

# Police Services In Pakistan: Challenges And Reforms

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## Abstract:

The Pakistani police are formulated to perform a specified collection of duties. Such tasks primarily include the protection of law and order in the general population and supporting judicial for disciplinary purposes. From these traditional roles, the police are usually regarded to be a more community defense system and are thus not deemed a reactive counter-terrorism framework nor mobilized as such. The law enforcement agencies in Pakistan required substantial modification under the modern needs of the time. The pragmatic reforms to enhance the working and services of the police department have not been initiated yet. This article attempts to highlight the aspects of the police department that need reforms to improve the services and reputation of the police department. The study has a historical narration style based on the empirical method. The main finding states that only cosmetic modifications have been introduced to justify the political solemnity to enhance the working standards of the police department. Some recommendations have also been drawn which are presented by erudite scholars of this field in police interests at various phases of times.

**Keywords:** Police, Reforms, Policymakers, Challenges, Security, Justice, Pakistan

## Introduction:

The police are the frontline force for the protection and maintenance of law and order in every civilized and modern society. The Department of Police was established during the colonial period in the sub-continent. The primary reason behind the police department's establishment was to resolve certain practices that were against the British interest or policies. The police department was established in 1861 in united India. In the police act of 1861, the role and authority of the police are clearly defined. There have been several changes implemented during the time, but all of them are for the British Crown's empowerment. Few revisions or changes were adopted in 1934, but they are all nearly a century old and do not meet

the demands of the modern era. Since the country was founded in 1947 and facing internal crises so policymakers did not bring more attention to give priority to police reforms. For the recommendations and change in the structure of the police department, a commission was established in 1970. Another committee for reforms and amendments was formulated in 1976. A Representative Group published its report on police reforms in 2002 which was later known as the 2002 police order. In Pakistan, the picture of the police department is not deleterious. The public has been complaining most of the time about the police's cruelty and corruption. In the said department, the practice of the equal and smooth justice system was not traditionalized. (Ullah, Hussain, Alam, & Akhunzada, 2016). The news of

corruption and the police's violent acts make them the most misguided and unproductive part of the government. The police department is regarded as the subject of the provincial problem in Pakistan under the Act of the 1973 constitutional structure. Each province of Pakistan has its separate police (Punjab, Sindh KPK, and Baluchistan) which were administered by the Act of 1861 before the Act of 2002. It was widely suggested to policymakers after partition that the police culture is colonial and adjustments must be initiated as per the new socio-political setup. The polite society, politicians and the feudal system had turned the justice system dysfunctional and inadequate. Implementation of policies has always been the tantamount question in the police services of Pakistan (Chowbey, 2016).

In the light of the above discussion, this study is organized into two tures to pursuit the opportunities to introduce reforms in the police. At first, it would discuss the aspects that are facing problems and need revision in them. These problems may be defined in historical context or with the aid of factual general examples. At the end of the relevant discussion, the recommendation would be to sort out what kind of needful may be effective to bring solutions to the cited problems.

## **1. Challenges:**

### **1.1 Security Challenges in Pakistan**

There were already a lot of challenges for Pakistan to deal with but security problems are being increased because of the absence of good governance. Pakistani police are declining the legal modification of the Police manners. Several incidences occurred in Pakistan where the police department stayed inept to do the needful in managing the tribulations. When the panic incidence of Army Public School (APS) transpired than the army was called to tackle the situation. That incident was more related to the legal duties of the police than the army but due

to incompetence, police were not called upon duty. Due to a lack of management skills in the police department, more dire and stern situations were assigned to the army to deal with.

Besides, the police are not well trained in controlling the generic issues. The police are not skilled enough to have a sense of the right use of power. Several incidents could be collected in which police people themselves underline the misuse of power and inflicting torture to people by their colleagues. Some instances to explain the above narrative are as follows:

1. It was a serious matter that in Faisalabad, Salah Uddin was robbing a cash machine and he just made a simple joke with the police by showing his tongue out at the CCTV camera. Later he was arrested by the police on the same day (30 August 2019). The Public leaked a video on social media in that video Salah Uddin was in the custody of the Punjab Police and he was looking fine. But afterward, he suddenly reported being dead. Punjab Police said that he had been acting like a paranormal man and had committed suicide. According to Punjab police, the address of his home was also tattooed on his hand because he was not in good mental health. Salah Uddin's father was in deep distress on the incident and filed a case on the police that in the custody of Punjab police his son was murdered by police officials. While there are a lot of human rights laws in Pakistan but no one asking the police about this torture and the case is unsolved and closed in the file (Ijaz, 2019).
2. There was an encounter in Sahiwal/Lahore this was also an act of grave misconduct, this encounter was described as an encounter with terrorists, even DIG Sharjeel Kharal said that the police team, which killed

the innocent man, committed a “Blunder” and said that justice would be provided to the victim’s family.

3. Women do not feel secure going to police stations in Pakistan. Islam is the religion that secures women. But in Pakistan, which has been made to follow the rules of Islam. Women cannot go to the police station due to the fear of harassment (Hassan, 2015).

### **1.2 Breach of Trust between Civil Society and Police Reforms in Pakistan**

Several reforms have been made by the reformers with the economic and social development in the country. In other countries reformation of the policy provides beneficial results but not in Pakistan. The Police are supposed to manage the peace in the country hence it should be as good as possible. Human Rights Commission (HRC) has provided an overview for reforming the police with substantive suggestions. One of its observations was that Pakistani police only believe in making fear amongst the people instead of providing security. This opinion can be judged on the roads when the police ask anyone for the license. As per the HRC, the Police of Pakistan are good at spreading fear among people and tormenting them. These kinds of public experiences and police reputation had widened the gap between civil society and law enforcement agencies that needed to be bridged in the earliest. The public has a trust deficit in the police and always reluctant to believe in its side of the story. (Khalid, 2017).

The image of the police department is not positive in Pakistan. Most of the time, the public stays away from the police force and restrain themselves from the reporting of any criminal activity and does not approach the police force for any kind of help. The news of corruption and barbaric actions by police has created highly mismanaged and unproductive public image of the police. Also, in such system

equity and the justice is not found and the criminal activities are very common and uncontrolled which results in a way that the only one who must suffer is the public and the common man. (Ijaz, 2019).

### **1.3 Non-Effectiveness of Obsolete Models:**

With the changing global scenario and trends, it has become difficult for the government to view security without the prism of a viable framework of security. The police should not work as per the traditional parameters of norms. The working mechanisms for more non-traditional factors and issues are coming up from the diversified geographical locations to manage by the police (Ullah, Hussain, Alam, & Akhunzada, 2016). Besides, due to these changing trends the police require a modification, transformation and improvement within the security sector to enhance the effective functioning of the complex problems (Malik, 2018). These problems have been impacting the internal sovereignty of Pakistan because the process has become more inclusive. It has now become necessary to compete the challenges of foreign wars and challenges of modern wars with new technology.

However, the significant challenge that emerges in the system is the sound establishment of law and order without jeopardizing the primary human rights (Tankebe & Mesko, 2011). This serves as a challenging situation for the police force for meeting the societal demand for improved efficiency. Therefore, the role of the police in the present democratic society is a conflicting one. Most studies confirm that police often undermine the liberty and security rights of the people while normalizing the rule of law (Tyler, 2011).

Due to these increasing challenges in Pakistan, it is imperative to implement and pay attention to Security Sector Reform (SSR) regime. In Pakistan, the military institutions always take a prominence promise, when it comes to taking

the responsibility of security management. It works hard sincerely in terms of taking traditional or non-traditional actions in various situations (Malik, 2018). However, with changing global dynamics and a wide variety of emerging new threats, police reforms have become indispensable to assure the internal security of the country (Habib, Jamal, & Manzoor, 2018).

#### **1.4 Non-Conducive Environment for Women**

In Pakistan, it is a long haul at attaining Justice but it multiplies when women have to access justice from the police. This issue is embedded more into the historical background for numerous reasons. Women are unable to access justice because of vague laws, and lack of implementation of effective laws. The inability of women's access to justice is not only due to police injustice, it is mainly because of the socio-economic, political, and legal environment followed by the country nations (Ullah, Hussain, Alam, & Akhunzada, 2016). Many flaws in the police department are demanding for legal system development. Furthermore, it was observed that people willing to work with dedication in the police department are unable to do so because their management often does not allow them (Watch, 2016).

Professional behavior of Police, culture at police stations, and attitude of the police towards women require to be improved. Due to the reputation of police official women cannot go to the police station alone to seek justice because they are always afraid that something bad can happen to them. Pakistan has taken many initiatives to improve its police department. For example, Pakistan signed and ratified most of the international covenants and declarations, which include the International Convention on Elimination of All Forms of Racial Discrimination, Universal Declaration of Human Rights. To eliminate this ailment,

women's empowerment in the police department happened to ascend during Zia ul Haq and Musharraf's era. (Hassan, 2015).

Zia's regime had barred professional women's participation in civil society. During his era, women empowerment took place when different social sectors started confirming that women can play a key role in bringing social change. However, the execution and monitoring process of these initiatives has taken a long time because legal enforcement of police reforms was weak. On the other hand, some women empowerment acts such as the Women Protection Act 2006, and the Protection from Harassment of Women at the Work Place Act 2010 are some good initiatives taken by the later governments to improve their legal status (Hassan, 2015). Despite these legal rights provided to women in these regulations, it has been observed that the majority of women are unable to access legal requirements in Pakistan, and the behaviors of law enforcement agencies are not appropriate towards women. When women enter a police station, they are always cautious, because people in the police station are not always supportive and often harass women (Hassan, 2015). Due to this reason, many incidents related to women go unreported showing that law enforcement and proper legal action are almost next to nothing. Women should be provided with support through the enforcement of behavioral and attitudinal reforms especially in those areas where law enforcement agencies are working, and dissuading women (Ullah, Hussain, Alam, & Akhunzada, 2016).

#### **1.5 Security Sector Reforms Background and Their Dimensions**

The security sector term has become more contemporary and conventional in the military and political discourse of Pakistan. The security sector of Pakistan comprises a broad group of institutions and non-state alike. Besides, it relies on a variety of non-uniformed and unarmed actors who are responsible to carry out

traditional and uniformed reforms, both in the police and military (Habib, Jamal, & Manzoor, 2018). Similarly, the management of the United Nations (UN) defines the security sector as the frameworks, institutions and structures, that are responsible for the provision, managing and providing insights on security threats in a nation (Khalid, 2017). They explain institutions like the one responsible to provide law enforcement, intelligence, customs and civil emergencies solutions, defense, corrections, border management and the courts for removing criminal conducts. Their definition also includes non-state actors, such as militias, private security services and traditional authorities (Khalid, 2017).

Section of Police was introduced in the region subcontinent during the British Regime and the colonial rule. Police as a distinguished section and the department was established in undivided India in the year 1861. The primary and basic concepts of the police department, the roles and the responsibilities of the individuals were defined clearly by the 1861's Police Act. The major reason behind the establishment of the police force by the British rulers was just to empower and provide strength to the British Crown all over the subcontinent. Ahead, the reforms were introduced in the act as per the needs of the time, but the most complete and detailed reforms to this date were also made by the British are known as Police Rules 1934 (Arnold, 2017). The police Rules 1934 is also enacted today in the police force and legally intact. It has been nearly a century-old act that is not according to modern times.

A commission was also created in the year 1970 which was led by Major General A.O Mitha, for the recommendations of amendment in the Police Act. Another committee for the amendments and the reforms was created later in 1976 to give recommendations in the policy of reforms. The committee for the implementation of the reforms was also formed in the year 1990, and it was led by M.A.K Chaudhry. In the year 2000, a representative

group presented its report regarding the police reforms to the central government (Nanwani, 2016). According to this report and the former suggestions, a police act was drafted naming the Police Order 2002, and it was implemented in all the provinces.

According to the Police Order 2002, main constituent actors lying in the security sector can be divided into four categories, namely:

1. Justice and law enforcement agencies and institutions.
2. Non-statutory security forces
3. Core security actors
4. Security management and oversight bodies

### **1.6 Endeavors of Reforms and Its Implications**

After the partition and the establishment of Pakistan, it was commonly suggested to the policymakers that the police culture is colonial in actual and there must be reforms and amendments for their responsibilities and duties as well. The Special Police Establishment (SPE) was also developed in 1948 (Abbas, 2011). The SPE was a small group with officers from all the provinces and had the responsibility for the police group as the central body. Later in the year 1958, it was merged with the Police force of the provinces. The cause of the merger was the small volume of SPE. The SPE management on the urgent basis were not up to the mark and efficient enough. Whereas, the police force of the province was performing well due to the local's involvement and the information regarding the criminal acts.

But the department of the police force is no different than any other government department of Pakistan. The aggressive behavior and the activities of corruption are not only persisted in the police department, but they are also practiced in all sections of the government. As the police department is more exposed and because of their uniforms they can easily be identified in the public, this is the reason the

blame and the criticism are more for the police department than any other department of the government. The department is also considered as the first and foremost government office to provide relief and compensation to the grievance of the masses. The serious deliberations for the police department have never been observed by the concerned government bodies for so many reasons. Among them, one is that the department is highly politicized and the government officials do not want to enforce the rules strictly as they know that it will help in capturing the criminals and will prevail law and order in the country (Abbas, 2011). The criminals are most of the time linked with the politicians showing their fake innocent face to the public and because of all these connected activities, the citizens are unable to get the basic rights and facilities (Siddiq, 2009). It has never been the priority for the governing bodies to recreate and reform or even give the proper budget and invest in the police department. Consequently, the complete system of the department is neglected and organized in the worst manner since the creation of Pakistan.

During Musharraf's regime (1999-2008), it is argued that the government was trying to restructure the entire civil bureaucratic setup. This structure was also supported by governance and policy reforms. For example, the National Reconstruction Bureau (NRB) remained functional from 1999 to 2011 which took the responsibility of structuring national reforms and promoting a good governance system (Bahadar, Ullah, Nyborg, & Maqsood, 2019). The provincial governments worked on the recommendations of NRB and promulgated the National Government Ordinance in 2001. While the Police Order 2002 was evolved on August 14, 2002, replacing the Police Act of 1861. The development of Local Government Order resulted in the decentralization of countless functions and allocation of funds, which were previously handled by districts and tehsils (Bibi, Hongdao, Ullah, Khashkheli, & Saleem, 2019).

### **1.7 The Dilemma in Implication of Reforms**

Almost all the committees recommending any reconstruction are not having the primary information regarding the issues. The deterrent that is found in the way of police reformation is that policymakers do not want any actual reform in the police department. The reforms in the police department could not be achieved on equity and justice for the feudal system and the political leaders who contemplate the said department as its power strength.

Baluchistan did not approve role of police in its tribal areas. The governance and police reforms were heavily opposed by the bigwigs' tribal chieftains who assumed reforms as the strategy of the government to usurp or annex Balochistan. This perception existed due to the trust deficiencies created because of Musharraf's military-led operations (Bibi, Hongdao, Ullah, Khashkheli, & Saleem, 2019). Another reason behind criticism was the induction of informal power by the local stakeholders in the police. If the governmental reforms had been implemented with high efficiency, it could have resulted in more employment opportunities for the locals (Houqe, 2017).

Among various formal constituents of oversight bodies and the security sector, the foremost duty of the government is the establishment of a strong, effective and justified criminal system. This jurisdiction should comprise of prosecution, police, courts, and rehabilitation/probation departments, along with an enhanced structure to improve law enforcement and internal security (Houqe, 2017). The baseline of this system depends on the performance and structure of police infrastructure, just like other post-colonial states. This system is still relying on the remaining of the British Colonial era, in which police were developed for gaining control and suppression (Shah, Aziz, & Ahmad, 2015). The order was maintained at all costs by the management to ensure that all the political

parties can significantly influence their presence in Pakistan.

### **1.8 Lack of Meritocracy and Facilitation:**

After independence, both India and Pakistan made use of traditional orientation for as much time as possible. However, with persistent internal police reform demands, the government realized that there was a need of reforming police institutions and align them with modern police structures (Shah, Aziz, & Ahmad, 2015). To implement effective policy reforms, the government examined all the issues with a high number of details and came out with concrete recommendations. However, these recommendations were never implemented on more than one pretext (Dawood & Malik, 2017). For example, in 2002, for restructuring and reforming, the government abolished the colonial era's Police Act of 1861. Hence, it is the responsibility of the government to induct the most effective platform within the police reforms as the current system of police is not relying on the recommendations of government officials. Undue political control and interference in police reforms administration have resulted in the development of poor reforms all the time. This culture has accelerated the development of a poor police force, which has become incompetent over time (Dawood & Malik, 2017). Besides political interference, one more significant issue is allocation of the financial resources. Due to increasing concerns, the role played by Law Enforcement Agency is very far from ideal (Ullah, Hussain, Alam, & Akhunzada, 2016). Even at present, the ratio of police to population is nearing 553 people to one policeman. On the other hand, this ratio has come down to one police officer to 304 people (Dawood & Malik, 2017). No matter what the ratio is, it can be argued that the population of police in Pakistan is significantly low and demands the induction of a high number of police individuals at a rapid pace.

Secondly, due to the enforcement of the Bharti (recruitment) system, it is found that local politicians are compromising merit and because a majority of the police officers are deputed and engaged in VIP duties, which has further decreased their performance and numbers. Even at the higher levels, promotions, appointments and placements are done on political grounds for maintaining influence over the adversaries, instead of a growing merit-based environment (Tahira, 2018). The corruption practices being carried out in the police department due to poor salary structures, and long working hours and unavailability of proper facilities for the family (Ullah, Hussain, Alam, & Akhunzada, 2016). The war on terror brought significant challenges for the development of policy reforms in Pakistan; however, the steps taken by the government were not efficient. Correspondingly in Pakistan, several governments attempted to come up with policy reforms, however, none of them was successfully implemented (Tahira, 2018).

Since 2002 the Police (reform) Order was followed by the development of National Internal Security Policy 2014-2018 (NISP) and then its revised version titled NISP 2018-2023 was simply stressing improvement needs in all departments of police for positive results. However, despite the merits and recommendations of different police professionals, the reform of 2002 could not progress to a major extent. Since there are sets of reservations needed to be followed by the provinces, these reforms need to be implemented selectively (Sethi, 2019). The Police Order 2002 suggests following recommendations for carrying out proper reforms in police structure and system of development (Tahira, 2018).

1. Transforming the role of police from enforcement towards service-based.
2. Autonomy provision in terms of administrative and operational jurisdictions.

3. Insulation from and curbing political interference.
4. Provision of external oversight through civil society.

### 1.9 Impacts of Non-Reformation

The police suffer from the problem of service division because of a lack of coordination between the people serving at provincial and federal levels. This disconnection has adversely affected the coordinating security operations. The lack of coordination still exists at the institutional level, where intelligence agencies are negatively influencing counter-terrorism operations (Sethi, 2019). Starting from occasional deployment, the government has started to rely on the army for most of the occasions. First, the military was involved in all sorts of internal politics and was made partisan stakeholders. Secondly, it took away all the responsibilities of the police department (Nyborg, 2019). Although police were working under the provincial governments, the Rangers in Karachi and other paramilitary forces, became answerable to army high command, instead of the police department or civil authorities (Nyborg, 2019). This resulted in the induction of severe irregularities within the criminal justice system.

The condition in our country is discouraging as the department of Police in Pakistan is having a great shortage of the supply of adequate funds and human resource and is in the very worst situation as it is not even equipped with the primary and the basic facilities which act as the hindrances and obstacles to control the crimes and to interrogate the cases along with maintenance of peace and tranquillity in the society (Tankebe & Mesko, 2011). The usual actions of the political interruptions and the shortage of the updated facilities and the resources supplied to the department such as the facilities of the forensic labs, the primary and the basic equipment and the training and development are visible problems for the police. Furthermore, the lack of a strong

structure for the trials and the worst regulations for corruption has given a direction to reduce the ability and the performance of the police department in our country. (Jackson, Asif, Bradford, & Zakar, 2014).

There is no general and a combined policy or strategy regarding the law implementation in departments of the country (Abbas, 2011). The police force is a poorly managed department and is often found to be filled with cases of corruption and it fails to provide people the sense of protection. The provision of these irregularities has led to serious trends of misdeeds because security forces now disregard basic human rights while performing duties. There have been reported killings of alleged people, such as in 2011, a manhandling, and killing of an alleged pickpocket by the Rangers happened in Karachi (Nyborg, 2019). Another highly controversial issue was the brutal gunning down of foreign people including a woman at Kharotabad in Balochistan. In this particular incident, the provincial police and FC carried out brutal gunning down on the grounds where they were required to check for suspected suicide bombers (Chowdhury, 2019).

Another loophole within the development of effective policing is the poor and abysmal criminal prosecution system without which enforcing laws and ensuring justice is impossible. For example, in 2015 a senior police officer, Afzal Shigri stated that; "Recruitment on political consideration without any transparent method of hiring and resource constraints has from its very inception made the department yet another form of squandered resource that has failed to deal with the challenges of prosecuting hardened criminals and terrorists. Despite 48 functional, anti-terrorist courts and new prosecution departments from 2008 to 2012, 14115 terrorists were acquitted and 10387 were released on bail, 6661 cases were decided against and 13053 cases were instituted. The accused include a large number of dangerous terrorists who were acquitted or released on bail



and are back to their trade of crime and terrorism.” (Chowdhury, 2019).

### **1.10 Failure of Criminal Justice System**

Also, the entire criminal justice and prosecution justice system of Pakistan is currently resting on the Criminal Procedure Code (CrPC) 1898, The Evidence Act 1872 (amended 1984) and the Pakistan Penal Code (PPC) 1860 (Chowdhury, 2019). These codes and acts are not only outdated but rather alien to traditional or modern nuances within contemporary settings. Concerning the procedure, specific offenses in these codes and acts are segmented into cognizable and non-cognizable ones (Chowbey, 2016). While “Thana” culture is not supportive of people and residents of that area. This was also reported that Thana culture is ineffective for the people because police are not taking their complaints seriously due to which people are losing faith in it (Peterson & Williams, 2018). Therefore, it can be argued that the public seek alternate means to address their grievances and resolving their disputes through Panchayat or Jirga systems

Over the last few years, many amendments were made to police reforms and the laws. These amendments brought more problems and confusion in the police department (Peterson & Williams, 2018). A reason why people in highly disturbed areas like Kohistan, FATA and Swat turned to various calls of Sharia was because of the vigilante and quick dispute resolution by violent armed groups. However, all those problems which were pending and unaddressed by the police departments were resolved by these groups (Fair, 2017). To reintegrate offenders and rehabilitate them, militant elements and criminals were put in rehabilitation centers. Nonetheless, just like other state institutions, the rehabilitation department is also dysfunctional and underutilized (Fair, 2017).

Lastly, it is the responsibility of the government to allow the judiciary in playing an effective

role to develop good and long-lasting police reforms. The judiciary is normally labeled as politicized, overworked, inefficient and corrupt because of the high burden and a low number of staff members who have not met the expectations of a common man (Rumi, 2015). Several factors contribute to the development of the judiciary’s plight. For example, the biggest problem is resource constraint within the context of critical infrastructure and baseline development. Also, other problems faced in the development of effective police reform are courthouses, low space for mid-tier and lower judiciary staff and lack of finances. The government has barred the funding to the police because most of the cases are still unresolved by the police department (Wuthnow, 2019).

It is argued that the government of Pakistan has not hired enough judges nor the infrastructure of the police department is effective (Mamoon, 2018). According to the annual report presented in 2011 by Justice and Law Commission, it was reported that only 127 judges are there to deal with problems in Karachi, which have reached a value of more than 85,000 cases (Mamoon, 2018). Therefore, it can be stated that in Pakistan even democratic governments have their setups of the military, which are running in parallel and not allowing police reforms.

The jurisdictions and the way courts have been set up is a controversial topic in terms of civil rights and human rights perspectives. The Asia Director of the International Commission of Jurists (ICJ), Sam Zarifi presented his response when the establishment of military courts took place. He said that the lapse of military courts over the civilians is an important step and right step, however, surprisingly, it did not produce any reforms aimed to strengthen the criminal justice system for handling terrorism-related cases. It also resulted in the development of political goals rather than any benefits in police reforms (Afroze, 2017). Based on the arguments observed, it can be said that most of the police reforms did not perform to a major extent and according to the needs which

resulted in a lack of coordination and good results.

### 1.11 Current Situation of Police Reforms

According to the report launched by The Police Reforms Committee, it was argued that the development of an efficient criminal justice system is necessary because it is the backbone of every society. It is the responsibility of the judiciary to develop a fair and justified system that ensures that each individual is treated according to the laws and equally as articulated in Articles 4 and 25 in the constitution of Pakistan (Afroze, 2017).

Apart from investigation and prevention of crimes, police should be given the responsibility to play a crucial role in protecting the rights of the individuals and using fair trial means articulated in article 10-A of the constitutions. Currently, the reforms introduced in the police department are ineffective in that most of the citizens avoid going to the police with their matters because police are not found following the rule of law. However, this drawback of Law enforcing agencies was realized by the Supreme Court of Pakistan and it came out with a "Police Reforms Committee" to formulate concrete proposals to ensure a way forward in this mission (Lemarleni, Ochieng, Gakobo, & Mawaura, 2017). The committee of the police reforms presented various suggestions which included:

1. Improved investigation quality
2. Effectiveness of the anti-terrorism laws
3. Integration of the criminal justice system
4. Complaint redressal system
5. Urban policing
6. Police accountability

However, the posting and promotion system was omitted by this committee, which is forcing the management of police to take bribes. It projected the idea to encourage people to join the police department on merit and posting them in the right regions (Lemarleni, Ochieng, Gakobo, & Mawaura, 2017). More than 2 dozen

reports have been reported to the commission over the last six decades, however, only some recommendations were reported to be implemented. To establish the development in the police department it is the responsibility of the management to ensure that presentations are always given to the government officials in response to the efforts made by the police department and changes should be made accordingly (Nanwani, 2016).

To make this vision a reality, there is a need to develop a steering committee which should comprise of inspectors general of police to investigate the recommendations. The police force of Pakistan should be given the operational autonomy to independently uphold and enforce the rule of law (Nanwani, 2016). Also, currently, the police are frightened due to treatment given to the police officials in the last decade who stood up against injustice made in reforms (Detrick, 2017). On the other hand, the police itself is highly politicized because most of the people being hired in police on political bases rather than merit bases. Also, those policemen who are willing to perform duties with full responsibility are not given support by their colleagues which results in demotivated professionals (Nanwani, 2016).

## 2. Recommendations for Way Forward

To ensure effective implementation of the SSR regime for Pakistan, efforts would be needed by all the people including common men, government officials, and the police. The long-lasting SSR regime is an arduous task that could be improved by enforcing changes exactly according to the requirements (Detrick, 2017). Unless the US brings its troops back from Afghanistan, it would be a challenge to remove loopholes from the current infrastructure. Therefore, it is the responsibility of the government to ensure that police involvement takes place, while US involvement remains established within Islamabad (Nanwani, 2016). A comprehensive political strategy must be

deployed for bringing stability, which requires revamping the tribal setup.

For example, an initial measure in this context was undertaken when Yusuf Raza Gillani as Prime Minister in 2008. When he was the Prime Minister, he abolished the FCR, which was considered as the first step in changing this colonial culture, because it damaged security arrangements (Rahman & Yong, 2015). Therefore, one way forward in bringing police reforms is the development of a sustainable and gradual system, which can systematically special status according to certain territories within the federation. However, these developments might be challenging for the development of effective reforms, because in the past also local acceptability and legitimacy were significantly compromised (Detrick, 2017).

It is required for all the security sector institutions, especially intelligence of police reforms to ensure transparency within their operations. However, it is also necessary that judicial and parliamentary oversight is necessarily checked all the time to ensure their sustainability along with professionalism. None of the police reforms can work without the deployment of an integrated approach, with complete ownership and acceptance of the participating bodies (Rahman & Yong, 2015). This will also increase the cost-effectiveness and speed of bringing security and justice in Pakistan. The lack of necessary action can result in low opportunities for development within non-state entities for occupying and exploiting these available spaces. Reforming intelligence outfits requires legality, efficiency, and effectiveness (Cenry, 2015). Therefore, a comprehensive approach to bring police reform into an ideal situation requires the implementation of conformity according to human rights laws and conventions. Also, compliance with transparency principles with budgeting and finance is also needed for the development of policy reforms.

## **Conclusion:**

Every government had raised a slogan of police and civil bureaucracy reforms but it did not happen in reality. Policymakers have never put law enforcement and the police sector at the top of their priority list, despite regular ethnic confrontations and dramatic increases in violent or insurgent activities. Each government that assumes the power only changes the artificial or cosmetics in the police department. The main agenda of Imran Khan's Manifesto 2018 was the police reforms in Pakistan but it was only a part of the strategy to secure power like the previous governments. Pakistan's total population is estimated at 180 million and there are almost 5,75,000 individuals in the combined federal and provincial forces. The disconnection of the institution is one of the key causes of the inability of the provincial and federal police section to assure law and

One of the reasons of the police department's inability to uphold law and order in the country is the lack of modernization and corruption. It is a common belief that the police structure is corrupt and violent. Pakistan is in dire need of improvements to its law enforcement infrastructure. Many governments sought to enact new police legislation over the year to regulate that crime and violence, but all such attempts made half-heartedly and reluctantly had only limited results. There are some serious measures required if we want to make the police section well run and free of corruption. Introduce reforms in the latest and modern world sense. In recent decades, many senior police officers have been politicized to be in good books of the political party or political person. Introduce certain kinds of changes that make the power of the police force free of political clutches. We need to make some hard decisions for the better future of our country because the cosmetics measures are not adequate.

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