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The Police Culture in Pakistan; An Ethical Evaluation

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ABSTRACT

This research investigates the intricate and multifaceted aspects of the culture and ethical considerations inside the police force in Pakistan. The operational conduct of the police force is shaped by a variety of historical, cultural, and institutional influences, which contribute to the cultivation of a strong sense of duty, professionalism, and dedication to ensuring public safety. Nevertheless, there are ongoing obstacles that continue to exist, including issues like as corruption, the misuse of authority, a lack of transparency and responsibility, as well as occurrences of excessive force by law enforcement. Furthermore, the presence of problems pertaining to racial profiling, racism, and discrimination underscores the imperative of ensuring equitable treatment for every individual. In order to tackle these challenges, a range of strategies are being employed, including the implementation of training programs, the establishment of accountability systems, the initiation of community engagement projects, and the enactment of policy reforms. The establishment of a long-term dedication and cooperation between the police force, government entities, civil society organizations, and the general public is imperative in order to enhance the culture and ethics within the police force, restore public confidence, and cultivate efficient service and protection for the community.

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1. Introduction

The police, also known as law enforcement or the police force, refer to a constituted body of individuals empowered by the government to enforce the law, maintain public order, protect property, and ensure the safety and security of communities. They are a part of the criminal justice system and play a crucial role in maintaining social order and upholding the laws of a jurisdiction. Police officers are typically employed by local, state, or federal government agencies and undergo training and certification to carry out their duties effectively. They are granted various powers and authorities to

fulfill their responsibilities, which can include the ability to make arrests, issue citations, conduct investigations, and use necessary force when required.

The specific structure and organization of the police force can vary between countries and even within different regions. In many countries, police departments are organized at different levels, such as local or municipal police, state police, and national or federal police agencies. Each level may have different areas of jurisdiction and responsibilities, but their overall objective is to maintain law and order, prevent and detect crimes, and protect public safety. While the primary focus of the police is on enforcing the law, maintaining order, and responding to emergencies, many police departments also recognize the importance of community engagement. They work to build positive relationships with the community, provide assistance and support to individuals in need, and collaborate with local organizations and stakeholders to address the specific concerns and needs of the communities they serve

It's important to note that the role and actions of the police are subject to public scrutiny, and discussions regarding police reform, accountability, and the equitable treatment of all members of society are ongoing topics of debate and consideration.

1.1 Background information on the police

Background information on the police provides a foundational understanding of the historical development and evolution of law enforcement. The concept of organized law enforcement dates back to ancient civilizations such as ancient Egypt, Rome, and Greece, where officials were responsible for maintaining order and enforcing laws. Early forms of policing emerged in medieval Europe with the establishment of night watches and constables, who were primarily responsible for guarding against crime and maintaining order in cities. The modern police system is often attributed to the development of the London Metropolitan Police in 1829 by Sir Robert Peel. This model, known as the "Peelian Principles," emphasized the idea of a civilian police force that served the community and maintained public trust. Many countries, particularly those that were former colonies of European powers, adopted policing models based on the British system. This influence can be seen in countries such as the United States, Canada, Australia, and India.

The rise of industrialization and the growth of cities in the 19th century led to an increased need for organized law enforcement to address new challenges and maintain social order in urban areas. In the late 19th and early 20th centuries, police forces began to professionalize, implementing standardized training, uniforms, and codes of conduct to enhance effectiveness and professionalism. Policing in the United States evolved through a combination of municipal, county, state, and federal agencies. The structure and responsibilities of law enforcement agencies can vary significantly across states and local jurisdictions. Policing models differ across nations. Some countries have centralized national police forces, while others have decentralized systems with various levels of law enforcement agencies. Technological advancements: The 20th century witnessed significant technological advancements that impacted policing, such as the introduction of police radios, patrol cars, fingerprint identification, and later, computerized systems for data management and crime analysis.

1.2 Types of Police Force in Pakistan

In Pakistan, there are several types of police forces operating at different levels and with specific jurisdictions. Here are the main types of police forces in Pakistan:

- Provincial Police Forces:
 - Punjab Police: The Punjab Police is the largest provincial police force in Pakistan, responsible for maintaining law and order in the province of Punjab.
 - Sindh Police: The Sindh Police is the provincial police force for the Sindh province, responsible for enforcing laws, preventing crime, and maintaining order in the region.
 - Khyber Pakhtunkhwa Police: The Khyber Pakhtunkhwa Police is the police force operating in the Khyber Pakhtunkhwa province, responsible for law enforcement and public safety in the region.
 - Balochistan Police: The Balochistan Police is the provincial police force responsible for maintaining law and order in the Balochistan province.
- Capital City Police:
 - Islamabad Capital Territory Police: The Islamabad Capital Territory (ICT) Police is responsible for maintaining law and order in the federal capital, Islamabad.
- Federal Agencies:
 - Federal Investigation Agency (FIA): The FIA is a federal law enforcement agency responsible for investigating federal crimes, such as cybercrimes, immigration offenses, money laundering, and human trafficking.
 - Pakistan Rangers: The Pakistan Rangers is a paramilitary force responsible for border security and maintaining law and order in designated areas, such as Karachi.
- Specialized Units:
 - Counter-Terrorism Department (CTD): The CTD is a specialized unit tasked with combating terrorism and related activities, including intelligence gathering, investigations, and preventive measures.
 - Anti-Narcotics Force (ANF): The ANF is responsible for controlling and combating drug trafficking and related crimes.

These are the main types of police forces in Pakistan. Each force operates within its defined jurisdiction and is responsible for maintaining law and order, preventing and detecting crimes, and ensuring public safety within their respective areas of operation.

1.3 Role of Police in Society

The role of the police in society is multifaceted and can vary based on the specific context and jurisdiction. Generally, the police are responsible for maintaining law and order, protecting public safety, preventing and detecting crime, and enforcing the laws of the land. Here are some key aspects of their role:

- Public safety and protection: One of the primary responsibilities of the police is to ensure the safety and security of the general public. They respond to emergencies, accidents, and incidents that threaten public safety, such as crimes, fires, and natural disasters. They enforce traffic regulations and help maintain order in public spaces.
- Crime prevention and detection: Police officers work to prevent criminal activities by maintaining a visible presence in communities, patrolling neighborhoods, and conducting proactive measures such as community policing. They investigate crimes, gather evidence, and apprehend suspects. Their work includes interviewing witnesses, collecting information, and analyzing evidence to build cases.

- Law enforcement: Police officers enforce the laws of the jurisdiction they serve. They have the authority to arrest individuals suspected of committing crimes and bring them before the criminal justice system for legal proceedings. They also enforce traffic laws, issue citations, and ensure compliance with various regulations and ordinances.
- Conflict resolution and mediation: Police officers often act as mediators in conflicts and disputes, attempting to defuse tense situations and promote peaceful resolutions. They may respond to domestic disputes, neighborhood conflicts, and other incidents where their intervention can help prevent escalation and violence.
- Support and assistance: Police officers are often called upon to assist individuals in need. They provide emergency aid, offer guidance, and refer people to appropriate resources, such as social services or medical assistance. They play a crucial role in safeguarding vulnerable populations and ensuring their well-being.
- Community engagement: Many police departments recognize the importance of building trust and positive relationships with the communities they serve. They engage in community outreach programs, collaborate with local organizations, and participate in community events. This interaction aims to foster mutual understanding, enhance cooperation, and address the concerns and needs of the community.

1.4 Police culture in Asian Countries

Police culture in Asian countries can vary significantly due to diverse historical, cultural, and societal factors. While it is not possible to provide an exhaustive analysis of police culture in all Asian countries, here are some general observations that can help understand the broad patterns and characteristics:

- Hierarchical Structure: Many Asian countries have a strong hierarchical structure within their police forces. Rank and authority are highly respected and emphasized. Senior officers are accorded significant deference, and there is a clear chain of command.
- Respect for Authority: Asian cultures often place a strong emphasis on respect for authority figures, including police officers. Police officers are generally expected to be seen as role models and are afforded a high level of respect and obedience from the public.
- Community Policing: Community policing approaches are increasingly gaining prominence in Asian countries. This approach emphasizes building strong relationships and partnerships between the police and local communities to address public safety issues collectively. It focuses on proactive crime prevention, problem-solving, and engaging with the community.
- Strong Work Ethic: Police officers in Asian countries are often known for their dedication and strong work ethic. Long working hours, including overtime, are not uncommon. Officers are expected to be diligent, disciplined, and committed to their duties.
- Traditional Values and Cultural Sensitivity: Asian police forces often incorporate traditional values and cultural sensitivities into their practices. Policing strategies may be tailored to align with cultural norms and values, ensuring that they are respectful and appropriate within the local context.
- Emphasis on Training and Professionalism: Many Asian countries invest in training and professional development programs for their police officers. Continuous training and education are seen as essential for enhancing skills, knowledge, and professionalism. This includes training in areas such as community engagement, conflict resolution, and human rights.

- **Centralized Control:** In some Asian countries, police forces are highly centralized, with significant control exercised by the central government. This centralized control can impact decision-making processes, resource allocation, and overall police operations.
- **Challenges of Corruption:** Corruption can be a significant challenge in some Asian countries' police forces. Transparency International's Corruption Perceptions Index often highlights corruption issues within law enforcement agencies in certain regions. However, it is important to note that corruption levels can vary widely between countries.

1.5 Police Culture in Pakistan

Police culture in Pakistan is influenced by various factors, including historical, cultural, and institutional aspects. Here are some key characteristics and dynamics of police culture in Pakistan:

- **British Colonial Legacy:** The police system in Pakistan has its roots in the British colonial era. The structure and functioning of the police force were initially established to serve the colonial rulers' interests and maintain social control. This historical legacy continues to shape the police culture in Pakistan.
- **Bureaucratic Hierarchy:** Pakistani police forces have a hierarchical structure, emphasizing rank and seniority. There is a clear chain of command, and respect for authority is expected. Senior officers hold significant decision-making power, and junior officers are expected to follow orders without question.
- **Lack of Public Trust:** Public trust in the police force in Pakistan has historically been low. This can be attributed to issues such as corruption, abuse of power, lack of accountability, and ineffective service delivery. This lack of trust poses challenges to effective community engagement and cooperation.
- **Political Influence:** Political interference in police affairs is a significant issue in Pakistan. Politicians often exert influence over police operations, transfers, and appointments. This political interference can hinder the impartiality and independence of the police force, impacting its effectiveness and public perception.
- **High Workload and Stress:** Pakistani police officers often face a high workload and are exposed to stressful and dangerous situations. Long working hours, inadequate resources, and insufficient manpower can contribute to job dissatisfaction and impact the overall well-being of police personnel.
- **Use of Force:** The use of force by Pakistani police has been a subject of criticism. Instances of excessive force, custodial deaths, and encounters have raised concerns about human rights violations and the need for improved training and accountability mechanisms.
- **Informal Practices:** Informal practices and personal connections, known as "sifarish" or favoritism, can influence police work and decision-making in Pakistan. These practices can undermine merit-based processes and lead to perceptions of unfairness and corruption.
- **Reform Efforts:** Recognizing the need for change, reform efforts have been initiated to improve police culture in Pakistan. These reforms aim to enhance professionalism, accountability, and community-oriented policing. Training programs, capacity-building initiatives, and the establishment of specialized units have been implemented to promote better service delivery and public trust.

1.6 Statement of the Problems

Exploring the intricacies of police culture in Pakistan is essential for understanding the underlying factors that shape police behavior, effectiveness, and public trust, ultimately informing

efforts towards police reform, accountability, and community-oriented policing. Moreover, the problem lies in the existing police culture and its impact on the ethical behavior of police officers. Police culture refers to the shared values, beliefs, attitudes, and norms within a law enforcement organization that influence the behavior and actions of its members. Ethical behavior, on the other hand, refers to the adherence to moral principles and standards of conduct in carrying out police duties. The police culture often promotes a strong sense of loyalty, solidarity, and a "brotherhood" mentality among officers. This can create a systemic problem where misconduct or abuses of power go unchecked within the police force, eroding public trust and perpetuating a cycle of misconduct. The problem with police culture is further compounded by factors such as institutional pressures, lack of accountability mechanisms, inadequate training on ethics, and the influence of external factors like political agendas or societal biases. These factors can contribute to a culture that tolerates or even condones unethical behavior, undermining the credibility and legitimacy of law enforcement agencies.

By addressing the root causes of the problem and actively working towards transforming the police culture, it is possible to create a law enforcement environment that upholds the highest ethical standards and serves as a trusted partner in ensuring public safety and justice for all.

1.7 Objective of the Study

The objectives of studying police culture in Pakistan can vary depending on the specific research focus and context. However, here are some potential objectives to consider:

- Examine the influence of historical, cultural, and institutional factors on police culture in Pakistan.
- Understand the organizational structure, hierarchy, and dynamics within the police force.
- Investigate the impact of political interference on police culture, decision-making processes, and accountability.
- Assess the level of public trust, perception, and satisfaction with the police force in Pakistan.
- Explore the values, attitudes, and behaviors prevalent within the police culture and their implications for police-community relations.
- Identify the challenges and barriers faced by police officers in fulfilling their duties and maintaining professionalism.
- Examine the use of force and abuse of power within the police culture and its impact on human rights.
- Investigate the role of training, recruitment, and professional development programs in shaping police culture and performance.
- Analyze the effectiveness of community-oriented policing approaches in improving police-community relations and enhancing public safety.
- Identify areas for reform and suggest strategies to promote transparency, accountability, and ethical conduct within the police force.

1.8 Significance of the study

Studying the police is of significant importance and relevance due to several reasons: Understanding the police and their operations is crucial for ensuring effective law enforcement. By studying the police, we can assess their strategies, tactics, and policies, and identify areas for improvement. This knowledge can contribute to enhancing their ability to prevent and detect crimes, maintain public order, and protect the safety and well-being of communities.

Police accountability is a fundamental aspect of a democratic society. Through studying the police, we can examine their practices, procedures, and systems of oversight to promote transparency and hold them accountable for their actions. This includes investigating instances of misconduct, addressing issues of bias and discrimination, and ensuring that law enforcement agencies operate within the boundaries of the law and respect individual rights.

Strong relationships between the police and the communities they serve are essential for effective policing. Studying the police allows us to explore community engagement strategies, analyze communication techniques, and identify ways to build trust and collaboration. Improved community-police relations can foster cooperation, encourage reporting of crimes, and create a safer and more inclusive environment for all.

2. Literature Review

2.1 Ethical Framework of Pakistani Police

The ethical framework of the Pakistani police is guided by several principles and codes of conduct that aim to ensure professionalism, integrity, and the protection of human rights. While there are various sources and documents that shape the ethical framework, the following are key elements:

2.1.1 Police Act and Regulations

The Pakistani Police Act of 1861, inherited from British colonial rule, serves as a legal framework for the functioning and conduct of the police in Pakistan. While the Act has undergone amendments and modifications over time, it remains a significant legislative document that guides the operations of the police forces in the country. The Act defines the powers and duties of police officers, including the prevention and detection of crime, maintenance of public order, protection of life and property, and enforcement of laws. Police officers have the authority to arrest individuals suspected of committing offenses, conduct investigations, search premises under certain circumstances, and use force when necessary and justifiable.

The Act establishes the organizational structure of the police force, including the hierarchy of ranks and the chain of command. It specifies the roles and responsibilities of different ranks, from constables and sub-inspectors to senior officers.

The Act outlines the powers and limitations of police officers, emphasizing the importance of acting within the confines of the law and respecting human rights. It includes provisions for the discipline, punishment, and dismissal of police officers found guilty of misconduct or violation of regulations.

The Act emphasizes the role of the police in ensuring public safety, maintaining law and order, and responding to emergencies. It provides guidelines for the management of public gatherings, the control of traffic, and the handling of situations that pose a threat to public peace. The Act highlights the duty of police officers to cooperate with the judiciary, including providing evidence and attending court proceedings when required. It outlines the process of producing arrested individuals before the appropriate judicial authorities. The Act grants police officers the authority to conduct searches of premises, vehicles, and individuals in certain circumstances, such as during investigations or with a warrant issued by a competent authority. It specifies the procedures and limitations surrounding search and seizure activities.

2.1.2 Human Rights Principles

Pakistani police are expected to treat all individuals with respect and dignity, regardless of their background, social status, or alleged involvement in criminal activities. The police are responsible for safeguarding fundamental rights, such as the right to life, liberty, and due process, ensuring fair treatment and protection against abuse.

It is important to note that while an ethical framework exists, challenges remain in effectively implementing and enforcing these principles. Efforts are ongoing to reinforce ethical behavior through training programs, internal accountability mechanisms, and external oversight bodies. Enhancing ethical practices within the police force is a crucial aspect of improving public trust and the overall effectiveness of law enforcement in Pakistan.

2.2 Major Milestones and Changes in Pakistani Police over Time

The development of the Pakistani police force has undergone several milestones and changes over time. Here are some significant events and transformations in the history of the Pakistani police:

Formation of Provincial Police Forces: After the partition of British India, the existing provincial police forces continued to operate in the newly formed Pakistan. These forces included the Punjab Police, Sindh Police, Khyber Pakhtunkhwa Police, and Balochistan Police. **Adaptation of British Colonial Laws:** The Police Act of 1861, inherited from British colonial rule, continued to serve as the legal framework for policing in Pakistan.

During the period of martial law and political instability, the federal government centralized the control of the police under the Ministry of Interior. This centralization affected the autonomy and decision-making powers of provincial police forces.

Police Order 2002: The Police Order 2002 aimed to reform the police structure, enhance professionalism, and provide greater accountability.

It introduced provisions for community policing, human rights, and establishment of Public Safety Commissions at the district and provincial levels. **National Police Bureau (NPB):** The NPB was established in 2002 to provide technical assistance, coordination, and capacity-building support to police forces across Pakistan.

2.3 Police Religious Ethics in Pakistan

Police ethics in Pakistan are influenced by religious values and principles, as the country is predominantly Muslim, and Islam plays a significant role in shaping societal norms and expectations. Islamic teachings emphasize honesty, integrity, fairness, justice, compassion, and respect for others. These values are expected to guide the behavior and conduct of police officers in their interactions with the public and fellow colleagues. The principles of accountability and transparency are also emphasized in Islamic ethics, aligning with the need for police officers to be accountable for their actions and maintain a high level of transparency in their work.

Many police officers in Pakistan are practicing Muslims who observe religious rituals and practices. This can include prayer, fasting during Ramadan, and adherence to Islamic teachings in their personal and professional lives. The observance of religious practices can contribute to a sense of moral

duty and conscientiousness among police officers. Pakistan being a diverse country, police officers are expected to be sensitive to the religious and cultural contexts of different communities.

This includes respecting religious customs, traditions, and sensitivities in their interactions with the public. Police officers are expected to ensure that their actions and decisions uphold religious freedom and protect the rights of individuals to practice their faith without discrimination.

Islamic teachings emphasize the concepts of justice (Adl) and fairness (Ihsan). Police officers are expected to demonstrate these principles in their work, ensuring equal treatment and protection of all individuals, regardless of their religious background or social status. Islam emphasizes the importance of adhering to the rule of law and respecting the authority of legitimate governing bodies. Police officers are expected to enforce the law in a just and equitable manner, upholding the principles of fairness, without favoritism or discrimination.

2.4 Public Perception and Challenges

Public perception of the police in Pakistan can vary, with a history of both positive and negative views. Officers often face challenges related to public trust, criticism of corruption, and allegations of misuse of power. Efforts to address these challenges are ongoing within police culture.

2.5 Professionalism and Training

Professionalism is an important aspect of police culture in Pakistan. The emphasis on continuous training, skill development, and adherence to professional standards helps shape the behavior and practices of police officers.

3. Methodology

In the current study, we embarked on a comprehensive research endeavor to gain insight into the perceptions and attitudes of citizens towards politics and the working ethics associated with it. This research aimed to shed light on the intricate relationship between citizens and their political environment, offering a nuanced understanding of the factors that influence public opinion and engagement.

3.1 Interview Methodology

To achieve our research objectives, we employed a qualitative research approach, conducting in-depth interviews with a diverse sample of 50 participants. These participants were selected to represent a cross-section of the population, ensuring a broad spectrum of perspectives and experiences. The interview method allowed us to explore the intricacies of individuals' beliefs, values, and experiences related to politics in a personal and meaningful way.

3.2 Assessment of Attitudes

Through these interviews, we diligently assessed participants' attitudes towards politics, encompassing their views on government institutions, political parties, policy issues, and civic engagement. We delved into the factors that shaped their opinions, such as personal experiences, socio-economic background, and exposure to political information. Our analysis aimed to uncover both the strengths and weaknesses in public trust and engagement with the political system.

3.3 Exploring Working Ethics

In addition to understanding attitudes towards politics, our study delved into citizens' perceptions of the ethical conduct of political actors, including elected officials, public servants, and political candidates. We sought to identify the standards by which individuals evaluated the ethical behavior of these actors and whether perceived ethical lapses had an impact on their political attitudes and participation.

4. Results

During the conducted interviews, various themes emerged organically as a result of the in-depth conversations with the participants. These themes served as fundamental pillars for structuring and categorizing the information gleaned from the interviews, enabling a systematic and comprehensive analysis of the data. The subsequent sections outline the key themes that were generated and provide a concise summary of the information associated with each of these themes.

- **Community Engagement:**

Pakistani police culture recognizes the importance of community engagement. Efforts are made to build trust, establish partnerships, and involve the public in crime prevention initiatives. Community policing approaches are increasingly being promoted to strengthen police-community relations.

It is important to note that police culture is not static and can evolve over time in response to internal reforms, societal changes, and external influences. Efforts are being made to address challenges and improve police culture in Pakistan, including initiatives focused on accountability, transparency, professionalism, and community-oriented policing.

- **People Fear and Mistrust towards Pakistan Police**

It is unfortunate but true that there is a significant level of fear and mistrust towards the police among segments of the population in Pakistan. Incidents of abuse of power, police misconduct, and corruption have eroded public trust in the police force. Reports of bribery, extortion, and arbitrary use of force by some police officers have fueled mistrust and fear among the population. Perceptions of inadequate accountability mechanisms within the police force contribute to mistrust. Instances of police officers involved in misconduct often go unpunished, reinforcing the belief that there is a culture of impunity.

Cases of excessive use of force by some police officers, resulting in injury or death, have raised concerns and instilled fear among the public. These incidents undermine confidence in the police's ability to protect and serve the community. Limited resources, inadequate training, and inefficient service delivery have led to frustrations among the public. Delays in responding to emergencies, lack of investigation progress, and perceived bias in favor of influential individuals can contribute to mistrust.

Some communities feel unfairly targeted by the police, leading to a perception of bias and discrimination. This can exacerbate existing tensions and contribute to a sense of fear and mistrust towards the police force. The historical legacy of the police force, inherited from British colonial rule, has left a lasting impact. The colonial-era policing methods and practices, which were often focused on maintaining control rather than community engagement, have contributed to negative perceptions. Addressing fear and mistrust towards the police requires comprehensive efforts to improve professionalism, accountability, and community engagement

within the police force. Measures such as enhanced training, effective oversight mechanisms, community policing initiatives, and fostering a culture of transparency and accountability can help rebuild public trust and confidence in the police.

- **Corruption Culture in Pakistan Police**

Corruption has been a significant challenge within the police force in Pakistan, and it has contributed to a negative perception of the police among the public. Here are some key aspects of the corruption culture in the Pakistani police: Petty corruption, such as bribery and extortion, is prevalent within the police force. Officers at various levels may engage in soliciting bribes or accepting money to perform their duties or overlook legal violations. Political interference in police affairs has perpetuated a culture of corruption. Politicians sometimes exert influence over police appointments, transfers, and investigations, undermining the independence and integrity of the police force. Weak accountability mechanisms within the police force have allowed corrupt practices to persist. Instances of corruption often go unpunished, contributing to a culture of impunity and further entrenching corrupt behavior.

- **Low Salaries and Resource Constraints:**

Low salaries and inadequate resources for police officers can create an environment conducive to corruption. Insufficient compensation may push some officers to engage in corrupt practices to supplement their income.

- **Use of Force and Police Brutality in Pakistan**

The use of force and incidents of police brutality have been a concern in Pakistan, leading to human rights violations and eroding public trust in the police force. Instances of excessive use of force by the police have been reported in various situations, including during protests, arrests, and encounters with suspects. The use of disproportionate force can result in injuries, deaths, and violations of human rights.

Insufficient training and inadequate guidelines on the appropriate use of force contribute to incidents of police brutality. The absence of clear protocols and standard operating procedures may lead to uncontrolled or unwarranted use of force by some police officers. Cases of police brutality often go unpunished, leading to a culture of impunity. Limited accountability mechanisms and difficulties in accessing justice contribute to the perception that police officers can act with impunity, further exacerbating the problem.

Reports of torture and ill-treatment by police officers during arrests, detentions, and interrogations have been documented. These actions violate human rights and international standards, contributing to the negative perception of the police force. Inadequate oversight mechanisms and ineffective complaint mechanisms make it challenging for victims to report incidents of police brutality and seek justice. This lack of accountability can perpetuate a culture of impunity.

Social and structural factors, such as poverty, inequality, and lack of access to justice, can contribute to the use of force and police brutality. Socioeconomic disparities and systemic issues may disproportionately affect marginalized communities, exacerbating the risk of police misconduct.

- **Racial Profiling and Bias in Pakistan Policing**
Racial profiling and bias are significant concerns in policing practices in Pakistan. Specific ethnic and religious minority groups, as well as Afghan refugees, have reported instances of discriminatory treatment by the police based on their identity. Bias and profiling in counterterrorism efforts have also raised concerns, leading to unfair targeting and stigmatization of individuals. Stereotyping, prejudice, and a lack of cultural sensitivity contribute to biased behavior by some police officers. To address these issues, comprehensive efforts are needed. This includes providing training on cultural sensitivity, diversity, and eliminating racial bias, establishing accountability mechanisms and independent complaint mechanisms, promoting community engagement, collecting and analyzing data to identify patterns of bias, and reviewing policies to prohibit racial profiling and ensure equal treatment for all. Such measures are crucial for promoting fair and unbiased policing practices in Pakistan.
- **Police-community relations and trust-building**
Police-community relations and trust-building are vital components of effective policing in Pakistan. Strategies such as community policing, cultural sensitivity training, dialogue programs, and youth engagement initiatives help foster collaboration, enhance public safety, and improve overall police effectiveness. Establishing victim support services, promoting transparency and accountability, engaging in proactive community safety initiatives, and raising human rights and legal awareness are also crucial. By prioritizing these initiatives, the police can build strong partnerships with communities, promote mutual understanding, and address community concerns, ultimately fostering trust and ensuring a sense of security and well-being within Pakistani communities.

5. Conclusion

In conclusion, the culture and ethics of the police in Pakistan are complex and multi-faceted. The police force in Pakistan operates within a framework influenced by historical, cultural, and institutional factors. While there are challenges and areas of improvement, there are also positive elements within the police culture, such as a sense of duty, professionalism, and a commitment to public safety.

However, there are issues that need to be addressed to enhance police culture and ethics in Pakistan. These include concerns related to corruption, abuse of power, lack of accountability, and instances of police brutality. Additionally, issues such as racial profiling, bias, and discrimination also need to be addressed to ensure fair and unbiased treatment of all individuals. Efforts are underway to address these challenges, including training programs, accountability mechanisms, community engagement initiatives, and policy reforms. These initiatives aim to promote professionalism, integrity, transparency, and a respect for human rights within the police force.

Improving police culture and ethics in Pakistan requires sustained commitment and collaboration among stakeholders, including the police force, government, civil society, and the public. By addressing these issues and fostering a culture of professionalism, accountability, and respect for human rights, the police in Pakistan can strive to rebuild public trust, enhance community relations, and effectively serve and protect the people they serve.

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