

THE LINKAGE BETWEEN ETHNIC FRACTIONALIZATION AND ECONOMIC DISPARITIES: AN ANALYSIS OF PAKISTANI CIVIL SERVICE STRUCTURE

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ABSTRACT

The object of this research is dual. Primarily, and most essentially, the paper tries exploring and to deliver some basic assumptions of ethnic fractionalization based on a boarder arrangement of ethnic group that does not based only language but also other aspects of society such as territory. We have tried to construct regional fractionalization model where regional disparities can be measured and analyzed. We provide this measure for Pakistan specially focusing on the Government sector jobs and Labor force participation rate in certain areas of Punjab Pakistan, using different sources and we discuss in detail resemblances and dissimilarities of our variables with preexisting ones. We developed some assumptions, based on a broad measure of ethnicity where ethnicity is related to both language and region. Secondly, using our measures for Pakistan we reexamine the evidence on the effects of ethnic fractionalization on two general areas: economic growth and the quality of institutions and policy. The Quantitative data was collected from different Pakistani Ministries to determine the ratio of domicile holders in Federal Government departments while analysis was based on qualitative interpretation of the said data. We reach interesting results that shows imbalance and negative relationship between ethnic fractionalization and Economic growth as we extracted data from index of ethnic fractionalization and from various reports published by Government of Pakistan.

Keywords: Ethnic measurement, Fractionalization, Pakistan, Economic Growth, diversification

INTRODUCTION

The reason a Society is human or civilized is not that conflict doesn't exist, but the way it controls and manage conflict. A good part of human history can be traced to identify modifications in conflict management strategies. Factors which compose social groups are racial, dialectal, religious, and Socio-cultural. This composition of Groups and as their size grows and the costs and complexities of everyday communication increase, more complex ways of dealing with conflict have emerged. Diversification and scarcity of resources with distributional problems are the real source of conflict (be it differences in will, choice, persuasion, understanding, or Over time, communities have developed different ways of managing their diversification, from ethnic to military to religious to patterns of voting (Snyder, 2000).

Ethnic or Racial conflict is most significant factor of the political economy of many territories and nations. Many Philosophers and Political Scientists consider that it indicates to political volatility, poor institutionalization, poorly constructed economic policies, and poor economic performance. (Esteban & Ray, 1994)

There have been concerns that ethnic fractionalization may have potential adverse effect on economic development and sustainable growth (Nehring & Puppe 2002). Ethnic fractionalization or

racial segregation refers people inside a nation with diverse cultural, social, linguistic, or religious segments. Major racial segregation can lead to high levels of funding and political instability (Alesina & Eliana, 2005).

As Blanco and Grier (2009) as well discovered an irregular connection between ethnic or racial Fractionalization and political insecurity; an increase in racial segregation is associated with a decrease in political instability from a margin of 0.33, after which an additional increase in racial segregation is linked with larger political uncertainty. Racial segregation may also hint towards primary lists that prevent required naming and alteration in the economic pattern of a Country. May research have shown linkage between racial segregation to slow economic development and growth. Papyrakis (2014) established a negative relationship between racial segregation and economic growth, largely due to factors like exploitation, fertility, investment, and resource conflict. Results of these researches indicate that there may be a 2.04% change in economic growth rate between racial equality and completely segregated communities. Racial segregation is associated with reduced infrastructure reduction, due to different racial preferences large financial assets. Papyrakis acquired investment financial records of 25% of the damaging relationship between ethnic diversification and financial development (Easterly, 2001).

Related literary work, the first example in this field is Canning and Fay (1993) as well Mauro (1995) has elaborated the effect of ethnic and racial fractionalization on public service and Government spheres. La Porta et al. (1999), in their comprehensive research of government-quality suggest that issues of racial segregation and fractionalization are important, even if variables related to legal backgrounds may be significant. A major document in U.S. territory shows that in racially segregated societies, the providing of daily used items and goods is not that effective, actively participating in societal activities and faith on each other is lower, and financial accomplishment, measured through urban progress, is low. Evidence of interdependence on racial lines is also supported by experimental evidence (Alesina & Eliana, 2005)

While focusing on Pakistan, Traditionally, the racial diversity in Pakistan has been well-defined in relation of the presence of four historic “communities”, The Sindhis, The Punjabis, the Pushtoons and the Baloch, a large language community, Urdu-speaking persons, and many small ethnolinguistic groups. Lately, nevertheless, a party claiming to represent the Urdu-speaking population in Sindh claimed a “national” position in their party, while there was a steady demand on the part of the Punjab people for the acceptance of a different “national” Saraiki-speaking people. We have faced the question of nationalism elsewhere, and we have expressed our love for the word race over nationality to avoid unnecessary conflict with the appearance of two values. In this paper, we will briefly review the major issues of racial conflict in Pakistan, trends affecting ethnic change and problems, intersection of ethnicity, country and class, and the effects of these changes on national integration in Pakistan (Ahmed, 1996).

THEORETICAL FRAMEWORK

Ethnic Fractionalization index was developed by Soviet researchers in the start of 1960's (Bruk & Apenchenko, 1964) is seminal work in Political literature. This index of ethnic Fractionalization was constructed using percentage in the population of all ethno-linguistic groups in each country. The index was popular among academicians and analysts were due to its structure and accurate definition, and it was included in Taylor and Hudson's World Handbook of Political and Social Indicators since its inception. Furthermore, Taylor contends that this method is not free from prejudice (Taylor & Michael, 1972).

According to authors of this index, the calculation is based on two main assumptions, to begin with, the calculation and a precise description of the linguistic and ethnic classifications wherein a particular society is divided. The method for calculation for this index is as 1 (one) minus the sum of the institution's stocks two times. So, it gets a chance to have two at random the selected people are from distinctive organizations. In this way the index works from zero to something else, with values near one indicating a fragmented society and values close to zero indicate the identical society (Vanhanen, 1999).

Ethnic fractionalization (EF) works by number, size, social division, and geographic locations of different cultural patterns and groups, mostly, operating in a defined region or scattered across the globe. Certain aspects of culture are referred to many factors like skin, language, religion, color,

ethnicity, customs and traditions, history, some common goals and objects or some other type of uniqueness, alone or inclusive. Often these factors are propagated for public consumption and only power construction (Campos and Coricelli, 2002). Three fundamental issues explain why out group or in-group, enemy Image and why ethnic differences create the prospective threat for social divisions or conflicts. The First point, according to Simmel (1908), termed the concept of "alien" is dishonest and with secret knowledge. For him, Alien can make comparison to his past knowledge with the contemporary experience. He comes from unknown places and may go to unknown places. With a little knowledge of local laws and standards, he fortifies us and their feelings, carrying on negative and frightening ideas. Second, group studies show that these differences occur even if the characteristics differ slightly (Tajfel, 1981). Third, different cultural groups can decrease social costs inside and outside the groups in regular interactions (maintaining low levels of conflict and misunderstanding), protect themselves, and produce social benefits from shared practices. For this reason, EF will continue. Michael (2000) therefore recommends that independence be given to different cultural groups and that unity be avoided. Cultural independence and the allocation of power can fall into miscommunication and conflict. For example, A paradigm on the large and small levels of the Roman Empire or the Muslim Ummah concept (Fowkes, 2002).

Many inter-country researches use EF as a measure. Mauro (1995) and, Easterly & Levine (1997) found that financial growth slowed down the division of certain languages. Easterly and Levine (1997) found that ethnolinguistic differences are harmful to long-term growth in the recession of a country that crosses the whole world. Poor people say that most of African economic and financial instability is linked to high level of racial segregation or ethnic Fractionalization on the African continent. Alesina et al. (2003) revised the actual EF index by including individual measures for the linguistic, ethnic, or religious divisions of 190 nations in the 1990's. The main source of their research is based on the data from Encyclopedia Britannica. The researchers argued that their new measures in EF index were much broader than those included in documents such as this data, which included an elementary group the composition of religions, races, or languages, which allows for the calculation of other forms of diversity (Fearon & Laitin, 2003).

Pakistan a case study for Ethnic Fractionalization

Several economic, social, social, political, and cultural developments in Pakistan have strongly influenced racial and ethnic issues. These changes affect the question of race in the following keywords: (a) the status of certain races; (b) inter-ethnic relations; (c) international relations; and (d) policy options relating to race inquiries (Nazir, 2001)

Pakistani Population Statistics

The population of Pakistan is 200,813,818 (Pakistan Bureau of Statistics, 2018). The people of Pakistan speak Urdu, and English. The linguistic diversity of Pakistan is significantly different with the fractionalization rate in Pakistan at 0.719. The average age is approximately 22.8 years. In Pakistan Life expectancy ratio is 65. The fertility rate for women in Pakistan is 3.8. About 6% of Pakistanis are overweight. Racial differences are significantly different from the fractionalization rate in Pakistan of 0.7098. For details on language, religion, age, sexual orientation, and human development in Pakistan, the sections below explain the said details (Pakistan Economic Survey, 2020).

Population

The population of Pakistan is 238.06 people living as per measured in per square mile (619 per square meter). Due to this figure, Pakistan is ranked to be the most populous among many. The inhabitants of Pakistan are 200,813,818. Pakistan has an estimated 3,628,956 foreign refugees. Afghan Refugees are living in Pakistan from decades. 2.2 percentage of the total number of immigrants in the world are living in Pakistan. Racial differences and Ethnic diversity in Pakistan are significantly different in terms of racial-based fractionalization. Ethnic fractionalization (EF) works by number, size, social fabric and distribution, and topographical position of diverse ethnic and traditional groups, typically in a region or elsewhere defined. Certain aspects of culture can be measured in terms of skin language, religion, color, ethnicity, civilizational principles and customs, historical traditions, and many other diverse methods and behaviors, individually or collectively. Often, these factors are used

for social inclusion and exclusion and power politics. The score of Pakistan on EF (Ethnic Fractionalization) index 0.7098. This score suggests that there is very huge number of different ethnic groups living in Pakistan. EF is often rated as 1 minus which suggests the possibility that the two random people may belong to two different groups. The EF 1 score ratio explains that each person may be attached with a different group. Read below to find Pakistani statistics on middle age and gender distribution in various ages (PBS, 2021).

Pakistan's Census history of major languages

Rank	Language	2017 census	1998 census	1981 census	1961 census	1951 census
1	Punjabi*	44.2%	44.15%	48.17%	56.39%	57.08%
2	Pashto	15.4%	14.42%	13.35%	8.47%	8.16%
3	Sindhi	14.1%	14.1%	12.7%	12.59%	12.85%
4	Saraiki*	10.5%	10.53%	9.54%		
5	Urdu	7.6%	7.57%	7.60%	7.57%	7.05%
6	Balochi	3.6%	3.57%	3.02%	2.49%	3.04%
7	Others	4.6%	4.66%	5.62%	12.49%	11.82%

- Saraiki was included with Punjabi in the 1951 and 1961 censuses.
- Source Wikipedia

Pakistan managing Ethnic Diversity

Many ethno-national conflicts in Pakistan are based on differences because of its diverse social structure and its weak political institutions and fragile Political elites. Authoritative and influential Pakistani officials have always been reluctant to accept the formation of a multicultural and multilateral society. These Civil and military bureaucrats have rejected to accepts the realities of multiethnic sates and are not ready to share authority or power while ignoring the facts which are necessary to maintain diverse cultural and traditional society, and in the situation of Bengal, with many groups. Eventually, Pakistan became the first postcolonial empire that realized a popular secessionist movement which led to the realization of Bangladesh and dismemberment of Pakistan in 1971 (Maryam, 2015). In that pre- and post-independence period, leaders of Muslim League greatly undermined the power of provincial and linguistic and dialectical loyalties especially in West Pakistan. Shortly after the British Control ended and Pakistan was created, the unification of the Islamic Country was disbanded, and tribes, sects, and other groups emerged, seeking to be accepted and settled in the political and constitutional systems (Nazir, 2011).

Pakistani officials in pursuit of national unity blocked regional aspirations from various ethnic groups, seeing the unity government as a precursor to division. As a result, Pakistani political officials have failed to welcome these under-national experts into the state structure on a national basis (Feroz, 1998).

Commencing right after independence of Pakistan, 'the political foundation and very formation of the Pakistan as a nation state's strategy and nation building positioned greater faith and influence in organs of state than the provinces, this mistrust on regional realities caused lack of Social trust among different provinces and ethnic groups from their real ownership, raising the questions about political and economic concerns. Rather than accomplishing any rational regional integration, united forces only divided provinces and led to conflicts involving them issue of power (Rais, 2012).

Author Katharine Adeney stated her point that inability of Pakistan's federation to maintain and manage diversity in unity and racial differences is a result of Pakistan's non- organizational characteristics (Adeney, 2007). In short, the refusal of political leaders to share control and power of State to construct a society and a State where a harmonized environment for everyone can be provided

with ethnic groups, resource disputes, frustration and inequality in centralized distribution are the main reasons for non-participation in Pakistan (Noor, 2015).

Arrangements of Pakistan's decentralization of federation and center have been boosted by the ruling elites from a majority of Populated region. Punjab maintained ethno-national group - The Punjabis. This territorial arrangement of imbalance, since 1947, retained political power in the regional administration. The prominence of Punjabis in the military and to some extent in the administration of the state has been recognized by minor coalition entities such as 'Punjabisation in Pakistan' (Talbot, 2002). Thus, as the 'central point ethno-regional sentiment' in Pakistani Political and administrative control, there is a view that Punjabi community is in control of the political and social world (Kennedy, 1993). As the strongest and most advantaged regional group in the Pakistan's federation, the Punjabis are mostly target of other ethnic groups in Pakistan who sense themselves powerless, blaming Punjab for all their sufferings and observing the Punjabis as owning and gaining a larger portion of Pakistani resources than it deserves. In addition, in Pakistan an ongoing debate regarding the appropriate distribution of monetary and nationwide resources among the federation and all the provinces, uneven development has raised serious questions regarding the distribution of resources based on population which is creating regional mistrust among the regional units of Pakistan (Singh & Kukreja, 2014).

Like many, Pakistan is a multi-lingual nation. It is estimated that almost eighty languages are spoken in Pakistan. The identity of regions is expressed and hold through languages. Bengal, Pakhtun, Sindh and Baloch identity is communicated in the Punjabi, Pashto, and Bengali, Baluchi / Brahawai and Sindhi languages. Linguistic and dialectical problem is the core of Pakistani most important socio-political legal history of Pakistan, namely, racial, or ethnic diversity and differences and the most contentious issues in Pakistan. It is also important to understand some of the configurations of governance in the country (Rahman, 2007). Urdu, as a minor language (but spoken in every region of the country and also holds close connotation with the Indian Islamic legacy and also with Pakistan freedom Movement) is adopted as national language in Pakistan. It is spoken as the mother tongue by almost eight percent of the total population, and almost all educated Pakistani people use it as the second language, while English is used as the official/administrative language in Pakistan (Malik, 1997).

A well-established ethno-nationalist proposition still states that Pakistan is not just a multilingual country but a multinational country. The government denies this international phenomenon. The official version retains the 'uni-national' concept that affirms the hegemony of Muslims and Urdu as failures. Rahman emphasizes that the One-Pakistan-one Nation idea is essential part of the 'official nationality'. It affirms that all Pakistani citizens despite their differences belong to the same nation. The conclusion of the concept is that 'the same common ethos and values of certain group of people is legally permitted' (Rahman, 2007).

As Stephen P. Cohen puts it, Pakistani minorities and languages often cite Pakistan's founding Principles in Lahore Resolution, as a confirmation of their entitlements to boarder regional independence and autonomy. Even though, in Lahore resolution the term 'coalition' was not used, it does explain about the idea behind the federation and the constituent units by stating that an independent state should have 'constituent units' which can have greater 'independent and powerful autonomy within the given framework (Cohen, 2005). The apparent state (s) statement in the Lahore Resolution stayed ineffective on the national front as policy makers kept ignoring the fact about federation and the necessities to maintain the federal structure, while it persistent role of Magna Carta continued for many ethno-nationalists. For example, in 1954 the ruling coalition that ruled Mpumalanga Pakistan - the 21-point United Front plan demanded the formation of a confederation as interpreted in the Lahore Resolution, and in 1966, the Awami League pursued to re-expose unity by seeking provincial independence, through six-point plan of Mujeeb Ur Rehman (Waseem, 2010).

The problematic of organizing the racial, language, religious interpretation, and religious detachments in Pakistani society as an integral government and state was compounded by regional disunity in Eastern and Western parts of Pakistan after the 1947 division of sub-continent, which describes the unparalleled relationship between the federation and the various unions. The culture of inter-provincial governance began, which led to the concrete crisis of the unitary state of Pakistan (Waseem, 2003).

OVERALL STRENGTH OF CIVIL EMPLOYEES AT FEDERAL LEVEL

Overall strength of civil employees working in Federal Government is discussed in this part. The size of the State Government in respect of authorized and actual powers is 672,317 and 565,082 posted on July 1, 2019, compared to 663,234 and 581,755 posted on 1 July last year respectively. In terms of fully approved capacity, 84.05% of vacancies have been filled, and 15.95% vacancies remain vacant in the various Ministries / Departments / Combined Departments and other public entities over a period (Finance Department Bulletin, 2021).

The basic distribution of real working capacity indicates that a small share of 4.69% is taken by officials in BS 17-22, while the remaining 95.31% allocation goes to employees working in BS 1-16.

The Basic Scale smart analysis continues to show that BS-22, BS-20, BS-21, BS-19, BS-17 and BS-18 show a decrease of 16.04%, 7.94%, 6.27%, 4.32%, 0.96% and 0.36% respectively compared to last year's operating capacity. With permissible strength, a decrease of 10.66% of BS-22, 9.14% of BS-20, 8.66% of BS-21 and 0.23% of BS-19, while increasing the trend of 8.16% of BS -18, 2.13% of BS -17 is observed. Significant decrease was confirmed by the actual strength of BS-15, BS-8, BS-3, BS-1, BS-10, BS-2, BS-5, BS-13, BS-6 and BS-16 in rate 38.87%, 37.50%, 24.51%, 9.75%, 8.42%, 5.88%, 3.86%, 3.51%, 2.24% and 0.33 respectively. While the increasing trend is also proven by the actual strength of BS-11, BS-4, BS-7, BS-12, BS-9 and BS-14 at a rate of 8.45%, 7.26% 4.27%, 2.40% 1.90% and 1.67% respectively (Finance Department Bulletin, 2021).

Female employees

The actual capacity of female employees of the Public Service in 2019-20 is 28,230 compared to 27,865 last year, which is an increase of 1.31% compared to 2018-19. Of the total capacity of 565,082 Public Servants, the percentage of women in the Public Service stands at 5% between 2019-20. Power distribution itself also shows that 21.76% of posts (PBS, 2020).

The female management occupies BS 17-22 and the remaining 78.24% allocates to BS 1-16 female employees out of a total of 28,230 female employees. The bar chart in Figure-4 shows the strengths of female employees on a Basic Scale basis and compared to the summer year (PBS, 2020).

Minorities

With a total strength of 18,782 non-Muslim workers, it is great 17,186 (91.50%) are Christians, while 159 (0.85%) are Qadianis, 1147 (6.11%) Hindus (castes), 217 (1.15%) Hindus (non-castes), 20 (0.11%) Sikhs and 53 (0.37%) they are part of a non-Islamic religion. The bar chart in Figure-35 shows the actual value of non-Muslim workers (National Finance Department Report, 2021).

Overall share of the provinces on the basis of their domiciles

It is fair to say that the resilience of employees does not work represents the actual position of the provincial share in the employment of the State Government. The reason is that the data is collected according to the intellectual capacity of the staff which includes posts completed by promotions and direct appointments accordingly quota (7.5%) above the provincial quota. Includes BS-1 to BS-5 posts taken locally. In addition, all the Department / Department / Departmental departments have your rental rules separately for each post and quota list is maintained independently of each post. (National Finance Department Report, 2021).

The percentage from the total performance value is not a true provincial / regional image an active allocation of employment in the State Government. Wise analysis of provinces and settlements shows that employment the growth of FATA, Sindh-U, Gilgit Baltistan and Baluchistan shows an increase in 15.88%, 3.30%, 1.67% and 0.63% respectively during the interview as compare last year 2018-19. While a smart site analysis is being prepared that growth in Sindh - R, Punjab, AJ & K and KP employment shows a decrease in 13.71%, 4.59%, 4.30% and 2.92% respectively during the interview (SBP, 2020).

The total allocation of provinces by their respective constituencies including Civil, Armed Forces (CAF) has an active capacity of 565,082 employees, indicating this Punjab has 46.81% share comprising 2.25% Islamabad, followed by Khyber Pakhtunkhwa has a share of 25.98%. Similarly, Sindh province has 13.62% share (Sindh Rural 6.49% and Sindh Urban 7.13%) while sharing with FATA, Balochistan, Azad Jammu and Kashmir and Gilgit Baltistan occupy 6.52%, 4.70%, 1.25% and

1.11% respectively. While the practice of employing women has also been reflected in the State Government. Punjab including Islamabad (8.47%) enjoys the largest share of employment for women in the 66.43%, followed by Sindh 16.16% (Sindh Rural 6.10% and Sindh Urban 10.06%, Khyber Pakhtunkhwa 9.78%, Balochistan 3.78%, and Azad Jammu and Kashmir 1.61%, Gilgit Baltistan 1.12% and FATA take 1.12% post each respectively (National Finance Department Report, 2021).

Domicile wise employees in different offices

This section provides an intelligent analysis of the value of the settlement and the Federal Reserve Civil servants working in secretaries, attached departments as well lower offices.

Domicile Wise Federal Government Employees in Main secretariat.

Among the 13 222 Public Servants who work in BS 1-22 in The Federal Secretariat, which owns Punjab is 66.91% (including 14.20% Islamabad) placed first while the second largest share went to Khyber Pakhtunkhwa with 14.04%. The third, fourth and fifth place go to Sindh with 11.05% (6.75% of Sindh Rural and 4.30% Sindh Urban), Azad Jammu and Kashmir with 3.12%, Baluchistan 2.93%, while Gilgit Baltistan with 1.09% and Federally Administered Tribal Areas with 0.85% stand in sixth and seventh place respectively (PBS, 2020).

Domestic Workers Working in Attached Departments

Among the 543,607 State Government employees working in the attached service sub-departments and offices, Punjab with 46.23% (including 1.90% Islamabad), Khyber Pakhtunkhwa with 26.40%, Sindh with 13.65%, Federally Administered Tribal Areas with 6.73%, Baluchistan with 4.69%, Azad Jammu and Kashmir with 1.18% and 1.12% Gilgit Baltistan standing in their place. A smart position State Government employee working in the attached departments and below.

Comparison in Percentage between population and share in jobs at federal Level

Serial No	Language	Population 2017 census	Province	Population 2017 census	Share in federal jobs	Share in GDP (2021)
1	Punjabi	44.2%	Punjab	52.94 %	46.81%	56 %
2	Pashto	15.4%	KPK	14.69 %	25.98%	8.27 %
3	Sindhi	14.1%	Sindh	23.04 %	13.62%	27.5%
4	Balochi	3.6%	Baluchistan	5.94 %	4.70%,	3.10 %

- Self-tabulated

While comparing the table interesting facts come across. we can see that Punjabi speaking people in Pakistan are 44% while Punjab population is almost 53% of the total population of Pakistan but their share in Federal government jobs is only 46.81%. When compared with share in GDP of Pakistan, Punjab contributes more than its population and the share is 56%. On the Other hand, KPK population is only about 15% but there share in Federal government jobs is almost 26%. Which is 10% higher than their population but their contribution in the GDP of Pakistan is very low. They contribute 8.27 % in the GDP while analyzing Sindh performance, we can see that Sindh holds the 23% population of Pakistan while their share in Pakistan government Federal jobs is only 14% whereas their share in the GDP of Pakistan is 27.5%. The share of Sindh in the GDP of Pakistan is almost double of their population. It is due to the Karachi Port and in last when we compare population of Baluchistan with their share in Federal government jobs, we can see that it their population is almost 6% of the whole Pakistan population and, there share is 4.70 % in for government jobs while they are contributing only 3% in the GDP. It shows the negative trend of Fractionalization against Punjab and fractionalization maybe in favor of KPK while Punjab Sindh and Baluchistan are almost evenly poised, and Punjab is contributing more than its population and more than its share in Federal government jobs so the that data suggest that Punjab is negatively functionalized and KPK holds more substantial position in Federal government jobs while contributing very low in the GDP of Pakistan.

CONCLUSION

Inter-ethnic clashes in Pakistan have damaged the political system and undermines the very foundations of the state. Ethnic conflict between nations, areas, Sindhi violent and non-Sindhi controversy in Sindh, Shia-Sunni brutally and backlogs have become a norm in Pakistani society. No doubt decision-makers try their best to spread the word, control it violence and reduced conflict, but strategies and policies, were developed and the one made in the world fails to achieve the goals. In many ways the policies were reversed, and the situation was raised to a point of insecurity. Whenever growth takes place government and organizations try their best to find down the argument. National inequality demanded the community has a lot to do.

In short, racism or ethnic diversification is something to be reckoned with in Pakistan. Right now, the state configuration does not facilitate a favorable environment for greater regional autonomy and independence in the public sector. Racial movements, no matter how they come in again separated, keep boiling. State enforcement response can provide a tight protection on the racial diversification without a safety valve, which can be a type of effective credit acquisition method for transferring power to different regional units and powers.

Currently, Pakistan is facing complications in conflict management of different national securities and interests of different socio-economic segments of society, inside its borders while simultaneously maintaining the integrity of its political boundaries. Islam could not conquer nationalism hostility or religion was sufficient to justify Bangladesh to break. Political Islam does not oppose the recognition of national identity. Being an ideological State, Pakistan has always tried to construct a bridge between ideology and territorial identity, but Fundamentalist shave always tried to build a counter narrative where religious freedom and social tolerance has no space. However, common religious familiarity only cannot assure or promise political or even social prestige or cultural homogeneousness. The presence of racism is a fact of current Pakistani social system. This is very important that Pakistan reorganizes its social needs and constructs a system in order to be able to accept this fact. Efforts to achieve democracy, equality and true division of power, political and administrative power will save help to build a new Pakistan based on the vision of Islam and territorial respect of every social group living in Pakistan. Otherwise, the feeling of segregation and separation can gain power and lead to another stage of ethnic nationalist conflict.

Consideration of defined specific boundaries or a limited number of socio-racial groups in power can cause grave complications to national integration in the future. On the contrary, the current split may possibly provide a practical basis for dealing with racial and regional problems, provided that, (a) for all of them, the major elements of the ethnic diversifications are acknowledged and then resolved in detail in the provisions of the constitution and in accordance with public policies, (b) mechanisms for this implement and monitor the relevant legal provisions applicable, and (c) an effective and operative judicial process can be made available to implement justice.

Domestic or local migration and urbanization are global factors, determined by population growth and unequal advancement. Despite the urbanization process, particularly in urban Sindh and upper area of Balochistan, it would not be truth if this migration of people to cities is due to racial threat. However, reducing the divisive effects of urban migration, protective and remedial actions will be required. Strategies aimed at slow down the movement of people from certain provinces may require Pakistan have to work multifaceted strategies to slow down population growth and focus on job creation projects in migration sources (NWFP and Punjab). However, migration from rural to urban areas in the provinces it is inevitable. Programs for job creation in rural areas and development of urban housing and public services can be key ingredients of targeted policy in dealing with this problem.

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