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Examining Public Administration in Pakistan's Democratic System: Issues and Challenges (2013–2023)

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ABSTRACT

This study purposes to examine the issues and challenges in Pakistan Institutional System (2013-2023). Due to its incapacity to preserve an equilibrium of authority among its economic, political, and religious dynamics, Pakistan has encountered many difficulties since its founding. In order to provide lessons for Pakistani governments, this study employs an institutional framework to examine the bureaucratic environment in the evolving mechanisms of public service delivery. This study is conducted by using qualitative method through secondary sources of data collection techniques. It warns that a strong civil society, institutionalized morals, and a legitimate democratic government are necessary for bureaucratic reforms to succeed. The bureaucracy's ability to function has been paralyzed by the incoherence and inefficiency of decentralization, and the system has been weakened and the inefficiency of public institutions has increased due to the short-term, ill-planned, politically motivated actions of weak governments. By proposing a suitable framework to address these issues, it is imperative to focus on continuity and evolution in democratic governance and public policymaking.

Introduction

Pakistan, a developing nation, has faced many managerial difficulties since its founding in 1947. Since gaining freedom, the Pakistan administration has battled to maintain an equilibrium of power between its religious, economic, and political aspects. These issues, which impeded country's development as well as resulted as a lot of political, social and economic problems, include weak institutions, a dearth of accountability, corruption, political instability, and establishment

interference in political as well as economic activities (Nawaz. D, Khan. S.A, & Umar. A, 2024, p.37). These problems and difficulties are heavily troubled on the nascent state. Pakistan lags severely in terms of administration as explained in the World Reports on Administration. In an effort to improve the standard of living for the general populace, the Pakistani government has focused on improving its institutional and human resources since its founding. The army played a major role in determining the political future of the country through its multiple interventions and the enforcement of martial laws. The degree of efficient government in the nation serves as a gauge for this advancement in the everyday lives of its citizens. Marshal Edward Dimock does a great job of explaining how society establishes its structure and how administration occurs in a social context. Edward Dimock said by asserting that organizational management has the capacity to advance humanity. Dimock asserts that an administrator's job entails not only managing; but his job is comparable to making positive social changes. These days, administration and government branches supervise a lot of activities that public once controlled on its own, including community welfare, health, and security. Public administrators are now wise enough to support the objectives that communities have demanded because administrative controls have replaced social control.

Managing people is the primary duty of public administration, according to John Rohr, an expert on the US Constitution and its consequences for civil servants and public administration. Converting Pakistan's inherited authority is therefore essential. By help of worldwide donor institutions, several unproductive efforts were completed to develop novel managerial models and change the British autocratic system into one that ensures equity and fairness (Bransah. W, 2020, p.p. 14-22). These transformations were moderately executed because, unfortunately, Pakistan is never ready towards transformation. Nevertheless, the new administrative paradigms and theories of governance modify how the activities of state are going on a regular basis in the contemporary world. The people are well educated and informed, skilled in making logical decisions, and willing to coup the current ruling class under the globalization and democratic ideal. It is anticipated that the state will become more translucent and answerable due to increased interconnectedness, and faster ties between people and governments. Because economies are more interdependent and governments are more complex and varied, it is obvious that globalization has altered how governments and administrations operate (Muzaffar, Fern, & Yaseen, 2023, p.p. 9792-9803).

Consequently, Effective plans and policies must be implemented immediately in Pakistan to improve administrative procedures and governance. Pakistan major managerial worries that demand for a broad approach are the energy, political stability, the economy, rule of law, and the institution that serves the general public. As a result, this research focuses on public administrative issues, such as poor governance, bureaucracy, economic uncertainties, and numerous issues that Pakistan organizations confront, and it recommends a suitable context to address the issues. Pakistan administration faced major issues in the previous ten years due to bureaucratic inefficiencies, corruption, political, economic instability, and good governance reforms. The article evaluates how well Pakistani public administration upholds democratic values and satisfies societal demands by looking at the issues and challenges it faced between 2013 and 2023.

Research Question

- What are the issues and challenges the faced by public in Pakistan under democratic system?
- Why Public Administration uphold democratic values and whether it satisfies societal demands by addressing citizens' concerns?
- How efficient was the system of public administration at bringing services and encouraging democratic government in that duration?
- Which transformations need to be executed?

Literature Review

In this article, the author explains how governance, administration, and the democratic model operate. John Rohr, a renowned expert on the US Constitution, claims that "maintaining society" is what it means for public administration and its employees (Bransah, W, 2020, p.p. 14-22). Nevertheless, the situation in Pakistan varies from the developed nations. For many years, the nation has been upset by inefficient governance. Pakistan encountered many trials between 2013 and 2023, such as ineffective management, a lack of accountability, political instability, and corruption. An absence of trust between the government and the public as an outcome of bad governance has impeded the effective implementation of policies and programs. Pakistan's problems with poor governance and administration need to be fixed immediately because they have political, economic, and social ramifications (Khan, M. A.2020, p.p. 45-67).

Issues and Challenges

This section clarifies the disorder of public institution in Pakistan. For most developed and developing nations, efficient government is a challenging task. Growing discontent with public service delivery by government agencies has sparked interest in changing the structure and provision of public services. Pakistan has resisted with contemporary public administration issues due to its insufficient system of governance since the inception (Nawaz, Batool, Fatima, 2021, p.p. 1019-1028). Politicians and bureaucracy have faced significant difficulties due to nation's public administration's failure to deliver improved services and a long-term agenda of good governance. The following paragraphs give an explanation of these challenges and issues of public institutions in Pakistan from 2013 to 2023.

Challenges Driving the Need for Public Service Reform

Many government organizations still use antiquated manual procedures that lack accountability and transparency. For Pakistan's public sector, creating efficient public service delivery is a challenge (Shaikh, Shah, & Wijekuruppu, 2016, p.p. 1161-1170). Nevertheless, the primary difficulties to resolving these problems are ineffective administrative processes, red tape, and political influence. By tackling the demand for accountability and transparency, innovation and e-government can improve public services and boost the effectiveness of public administration.

Challenges in Public Policy Formulation and Execution

The infrastructure development of subcontinent based on, which contributed to contemporary Pakistan, India, and Bangladesh, the public policy procedure that has shadowed an erratic development design (Bashir, 2017, p.p. 395-407). Corruption, an absence of direction, visionary leadership, uniformity, and an obligation to proper policy formulation and execution are the primary barriers to the public policy process in Pakistan, according to Sirajul's (2015) article. The major shortcomings in the policy-making process of Pakistan's is a dearth of leadership, the clarity of policy objectives, political commitment, the central government structure, and the unsatisfactory financial resources. Around ninety percent of Pakistan policymakers lack literacy, the dearth of vision necessary to meet the issues. (Khalid, Mushtaq, & Naveed, 2016, p.p. 373-396). While ministers lack vision, it is reasonable to accept that political leadership is still callous.

Inefficiency in Administration

Poor performance management and inefficient hiring practices are the two main reasons why Pakistan's public sectors are frequently disparaged for their inefficiency and poor policymaking. The

public sector's capacity to operate efficiently has also been hampered by serious problems with political authority's motivation and bias in the hiring and promotion processes (Ashraf, 2017, p.p. 211-216). Moreover, according to an article by Abbas and Ahmed (2016) named Challenges to Service Delivery and Social Accountability in Pakistan, Formal and informal complaint redressal mechanisms must be developed and improved due to the dearth of trust between the state administration and the community. According to Ashraf (2017), political interfering and an absence of systematic civil servant performance reviews have decreased public institutions' organizational efficiency.

Societal Need for Local-Level Governance

The majority of local structures are unable to educate the public or with their primary problems because the development of local government in provinces has been a helpful political growth (Musarrat & Azhar, 2012, p.p. 15-30). Hence, the major reason is the dearth of aptitude, capacity, as well as inclination of public representative. Pakistan unwillingness to endowment legal, administrative, and financial authority to provincial as well as local governments is a significant aspect (Soomro & Chandio, 2013, p.p. 123–135). As a result, there are several mechanisms with different departments, but public can attain total freedom by receiving basic facilities (Parveen, Dasti, & Khan, 2016, p.p. 45-60).

Bureaucratic Inefficiency

Decentralization and Political interfering policies have instigated the bureaucratic structure's presentation to deteriorate, notwithstanding its great liveliness for providing good governance and efficient public services (Kalia, 2015, p.p. 321–336). The political system of Pakistan has consistently hindered advancements in governmental structure, public welfare, policymaking. Numerous decentralization reforms were publicized, but they were not always approved. The trend of NPM transformations led to the formation of frequent autonomous organizations (Rizwan & Jadoon, 2010, p.p. 65-80). The autonomy of Pakistan public sector has not yet been coordinated by an independent legal framework (Naveed & Azhar, 2022, p.p. 100-115; Zahra & Jadoon, 2016, p.p. 245-260). The public sector in Pakistan manages multiple capacity-building trials for a variety of explanations, involving a lack of well-considered, a lack of accountability, pay and performance inequality, service-oriented program and policies, and embedded red tape in the country's system of bureaucracy (Zubair, Khan, & Mukaram, 2021, p.p. 75-89).

Culture of Administration

Khan and Siddique (2016) discovered a number of holes in Pakistan's institutional culture that varied in severity. The gaps—policy gap, administrative, capacity, funding, accountability, and information—are essential for an effective and dynamic administrative system, according to a hybrid governance model that integrates theoretical and bureaucratic perspectives on public policy practices in Pakistan. Nonetheless, administrative reform, particularly the resolve to increase authority through decentralization, is necessary to recover the administration culture in the institutions (Jadoon & Jabeen, 2017, p.p. 439-451).

Ensuring Adequate Financial Capacity

Partnerships as well as alliances with the civil society, and corporate sector are crucial for both economic growth, efficient public service delivery. Sewage management, small-scale farmer credit programs, nutrition security initiatives, organic food development, and improved agricultural systems are just a few of these alliances and contracts that rely on their particular strengths. Therefore, it is pertinent to enhance the relation between academic and agriculture institutions.

(Jabeen, Farwa, & Jadoon, 2017, p.p. 127-136). Inadequate subsidies are another problem preventing the provision of sufficient public services.

Call for Good Governance

Accountability, participation, transparency, social justice, efficiency, and security for everyone at all levels essentially be given more weight in the country's urban governance standards. Good governance can be anticipated when Pakistan quickly enhancing rate of development that is attached with human development, economic growth, and political stability (Jabeen, Farwa, & Jadoon, 2017, p.p. 127-136). Inefficient delivery of public service has also been instigated by a lack of accountability, discriminatory hiring practices across the globe, and inept politicians and bureaucrats. The government of Pakistan is incapable to accomplish its upcoming goals in that manner. Pakistan wishes to adopt some proactive actions to assuring accountability, effective delivery of public service, and openness in public institutions (Jafri & Faisal, 2014, p. 81). To fight against injustice, power abuse, and corruption within its organizations, it must set up a rigorous system of accountability and transparency.

Importance of Adopting E-Government

Because e-government initiatives need significant funding and dearth of leadership, e-government cannot be executed without the backing of our top-level leaders. Additionally, noteworthy policy execution initiatives in Pakistan are primarily focused on foreign funding. (Siddique, 2016, p.p. 49-71). Owing to their high interest rates, all of the international administrations that grant aid to Pakistan are striking their procedures and terms, declining our nation's governance and accelerating inflation.

Transparency in Civil service structure

Ullah, Khalid, and Hassan's (2017) study found that public officials held answerable for their activities. The civil service transformations need to be strengthened. The substantial change to date is the execution of lateral entry into the civil service in 1973. The cadre's professionalism was improved by this action. It was diminished to a prominent radical figure. The system should substitute the current "permanent non-terminable" status in order to quickly remove corrupt or incompetent officials (Shah, Ahmed, & Yousaf, 2017, p.p. 102-104).

Necessity of a Stable Political System

The country's growth and development have suffered as a result of Pakistan's repeated changes to its democratic system, such as the imposition of martial-law or the suspension of assemblies before their terms. As coming administration consistently discards the policies of the previous government and efforts to implement the procedure against the injustice, resource mismanagement, and process delays. The circumstances brought about by the shift from military to democratic rule have a significant impact on the state's executive reform development (Khan, Sheraz, & Bajwa, 2022, p.p. 34-50). However, the Pakistani government has the nastiest democratic structure, that never aids the public because it only meets the interests of political as well as administrative elites.

Research Gap

Due to its significance in basic public dealings like service delivery and policy execution, the people’s Administration is critical to democratic governance, at least in the democratic West. This study classifies gaps in the administration of Public. Research on how Pakistan's public administration closes policy execution gaps is lacking, particularly at the provincial as well as local government levels later the 1973 constitution's 18th Amendment. Another gap this article finds is dearth of research in what ways the public sector has engaged citizens in the process of making

decisions. There is also dearth of tools in analyzing how the democratic governance, such as public hearings or online forums, encourage transparency and accountability (Khan, M. A. 2020, p.p. 45-67).

Research Design

The methodology employ in this article is qualitative. The writer examines Administration of Public: Issues and Challenges qualitatively. Public administration is an examination of how governments engage with society. The information is first gathered consuming data collection procedures relevant to Secondary Sources. Numerous case studies, articles, books and reports are recited to clarify the fundamentals of efficient public administration in order to assist Pakistan in creating a contemporary democratic state. The literature is reviewed by Content analysis. The following questions are addressed by the study using a qualitative approach. This study evaluates how well Pakistani public administration upholds democratic values and satisfies societal demands by looking at the issues and challenges it faced between 2013 and 2023. In what way, the public administration system remains efficient at providing services and promoting democratic governance during this period? Which transformations need to be executed?

Policy Implications and Recommendations

NPM, NPG, NPS, E-governance, and Digital governance are examples of new governance paradigms that increase government efficacy and transparency while lowering the risks connected with conventional administrative and governance techniques. Pakistan should thus serve as a safeguard against extremist tendencies, corrupted democracy, bureaucratic rent-seeking, and nepotism. But occasionally, there are windows of opportunity for significant change that call for a standard shift in governance and policy for public. To preserve with these new models of governance, institutional structure and bureaucracy essentially modified to become more accountable, translucent, and responsible. Integrating the concepts of good governance into the democratic system requires citizen participation in governance.

The federal government must adopt innovative approaches and foster a public service mindset, especially in lower levels of bureaucracy, to increase capacity for administration and efficiency. Pakistan's bureaucracy must adopt a new model that is consistent with the nation's politics and ideology, and it must be sufficiently adaptable to prevent both colonial rigidity and Western freedom. There are two approaches to solving Pakistan's poor governance problem: strengthening institutions and encouraging transparency. Institutions like the judiciary, parliament, and civil service need more power and support in order to ensure accountability and transparency. This can be accomplished in two ways: by improving the recruitment and training of civil servants and providing them with the resources they require to do their tasks effectively. Enforcing legislation necessitating public officials to expose their income and assets is another tactic to advance transparency. More inclusive and responsive policies could result from involving Pakistan's sizable and diverse population in governance. Raising public awareness of governance issues and encouraging citizen participation in decision-making processes are two ways to achieve this. Town hall meetings and public consultations, for example, can be arranged to involve citizens in the policy-making process. The government can also promote good governance by working with the media, civil society organizations, and the private sector. These individuals can play a critical role in monitoring government operations and making sure public employees are held accountable. The government can work with these stakeholders to create the accountability and transparency culture that is necessary for good governance. Finally, by making investments in the infrastructure and social services, the administration can increase value of the facilities it delivers. The investments will not only make people's lives better, but it will also make the government more legitimate. For instance,

investing in healthcare, education, and infrastructure can boost economic growth and lower poverty. Consequently, Pakistani governance will improve as public confidence in the government rises.

Conclusion

Administration is the vibrant link among the state and society whether public or private. The article finds operational gaps and assesses whether public administration is more appropriate for serving the public. Research on how Pakistan's public administration closes policy enactment gaps is lacking, particularly at the provincial as well as local government levels afterward the 1973 constitution's 18th Amendment. Additionally, there hasn't been enough focus on how bureaucratic reforms will affect governance and service delivery between 2013 and 2023. From the standpoint of democratic governance, this paper evaluates the complications and problems in the administration for public. In terms of how administration has engaged people in the decision-making process, this article states that significance of democratic governance apparatuses in fostering openness as well as accountability has not been sufficiently examined. This is where the power and flexibility of bureaucracy become dangerous due to the different regimes from 1947 to 2023. Every government, whether political or not, changed the bureaucratic structure in accordance with its own manifestation. In order to identify and enhance the government's policies and governance, the bureaucracy must go beyond its traditional role of executing its ambitious plans. Instead of working for their political master interest, they must be innovative in achieving preferred policy outcomes and integrate the governments with the political circumstances for their stability. Compared to politicians, bureaucrats are chosen rather than elected. Thus, until they retire, they hold their positions for every regime, not just one. Pakistan has long struggled with poor governance. The country's main problems have been the lack of accountability, corruption, political instability. The public's lack of trust in the government as a result of poor governance has impeded the successful execution of policies and initiatives. Due to poor governance, Pakistan has experienced severe social, political, and economic consequences.

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