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Ethnic Diversity and Human Rights Conditions in Pakistan: Going beyond Development

Abstract

In present-day, intense relationship between ethnic diversity and human rights conditions is witnessed immensely in most countries of the world. The states having various ethnic groups are considered to be more complex in dealing with individual's rights. Pakistan is a plural state comprising of several nationalities and is facing serious violation of human rights conditions. Human Rights are set of basic rights in law to ensure an acceptable level of individual respect for all. Ethnic tensions between ethnicities are so evident in Pakistan and are taken as a threat to one's self and respect. Thus, in this research paper, the relationship between Human Rights and ethnic diversity has been studied. It has also analyzed the impact of this relationship on country's development process.

This paper endeavors to observe the impact of ethnic diversity on political, civil and personal rights of individuals i.e. freedom of speech which is one of the major tenant of democracy. Democracy is considered to be one of the major factors of development process of any country. Plural societies are less inclusive as compared to homogeneous societies which increases the chances of more political conflicts. These conflicts of different groups negatively affect the development of the country. The paper has also identified variation in conditions of human rights which are prevailing in Pakistan related to various ethnic groups. Moreover, a qualitative method has been adopted in order to examine the nature of relationship between ethnic diversity and human rights conditions for determining development process in Pakistan. Furthermore, it has been suggested in this research that if political and civil rights of diverse groups would be ensured and realized, then conflicting tendency may be curtailed that can pave the way towards development. This paper has tried to present the solutions for making covenants, based on working procedures and effectiveness of institutions, which can respond to political and civil rights of various ethnic groups in Pakistan in a justified manner.

Key Words: Ethnic Diversity, Development, Political and Civil Rights, Individual Freedom Institutionalization

1. Introduction

The paper focuses on the ethnic issues in Pakistan and its derailing impact on the human rights and development of a country. People are unable to exercise their rights in the country mainly because of the conflict based on ethnicity. There is no single nation in the world where conflicting issues have not been seen on the basis of ethnic identity. Moreover, the paper has developed a relation between ethnic diversity with the development of Pakistan, that if people are unable to get their rights, how adversely it can impact on the development of country. A critical analysis has been established after determining several hindrances in Pakistan's governmental institutions, which have affected not only citizens of the country especially minority groups but also the developmental goals of country as well. There are many factors which contributes in increasing "ethnicity based culture" in any country. The term ethnicity basically means a group having sense of belongingness and a group having same cultural, racial and history through language, common religious values and identical politico-economic interests. Hence, due to such various factors, these groups discriminate themselves from others, which results into a heterogeneously diverse society. The paper has focused on the debate that it is the role of state which holds the central responsibility in developing, diffusing, escalating the ethnic politics in Pakistan. A model has been developed in the paper which highlights the internal stability of the country on the basis of ethnicity and how momentum of ethnicity increases and derails the development of the country eventually.

According to the Cambridge Encyclopedia, ethnicity is defined as: "a group that possesses some degree of solidarity along with strong cohesion based on the masses of people who shares commonality of their origin and who shares same interests". If one wants to know the origin of ethnicity in the world, there have been two main opposing

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thoughts¹ which are; Primordial (according to which ethnicity is based on the cultural values which is something entrenched in the human nature); and the second thought is known as Instrumentalists (who have proposed, that ethnicity is basically a socially formulated fabric where elites are the ones who are responsible for constructing such groups in the country through their discriminatory policies towards them). There are number of factors which results into the conflicts based on ethnicity not only in Pakistan but across the world as well. These factors include economic discrepancies, competition for scarce and limited resources, cultural and historical factors, demographic features, political aspects, external related factors which includes intervention from other countries. Pakistan has also become a victim of these factors which have created a menace of numerous problems affecting the development of the country. These adverse effects are not only on economic and political level but these are also becoming a reason for derailing the institutions of the country. This paper has analyzed such factors at the institutional level which have formed the foundation of increased ethnicity in the country. Qualitative and descriptive methodology has been used to develop a theoretical framework in which variables of development of Pakistan is dependent on human rights condition in the country, whereas ethnic diversity acts as a mediating variable which directly effects the dependent variable of development of the country. Apart from it, intervening variables are also associated with ethnic diversity which includes assimilation policy, policy of federation, protection of rights, formulation of structured organization which deals with ethnic issues and ethnic community, and an organization which protects the country from external influence. If the standard of living of every citizen in the country is ensured on the basis of equality and each individual possesses the right to exercise their power of speech and freedom, only then the intensity of ethnicity can be controlled and the country will no longer faces the conflicts and uprisings based on discrimination and inequality. The paper has proposed the framework to address the social and economic needs of such minority groups in the country and to resolve the conflicts in an impartial manner. Many marginalized groups in the country faces the dilemma of ignorance from the governmental institutions and faces the discriminatory laws as well. Hence, a proper action plan is needed for the country of Pakistan and the paper has proposed recommendations for formulating private and public institutions on the basis of non-discriminatory action plans and to implement these effectively. There is a need to implement a pluralistic model in the system of federation of Pakistan also, focusing on the constitutional framework for guaranteeing the protection of ethnic identities of citizens that can ensure an internal harmony. Hence, the conflict which rises on the basis of ethnicity should be dealt on first priority by the leaders of the country and if it fails to resolve it, then such differences among citizens can create serious turbulence within the country which ultimately endangers the development and progress of country. The paper is qualitative and descriptive in nature. Secondary data has been generated from various reliable websites, journals and books which have been used for developing literature review of this paper.

2. Literature Review

Ayesha Shehzad wrote in his article “The issue of ethnicity in Pakistan: Historical background” that there are many factors which have contributed to the escalation of ethnicity in Pakistan. According to the author, economic disparity makes the minority living in the country threatened due to highly dominant groups which have an access to the major resources of the country. The term of “socio-economic injustice” such as deprivation of essential rights of citizens and neglecting the “economic rights” of adequate amount of food and housing facilities mainly leads to ethnic conflicts and issues in the country. Hence, when the state fails to protect the rights of citizens and their liberty rights, then institutions of the state also suppresses the minority groups through oppressive laws imposed on them.²

Shah&Ishaque have examined in his work “Challenges of National Integration in Pakistan and Strategic Response” that Pakistan was built in 1947 on the basis of federation of five main provinces of Bengal, Punjab, Baluchistan, Sindh, NWFP and Federally Administered Tribal Areas (FATA). The country is “multi-lingual, multi-ethnic, and multi-racial in nature. Nevertheless, the Eastern wing of the country was more populous and became a victim of discrimination in comparison with the Western wing which ultimately became a hurdle for the smooth

¹Akhtar, N., Ethnic politics in Pakistan. *Pakistaniat: A journal of Pakistan studies*, 5(3) (2013), pp. 1-23. Retrieved October 6, 2018, from file:///C:/Users/Komal/Desktop/237-Article%20Text-527-1-10-20140914.pdf

²Shehzad, A., The issue of ethnicity in Pakistan: historical background. *Pakistan vision*, 12(2), (2011s). pp 124-162. Retrieved October 6, 2018, from http://results.pu.edu.pk/images/journal/studies/PDF-FILES/Article-5_V_12_No_2_Dec11.pdf

developmental functions of the state. People of NWFP, a province which is now known as Khyber Pakhtunkhwa after the 18th Amendment to the Constitution of 1973, possesses the tribal nature of ethnicity and culturally united under the Pathan Community; that is why they demand for their region to be declared as autonomous province. Similarly, Baluchistan also consisted of tribal areas and at the time of independence possessed the richest quality of heritage culturally and linguistically, but the region lacks the infrastructure which has led the province into the derailment of institutions and development. Sindh, on the other hand is under the great influence of feudalism, where people also are very secure when it comes to the language conflict of Sindhi and Urdu, on the basis of Mohajir and Sindhi issue. This conflict ultimately has changed the ethno-socio fabric of the province and has affected the developmental progress as well. Punjab was the most populous province of Western wing, also, the civil and military bureaucracy has also been constituted of Punjabi people in majority. This factor has always been a reason for creation of marginalization among other provinces and according to them, Punjab exercises the dominant power in Pakistan since its origin. However, the Eastern wing fell into the feeling of resentment especially after the formulation of 1956 constitution which did not provide the provincial autonomy, which included fewer rights of participation in political matters, and allowed provision of less economic resources to the state of Bengal, hence, ultimately led towards ethnic differences and became reason for the partition of Eastern wing from Pakistan.³

Rehan Hashmi&Gulshan Majeed have stated in their article “Politics of Ethnicity: A theoretical perspective” that national integration can be limited to modernist and post-modernist theory. Modernist approach focuses on the trends of societal structure whether it is united or not, and just want to remove the societal differences through an agreement to live in harmony, whether all the groups exercise same ethnicity or not. On the other hand, according to post-modernist, states cannot exercise the act of assimilation like modernist approach, and that there should be a clear distinction about “others” and “self” in the country. According to this theory, if a state tries to blend in the minority groups with the majority ones, there will be more chances of conflict in the society of any country which can lead towards ethnic wars. Hence, the government needs to introduce three types of policies to avoid the fragmentation on the basis of ethnicity especially in the poly-ethnic societies. These policies are “assimilation policy (when states try to introduce the same language, same religion and cultural norms, values and festivals in order to assimilate all the ethnic groups under one umbrella) e.g., the urban Kurdish minority living in Turkey have accepted this policy proposed by the government which has resulted into integration, whereas, in some areas This policy is not friendly when state tried to impose it forcefully on the ethnic groups because it can lead to the protesting movements. Second policy is known as Exclusionary, which is based on the method of minimizing down the contacts with the ethnic minority groups of the country e.g. in Rwanda, physical genocide was conducted in 1994, as a result of which almost 800,000 people were killed by the orders of the governmental leaders, moreover, ethnic cleansing is another method under this policy. The third policy is known as Pluralist method, under which the “preferential projects” are carried out by the government such as creating differences in employment sector, education sector, and even on the workplace or in political institutions or law and judiciary. Under this policy, one faction dominates the other minority groups through institutional policies; although, all the cultural groups are made to live together side by side, but they do not constitute as “one unit”, which disrupts the social order of the country. This is mainly known to be an idealist approach to the ethnic minority groups. Hence, the government of these states tried to impose the laws on ethnic groups by force and did not follow a true federation policy.⁴

Mohammad Waseem has analyzed in his work “Patterns of conflict in Pakistan: implications for policy.” that in Pakistan, ethnic conflict mainly originated on the basis of factors of allocation of scarce resources, issues related to migration, differences in language and cultural values, failed economic policies which badly swayed the industrial and commercial development of the country and affected the ethnic minority especially in the region of Sindh and Baluchistan. Similarly, demographic changes occurred in Pakistan especially with migrating patterns due to Soviet

³Shah, S. J., & Ishaque, W. Challenges of National Integration in Pakistan and Strategic Response. *ISSRA Papers*, (2017). pp. 35-48. Retrieved October 7, 2018, from http://www.ndu.edu.pk/issra/issra_pub/articles/issra-paper/ISSRA_Papers_2nd-Half-2017/07.CHALLENGES-OF-NATIONAL-INTEGRATION.pdf

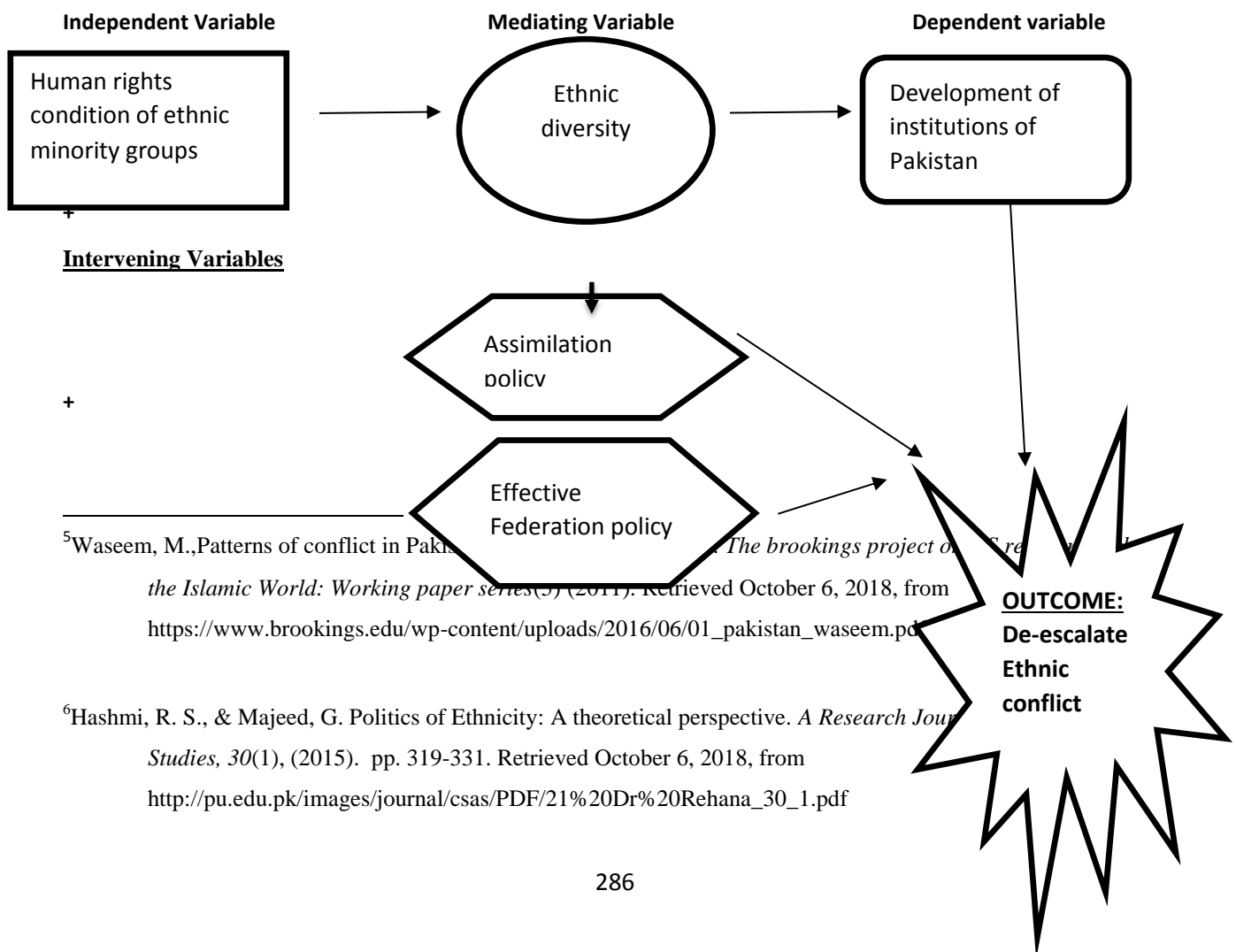
⁴Hashmi, R. S., & Majeed, G., Politics of Ethnicity: A theoretical perspective. *A Research Journal of South Asian Studies*, 30(1) (2015)., pp. 319-331. Retrieved October 6, 2018, from http://pu.edu.pk/images/journal/csas/PDF/21%20Dr%20Rehana_30_1.pdf

Afghan war, and Mohajir’s migration to Sindh. Such differences in the demographic pattern creates difficulties in the employment opportunities. The patterns of political change also effects the ethnic minority in a negative manner, as this creates a bloc between elite people equipped with resources against minority groups with little or no resources which can lead towards separationist movements in the country.⁵

3. Theoretical framework

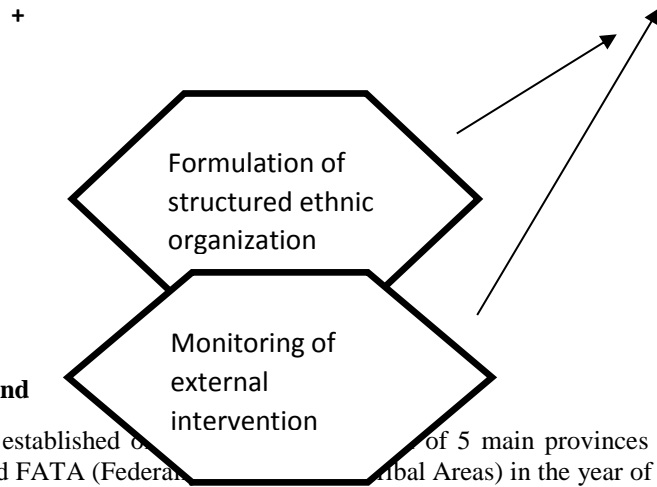
Pakistan is a country which has been fragmented by multi-polarity and multi-ethnic groups. There have been many ethnic group movements for attaining their own self-interests, especially in Baluchistan, and Pashtun ethnic movements in the elections of 2002, and 2008. So, the theoretical question which arises here is how should ethnicity be defined when a case of country of Pakistan is considered. In Pakistan, there has always been a strong inclusion of politics with ethnicity issue; which is why this factor has led to many ethno-political movements in the country. Such movements have affected the development of a country due to regional conflicts. Hamza Alvi, who is famous Pakistani sociologist, has stressed that any state which is overly developed in infrastructure, but possess weak political establishments and a country where there is always a hostile feelings among the rest of the provinces, is not considered to be a democratically developed country. The relationship between the variables of democracy, human rights development, and ethnic diversity in the country is strongly associated with each other, as change in one variable brings a direct change in other variable. However, with the inclusion of political factor in ethnic groups, there can be resistance to change of perception positively. Moreover, if the internal structure of institutions are formed in a manner which focuses on the issue if the demands of the ethnic minority people are met on equal basis or not, and make sure that there should be no intervention of the external forces, then there can be a possibility for Pakistan to exterminate the conflicts in the country which originates on the basis of ethnicity.⁶

1. Pictorial representation of Theoretical Framework:



⁵Waseem, M., Patterns of conflict in Pakistan. *The brookings project on the Islamic World: Working paper series*(5) (2011). Retrieved October 6, 2018, from https://www.brookings.edu/wp-content/uploads/2016/06/01_pakistan_waseem.pdf

⁶Hashmi, R. S., & Majeed, G. Politics of Ethnicity: A theoretical perspective. *A Research Journal Studies*, 30(1), (2015). pp. 319-331. Retrieved October 6, 2018, from http://pu.edu.pk/images/journal/csas/PDF/21%20Dr%20Rehana_30_1.pdf



4. Historical Background

The country of Pakistan was established on 14th August 1947, comprising of 5 main provinces namely Punjab, Bengal, NWFP, Baluchistan, Sindh and FATA (Federal Tribal Areas) in the year of 1947. Pakistan is known to be a multi-lingual and multi-ethnic state with its provinces depicting different cultural values where more than 60 languages are present with Urdu being its national language. There were two main wings of this country, East and West wing with East wing being the most populous and more homogenous in language and culture as compared to West wing of Pakistan. Hence, there has always been a clear distinction between the two wings from its inception based on language, culture, and race, economic and political conditions. Apart from this, NWFP now known as Khyber Pakhtunkhwa (KPK) under the 18th amendment and Baluchistan constitutes mostly tribal areas, where people are little backward when it comes to social, political and economic development. This is mainly because of the tribal system where their centralization has always been a main factor in creating discrimination and which does not allow for implementation of equal rights in the provinces. However, state leaders of the country have always failed to implement developmental measures in these provinces, as a result of which these provinces have faced ignorance from the federating units of Pakistan. Moreover, the discriminatory economic policies of the central government of Pakistan also made the chances of separation of East Bengal more greater than ever. Hence, the 26 years of failed unification history of Pakistan plays a vital role in highlighting the ethnic issues in the country. The discriminated economic policies between two wings also created disparity which led to the secessionist movements of East Pakistan. Also, the external powers also played a major role for this incident to get placed. Soviet Union response mainly showed its own self-interest in the region of East Pakistan, US response was just to settle down the political dispute in the region, however, China favored and supported Pakistan against India. India's support was with Sheikh MujeeburRehman's government of East Pakistan, and it also created a militia group of MukhtiBahni to fight with the soldiers of West Pakistan. This external intervention eventually led to the breakdown of East wing from the West wing of Pakistan.

5. Post 1971 strife of Pakistan for National Integration for ethnic diversity

Pakistan, after the separation of Eastern wing, remained heterogeneous and ethnically diverse. To remove the fabric of ethnicity from the country, an article was formulated under 1973 constitution in which the main clause was of the sharing of power among the subjects between both the center and provinces. On the basis of this article, people of Baluchistan shows the resentment and dissatisfaction and according to them it is the direct intervention of the central authority of government in the provincial affairs where power has not been diluted in a justified manner. Apart from this, Article 154 of the constitution has allowed to form the "Council of Common Interest" in which members are assigned by the President himself in which there has to be four Chief ministers and four federal ministers and they all have to formulate policies keeping in view of the interest of all people regardless of race, caste, ethnicity or culture and also to formulate policies for distribution of economic resources especially oil, gas, water, electricity. Another important responsibility of this committee is to address the complaints of the public forums and to resolve them. Apart from this, National Economic Council was also formed under Article 156, in which there is an inclusion of Prime Minister, the Chairman of the committee, and one member from each province appointed by the Chief Minister himself. Major responsibility of this committee is to develop solutions and proposals related to financial matters of the country. If history of Pakistan is analyzed in terms of enabling equal rights to the citizens, it can be observed, that the intervention of federal leaders has always been there in the federating units of all the provinces which led to the imbalance of power and resources in all the provinces of Pakistan. For example, in 2005, the

government crushed the Baloch insurgency group in the District of Kohly forcefully which was the third action against the nationalists of Baluch and led to their regaining of strength, also in 1973-77, mohajir of Sindh tried to raise their voices against the discriminatory policies formulated by the PPP governmental leaders, and the government rather tried to resolve the conflict peacefully with dialogue, it opted for military actions against mohajir activists in 1992. This ethnic conflict is still unresolved in the province of Sindh.⁷

6. Factors aggravating the ethnic diversity in Pakistan

There are various different factors which have always played an important role in escalating the conflicting environment in Pakistan based on ethnicity. These conflicts have been on the basis of language, territorial representation, authority of the state, assimilation policies in the history of Pakistan, internal colonialism, absence of a structured organization in Pakistan which can deal with ethnic conflicts, economically and politically changing trends of the country, absence of true democracy and change in demographics due to patterns of migration.

1. Ethnic conflict on the basis of region

Pakistan has always deprived of abundant resources to meet the need of its citizens and especially ethnic minority groups of the country. After the death of Jinnah, Prime Minister Liaqat Ali Khan was unable to run the country with strong political institutions and the country did not see strong democracy system. Ruling elite classes of the country started to exploit the minority groups along with many religious groups like Jamat-e-Islami which tried to create distinction on the basis of religion in the country. However, even today, the country is unable to see any cohesive policy of religion which can unite not only the ethnic groups but the citizens of the country under one nation-hood. Unfortunately, also due to external forces, Pakistan became victim of Shia and Sunni differences, factions highly funded by Iran and Saudi Arabia respectively. Even among Sunni sect, there are many groups which are distributed on the basis of religious beliefs such as Deobandi, Brelavi etc. Whenever state leaders tried to formulate cohesive policy under which all citizens can become united on the basis of religion, religious zealots created troublesome situation in the country. The country became victim of immense religious discrimination during Zia ulHaq regime in 1980's and 1990's under incident of Afghan Soviet war, when many madrassas based on various religious beliefs attained funding from both Iran and Saudi Arabia and humungous range of Madrassas were established within Pakistan through excess funding acts.⁸

2. Ethnic struggle on the basis of language

The politics of Pakistan has always faced hurdles on the basis of linguistic conflict. Pakistan being a multi-lingual state, faced many conflicts over language. Its origin started from separation of Bengal or East Pakistan which created intense threat to the integrity and solidarity of the country. Language can form the basis for a "unifying force", but at the same time, it can lead towards the secessionist movements as well. For example, the conflict on the basis of language in the province of Sindh, where never ending war events for the domination of Sindhi or Urdu keeps on happening since Pakistan's inception due to the influx of Mohajir in the province. The conflict was escalated during Zulfiqar Ali Bhutto's regime when the assimilation policy was suppressed over the Mohajir people

⁷Shehzad, A. The issue of ethnicity in Pakistan: historical background. *Pakistan vision*, 12(2) (2011). pp 124-162.

Retrieved October 6, 2018, from http://results.pu.edu.pk/images/journal/studies/PDF-FILES/Article-5_V_12_No_2_Dec11.pdf

⁸Gazdar, H., Brief note on violent conflict in Sindh; Ethnic, Sectarian, Tribal and party political. (2008). pp. 1-11.

Retrieved October 6, 2018, from

http://www.researchcollective.org/Documents/Brief_Note_on_Violent_Conflict_in_Sindh.pdf

under which the order was given for removing Urdu language from the curriculum books and to be replaced by Sindhi language.⁹

3. Ethnic diversity on the basis of territorial conflict

Pakistan exhibits a structure of federation in which federating units (known as provinces) have been formulated. The constitution of 1956 was unable to present the solutions for the problems over giving autonomy to the provinces mainly because people of East Pakistan and other population which was deprived of basic facilities in West Pakistan were not happy at all due to domination of province of Punjab. In 1922, Presidential form of government was formulated in which provincial governors were supposed to follow the dictations according to the central power which ultimately created a rift between the two wings of country. There was an ill planning of economic and political strategies which escalated ethnic diversity in Pakistan. The 1973 constitution laid down the power or authority to provinces alone, so that provinces can manage their affairs with sense of strong responsibility on their end. However, there is a need for federal government to establish peace, and harmony among all the ethnic groups of the country by removing sense of discrimination and deprivation of resources. But the province of Baluchistan and other smaller provinces were not content with the policy of allocating resources as it happened in an unjust manner and not on equal basis. Punjab always had more resources as compared to Khyber Pakhtunkhwa and Baluchistan.

4. The type of democracy versus aggravated tension of ethnicity in Pakistan

The main element of successful democracy includes tolerance in politics, proper allocation of resources in the country, appropriate accommodation facilities, fair and just recruitment policies, establishments with transparency and accountability, and where equal economic and social rights are given especially to minority or ethnic groups of the country. Unfortunately, in Pakistan, there has never been true democracy. State authority has always exercised centralized and oppressed policies which created a gap between elite and middle class of the country. This in turn resulted into the deprivation of the human rights in the society of Pakistan, and people especially ethnic groups became unable to perform their duties for the development of country, because of dissatisfaction and being ignored through unjust laws, and institutional policies which makes them unable to serve for their country. Two major provinces which are rich in natural resources and which exhibit strategic importance of Sindh and Baluchistan are considered to be the main hub and center for conflicts on the basis of ethnicity. Oppressive policies of state leaders, forced military authoritarian rules, increase in feudal lords, and unstable democracy have led to the derailing of developmental institutions of Pakistan.¹⁰

7. Recommendations

Pakistan fulfills the least minimum requirements to be known as a successful democratic and developed country especially in context with ensuring humanitarian laws. The main reason has always been the corruption and the centralization of political and authoritative institutions in the country. Moreover, the intervention of the government in the provincial units has also played a factor for unequal distribution of resources as a result of which federating units have always been incapable to meet the needs of the citizens living in respective provinces which have aggravated the ethnic conflicts especially in Baluchistan and Sindh. Hence, there is no doubt that effective structure of federalism can prove to be the best design to remove ethnic discrepancy from Pakistan, however it will be more effective if a government can implement policies of political pluralism for ethnic groups in order to build strong national integration in the country.

During the formulation of national policies, demands of ethnic groups should be considered by the governmental leaders in order to avoid any secessionist movement in the country. It is to be noted here, that there is a great need for Pakistan to protect the factor of solidarity among diversity of citizens. Even the policy of assimilation needs to

⁹Levesque, J., Managing Diversity in Pakistan; Nationalism, Ethnic politics and cultural resistance . *South Asian Multidisciplinary Academic Journal* . (2013)Retrieved October 6, 2018, from <http://samaj.revues.org/3551>

¹⁰Ali, L. A., Naqvi, A. A., & Qaisrani, I. H.,Pakistan: Challenges to Democracy, Governance and National Unity. *FWU Journal of Social Sciences*, 9(1) (2015). pp. 127-133. Retrieved October 7, 2018, from <http://www.sbbwu.edu.pk/journal/Journal%20June%202015/16.%20Pakistan%20Challenges%20to%20Democracy%20and%20Governance-1.pdf>

be implemented after in-depth analysis of the situation, and leaders need to make sure that this policy is not implemented by force on the ethnic groups of the state. There is a need for state to conduct a transparency reports by the particular organization working for the rights of ethnic groups of Pakistan, which needs to make sure that the interests of ethnic groups should be met with equality, and in justified manner, and resources needs to be allocated properly and effectively among all provinces without any discrepancy. "Internal colonialism" is a term which describes a situation in which the core known as central government tries to overcome the faction of minority known as periphery or the weak provincial territory or the ethnic groups. The people in peripheral areas starts the nationalist movements when the force of core increases upon them. Hence, in all the multi-ethnic states where ethnic groups are being empowered known to have an internal colonialism. For example, Xinjiang of China, Palestinians in Israel, Tamil Sinhala in Sri Lanka, the state of Louisiana in USA. In Pakistan, the Siraikipeople claims that despite having the largest shares in the sector of agriculture, they are still deprived of their deserving rights. Such economic deprivation can lead towards mistrust situation and eventually towards ethnic movements. Hence, there is a need for the state of Pakistan to enable equal rights to all the citizens regardless of ethnicity.

There is a need for the state of Pakistan to implement policy of assimilation after analyzing the past incidents and future prospects of the respective policy especially when it comes to implementing language policy on the ethnic minority groups. For example, there was a violent resistance in Sudan, when Arabic language was imposed on them through an Islamic penal codification even for groups which were non-Muslims. Similarly, Pakistan also faced the same situation on the basis of which East wing was separated from West wing because according to Bengal, their ethnic identity was destructed with the imposition of Urdu language in East Pakistan. Henceforth, there should have been a policy in which the honor of Bengali language also had to be protected under the new state law.

The structured ethnic organization formulation is needed in the country which is vital for the in-depth analysis of ethnic politics in Pakistan. Many activist leaders working within various ethnic groups are formulating policies, cultural values, religious values and ideologies of their own which can destroy the ideology of Pakistan and can become a threat to the national integration of the country. Also, these leaders try to build coalitions with the external forces, mainly because of they are being offered with financial resources to serve the interest of external actors within their own country and hence, such activities can ultimately endanger the security of a country. Hence, this organization needs to present the transparency report to depict the representation, demands, and interests of ethnic groups to the governmental leader of Pakistan in order to meet their rights in a justifiable manner and to avoid any conflicting situation in the country.

The role of leadership needs to be emphasize in the country, in which the leaders should not exercise the power under the rank of being an elite class, rather he should be developing strategies and tactics that can mobilize the resources and policies towards all ethnic groups. This policy can eventually help in achieving effective human rights by derailing conflict based on ethnicity, after which country's institution can steer their ships towards development.

Another important factor is not to ignore the rights of middle class which is considered to be an important working class which according to research includes many ethnic groups and plays a vital role for the instructional development of any country. Also, according to Karl Marx, FredrichEngles and Stephen P., middle class is considered to be an essential group for economic prosperity of the country and if their rights are not observed carefully, then this situation can lead towards separatist movements because of dissatisfaction. For example, leadership in Bengali ethnic group enhanced the intensity of ethnic conflict in united Pakistan as their rights were not determined justly by the leaders of the country.

8. Conclusion

It is clear, that if the state authority do not take proper measures to curb down the escalating factors that can lead to increase in discrimination among citizens based on ethnicity, then there can a great danger not only to the democracy of Pakistan, but it will affect the progress of developmental institutions of the country as well. There is a need to meet the demands of all ethnic groups of the country with equality and state leaders need to remove the provincial discrepancies. Ethnic conflict will keep on gaining the momentum, if the governmental institutions will not take effective measures and keep on playing the role of oppressors rather facilitators to the ethnic groups of the country. In the end, for the development and mature democracy of the state of Pakistan, it is essential to handle the plural society with careful measures and institutions which are at the helm of affairs need to put forth the demands of ethnic groups in priority list.