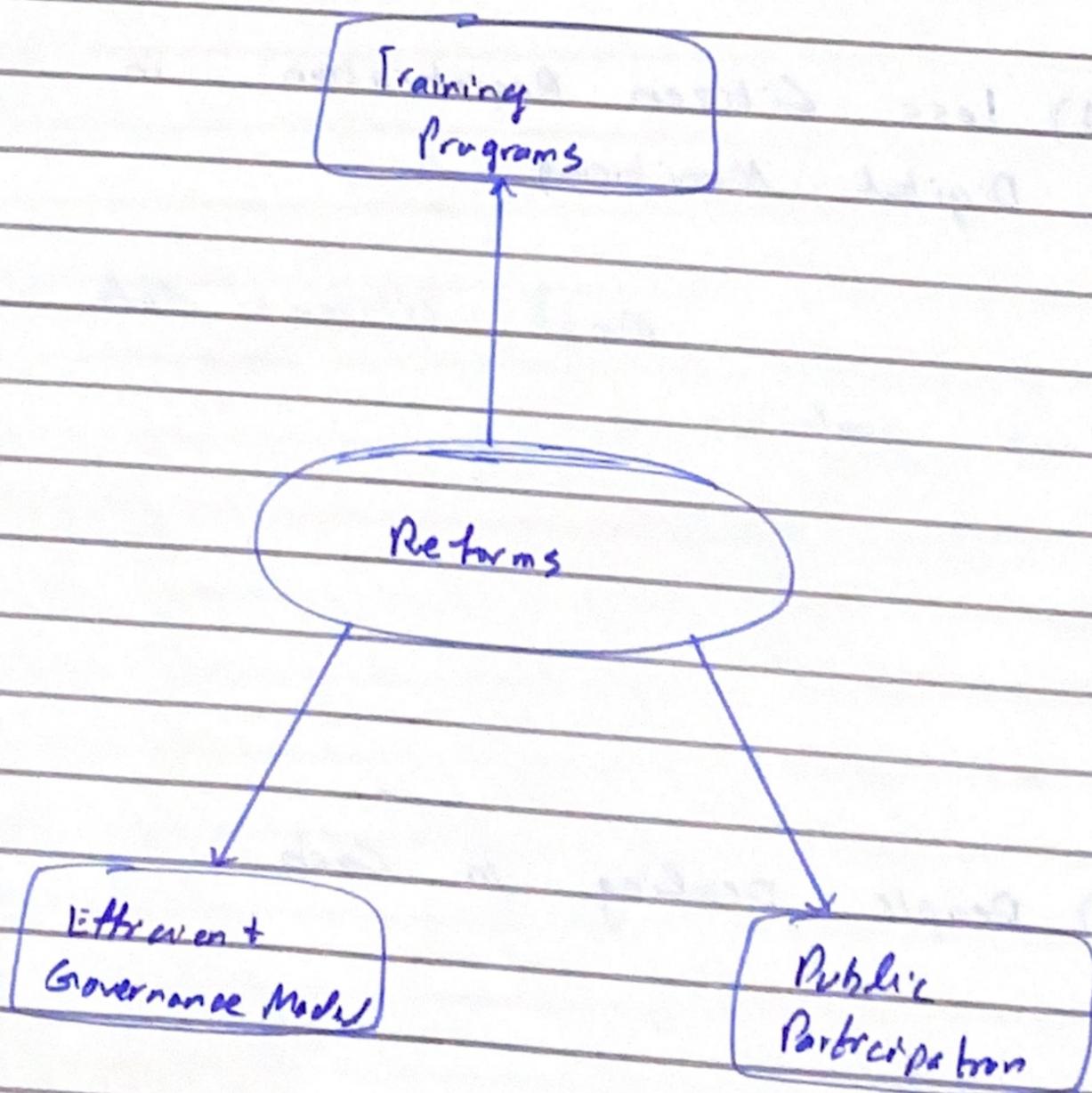
A) less Citizen Registration   in
   Digital Monitoring

            Most citizens data is
   not availeable

B) People Dealing in Cash

c) Resistance by Corrupt Employees

3) Reforms to Strength Policy Making
and Performance

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        ┌─────────────┐
        │  Training   │
        │  Programs   │
        └─────────────┘
              ▲
              │
              │
         ╭─────────╮
         │ Reforms │
         ╰─────────╯
          ╱       ╲
         ╱         ╲
        ▼           ▼
┌─────────────┐   ┌──────────────┐
│ Efficient   │   │ Public       │
│ Governance  │   │ Participation│
│ Model       │   │              │
└─────────────┘   └──────────────┘
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A) Training Program for Government
    Employees

B) Adapting Efficient Governance Model
    of Developed Countries

C) Public Participation in Policy Making

Conclusion:-

Despite hurdles in way of e-governance, governance can achieve full potential by continuous hardwork and strengthening public engagement in policy making.