



Policing Challenged and People's Expectations

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Abstract

Peace, security, rule of law, and sustainable development are driving principles in a democratic notion of developing country like Nepal. "3Is": Injustice, Insecurity and Imbalance have been reflecting in the post transitional Nepal. The study came with the objectives of investigating the peoples' perceptions on the adaptation of policing, the challenges and expectation. The information was collected from 1111(N) respondents all over the country from different ways of life, applying mixed method questionnaire survey and interview. The research show the need of system based policing like 'intelligence-led', 'police public partnership', and 'proactive' respectively. The influence of politicization, political instability, external influence, lack of role model leadership, open border, rampant corruption, nepotism-favoritism, lack of research are the major challenges in the security organizations. Furthermore, most educated and high profile personalities have less interest to encourage their generation in police services. People are expecting proficient and accountable police forces.

Keywords: Policing, Challenges, People's Expectation

1. Background

Safety and Security are the first and foremost prerequisite of any society. The history of modern policing is intimately allied with the idea of the sovereign nation; however its historic root is attached with the development of human civilization. The security dilemmas and paradigms have been shifting from conventional military statecraft into new paradigm with digital approach in the entire planet. In the pace of globalization and modernization, a state may have its existence and impact beyond land territory in terms of religious, political main stream, economic diplomacy, power projection and high technical dynamics. The emerging security threats and challenges such as global warming and climate change, poverty and unemployment, international terrorism and violation, transnational crime and conflict, cyber crime, and human rights have been the common challenges and agendas of collective responses. Security collaboration requires interest and trust, potential capabilities and partnership skills in any country. Nepal is not being untouched with aforementioned status and reality.

Human security challenges have become more sensitive. Nepal has been facing with various alarming social problems and it is magnified when its process is accompanied with the negative impact of decade long conflict, ongoing hopeless post conflict transitional status, uncontrolled population growth, unemployment and mismatched urbanization. Nepal's current political situation is alarmingly complicated. Numerous hopes and opportunities of White Dollar (Hydro), Green Dollars (tourism), and big markets (India and China) have been rising throughout the country. Nepal endorsed Millennium Development Goals. Interim constitution states that there shall be made progressive restructuring of the state with inclusive, democratic federal system of governance, by doing away with the centralized and unitary structure of the state to end discrimination based on class, caste, language, gender, culture, religion and region (The Interim Constitution of Nepal, 2007). On the other hand, paradoxical issues are prevailing. Firmed doctrines on National Security Policy are questioned. Theories do not simply explain or predict. They tell us what possibilities exist for human action and intervention; they define not merely our explanatory possibilities but also our ethical and political horizons (Smith, 2012). Thus, a nation always should aware and update substantially its understanding of causes and consequences of conflict and insecurity in terms of domestic issues and challenges and external interest. Fundamentally, leadership from all sectors of national networks could tighten-up the national unity single out one velar voice with firmed commitment against the challenges, threats, and security through national integrity, sovereignty, values and norms. Finally, empirical research could be an effective approach and reliable base for the future strategies, transformation and real time correction and necessity reformation form the view point of '3Es': economic, effective, essential. This research can be a collective bouquet of the views and suggestion from veteran intellectuals, senior executives, and social activists, business leaders, and senior students on policing.

2. Research Objective

The prime objective of this research article is to explore on policing, challenges and peoples' expectations.

3. Research Questions

The following research questions are significant to this research;

- RQ.1 What type of policing can be adopted in the police forces of Nepal?
- RQ.2 What are the main challenges and expectations of policing in Nepal?

4. Review of Literature

The research has revealed some presented national and international literatures related in the following ways:

4.1 Police and Policing

There are many books on policing but few make any attempt to defining the term (Baglione, 2012). Individuals were responsible for protecting themselves and maintaining an orderly community (Reith, 1912). The word 'police' was not popular in England as it smacked of absolutism but the word was increasingly used towards the end of the eighteenth century (Emsley, 1996). Police are institutions or individuals given the general right to use coercive force by the state within the state's domestic territory (Klockars, 1985, p. 12). The word "POLICE" is derived from the Latin word POLITIA (Civil Administration), which delivers from the ancient Greek word, "POLIS (City) (Douglas, 2007). Law enforcement, however, constitutes only part of policing activity. Policing has included an array of activities in different situations, but the predominant ones are concerned with the preservation of order. In some societies, in the late 18th and early 19th centuries, these developed within the context of maintaining the class system and the protection of private property (Samuel, 1977) .

4.2 Policing and Periphery

The extent to which Peel's principles are followed by modern police departments can serve as a barometer of success police-citizen relationships and the respect and cooperation that is received from the public police services (Meese III & Ortmeier, 2010). The extent to which Peel's principles are followed by modern police departments can serve as a barometer of success police-citizen relationships and the respect and cooperation that is received from the public police services (Mahat, 2003). Police organization has its roots in the political and social struggle that, through the centuries, has embroiled nations, resulting in divergent efforts of government to control the conduct of individual (Leonard & More, 1987). Sir Robert Peel stated: "The police at all time should maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police" (Swanson, 1998). The relationship between police and citizens in American society is generally understood as a progression from the political era, when police were introduced in American cities in the 1840s to the early 1900s; to the reform era, stretching across the middle part of the 20th century from the 1930s to the 1970s; and then to the community era of modern policing since the 1970s (Moore, 1988). Policing is the most apparent aspect of the criminal justice system, and a well-regarded police service is a prerequisite for the positive perception of law enforcement and justice (Dean, 2007), (Gottschalk, 2010), (UNODC, 2006). Good policing is policing with legitimacy on the basis of public consent, rather than repression (United Nations, 2011, p. 17). Moreover, the police are expected to perform a wide variety of tasks, such as preventing crime, providing services, and maintaining order, which are not accurately described as law enforcement (Willis, 2009). The researcher is inspired by Sir Robert's principle of policing (Meese III & Ortmeier, 2010), and has firmed belief on policing principle which works for the betterment in internal security management of developing country like Nepal, if applied sincerely with little modification in the context of modern information and technological aspects. Therefore the researcher is going to highlight upon Sir Roberts' 9 Principles which is presented in (Annex-1).

Public, politics and policing cannot be separated in democracy. Nepal has a legend history that a triangular (Palace/King-People-Political Party) approach leads the country to establish democracy in 1950. A brief background about the political movement and policing status could be an asset in this concern. A brief legend history of developing policing in Nepal is presented as below (Figure: 1):

A Framework and Major Events of Policing in Nepal

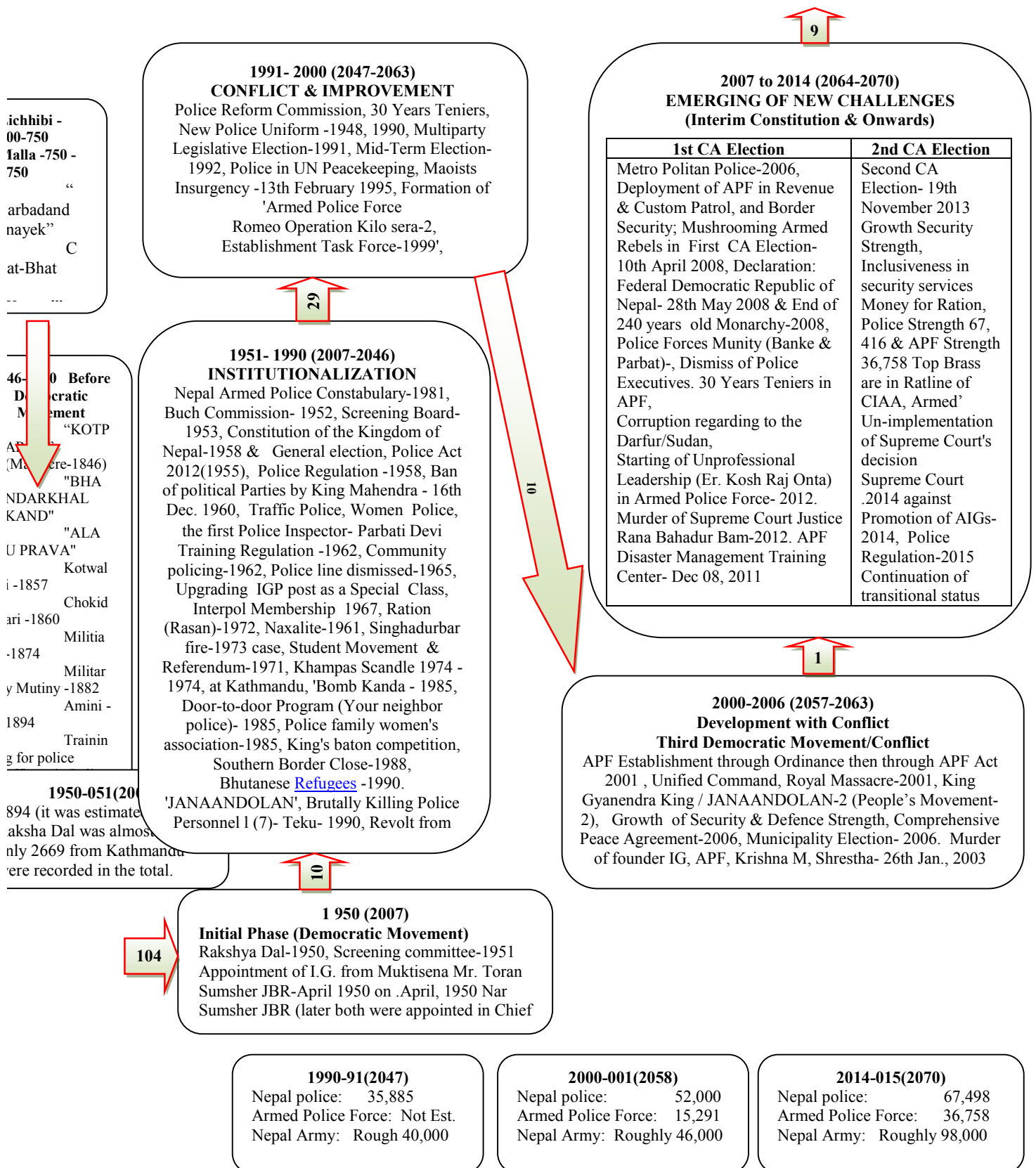


Figure 1. A Framework and Major Events of Policing in Nepal

4.3 Situation

The following statement, views and perception from agencies, experts, executives and reports could be a more valuable for appreciation of existing situation in the country in brief.

4.4 Economic Perspectives

As Nepal is home to the highest mountains in the world, tourism has been steadily growing and is an important source of revenue. The Gross Domestic Product (GDP) in Nepal expanded 5.48 percent in 2014 from the previous year (Trade Economics, 2015). Governor, Nepal Rastra Bank, Ph. D. Yuba Raj Khatiwada, stated that Nepal is one of the least developed countries in the world and relies extensively on foreign aid. Poverty, inequality and exclusion are key challenges to sustain democracy and maintain peace and social harmony in a post the conflict situation of Nepal. The economic and social transformations committed in the peace accord are yet to be achieved. Cooperatives as social businesses can take up this responsibility and thus help promote inclusive development. This will definitely strengthen the republican democracy evolving in the political spectrum. Political, economic & social exclusion based on class, caste, gender, ethnicity, and geography have been the breeding ground for armed conflict (Khatiwada, 2014).

4.5 National Politics

Nepal report 2014 mentions the following themes regarding the national politics: a. election to the second Constituent Assembly (CA) were held peacefully b. involve and ensure meaningful civil society participation in the drafting process of the new Constitution to be in line with international human rights treaties that Nepal has ratified (NHRL Nepal Report, 2014). It is really high time for our entire political parties to earnestly grasp the gravity of the situation in the country at this time in the light of mounting unemployment among youths, their restlessness and frustration arising also out of degree of unaccountability towards the people on the part of even senior political leaders (Dhungana, 2012). Generally, most political jobs lack the kind of performance requirements that allow for strict, formal accountability (The Asia Foundation, 2012, p. 22). Nepal is in complex, fuzzy, lengthy and contested state building process (Upreti, 2009). Government has lost their credibility, legitimacy and even their representative credentials. Such situation prevailing in Nepal has fostered the conflict as sited in Nepal coping with Maoist insurgency-conflict analysis and resolution (Shrestha, 2004, p. 144).

4.6 Civil Unrest

Protests, demonstrations, and disruptions continue to occur, often without advance notice. Demonstrations often block major roads or intersections, and demonstrators at these events, which occur throughout Nepal, have been known to attack vehicles in 2009 the implementation of new and reinvigorated crime prevention strategies under the Ministry of Home Affairs' Special Security Plan produced moderate success against illicit activity. The government could not continue to fully fund this initiative, so its long-term effectiveness is negligible (OSCA, 2013).

4.7 Human Rights

Nepal Human Rights Annual Report 2013-2014 presents the commitment is not respected as in the past in spite of compensation and relief given to victims of conflict and their family members, the human rights violators have not been brought into the boundary of law so far. Due to international condition, party politics selfishness, lack of political commitment, weaponry forces, passive government, economical, social, cultural, religion structure, and lawlessness is growing by leaps and bounds. (NHRC annual Report, 2013/2014).

4.8 Criminal Justice

Professor, Doctor and Former Chief Attorney General Yubaraj Sangroula said that Nepal is the first country to initiate criminal and civil courts. It is again the first country to create the 'Plea Bargain'. Nepal Police must transform itself. It should not run after force but after intelligence and use of science and technology in crime investigation (Sangroula, 2013). There is lack of conceptual and technical knowledge of recent trend of crime and technique of investigation, prosecution and adjudication with police, prosecutor and judges (Pokharel).

4.9 Disaster

The entire country is prone to earthquake. While the hilly areas, with rough topography and very young geology, are very prone to landslides, the lowland Terai is prone to floods. Avalanches, GLOFs and snowstorms are common in high hills of Nepal (DPNeT Nepal, 2013). Total death was 972 in the time frame of 2011-2014, however death from traffic accident was 5440 (Nepal Police, 2014). On 25th April 2015 more than 7,500 people have died as a result of the magnitude-7.8 earthquake that struck Nepal. The death toll could rise still higher; as thousands of people remained missing more than 14,500 people have been injured. At least 8 million people have been affected by the earthquake, and more than 2 million have been displaced. National and international rescue and recovery groups are still working to reach communities in isolated areas that had been cut off after roads. Nepal's government came under criticism for failing to provide aid to more remote and rural areas and for hindering aid deliveries with its bureaucracy (Whitman, 2015). People are horrified and terrified by explosive earthquake. It has given a sudden blow to all Nepalese. Inadequate preparedness and poor coordination in the field are the facts.

4.10 Corruption

Regarding corruption the president of Transparency International, Nepal Mr. Bishnu Bahadur K.C. stated that national integrity system of Nepal shows vulnerability of key institutions in a situation marked by political uncertainty, absence of a legislature and a worrying gap between law and practice (K.C., 2014). The assessment reflects the current status.

This is an indication of how weak the NIS is (Transparency International Nepal, 2014). The gap between law and practice for all pillars is wide and it points to weaknesses in implementation. Almost 6 Police Chiefs are in a queue to go to jail and cases are in Supreme and Appeal Courts. Dr. Chuda Bahadur Shrestha wrote that in Nepal, there is a crisis in leadership and in order to run the country in a more pragmatic way it is necessary to have on a poll survey to select devoted, honest, non-corrupt, impartial, dynamic leaders on the basis of their performance (Shrestha, 2004).

4.11 Post Conflict

Governor, Nepal Rastra Bank, Ph. D. Yuba Raj Khatiwada, stated that poverty, inequality and exclusion are key challenges to sustain democracy and maintain peace and social harmony in a post conflict situation of Nepal (Khatiwada, 2014). Nepal has been surrounded by tedious continuation of dead-lock post conflict transitional instable political and irresponsible, unaccountable and immature political leaderships in brief. The report details rights abuses that happened during the decade long conflict in Nepal between February 1996 and November 2006 in which more than 13,000 people lost their lives and at least 1,350 people were forcibly disappeared (Nepali Times, 2012). The OHCHR-Nepal and a number of human rights organizations, expressed concern about the high number of individuals reported killed in "encounters" with security forces and about credible allegations of extrajudicial killings involving police personnel (ICJ alternative Report, Feb. 2014). The federalism debate is not clear and remains uncertain. Generally, national politics is in deadlock status. Constitution Election is held second time, but national constitution is yet to be made.

4.12 Small Arms Proliferation

Proliferation of small arms increased after the start of the armed conflict in Nepal. However, considering the fact that more than nine dozen domestic arms manufacturing units operated in Indo-Nepal border during the time of armed conflict and with more than 1800 km open border between India and Nepal, as well as only few numbers of arms were collected from UCPN (Maoist), one can easily assume that the number can be substantially big (Upreti, 2009). Landlocked Nepal has no manufacturing capacity for small arms, but proliferation of small arms has become burning challenge.

4.13 HIV Aids, Drug and Prevention Youth

The key affected populations are at the centre of Nepal's HIV burden. The total estimated adult HIV prevalence is 0.28 per cent in Nepal (July 2013), with prevalence of up to 6.3 per cent among PWID (Possession with Intent to Distribute) in the Kathmandu Valley (Nepal HIV Investment Plan, 2013). There are altogether 46,309 current drug users in Nepal. Among them, 42,954 (92.8%) accounted to male and 3,356 (7.2%) accounted to female (Central Bureau of Statistic, 2014). Youths are the future of nation. Drug abuse is a worldwide problem that affects millions of people, and Nepal is no exception.

4.14 Crime Situation

Retired Deputy Inspector General Mr. D. L. Tamang said, "The thing is crystal clear that state polity never have thought of undertaking compromising attitude when dealing with criminality since it is absolutely against values of polity. But criminality a global phenomenon has been increasing as a major significantly raised as a grave challenge weighing its considerable influence in political spectrum" (Tamang, 2014, pp. 108-109). In Nepal, usually it is quite understood that the rise in crime is normal for a country going through a phase of transition. Law and order has been deteriorating for a few years, since peace occurred and even after the constituent assembly elections II in 2013. Total number of crime has been increasing.

Table 1. Police Strength Average and Crime

Timeframe & security Strength	1970-1979	1980-1989	1990-1999	2000-2009	2010-2014
Total Number of Crime	36961	43831	84866	112885	122469
Average of Nepal Police Strength	10680	22277	40669	48875	64264
Average of Armed Police Force	0	0	0	21496	36758
Average of APF & NP	10680	22277	40669	35185	50511

Table 1 revealed that both security strength & number of crime are hiking. Normally, this increased in security lout strength should be reduced the crime in community. This status presents the surprising situation in the country. The reason behind this situation could be the immature and haphazardness of policy and strategy for the development of policing. Lack of visionary plan security institutions have been causing the issues and problems caused by disproportionate balance in recruiting, career development and retirement aspect of the personnel in organization. This

is the indication of the continuation of traditional follow-up in general. The figure represents the absence of system based visionary internal security management.

Regarding the last three years in the fiscal year 2011-2012 the number was 21577, in 2012-2013 the number was 22632 (increased by 4.88%), and in 2013-2014 the number reached 27386 (increased by 21%), according to the statistics, maintained by the Nepal Police Headquarters. More cases were registered in Eastern region were 4388, 4827 and 5912 in the year 2011 to 2014. Comparatively lower crime registered in Far-western region was 1163, 1222 and 1291 in the year 2011 to 2014. Most crime occurred in the areas of dense population having fashionable modern life styles, transportation facilities, and competitive survival situation. Similarly, the crimes were increased along the border. Crimes against women were increased by 37.53%, rape cases 34.41%, human trafficking 29.16%, organized crimes 4.35%, suicide 13.11% in fiscal year 2013-2014.

4.15 Women Empowering and Human Trafficking

Cross-border trafficking of children for labor exploitation has been widely reported. It is emerging issues and challenges. There has been little improvement in the socioeconomic status of women at the grassroots level... Trafficking of girls and domestic violence are endemic and are recognized in Nepal as a social evil. Most of the children who are victims of internal trafficking end up in the 'entertainment' sector, namely dance, cabin restaurants and massage parlors, where almost 40 percent of the girls below 18 years are involved (Kathmandupost, 2014).

4.16 Unpublished Report

Security Sector Agency Modernization High-level Action Committee 201, headed by Prof. Dr. Yub Raj Shangraula has identified a series of issue and problem in security agencies and suggested accordingly, the major points were listed in below in table: 2

Table 2. Key Problems in Security Agencies and Key Suggestion for Reformation and Development in Nepal

<p>Key Problems in Security Agencies (Security Sector Agency Modernization High-level Action Committee Report, 2012)</p>
<p>a. Chiefs' post as profit. b. Transfer, promotion, appointment are not transparent. There is corruption in the process. Nepotism and favoritism have blossomed. c. The organizational autonomy has been weakened. d. Accountability has been replaced by irresponsiveness attitude. e. Values and norms have been replaced by monopoly, conspiracy, and personal profit. f. Honest people have low morale. There has been no place for ethics. People who do not corrupt have a murky future. There is a nexus between criminal and corrupt people. g. There is costume (uniform) in the place of ability and formality in the name of training.</p>
<p>Key Suggestion for Reformation and Development of Security Agencies (Security Sector Agency Modernization High-level Action Committee Report, 2012)</p>
<p>a. Decentralization of power and responsibility should be given to the department heads. b. Nepal National Police Staff College should be established for capacity development. c. National Security Service commission should be established. d. Armed Police Force Should be directed towards central reserve force from the perspective of federal structure. Weak National Investigation Department should be transferred into national intelligence bureau under Prime Minster. e. Department of internal security should be established at Ministry of Home Affairs. f. Home administration service should be formed.</p>

4.17 Vision of high profile Leadership on Policing

Some effective views and perception high profile personalities are mentioned in brief in table 3, 4, and 5 which are as follows;

Table 3. Rt. Hon. Prime Minister Sushil Koirala's Speech to Senior Police Officers
Head Quarters December 11, 2014.

<ul style="list-style-type: none"> a. Money is making Police worse. b. There is greed everywhere. Lost for money is making matter worse. There remains no value and respect for the police service. c. Lots of people have died in accidents across the country. And, it is also happening because of greed for money. d. The drivers need more money. Old vehicles are running in the streets. No one is interested. The public is suffering. The police must look into this seriously (Koirala, 2014)

Table 4. Rt. Hon. Prime Minister Narendra Modi's Speech at All India Conference of Director Generals/Inspector Generals of Police at Guwahati November 30, 2014

<p>Rt. Hon. Prime Minister Narendra Modi's Speech at All India Conference of Director Generals/Inspector Generals of Police at Guwahati November 30, 2014 (Modi, 2014)</p>
<ul style="list-style-type: none"> a. SMART police a SMART police force: How can we work with this vision? When I talk about SMART police I mean S – Strict but also S – Sensitive, police should be Strict and Sensitive, M – Modern and there should be Mobility, there should be no stagnancy, A – Alert and Accountable, R – Reliable and Responsive, T – Techno savvy and Trained. We have to take these five points and march ahead. I truly believe we can fill the police force with a new life and a renewed sense of consciousness. b. The system that has the best form of intelligence will never require either the weapon holder or weaponry and there definitely won't be any need of use of weapons. If there is any unit that holds utmost importance in terms of nation's security, it is the intelligence system. c. Cinema has created a "very bad image" of the police in the minds of the common man. The image of films on the common man is immense and without their cooperation, policing cannot be successful.

Table 5. Rt. Hon. Prime Minister Dr. A. P. J. Abdul Kalam's Speech

<p>Rt. Hon. Prime Minister Dr. A. P. J. Abdul Kalam's Speech at 37th All India Police Science Congress, 4th June, 2006 in brief</p>
<ul style="list-style-type: none"> a. Police forces are the important component of nation development. Hence, there will be a continuous demand on the police force to meet the challenges of dynamics of the society. b. The accountability follows from highest level of the police Force to the police constable. Hence, the nobility of management has to follow from the top. c. The Key to successful police force lies in post-induction training and a periodic up gradation of skills, technological skills and leadership skills at all stages of the career of the individual. d. Physical fitness is an important pre-requisite for the smart police force. e. There is a need to provide adequate training to the personnel at different Levels to improve the professionalism and enhance the operational efficiency of the system as a whole. f. Every election witness an episode of criminal attacks on candidates, booth capturing, tampering with ballot boxes and methods to disturb the democratic election process. g. I have witnessed, during my visit to various countries, real time traffic regulations by a team of six member motor cycle outriders. This system can be studied and introduced for minimizing the inconvenience to the public (Kalam, 2006).

4.18 Diverse Perspective

In comparison the number of death caused by traffic accident & disaster in the time frame of last 3 years (2011-2014): The scenario was quite different that, death from traffic accident 5,440 whereas casualty 972. Civic sense, traffic awareness, and road condition are also responsible for this scenario. This force is being misused for the benefit of particular political party and line ministers. However, people have full confidence and faith on policing in Nepal. Security forces are the services created by the people, for the people and of the people. Our existing security policy is not enough it requires a fundamental shift in terms of conceptual orientation (Acharya, 2014). Senior Journalist Mr. Dhurba H. Adhikari said that a person who gives the first information must not be bothered repeatedly by police

officials (Adhikari, 2014). Likewise, Chief of Nepal Police stated that "I presented the six-point priority program upgrading quality service delivery, restructuring the organization, reforming police image, systematizing monitoring and evaluation, safeguarding human rights in crime investigation, and implementing police welfare programs-during my first meeting with the press" (Aryal, 2014). By imposing 30 years threshold just after the People's Movement in 2006, the organizational set up was made in favor of then home minister. After the introduction of this provision, a long list of efficient and capable young police officers retired and many other are going to follow suit (Poudel, 2013).

The government, however, enjoys an unrestricted monopoly on taxation, legislation and the use of force, and therefore must be considered the principal guarantor of state security, the rule of law, economic prosperity and development, human rights, freedom and justice (The Asia Foundation, 2012). Executive Director, Additional Inspector General, Thakur Mohan Shrestha, National Armed Police Force Academy, Nepal stated that mainly, one force should not be taken as an alternative of another. Rather it is better to apply 'no duplication' in responsibility and accountability, job specialization, professionalization; modernization has to be implemented in practice... Just the absence of conflict is not peace, and imposition of order is not the security; the distribution of resources and making annual budget in paper is not the development (Shrestha, 2012). Similarly when he was appointed as a Head of Border Security Department he also wrote that it is the need of the time to adopt the principles of collective security and development of security is primary in the areas of food, water, energy and transaction of weapons than the traditional ones. In the context of developing countries like ours, the major challenges are not because of major threats but because of the lack of awareness, security technology, and minimal mobilization of resources and unavailability of favorable working (Shrestha, 2011). The Head of Center for Security Studies, Nepal and Additional Inspector General (Retd.) Govinda P. Thapa wrote that the police was established with a revolutionary and military culture, with the primary objective of supporting the political regime or government in power. Service to the people was a secondary concern (Thapa, 2007). Additional Inspector General (Retd.) Rajendra Bahadur Singh stated that the military domination of policing continued up until the advent of democracy following the 1950 revolution. With the enactment of the Police Act in 1955, the foundations for the modern civil police force were created (Singh, 2007, p. 60). Nepal Police has been highly politicized and demoralized since 1990 (Shrestha C. B., 2004). Politics has been criminalized by supporting criminals when the criminals seek the protection of the politician.

5. Methodology

The study use mixed model method. Mixed method opens the door to multiple methods, different worldviews, and different assumptions, as well as different forms of data collections and analysis (Creswell, 2009). The researcher illustrated the treatment in the form of recommendation and result measures on the basis of survey and in-depth (face to face) interview. Literature review in national and international arenas, rapport building, pilot study, survey questionnaire, for data entry, Coding, the Microsoft Office Access 2007 was used. Similarly, pilot survey helped to make the survey questionnaire more clear and purposeful.

SPSS, version 21 (kapa) software program used for statistic procedure and interpretation of the data entered. In-depth interview, focus group discussion and consultation were designed for research purpose. The survey was launched after the pilot study. Similarly, the statistic reliability evaluation was done with the Cronobach's Alpha the result on the aforementioned research question on the seven (7) model of policing had 0.082. There is a dearth of empirical research in the country. The convenience sampling was applied because of the nature, sensitivity and subject matter of the study arena and its technicality. It was felt more relevant to collect reliable and authentic information.

The study has not selected the particular units but the rating from wider potential respondents collected. The total number of respondents were 1111 (N) from various parts of Nepal in different ways of life. As far as the representativeness of the population is concerned, the sample size has covered 13.2 % female, 86.5% male and other 0.3%. From Urban 41.6%, Rural 55.8% respondents participated in this survey research & 21 veteran executive respondents have expressed their views. As presented in Table: 6 and Figure: 2, among the respondents 64.54% from public sectors, 28.08% national security sectors (Nepal Police, Nepal Armed Police Force, National Investigation Department, and Nepal Army) and 7.38% were from Government civil services.

Table 6. Service Faculty of Respondents

S.N.	Service Faculty	Number	Percent
1.	Security Officer	312	28.08
2.	Civil Servant	82	7.38
3.	Public Service	717	64.54
	Total	1111	100.00

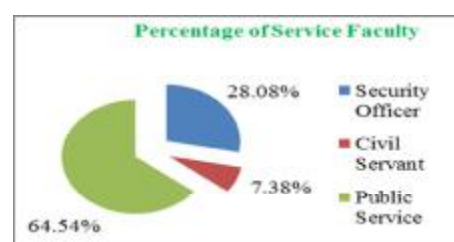


Figure 2. Percentage of Service Faculty

Similarly, from the education level seven categories were managed in the survey questionnaire. As per the details of respondents PhD. degree holders 2.16%, Masters 48.15%, Bachelor 33.12%, Higher Secondary (10+2) & School Living Certificate 11.79%, under S. L.C. 3.24%. .27% was found in if any. 1.6% had not mentioned their education level. It is indicates that 83.43% respondents were with high education background. Moreover, detail categories were covered in service faculty as presented in figure -3. Researcher got opportunity to serve with both police services almost 27 years (NP- 14 years, APF -13 Years). Correspondingly, researcher got chance to visit 73 districts of Nepal during his working period as a security officer. So, it was a privilege to have a wider network with the security officials and respective

peoples who have greater role in the state agencies (including private sector). Thus, researcher has taken convenience respondents within his wider network and integrity. This survey was taken in the time frame of 7th September, 2013 to May, 2014 in Nepal. Additionally, the in-depth face-to-face interviews were taken in time frame of 15th Jan, 2015 to 15th April, 2015.

6. Findings and Discussion

Given below the researcher has presented the findings and discussions from survey, interview and observations on policing, challenges and peoples' expectation.

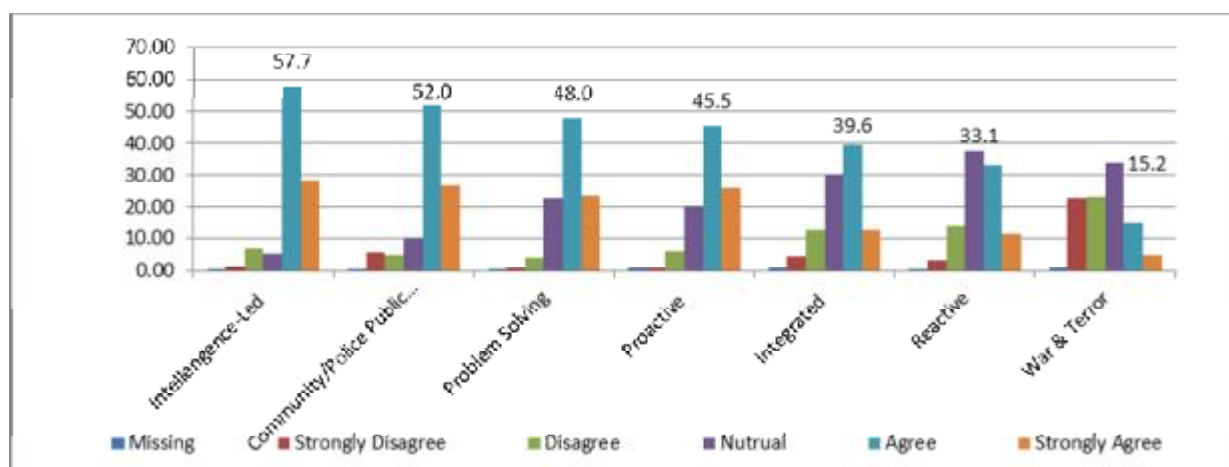
6.1 Findings on Policing by survey

According to the research objective, different seven policing styles were presented in the survey questionnaire applying Likert's five scale rating. Table: 7 and Figure: 3 represents 86.0% respondents have put their views for "Intelligence-led policing with the highest mean value 4.03 rating agrees strongly agree or agree. Likewise, Community/Police -public partnership has been placed in second status with 78.8% rating. Similarly, problem solving is in 3rd (71.6 %), proactive in 4th (71.5.2 %), integrated in 5th (52.2 %) respectively.

The lowest rating is on the War and Terror with 20% or mean value 2.54 where the intelligence-led mode is highest followed by community/police public, problem solving, proactive respectively. There was also conducted a series of in-depth interview with 21 concerned high level intellectual and veteran respondents. Almost all agreed upon the intelligence-led & community/police- public partnership and proactive policing in Nepal. Finally, it has indicated that people hate crime and criminal activities.

Table 7. Respondents' Rating on Difference Policing

Policing Styles	Missing%	Strongly Disagree %	Disagree%	Neutral %	Agree %	Strongly Agree %	Mean
Intelligence-Led	0.6	1.2	6.8	5.4	57.7	28.3	4.03
Community/Police Public Partnership	0.3	5.9	5.0	10.1	52.0	26.8	3.88
Problem Solving	0.7	1.1	4.0	22.7	48.0	23.6	3.87
Proactive	1.1	1.0	6.1	20.3	45.5	26.0	3.86
Integrated	0.8	4.4	12.4	30.2	39.6	12.6	3.41
Reactive	0.6	3.5	14.0	37.4	33.1	11.4	3.33
War & Terror	0.9	22.6	22.9	33.7	15.2	4.8	2.54



Source: Field survey

Figure 3. Respondents' Rating on Difference Policing

Almost all respondents from higher education group (PhD, M.A. & B.A.) were in favour of the Intelligence-led policing with 78.8% rating in strongly interested and interested. Out of 78.8(100%) percent 87.8% were from higher education and 11.2% were from High secondary School. In the next word from the B.A. 37.7% and M.A. & PhD were 62.4%. Out of the total respondents, 22 were PhD degree holders in the survey. Thus, the finding indicates that higher in education more expectation in intelligence-led policing. Similarly, interest in intelligence-led policing was increasing with the growth in age, somehow. Senior age is more interested in intelligence-led policing in the country. So, higher in

education more interest in intelligence-led policing. This is also applicable in the case of community/police public/, proactive and problem solving policing respectively.

The researcher argues that the commencement of the 21st century has coincided with a changing paradigm of transnational and domestic crimes and criminal and security surroundings. Nepal is not being untouched in the present era of globalization, liberalization and modernization. Furthermore, "3 Is' (Injustice, Insecurity and Imbalance) have been reflecting in our rule of law, peace and security of post transitional Nepal. There shall be made progressive restructuring of the state with inclusive, democratic federal system of governance, by doing away with the centralized and unitary structure of the state to end discriminations based on class, caste, language, gender, culture, religion and region (Meese III P. O., Leadership, Ethics, and Policing- Challenges for 21st Century 2nd Edition, 2010). In the present perspectives of Nepal, there is a great deal of national issues and challenges security sector reform and development (SSRD) seem to be an essential to render professional and quality professional services to meet the national need and peoples' expectation, and to tackle prevailing and future security challenges, which are a burning challenge to the leadership in security services.

6.2 Existing Major security threats and challenges faced in Nepal

Change in modern society poses particular problems for the police service which traditionally has experienced difficulty in keeping pace with new developments in the social, economic, and political conditions of the citizenry it serves (Earle, 1988). These challenges are felt across the world - a fact recognized by a growing national and international sharing of practice and personnel. Policing is a social process and as such it spans both public and private sectors (Bratton, 2008). Three major areas of change signify this potential for improvement: community policing, technological progress, and professionalization and accountability. Together these phenomena provide the foundation for a new style of leadership in policing that can and will permeate the entire police service, from the top echelons of police management, through the various levels of command and supervision, to perhaps most importantly, the officers of the street who come into daily contact with individual citizens and the neighborhoods in which citizens live (Meese III, & Ortmeier, 2010).

To examine the security threats and challenges, 35 variables (ANNEX: 2) were selected in survey questionnaire in close ended and open-ended format with five scale evaluation. Generally, all variables were categorized into following six groups in alphabetic order: 1. Administration & Diplomatic Aspects, 2. Economical Aspects, 3. Geo-political Aspects, 4. Inadequate Science & Technology. 5. National / International Fraction cause and Consequences, 6. Socio-Cultural & Conflict Related Aspects. Each group has almost six sub-aspects which were included as placed in Table: 2. where, 1st, 2nd and 3rd position has been covered from group '3' Geo-political Aspects. These variables "Being late in Constitution Building Unstable Politics & NETABAJI (Manipulative power players) rather than Leadership" was rated with 4.45 mean, "External influence, Political instability, internal dispute in political Parties, Lacking Role model in Leadership, political consensus" is with 4.45 mean and "Politicization in Administration and Security Sectors. Tendency of making Political Services as an Occupation" with 4.36 means. Similarly, 4th, 5th and 6th position are from group "2" Economical Aspects, where, "Poverty and Unemployment" with 4.29 mean, "Low Salary, Expensive market" and "Youth and Brain Drain" with 4.24 mean. Likewise, "Short mindedness and Immaturity of national leaderships and international conflict consequences have boosted up the national security threat and challenge" in 7th with 4.23 mean; "Poor Economy Poor Implementation of Policy & Rules" 8th with 4.20 mean; "Rampant Corruption" 9th with 4.19 mean values; and "Articulated mistrust in between police and public which is influenced by political interest and illegal involvement of few police personnel" in 10th with 4.17 mean value gradually. Additionally, the respondents' responses in Table: 8 and Figure: 5 represent the status or the responses on the main six groups of major challenges. Where, 29.4% is on strongly agree 43.07% on agree in regards to "Administration & Diplomatic Aspects". Similarly 43.28% percent is on strongly agree and 39.98% on agree in regards to "Economical Aspects". Likewise, 42.33% on strongly agree, 38.51% on agree in regards to "Geo-Political Aspects". In the same way 31.63% percent is on strongly agree, 47.37% on agree in regards to "Socio Cultural & Conflict Related Aspects ". Also, 25.68% is on strongly agree, 51.70% on agree in regards to "Inadequate Science and Technology Aspects". Moreover, the 33.28% percent is on strongly agree, 48.72% on agree in regards to "National/International Fraction causes and Consequences Aspects". In sum, mean of the 35 variables show agree and strongly agree. However, "lack of specific act and regulations" responds to resolve the existing major security threats and challenges faced in the country. This is the only variable which has secured the lowest mean 2.56.

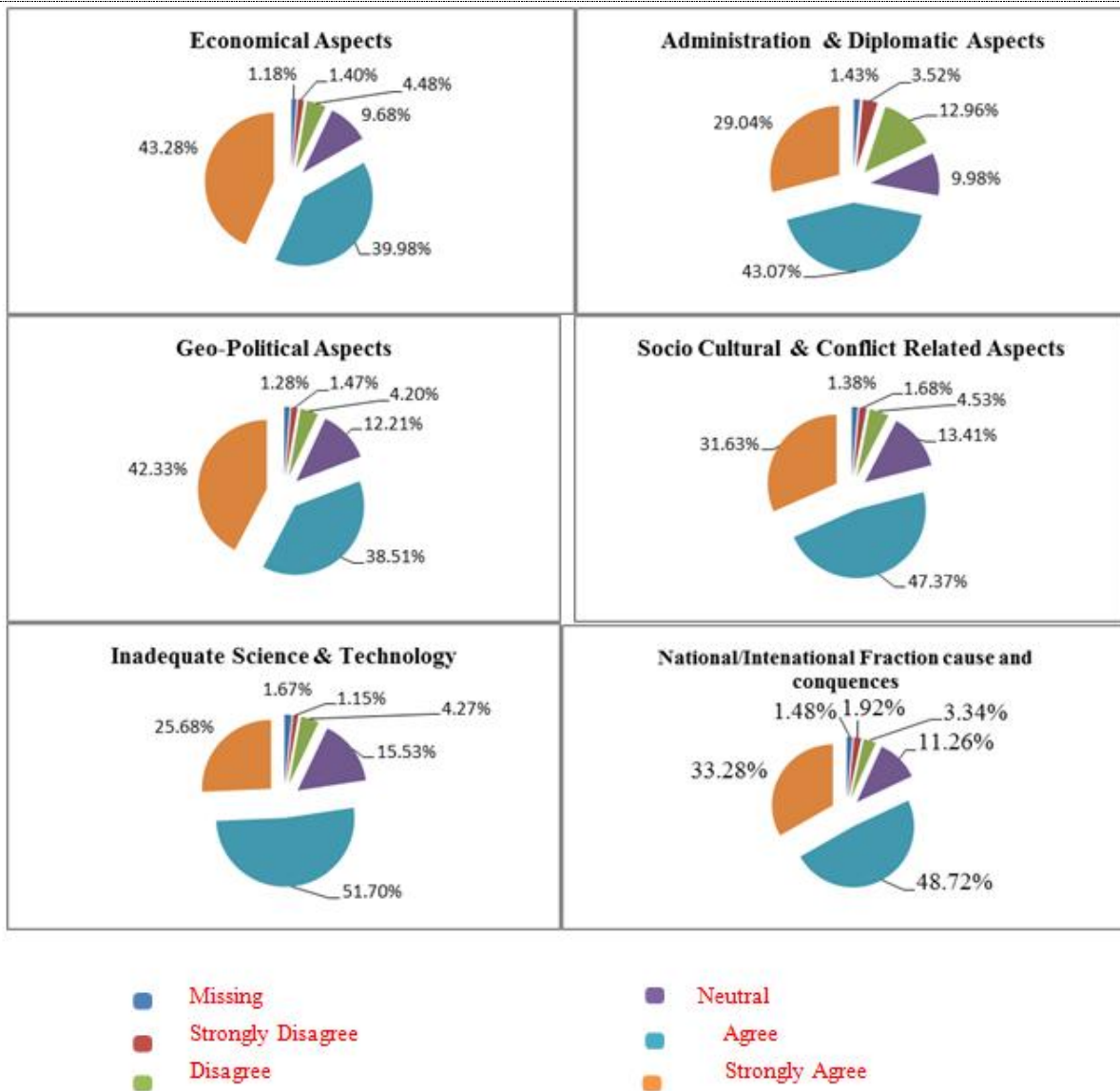


Figure 4. Major Security Challenges/Threats

Table 8. Major Security Challenges/Threats

S. N.	Major Security Challenges/Threats	Missing	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total agree %
1	Economical Aspects	1.18%	1.40%	4.48%	9.68%	39.98%	43.28%	83.26%
2	National/International Fraction cause and consequences	1.48%	1.92%	3.34%	11.26%	48.72%	33.28%	82.00%
3	Geo-Political Aspects	1.28%	1.47%	4.20%	12.21%	38.51%	42.33%	80.84%
4	Socio Cultural & Conflict Related Aspects	1.38%	1.68%	4.53%	13.41%	47.37%	31.63%	79.00%
5	Inadequate Science & Technology	1.67%	1.15%	4.27%	15.53%	51.70%	25.68%	77.38%
6	Administration & Diplomatic Aspects	1.43%	3.52%	12.96%	9.98%	43.07%	29.04%	72.11%

Source: Self complied

The table 8 and figure 4 reveal that the security challenges and threats faced by respondents on different uses. The table reveals major threats in economical aspects as first major challenges and second is fraction cause and consequences, third is geo-political aspects and socio cultural.

6.3 Independent test and one way ANOVA test result

Independent test and one way ANOVA test result from gender, age, educations and occupations are discussed and its tables are shown in Annex: 2

6.4 Independent sample t-test with gender

As the result of independent sample t-test on policing there is no significant difference between male and female in their perception regarding community police public partnership, integrated, intelligence-led, proactive, problem solving, reactive & war and terror policing. There is difference in the perception of respondents towards policing. The p values are 0.73, 0.229, 0.689, 0.852, 0.281, 0.375, & 0.753, which are more than p value 0.05.

6.5 One way ANOVA test with Age group

ANOVA test shows that is no significant statistical affect of age on the response. However intelligence led policing is statistically significant different with p value 0.14. Similarly in the case of "war & terror" is statistically moderately significant with p value 0.53.

6.6 One way ANOVA test with Education group

The statistically analysis by one way ANOVA test with education on the responses of at the different policing styles the result shows that there is statistically significant difference on intelligence-led and proactive policing with p value 0.023 and 0.000. The other policing are not statistically significantly different.

6.7 One way ANOVA test with Occupation (Security Officer & Public/Private) group

To examine the status of responses on policing from the occupation perspective the result shows there is statistically significantly difference with p value 0.002 and 0.012 respectively. Rest has statistically significantly difference.

6.8 Finding on Attitude on Police Forces

Furthermore, in order to know the attitude of the people towards police services and question was asked was about "Do you wish to encourage to your family member to be enrolled in police services?" In response to this query there was rational response due to the educational level, positions and the nature of occupation. The crosstab results are presented in table 9 and 10 respectively.

The cross-tabulation findings revealed that due to the gender, age and geography there is not significant effect. Though, the education & designation have significant effect. Higher the education level, less are willingness to encourage their generation to join police services. The situation is presented in Table: 9, similarly result was found in the case of designation too. The status is presented in Table: 10.

So, there is a challenge for public administrator to involve highly educated people & highly designated in police services. So, immediately there is a need to address the issue by police administrator. Police need to socialize in group of high credential people. Police must earn belief that police do benevolent services to the people by discouraging anti social elements in societies From time to time police must be surveyed from the people about their images so that police can prepare & improve their images.

Table 9. Education: Willingness to encourage family members to be enrolled in security service Cross-tabulation

Wish to encourage family members to be enrolled in security service Cross-tabulation							
Rating		Strongly Not	Not Interested	Somehow Interested	Interested	Strongly Interested	Total
Education	Missing	.4%	.3%		.5%	.1%	1.3%
	Under SLC	.5%	.3%	.5%	1.0%	1.0%	3.2%
	SLC-10+2/I.A.	1.5%	2.2%	2.1%	3.1%	3.0%	11.8%
	Bachelor	2.6%	14.0%	3.3%	10.1%	3.1%	33.1%
	Master	7.5%	24.1%	3.9%	9.5%	3.2%	48.2%
	Ph.D	.2%	1.2%	.5%	.2%	.2%	2.2%
	If Any		.1%		.1%	.1%	.3%
Total		12.7%	42.1%	10.2%	24.4%	10.6%	100.0%

Source: Self compiled

Table 10. Designation: Wish to encourage family members to be enrolled in security service Cross-tabulation

Rating		Strongly Not	Not Interested	Somehow Interested	Interested	Strongly Interested	Total
Designation	Missing	5.9%	16.9%	7.2%	18.7%	8.6%	57.4%
	Special Class	1.7%	1.0%	.3%	.3%	.3%	3.5%
	1st Class	.5%	4.4%	1.0%	.7%	.5%	7.1%
	2nd Class	3.4%	14.1%	1.1%	.5%	.6%	19.8%
	3rd Class	.8%	5.3%	.5%	3.3%	.2%	10.1%
	Junior Officer	.4%	.4%	.2%	.8%	.4%	2.1%
Total		12.7%	42.1%	10.2%	24.4%	10.6%	100.0%

Source: Self complied

6.9 Interview

Twenty one veteran intellectuals, administrative and security executives who took part in this study as in-depth interviewees are part of a diverse personality in terms of their expertise, experience and effective potentiality regarding this research. In the interview for the research study totals 21 (male 19 and 2 female) veterans were targeted on the basis of their proved talent in respective fields and expertise. All had a master degree with major disciplines of Management, Law, Public, Administration, Psychology, Political Science, Sociology, Economics, and Information Technology. Out of 21 respondents, 8 were PhD degree holders.

Inquiring with the respondents revealed so many interesting informative findings about the rise and fall of power player in Nepal. In the period of "Initial Phase" of Police establishment a group of people who aimed fighting for the democracy during 1990 and onwards 'Muktisena'(Freedom Fighter) emerged from armed force. Furthermore, Nepalese history reveals that no one has sustained for the long period. The effect of the Rana, Royal Place, Returnees (Burma and India) was crucial in the key positions and leadership for almost three decades, who were replaced by 'Thakuries and Chetri' of western Nepal. They remain in the key role and responsibility positions in different segments of police administration almost two decades. The political power shifted towards Eastern Nepal, 'Koirala and concern' with the restoration of democracy in 1990s. Then power came in the hand of smugglers, tycoons, Maoist and the effect of external key players and interest group. The Maoist insurgency remained for a decade and supported by some interest group of neighbors and West. The post conflict scenario is quite same as before and "Bhagbanda"(sharing system) and negotiation among the major Political parties (including Terai), and line ministers become more effective.

Most of the respondents of the interview expressed their feeling and views on the existing security situation and asking the 'God' and expressing "it was too much, and it shows no one is accountable". Nonetheless, they have a hope and firm desires and plead for re-engineering, reforming and developing of police and policing. They expressed that some political leaders have made the police personnel a milking cow these days. Further, multiple kings have emerged these days; most of the government executive officials have become the cadre of different parties and spoiled the transparency and trust before the public. There is criminalization in politics and heavy politicization in police services. Bad Nexus between Politicians, Smugglers and Police is challenging on rule of law, sovereignty and integrity especially in post conflict transitional Nepal. All parties tie their lips in the matter of money deal. They only struggle for their vested interests. They forget their fundamental ideology and run after money making game. They are good at in playing the game of hide and seek. This can be realized as the seventh wonder of the world.

6.10 Peoples' Expectations

The peoples' expectation pertaining to policing and challenges is mentioned below;

- a. Intelligence-led policing followed by, community and proactive policing.
- b. Trustworthy police personnel.
- c. Accountable, transparent and responsible.
- d. Service oriented rather than the profit oriented.
- e. Professional, qualified and visionary police leaderships.
- f. Mental and physical fit.
- g. Zero tolerance in corruption,
- h. Police institution not as political cadre but as public safeguard.
- i. Public participation in policing.
- j. Public participation in auditing the police and policing.
- k. Clear -cut legal provision for the mobilization of security forces.
- l. Constitution should be brought in time.

Security paradigms have been shifting with the pace of digital economy and high technology. The government has not studied these intricate issues in research based approaches. However, recommendations submitted to the government all most are not implemented; they are stored in paper and file. Besides the prevention, investigation, protection, coordination, operation modality socialization: school-college, children, disable women, senior citizen friendly policing model are being expected. Skills come from training, practice, integrity and honesty. Patriotism and role model transformational leadership cannot be expected from deprived, illiterate, impractical education, low salary scale, injustice, insecurity and imbalance in institution and community.

7. Conclusion

Who will protect the the protectors? And who will watch the watches? As response to the queries a research based diagnostic and preventive measures for a well defined mandate and legal provisions, system based policing, professional police with high morale, well groomed leaderships; public governmental auditing and moral integrity are need of present days. The decentralization policy in Nepal is in paper but in reality it is a more than a rooted procedural problem in every authority of the country. Political interference has become as the routine job of political leaders and major decisions has been affected by personal biases rather than performance. Unprofessional and inefficient people are encouraged and heading towards top. A functionally devolved system needs to be equitable, efficient and ethical government to lead bureaucracy, security agencies, accordingly. Finally, the result concludes that there are major challenges in security organization in Nepal such as lack of sense of security service, humanity and human dignity, accountability, honesty in their profession. So, the performance, morale and image of Police Forces are damaged. Politicization in the security organization, groupism, nepotism, lootism, favoritism, etc. is the main challenges in security organization in the country. Thus, police and policing should be managed and prepared with necessity research and interaction for the special and periodic reformation, re-engineering and development incorporating principles and mechanisms to ensure equity, equality, good governance, specialization, decentralization, and a strong and neutral and transparent judiciary with national and international norms and values. Leadership quality can learn from challenges of policing into opportunity. The opportunity to make a new constitution is a historical event and an opportunity for applying new ideas and strategies in a national building process. Safety and security are common substance for human being, should viewed collectively and comprehensively. That is why the result reached out on the conclusion that there is need of an 'Intelligence-led policing' followed by 'Community/police-public participation', and 'proactive policing' and expecting professional, role model leaderships in the country. A perfect move has become the need of the hour even it is already late. Nation may enable to create a harmony in community and inside the organization. System based visionary policing, integrity and accountability must be established.

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ANNEX: I

Sir Robert's Principles of Policing

PRINCIPLE 1 The basic mission for which the police exist is to prevent crime and disorder. **PRINCIPLE 2** The ability of the police to perform their duties is dependent upon public approval of police actions, behaviour, and the ability of the police to secure and maintain public respect. **PRINCIPLE 3** Police must secure the willing cooperation of the public in voluntary observance of the law to be able to secure and maintain the public respect. **PRINCIPLE 4** The degree of cooperation of the public that can be secured diminishes, proportionately the necessity for the use of physical force and compulsion in achieving police objectives. **PRINCIPLE 5** Police seek and preserve public favor not by catering to the public opinion but by constantly demonstrating absolute impartial service to the law. **PRINCIPLE 6** Police use physical force to the extent necessary to secure observance of the law or to restore order only when the exercise of persuasion, advice and warning is found to be insufficient to achieve police objectives; and police should use the minimum degree of physical force that is necessary on any particular occasion for achieving a police objective. **PRINCIPLE 7** Police at all times should maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police; the police are the only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare. **PRINCIPLE 8** Police should always direct their actions strictly towards their functions and never appear to usurp the powers of the judiciary by avenging individuals or the state, or authority judging guilt or punishing the guilty. **PRINCIPLE 9** The test of police efficiency is the absence of crime and disorder, not the visible evidence of police action in dealing with them.

ANNEX: II

Existing Major security threats and challenges faced in Nepal in Merit with Mean Value			
S.N.	All Topics of QN 11	Main Sector of Topics	Mean
1	Being late in Constitution Building Unstable Politics & NETABAJI (Manipulative power players) rather than Leadership	Geo-political Aspects	4.45
2	External influence, Political instability, Internal Dispute in Political Parties, Lacking Role model in Leadership, political consensus	Geo-political Aspects	4.44
3	Politicization in Administration and Security Sectors. Tendency of making Political Services as an Occupation	Geo-political Aspects	4.36
4	Poverty and Unemployment	Economical Aspects	4.29
5	Low Salary and Expensive market	Economical Aspects	4.24
6	Youth and Brain Drain	Economical Aspects	4.24
7	Short mindedness and Immaturity of national leaderships and International conflict consequences has boosted up the national security threat and challenge	National / international Fraction cause and consequences	4.23
8	Poor Economy Poor Implementation of Policy & Rules	Economical Aspects	4.20
9	Rampant Corruption	Socio-cultural & Conflict Related Aspects	4.19
10	Articulated mistrust in between police and public which is influenced by political interest and illegal involvement of few police personnel	Socio-cultural & Conflict Related Aspects	4.17
11	Un planed Settlement Urbanization & Migration	National / international Fraction cause and consequences	4.12
12	Lacking national security & internal security policy	Administration & Diplomatic Aspects	4.11
13	Lack of strategies for security sector reform & development	Administration & Diplomatic Aspects	4.09

14	Nepotism & Poor Governance in Service delivery issues	Administration & Diplomatic Aspects	4.09
15	Nepotism and favoritism	Socio-cultural & Conflict Related Aspects	4.05
16	Cyber crime & Small arms proliferation	Inadequate Science & Technology	4.03
17	Lacking Comprehensive and Collective Security Network & Schemes in Regional Level	National / international Fraction cause and consequences	4.03
18	Lack of Long term Plan & Strategy on National Gross Production	Economical Aspects	4.02
19	Decreasing Ethical/moral values in Society	Socio-cultural & Conflict Related Aspects	4.00
20	Traditional Approach of Service Delivery	Inadequate Science & Technology	3.99
21	Traditional Performance Appraisal	Administration & Diplomatic Aspects	3.98
22	Lacking Physical Infrastructure	Economical Aspects	3.96
23	Inadequate Technology and lack of relevant skill and knowledge	Inadequate Science & Technology	3.95
24	Lacking Bridging Strategy to fill the gap in between Traditional approach & Modern Technology	Inadequate Science & Technology	3.95
25	Influences from Global, Regional & National Power Centers	National / international Fraction cause and consequences	3.93
26	Affects of Information, Communication, Technology and Globalization	Inadequate Science & Technology	3.93
27	Landlocked and sandwich Position, Geographical Diversity & Remoteness	Geo-political Aspects	3.90
28	Mushroom grow up of armed groups due to Transitional situation	National / international Fraction cause and consequences	3.88
29	Declining Social Values & Norms	Socio-cultural & Conflict Related Aspects	3.87
30	Lacking regular seminars, research and survey on key National & regional human security issues and challenges	Geo-political Aspects	3.80
31	Not being able to Receiving Support from neighbor Countries	Administration & Diplomatic Aspects	3.77
32	Global warming & Climate change: climate vulnerability its Influence on Human Security, Landslide/Flood & Earthquakes	Geo-political Aspects	3.77
33	Misuse of Technology by Interest Group	Inadequate Science & Technology	3.65
34	Un controlled Fashion and multiculturalism/Practices	Socio-cultural & Conflict Related Aspects	3.63
35	Lack of specific act & regulations	Administration & Diplomatic Aspects	2.56