

**PAKISTAN AIRPORTS SECURITY FORCE**

**Firm & Courteous**

*Annual*  
*Magazine* **2023-24**





**With Compliments**  
*from*  
**Director General**  
**Airports Security Force**



**“With faith, discipline and selfless devotion to duty,  
there is nothing worthwhile that you cannot achieve.”**

Quaid-e-Azam Muhammad Ali Jinnah

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THE ANNUAL MAGAZINE  
OF  
**ASF**  
AIRPORTS SECURITY FORCE  
6<sup>th</sup> EDITION, 2023-24

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**DIRECTOR GENERAL**  
**Airports Security Force**

**Major General**  
**Adnan Asif Jah Shad HI(M)**



ASF Annual Magazine Sixth Edition portrays not only accomplishments and developments of the past year but also helps to foster and nurture the creative spirit of our officers and members by sharing insights, aspirations and the technological advancements in the realm of Aviation Security. Therefore this publication will serve as a platform to celebrate the efforts, and showcases the milestones and the vision with which we are moving ahead.

In Aviation Security, each day we deal with diverse challenges to protect Civil Aviation and in the process new standards of professionalism are set. ASF's commitment is evident in its initiatives, rigorous training, growth focused programmes, revitalized uniform standards and a deep commitment towards environmental sustainability through various projects. Together, with a deep sense of honor, pride and unity, ASF will continue to uphold the highest standards of security and excellence. Moving forward, let us remember that the ASF is not only the critical element in the National Security but also a major contributor towards Global Aviation Security.

As Director General Airports Security Force, I invite you to uncover on how far we have come and join us in envisioning the exciting journey ahead.



## ACKNOWLEDGEMENT

**DEPUTY DIRECTOR GENERAL**  
**Airports Security Force**

**Brigadier**  
**Salahuddin Ayubi SI(M)**

On behalf of the Airports Security Force, I extend sincere appreciation for the publication of our 6<sup>th</sup> Annual Magazine. It is with great pride that I acknowledge the meticulous efforts invested in crafting a publication that impeccably captures the essence of our force.

It is providing comprehensive coverage of all aspects with depth and insight. Moreover, the insightful studies presented within its pages reflect a profound understanding of our operational landscape. The magazine serves not only as an informative resource but also as an inspiring platform for reflection and celebration of our achievements.

I commend the editorial team and all contributors for their invaluable contributions toward producing this remarkable publication. May it continue to inspire and inform our stakeholders as we steadfastly uphold our mission of ensuring the security and safety of our national airports. Together, let us continue to strive for excellence in safeguarding our national airports.

# FEATHER IN THE CAP





# Strategic Reappraisal 2023-24

The Strategic Reappraisal conducted in 2023 stands as a defining benchmark and milestone for the Airports Security Force. Recognizing its importance, the visionary leadership of the Director General took proactive steps to initiate the development of a comprehensive "force development strategy." This strategic initiative not only underscores the commitment to address identified gaps and deficiencies but also highlights the Force's unwavering dedication to safeguarding Pakistan's civil aviation industry since its inception. This proactive and visionary approach by the Director General signifies a commitment to continued excellence in service and security, making it a pivotal moment in the Force's journey of continual enhancement and effectiveness.

# Force Development Strategy

In organizations and businesses, strategy can be defined as “the direction an organization takes with the aim of achieving future business success.” Strategy outlines how an organization intends to employ its resources, including the skills and knowledge of its people, as well as financial and material assets, to achieve its mission, overall objectives, and vision. To define an improvement strategy, areas requiring enhancement must first be identified. The DG ASF prudently earmarked these areas and developed a strategy to uplift the overall standard of the Force. The following areas, requiring immediate attention and enhancement, were critically identified.

**1** Training Gaps

**2** Administrative Issues

**3** Operational Needs

**4** Research & Development



# TRAINING

It is the visionary initiative of the Director General of the Airports Security Force that has led to the extension of Basic Training from 06 months to 09 months and the implementation of its comprehensive components. Just as a tree with strong roots cannot be plucked from where it stands by even the strongest hands, a robust and thorough basic training program forms the unshakable foundation of a resilient and skilled cadre within the Airports Security Force. This extended training period, covering various essential aspects such as physical training, drill practices, weapon proficiency, theoretical knowledge, simulated exercises, personality development, guest speaker sessions, group discussions, airports study visits, AVSEC Training syllabi in English, and Unarmed Combat Training, ensures that our personnel are equipped to withstand any challenge and uphold the highest standards of security and professionalism.



## Conversion of AVSEC Training Syllabi into English



The second type of training is imparted in the form of specialized courses solely constituted for the “Capacity Building” of already in-service staff. NAAS offers many specialized courses like Advance Screeners Course, IT Course, Admin Course, Un-armed Combat Course (UAC),

Anti-Terrorist Course (ATC) and Intelligence Course, to enhance capacity of ASF staff. NAAS also conducts specialized courses to train the staff of various agencies including CAA, SAPS, DHL, ANF, Police, Rangers, KPT, and Pakistan Coast Guards etc.



### Mess Etiquette

Mess manners play a vital role in cultivating a respectful dining atmosphere, fostering positive social habits, and contributing to a harmonious shared space. Recognizing the significance of social values and norms, ASF has implemented mess etiquettes within the force to cultivate civilized table manners.





## **Global Aviation Security Plan and Force Development Strategy of ASF**

Air Transport plays a significant role in the global economy. Secure air transport contributes to the enhancement of connectivity in trade and tourism and strengthens political and cultural links amongst States. Aviation promotes global economic growth and is a critical enabler for economic progress and Development. According to ICAO and IATA statistics, air passenger demand in 2024 is increasing in every region of the world. Air cargo growth increased 13.6 percent in 2024 which is indicating strong long-term growth. With the expected increase in air traffic, there is a need for continuous efforts at international, regional and national levels to manage the growth in a safe, secure and efficient manner. Security incidents have multiple impacts on the travelling public, especially when incidents result in injury and loss of life. Security incidents also affect confidence in air travel and cause disruption to travel and trade. A strong global aviation security system is a vital foundation for trade and tourism globally. Airports Security Force (ASF) Pakistan, one of the elements of national power, established under the ASF act 1975 as a federal force is the sole responsible of the Aviation Security in Pakistan. Since its inception ASF is protecting the air borders of Pakistan against the acts of unlawful interferences.

ASF under the umbrella of International Civil Aviation Authority (ICAO) is committed to implement the standard and recommended practices contained in the Annex 17. ASF is already working to develop the force and number of initiatives have already been taken which are part of goals of GASeP 2024.

At the heart of EI lies a quartet of core competencies: Self-Awareness, Self-Management, Social Awareness, and Relationship Management. Each of these dimensions contributes a crucial thread to the tapestry of emotional intelligence, weaving a narrative that champions introspection, regulation, empathy, and interpersonal finesse. In the context of aviation security, these competencies serve as the pillars upon which the edifice of a secure, responsive, and humane security apparatus is constructed.

### **Global Aviation Security Plan (GASeP)**

The Global Aviation Security Plan (GASeP) has proven to be an invaluable framework for Member States and industry stakeholders in guiding the establishment of priorities in aviation security. The GASeP has successfully assisted in the design and adjustment of national aviation security policies and priorities, has inspired regional road maps and frameworks, and has served

as an effective advocacy tool.

In pursuit of the Aspirational Goal, the GASeP highlights the following Six Global Priority Areas on which States, industry and other stakeholders may focus their efforts, and which are of equal importance. ASF is already working in these areas, ASF Force development strategy which is the vision of current DG ASF is in line with these priority areas.

- Enhance risk awareness and response
  - Maintain a strong and effective security culture
  - Develop and promote the role of human factors
  - Improve technological resources and foster innovation
  - Improve oversight and quality assurance
  - Increase cooperation and support
- **Enhance risk awareness and response**  
For many years, civil aviation has been an attractive target for criminals and terrorists. That remains especially true in the case of those perpetrators who continue to seek to exploit real or perceived vulnerabilities in the international civil aviation system. Following successful and attempted terrorist attacks, security measures are developed and enhanced to prevent similar attacks from reoccurring. In addition to reactive aviation security measures, proactive risk-based security measures have also been developed and included in Annex 17. In Pakistan the terrorist attack on Karachi Airport on 8th June 2014 was one of the major incidents in the history of aviation security. Airports Security Force foiled that terrorist attempt. There is a proper mechanism in place in ASF for Threat assessment and risk management. ASF has a setup of AvSec intelligence at all airports to which is working tirelessly to highlight any weakness in security apparatus. Moreover, security audits and quality control teams with certified ICAO National Inspectors also visits airports regularly. There is clearly established risk management methodology in ASF with particular emphasize on conducting national and location specific risk assessments. AVSEC Ops and Plans branch in Headquarters ASF Review and amend screening and security controls

arrangements in light of risk assessments. So, the overall risk awareness mechanism of ASF is in line with the GASeP.

● **Maintain a strong and effective security culture**

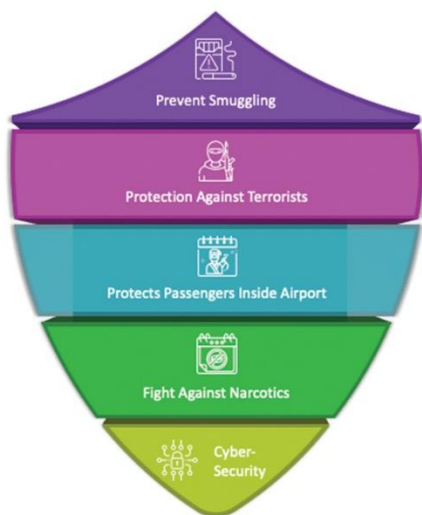
Security is everyone's responsibility. Strengthening security culture and human capability remains important given the rapidly evolving threats to aviation. People are our first and best defense when it comes to acting in a security-conscious manner and promoting effective security behaviors. A positive security culture can result in staff playing a critical security role in protecting the civil aviation sector. It also helps to detect, deter and improve reporting of internal and external threats that could result in fatalities and casualties as well as operational, reputational or financial damages. ICAO declared 2023 as year of security culture. Director General ASF implemented the concept in true letter and spirit by highlighting this concept at all forums. Staff awareness trainings were arranged at all airports to encourage staff and the general public to report aviation security-related concerns and issues without fear.

● **Develop and promote the role of human factors**

The human component is critical to ensure safe and secure aviation. Human factors and the impact they have on the performance of the aviation security. This is the major priority area of DG ASF, for the motivation and morale of staff a number of projects are initiated. There was continuous investment in human capital. Only in 2024 more than hundred ASF officials attended foreign trainings in different countries of the world. There was special focus on the recruitment Ensuring sufficient recruitment and retention of qualified and competent aviation security professionals to operate, manage, maintain and improve the effectiveness and efficiency of the aviation security system. Moreover, National Academy for Aviation Security (NAAS) Karachi is going to be the biggest aviation security training infrastructure in the world.

- **Improve technological resources and foster innovation**

Innovation is key to meeting tomorrow's expectations of aviation security and air travel as a whole and can come in the form of new technologies or optimizing all elements of current aviation security systems, including technology and process integration, human factors, policy, regulation and oversight. States should embrace this approach to innovation as a common strategy to achieve greater effectiveness, efficiency and sustainability in response to new and evolving threats to aviation security. Improvement of security screening equipment is one of the key priority areas of ASF and lot of work has already been done. At all the major airport's new dual view screening machines have been installed. From own resources of ASF CCTV cameras have been installed at major airports. Moreover, ASF is also capable of the use of drone technology in case of any emergency. The Research and development Section of ASF is established to foster a culture of innovation and new ways of thinking.



- **Improve oversight and quality assurance**

There is a fundamental responsibility of all ICAO Member States, and it is critical in achieving the common goal of a secure global aviation network.

- Standards contained in Annex 17 – Aviation Security;
- Security-related Standards contained in Annex 9 – Facilitation
- National Aviation Security requirements

ASF is already working on this priority area to develop processes and procedures to conduct aviation security quality control (QC) at airport and HQs level. The quality control teams are working to Develop and implement corrective action plans to ensure timely rectification of identified deficiencies, gaps and vulnerabilities. To Enhance the standard of training and guidance on quality assurance these teams are well trained and well equipped. The successful ICAO USAP and other audits of different airports of Pakistan are testimony of commitment of ASF in quality Control and oversight.



- **Increase cooperation and support**

National and International cooperation is necessary and critical to enhancing aviation security, particularly in view of the complex and cross-border nature of threats to international civil aviation. ASF is working with UNODC and INL for the training of ASF officers. The associate status of NAAS with ICAO and Collaboration of ASF with IATA and ACI in the coming months will be very beneficial for the country. Similarly, the provision of security equipment from JAICA and DfT are also important as far as the cooperation at international level is concerned. Summing up the above it can be stated that ASF is already working in all areas which are included in the GAESP.



Deputy Director Faisal Imran joined ASF on 1<sup>st</sup> Oct 2013. He has done MSc Hons, LLB, and is certified AVSEC PM, ICAO National Inspector, and Phd. Candidate from University of Karachi. Currently he is working as ADC to DG ASF.

**ASF Performance Statistics 2022-23**

The reported states of recoveries made by ASF during the year 2022 - 2023 serve as a testament to the alertness and vigilance demonstrated by ASF personnel at airports. These instances underscore the organization's commitment to ensure security and responsiveness in safeguarding airport facilities.

**a. Narcotics**

Types of Narcotics	Quantity in Kg/Ltr
Heroin	112.606 Kgs
Hashish/Charas,	112.606 Kgs
Ice Heroin	(PKR,139656000/=),
Liquid Heroin	6.25 liters

**b. Gold**

<b>Total Quantity of Gold (Kg)</b>	150.988
Gross Worth in PKR	2636.907 million/-

**c. Currency**

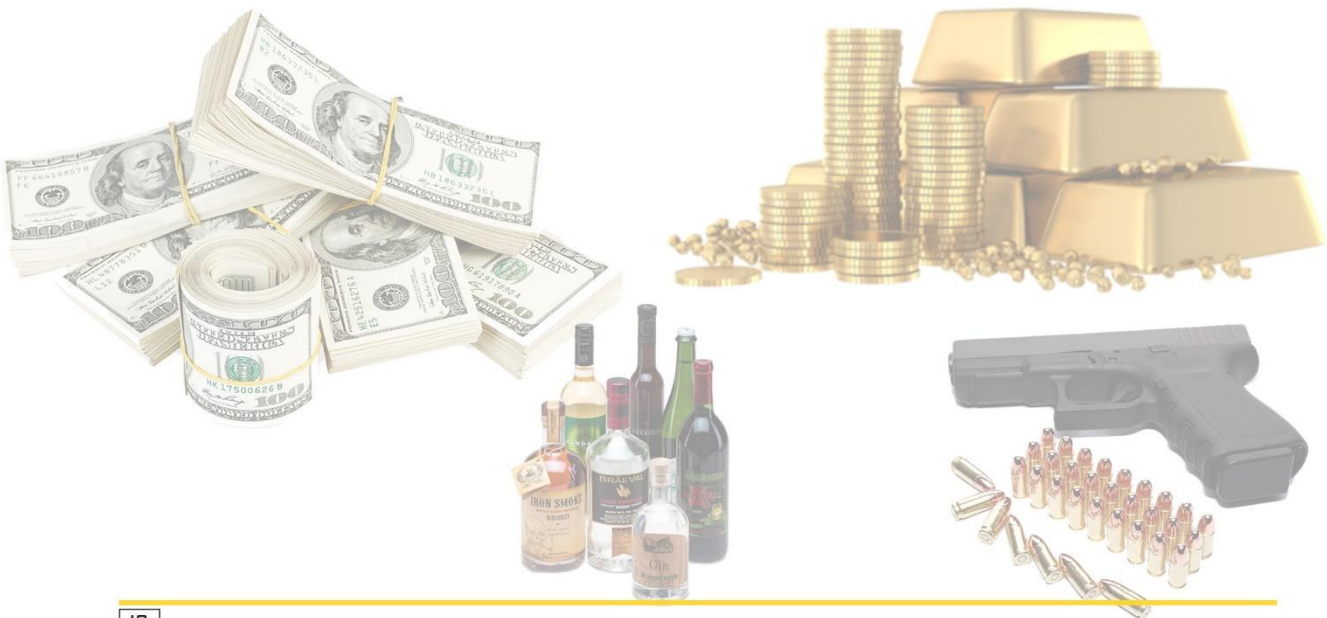
Currency Type	Total	Worth in PKR
US Dollar	842554	155.96 million
other currencies	-	369.89 million

**d. Arms/Ammo**

Items	Licensed / Unlicensed	Total	All Total
Guns/Rifles/Pistols,	5204	5204	5204
Unlicensed Rounds	6879	6879	6879

**e. Liquor/Wine Bottle**

<b>Number of Bottles</b>	<b>401</b>
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## ASF Performance Statistics 2023-24

### a. Narcotics

Type of Narcotics	Quantity (Kg)
Heroin	8.6625
Hashish/Charas	13.2555
Ice Heroin	24.3135
<b>Total</b>	<b>46.2315</b>



### b. Gold

<b>Total Quantity of Gold (KG)</b>	30.1319
<b>Gross Worth in PKR (Million)</b>	<b>633.9373</b>



### c. Currency

Currency Type	Total	Worth in Rs (M)
Pakistani Rupees	6527550	6527550
Saudi Riyal	398735	29715597.55
US Dollar	336332	93961266.24
Euro	33700	10550640
UK Pound	50200	17927587.5
UAE Dirham	222505	16903377.8
Chilean Peso	32000	9573.44
Chinese Yuan	310010	12210983.89
Hong Kong Dollar	209801	7500385.75
Swedish Krona	50200	1391004
Swiss Franc	13450	4396267
Taiwan Dollar	3400	30416.4
South Korean won	165000	34697.85
<b>Total Worth in PKR (Million)</b>	<b>201.1593</b>	



### d. Arms/Ammo

Items	Licensed/Unlicensed	Total	All Total
Pistol /Revolver	Licensed	166	181
	Unlicensed	15	
Gun/Rifle/SMG	Licensed	3	4
	Unlicensed	1	
Magazines	Licensed	253	314
	Unlicensed	61	
Rounds	Licensed	2909	4282
	Unlicensed	1373	



### e. Liquor/Wine Bottle

<b>Number of bottles</b>	<b>67</b>
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## Historic Inclusion of Airports Security Force Female Contingent in UN Mission



Empowering women on the frontlines isn't just about breaking barriers; it's about forging strength in diversity and unleashing the formidable power of resilience, courage, and capability on the battlefield of equality.



On August 15, 2023, a historic moment unfolded as ASF's inaugural female contingent, consisting of 65 proficient and dedicated staff, embarked on a UN mission. This significant event underscored the recognition of the Force's high professionalism and competence in aviation security. The contingent is composed of 1 Inspector, 5 Sub Inspectors, 5 Assistant Sub Inspectors, 16 Sergeants, and 38 Corporals. Their contributions enhance the effectiveness of these missions by bringing unique perspectives and skills, fostering inclusivity, and promoting community engagement. In conclusion, the participation of ASF's First Female Contingent in a UN mission is not only a personal triumph for the women involved but also a collective celebration of the entire Force, emphasizing unity and camaraderie. This achievement stands as an inspiration for future endeavors, further enhancing ASF's reputation on both national and international platforms.



# APPEARS & BEHAVES

**"REVITALIZING IDENTITY:**

**MODERN UNIFORM  
TRANSFORMATIONS AND  
FORCE SIGN EVOLUTION  
IN ASF"**



**The Director General has turned his attention to how the force appears and behaves. Recognizing the importance of a professional image, revamped CCD uniform, Force sign & grooming initiatives have been introduced.**

The Director General envisions a comprehensive revamp of the ASF uniform, where a new elegant and attractive design CCD uniform has been introduced, in this new uniform, the force member looks more graceful and prominent. The placement of ranks has also been changed. According to the new changes, the ranks which were earlier on the shoulders, will now be on the chest. Emphasizing comfort and practicality, the new uniform will incorporate advanced materials and ergonomic design, ensuring better performance in diverse operational environments. The color scheme and insignia will be refined to symbolize unity, integrity, and the ASF's commitment to safeguarding the nation. This revamped uniform will not only enhance the overall image of the ASF but also instill a sense of pride and identity among its personnel.

The Director General stressed the importance of creating force sign that command respect and reflect the professionalism of the ASF. The DG ensures that the new force sign aligns with the mission and values of the ASF. The evolution criteria include factors such as visibility, symbolism, and adherence to established design standards. The symbolism behind the force sign should resonate with the ASF's identity and the duties they perform.

One of the objectives of these changes is to make the standard of ASF uniform in line with the standards of the armed forces of other countries, which is very important to maintain the good image of our country.

Introduction of new Mess kits, which symbolize uniformity and discipline, are now an essential part of fostering unity during meal times. This gives officers and staff the chance to refine their table manners, creating an environment of refinement and professionalism. The commitment to personal grooming doesn't stop at the mess hall. Officers and staff are participating in training programs aimed at enhancing their overall appearance and behavior. The Director General's proactive approach in addressing attire, grooming standards, and general behavior contributes to shape a force that not only excels in security matters but also projects a polished and disciplined image.



# Strengthening ASF's Future

## A Vision of Progress and Modernization

Under the dynamic leadership of the Director General ASF, the Airports Security Force has embraced a series of strategic advancements aimed at elevating both its operational effectiveness and professional image. The DG's vision to make ASF greater, stronger, and more graceful is reflected in key developments, such as the introduction of a revamped uniform pattern, the inclusion of high-quality uniform items, and the acquisition of state-of-the-art security gadgets. These forward-thinking initiatives ensure that ASF is not only prepared to meet evolving security challenges but also projects a modern and professional outlook.

### UPGRADATION OF UNIFORM & PROTECTIVE CLOTHING ITEMS

**Modification of CCD Uniform:** In order to facilitate the troops and minimize the environmental effect i.e. absorption of heat / sunlight following changes has been made in CCD Uniform of ASF during 2023-24.

Modification in colour coverage.

Colour	Previous Coverage	Modified Coverage
Black	41.6%	13%
Brown	26.5%	42.5%
Grey	26.3%	42.5%
Beige	08.4%	05%

Adjustment in positioning of the ranks on camouflage uniform from "Shoulders to Chest" and from "Metal to Embroidered".

#### PREVIOUS PATTERN



MALE

FEMALE

#### MODIFIED PATTERN



MALE

FEMALE

**OFFICER MESS KIT (MALE / FEMALE):** First time in history of ASF, Officer Mess Kit for official dinners is introduced.



**MALE**



**FEMALE**

**MESS KIT SHOES (MALE / FEMALE):** Alongwith currently introduced Officers Mess Kit, Mess Kit Shoes are also being provided.



**MALE**



**FEMALE**

**SIDE CAP:** Side Caps for Officers have been introduced to be worn with Grey Uniform:



### FEMALE KIT ITEMS:

Quality procurement of Female Uniform items has been carried out through renowned brands

**Female Shoes:** Ordinary Female Shoes have been replaced with better quality shoes having more elegant look and added durability procured from renowned brand i.e. EBH and has been issued to all female troops.

PREVIOUS PATTERN



CURRENT PATTERN



**Leather Hand Bags:** Ordinary Female Hand Bag has been replaced with improved quality bags having more graceful look and added durability procured from renowned brand i.e. EBH and has been issued to all female troops.

PREVIOUS PATTERN



CURRENT PATTERN



**c. Female Coat:** Ordinary Female Winter Coats has been replaced with improved quality bags having more graceful look and added durability and has been issued to all female troops.



**OXFORD SHOES (MALE):** Oxford Shoes quality have been improved. More comfortable, light weight and durable shoes of renowned brand i.e. EBH has been procured in FY 2023-24.

**PREVIOUS PATTERN**



**CURRENT PATTERN**



**FORCE SIGN:** In order to provide ASF with an elegant and unique look at airports CURRENT formation / force sign of ASF has been launched which clearly depicts the name of organization alongwith motto "Firm & Courteous".

**PREVIOUS PATTERN**



**CURRENT PATTERN**



**BERRET CAP BADGE (EMBROIDERED):** Beret Cap Badge has been changed to embroidered from metallic to be worn on beret with Grey / CCD Uniform.

**PREVIOUS PATTERN**



**CURRENT PATTERN**



**ASF METALLIC BADGE:** ASF ID Badge is being redesigned in miniature form and lighter in weight to be worn on grey uniform:

**PREVIOUS PATTERN**



**CURRENT PATTERN**



**CCD NAME PLATES:** In order to create uniformity and to improve quality and appearance of CCD Uniform, Colour of name plate has been shifted towards best matching pattern and issuance of following CCD accoutrements have also been centralized and issued to all staff during current financial year.

- ASF Plate
- Individual Name Plate
- Badge of Rank

**PREVIOUS PATTERN**



**CURRENT PATTERN**



**FORMATION OF ASF BAND UNIFORM & INSTRUMENTS:** At par with other forces, ASF Brass Band has been raised. Uniform, accoutrements and musical Instruments have been arranged by HQ ASF from own budget.



**OTHER DEVELOPMENTS IN UNIFORM:** Following developments have also been carried out in various uniform items to provide comfortability and durability in terms of specifications / quality:

**Shirting Cloth:** Quality of shirting cloth has been improved

More comfortable “Wash & Wear” cloth has been introduced instead of “Cellular”.

50-50 polyester cotton blending composition has been introduced to increase the comfortability.

**Trouser Cloth:** Quality of Trouser cloth has also been improved during FY 2023-24.

i. Weight of fabric has been increased from 175 gm/m<sup>2</sup> to 190 gm/m<sup>2</sup> in order to provide a better look vis-à-vis improve durability.

**Boot Shoes:** In order to address the quality issue of DMS Shoes especially sole, raised by troops since long, new design has been introduced to provide a better look vis-à-vis improve durability during FY 2023-24.

**PREVIOUS PATTERN**



**CURRENT PATTERN**



**INTRODUCTION OF NEW INTAKES MESS DRESS:** At par with Pakistan Army Standards, first time in history National Aviation Security Academy (NAAS), Mess Dress for New Intakes both Male & Female has been introduced to be worn at dinner / occasions.



**MALE**



**FEMALE**

## PROVISION OF KIT ITEMS TO NEW INTAKES

Moreover, in order to relieve the financial burden on New Intakes of BASC-52 during training, following items have also been issued by HQ ASF (Procurement Branch) through own budget.

- CCD Uniform
- T. Shirt Half Sleeves
- DMS Shoes
- Oxford Shoes
- Female Shoes (Pumps)
- Web Belt
- Socks
- Baret Cap
- FT Shoes for Parade

**MESS / TEA BAR STAFF UNIFORMS:** In order to improve the Mess Standards, good quality uniforms have been developed and issued to Cooks / Waiter Staff by HQ ASF (Procurement branch) through own budget:



**COOK**



**WAITER**

## MT DRIVERS UNIFORM:

Uniforms have also been provided to Drivers of DG / Dy. DG;



**M.T DRIVER**

## UPGRADATION OF OPERATIONAL REQUIREMENTS

**RAISING OF ASF BIKE SQUAD:** In order to augment the Force with modern day security practices, Bike Squad of ASF has been raised as per the vision of competent authority. State of the art heavy bikes have been procured during FY 2023-24 and in 1st phase deployed at Karachi, Lahore and Islamabad Airports.



Moreover, special dress alongwith protective gears i.e. Crash Helmet, Elbow & Knee Pads and Sun Glasses have also been introduced for riders at par with international standards.



**WEAPONS / GEARS:** In order to equip Force with modern Weapons and Gears following advance arms / accessories have been added to the inventory of ASF for smooth operations.

**Turkish Weapon:** Turkish weapons of following denomination have been procured:

**SMG 7.62 x 39mm SARSILAMZ SAR 308 (Qty 1593)**



**Pistol 9mm SARSILAMZ SAR 9 Qty (324)**



**Rifle 5.56 x 45mm SARSILAMZ SAR 56 Qty (30)**



**Night Vision Goggles EXELLIS USA Qty (08)**

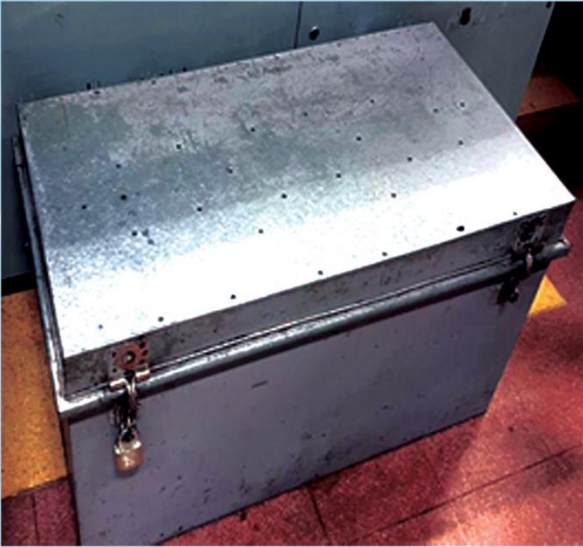


**Taser Gun M26 USA Qty (06)**



**WEAPON CLOSETS:** Weapons & ammunition were placed in traditional trunks at ASF counters on airports to counter any untoward situation, which was giving a bad look. These, trunks are replaced by smart and attractive closets to depict an elegant look of ASF work stations at airports

### OLD WEAPON TRUNKS



### CURRENT CLOSETS



62 x of these closets have been procured and disbursed among all the airports as per requirement during FY 2023-24.



**SOUVENIRS / MONUMENT / MISC. PROJECTS**

**SOUVENIRS:** ASF customized Souvenirs of executive quality has been introduced first time for presentation to official guests. These includes

**Office Bag Leather Brown with ASF Logo**



**Office Bag Leather Black with ASF Logo**



**Card Holder + Wallet + Belt + Key Chain Set Leather Black with ASF Logo**



**ASF Shields**



## ASF Table Clock



## COAT PIN:



**ASF MONUMENT – SCULPTURE OF SHAHEED ASAD SHAHNAWAZ:** In order to portray the heroic fortitude shown by the ASF on 08<sup>th</sup> June 2014 against terrorist attack at Karachi Airport and to pay tribute to the ASF Shuhada, Statues are being mounted at various locations on the directives of competent authority. In 1st phase, statue of Shaheed ASI Asad Shah Nawaz is installed at HQ ASF.



**SOLARIZATION OF HQ ASF:** Based on the Government Fast Track Solar PV Initiative including Solarization of Public Sector Buildings and to develop local renewable energy resources to reduce electricity costs of public buildings by using clean solar energy technology Solar System of total 318KW has been installed at following HQ ASF Buildings.

DG Secretariat - 33 KW  
Proc Building - 50 KW  
New Officer Mess - 110 KW  
Old Officer Mess - 50 KW  
ASF School - 33 KW

Key features / details of the said project are appended below

### **Project Details**

Project Cost: Rs. 49,805,160/-  
Completion Timeline: 30th June, 2024  
Name of Firm: M/s Renewable Power Private Limited, Peshawar  
Total System Size: 318 KW  
Module Size: 550 W  
Structure: Rust proof, Aluminum Structure  
Total No of Buildings: 3

### **Key Features**

Unit Generation Each Year: 460,000  
CO2 Avoidance: 65 Tons Each Year  
Pay back Period: 03 years

### **Power Generation**

Production Each Year: 460,000 KWH  
25 Year Production: 10,000,000 KWH

### **Pay Back (Return on Investment)**

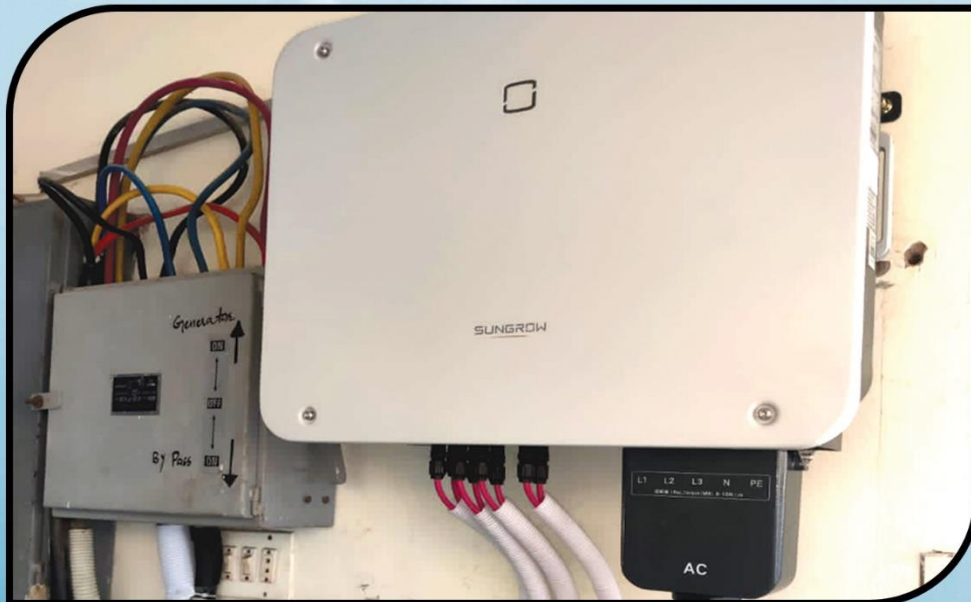
Revenue Each Year: PKR 22,000,000/- (@ PKR 45/Unit Charged by KE)  
25 Year Revenue: PKR 500,000,000/-



## INSTALLATION OF SOLAR CONTROL PANEL



## SOLAR CONTROL PANEL



**PROVISION OF CUSTOMIZED TISSUE BOXES:** ASF logo customized tissue box has been introduced and distributed to all officers of HQ ASF. In next phase demand of all airports will be met.



## TRAININGS / WORKSHOPS

**E-PAKSITAN ACQUISITION & DISPOSAL SYSTEM (E-PADS):** DG ASF has a vibrant vision of introducing new technological advancements into all the aspects of the Force and always emphasized on implementation of modern techniques with the help of the information technology. Airports Security Force welcome the PPRA's initiative of EPADS to ensure transparency in public procurement in public sector organizations. In this regard workshops / training sessions of ASF staff have been conducted at NAAS & ASF Lahore Airport covering ASF South & North Region.

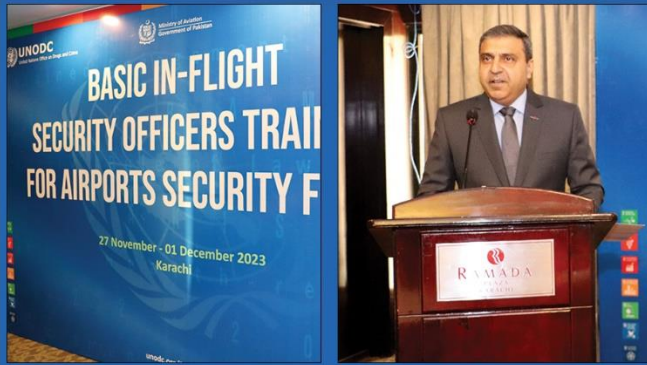
**TRAINING AT NAAS (07th & 08th Nov, 2023)**

**TRAINING AT ASF LAHORE AIRPORT (26th & 27th Dec, 2023)**



# IFSOs

## INFLIGHT SECURITY OFFICERS COURSE



The United Nations Office on Drugs and Crime (UNODC) in Pakistan, in collaboration with the Government of Pakistan, has initiated a significant project focusing on bolstering airport security. This initiative is part of the broader Framework for the Country Program III (2022-2025), which is aimed at delivering technical assistance to law enforcement and criminal justice agencies nationwide.

One of the key outcomes of these efforts was the organization of Basic In-Flight Security Officers Course in Karachi.

This course was held from November 27 to December 21, 2023, at Ramada hotel Karachi. The training, spanning over five days was organized by the Training & Evaluation Directorate and the Directorate of Operations & Plans, Karachi.

The objective was to assist in designing specialized training courses and curricula for in-flight security, particularly for ASF Sky Marshals and other related areas.

The Director General inaugurated the training session with a speech that highlighted the importance of such training programs. The DG emphasized the need to enhance the professional skills of ASF personnel, acknowledging the evolving nature of security threats. He also expressed gratitude towards UNODC for their cooperation and support in this endeavor. The efforts of Training & Evaluation Directorate along with the Directorate of Operations & Plans, in organizing this event, have been widely appreciated by DG.



## GHQ TRAINING ELEVATING EXPERTIES AT GHQ RAWALPINDI

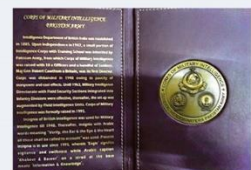
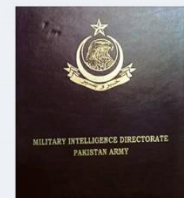
The Airports Security Force has earned a significant honor, as its trainers are invited by the General Headquarters (GHQ) to provide training in various technical aspects related to security. This recognition stands as a testament to ASF's professionalism and expertise in the field.

Commencing on December 16, 2023, the GHQ Training initiative started at GHQ Rawalpindi. Spanning on 08 weekend across 04 batches, a dedicated team of 06 members, led by an officer and supported by 05 officials, is entrusted with imparting invaluable security training. The spectrum covers 180 General Security personnel, 80 Technical Staff members, and 20 Female Staff members, ensuring a comprehensive approach.

The curriculum delves into a multitude of topics such as Behaviour Detection, Profiling Techniques, Situation Handling, Emotional Intelligence, Communication Barriers, Physical Security, Security Culture, Access Control, and Multi-Layered Security. These lectures foster a holistic understanding of security dynamics.

Zooming into specifics, the training program intricately addresses critical areas such as Body Search, Vehicle Search, Baggage Search, Image Identification, Types of Baggage & X-ray Machines, and HHMD (Hand-Held Metal Detector) operation using Garret technology. These focused modules equip participants with the necessary skills to navigate and excel in the intricate landscape of security.

This opportunity not only highlights ASF's proficiency but also strengthens the collaboration between ASF and GHQ, enhancing the overall capabilities and effectiveness of security operations in the country. It adds a distinguished feather to ASF's cap, marking a notable achievement in their continuous pursuit of excellence.



# Signing of MOU with Foundation University Islamabad



On the 4th of September, 2024, a landmark Memorandum of Understanding (MOU) was signed between the Airports Security Force (ASF) and Foundation University Islamabad (FUI). This collaboration marks a significant step forward in fostering mutual growth, academic advancement, and professional development within the aviation and airport security sectors. The agreement aims to bridge the gap between theoretical knowledge and practical application, ensuring that students, faculty, and ASF personnel are equipped with the necessary skills and knowledge to excel in their respective fields. By combining ASF's expertise in airport security with FUI's academic prowess, this partnership will contribute to the elevation of aviation security standards in Pakistan and beyond. The collaboration will encompass various areas as outlined below:

## Scope of Collaboration

The Parties hereby acknowledge and agree to establish collaboration in the following areas:

### Visits to Airports

ASF will facilitate visits for FUI Aviation Management students, faculty, and staff to Islamabad and other airports across Pakistan. These visits will provide hands-on exposure to airport operations and security protocols, offering invaluable practical insights.

### Guest Lectures by ASF Officers and FUI Faculty Members

ASF officers and FUI faculty members will be invited to deliver lectures to FUI students and ASF personnel on airport security protocols, procedures, and best practices. These sessions will provide critical insights into the essential aspects of airport security management for both students and personnel.



### Curriculum Alignment

FUI and ASF will collaborate to update and align the relevant FUI curriculum with aviation industry standards and the International Civil Aviation Organization (ICAO) requirements. This will ensure that FUI's academic offerings in aviation management remain current and in line with global practices.



### Training of ASF Personnel

The Professional Development Center (PDC) of FUI will offer short training programs focused on soft skills for ASF personnel. These programs will emphasize the development of communication, leadership, and other essential skills required for effective airport security management.

### Discounted Fee Packages

FUI will offer discounted fee packages for ASF personnel and their dependents for enrollment in FUI's academic programs, subject to seat availability as regulated by respective councils. This initiative aims to support the educational advancement of ASF personnel and their families.



### Short Courses and Certifications

FUI and ASF will jointly develop and offer short courses and certifications in aviation security at the ASF National Academy for Aviation Security. These programs will be designed to enhance the professional competencies of both FUI students and ASF personnel.

### ICAO Certification

FUI and ASF will pursue ICAO certification for professional aviation security courses. This certification will elevate the credibility and recognition of the courses offered, ensuring that they meet international aviation standards.

This MOU serves as a strategic collaboration that will greatly contribute to enhancing both educational and professional capacities in aviation management and airport security.





# Signing of MOU with Chughtai Lab Islamabad

In alignment with the vision of the Director General of ASF, a Memorandum of Understanding (MOU) was executed between ASF IIAP and Chughtai Lab on February 21, 2024. This partnership aims to enhance the welfare of ASF personnel across Pakistan.

## Key Features of the MOU include:

- ✓ A 30% reduction on standard fees for pathology and radiology services.
- ✓ Access to an online portal for printing reports.
- ✓ A 40% discount on drug profile testing for ASF members nationwide.
- ✓ Immediate drug profile testing for new recruits (up to 30 individuals) at ASF sites across the country.
- ✓ The benefits outlined in this agreement extend to both ASF staff members and their families throughout Pakistan.



# Signing of MOU with Test Zone Diagnostic Centre



Following the DG ASF vision for the welfare of officers & Staff, an MoU was signed with Test Zone Diagnostic Centre on 21 Feb 2024.

MoU was signed by Additional Director Muhammad Rashid CSO Lahore, and Ihsan Khan CEO, Test Zone Diagnostic Centre.

This MoU served Quality assured Laboratory sample Testing services of;

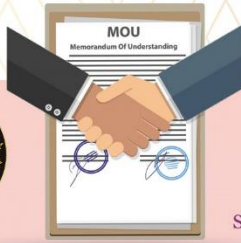
- ✓ Molecular (PCR)
- ✓ Routine & Special Chemistry
- ✓ Hematology
- ✓ Microbiology
- ✓ Histopathology & Immuno-histochemistry etc. on paid basis.



## Salient Features of MoU

- Discount on all Routine and special chemistry, Hematology, Microbiology, Molecular Pathology (PCR) & Histopathology Specimens on their standard rates, which will be revised annually.
- Will also provide services through branch reception and/or free home collection / on site collection services to the ASF staff.





SUPERIOR UNIVERSITY

# Signing of MOU with Superior University Lahore

A memorandum of understanding between Airports Security Force & Superior University was signed on 21 March, 2024 to provide ASF (Serving / Retired) staff and their wards with the highest quality professional education in various fields at an affordable fee structure.

The MOU was signed by CSO Lahore Additional Director Muhammad Rashid and Mr. Mudassar Kamran, Registrar at Superior University. Esteemed leaders such as Chairman Prof. Dr. Ch Abdul Rehman and Rector Prof. Dr. Sumaira Rehman also graced the occasion.

## Salient Features of MoU

✓ 100% free education in Superior University for the family members of ASF Shuhada.

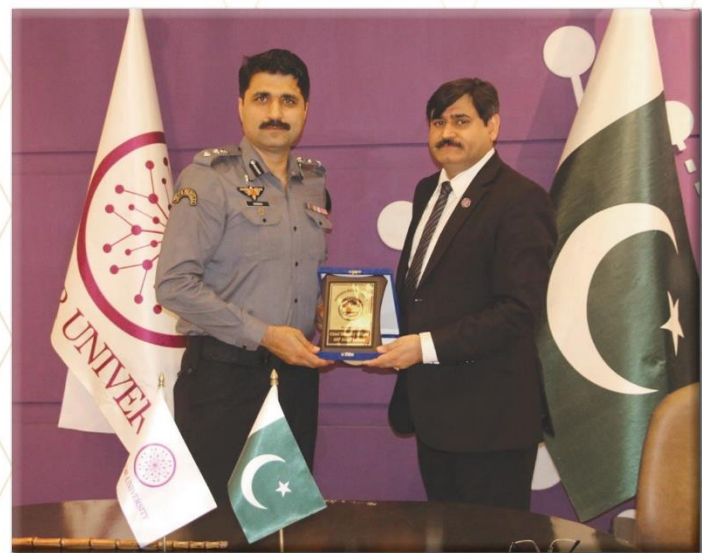
✓ Special fee discount upto 30% for ASF employees (Serving & Retired) and their family members in Superior University Programs in all 13 faculties.

✓ 30% fee discount for ASF employees (Serving & Retired) and their families in annual programs of Superior Group of Colleges. (200+ branches)

✓ 25% fee discount in The Spirit School System for the children of ASF employees (Serving & Retired) in 400+ branches.

✓ Upto 25% discount on services in Ch. Muhammad Akram Teaching and Research Hospital for ASF Staff.

The MOU also facilitates healthcare assistance to ASF personnel through the CMA Hospital and media support through the Naibaat Media Network, affiliated with Superior University.



## Equipment Enhancement



Significant efforts have been undertaken to upgrade and replace security equipment, thereby enhancing airports security. The Ministry of Aviation has been engaged in several cases:

**Installation of 28 Baggage Screening Machines:** 28 newly procured baggage scanners have been installed at 07 airports. These advanced machines are equipped with dual-view capability, feature cutting-edge functionalities for detecting weapons, currency, and liquid explosives. The allocation of these scanners is as follows: 10 at JIAP, 09 at AIIAP, 02 at FIAP, two at MIAP, 02 at QIAP, and 01 at Skardu Airport



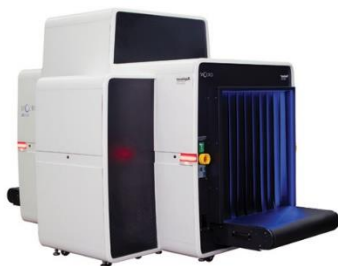
**Storage Capacity Increase for X-Ray Baggage Machines:** The storage capacity of X-Ray baggage machines will be expanded to cover 90 days (for international hold/hand counters) at eight major airports, including JIAP, AIIAP, IIAAP, BKIA, QIAP, FIAP, MIAP, and SIAL.

**Audio / Video Recording System at ASF Control Room:** The installation of an audio/video recording system in the ASF Control Room will allow for monitoring staff interactions with the public at the same eight major airports.



**Audio/Video Recording at International Hold Baggage Search Counter JIAP:** An audio/video recording system has been installed at the International hold baggage search counter of JIAP Karachi.

**Phase-Wise CCTV Upgradation at JIAP Karachi:** A comprehensive upgrade and replacement of 23 cameras (including 22 fixed and 1 PTZ camera) at locations like the International Veranda, Hold Baggage, and Briefing Area have been transited to IP-based cameras.



## Equipment Enhancement

Old vintage analog CCTV of Karachi airport has been replaced with 279 new IP based cameras

Old vintage analog CCTV is being replaced at AIAP. In this regard, 144 IP based cameras have been installed so far.

Drone with target tracking and night vision features for aerial surveillance of airports has been procured and successfully deployed at suitable location.

Installation of Long Range Thermal & Optical Bi- spectrum Network Stable PTZ Camera for surveillance of Karachi airport has been completed.

Liquids Explosive Detection (LEDs) feature has been activated in 37 hand baggage X-ray machines.

450x Baggage screening trays have been manufactured and distributed to various airports.  
40x baggage X-ray machines have been repaired at various Airports.

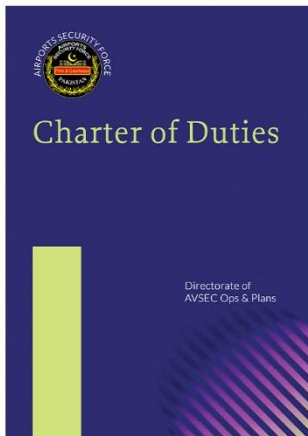
CCTV Live Feed at HQ ASF: The Director General's office now has access to live CCTV feeds from major airports, providing real-time surveillance capabilities.



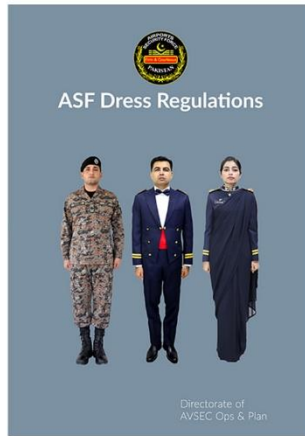
## The Knowledge Vault

In 2023, the Airports Security Force released a diverse array of publications aimed at enriching the knowledge and expertise of its officers. These publications include the Manual of Case Study Reports, offering in-depth analyses of security incidents to enhance response strategies. The Strategic Reappraisal 2022-23; An Overview outlines the organization's strategic direction and priorities, providing officers with a roadmap for success. The National Civil Aviation Security Program serves as a comprehensive guide to aviation security standards and protocols, ensuring uniformity and effectiveness across the board. Aviation Security Handbook covers a wide range of topics, including leadership, decision-making, CCTV utilization, equipment utilization, risk assessment, and more, equipping officers with the tools and knowledge needed to effectively safeguard airports and aviation infrastructure. Norms of Service in ASF delineates the code of conduct and professional standards expected of ASF officers, fostering a culture of integrity and accountability. The Charter of Duties publication delineates the operational and administrative responsibilities of ASF personnel, providing clarity and guidance in their roles. Additionally, the ASF Annual Magazine of 2022 serves as a compendium of achievements, developments, and the overall landscape of the organization, showcasing its dedication to excellence in aviation security. Alongside, the ASF Quarterly Newsletter in Urdu mirrors the content and spirit of the annual magazine, offering regular updates, insights, and highlights in the native language, ensuring widespread dissemination of vital information and fostering a sense of unity and purpose among ASF personnel. Each publication plays a vital role in shaping the knowledge, skills, and ethos of ASF officers, empowering them to uphold the highest standards of security in airports nationwide.

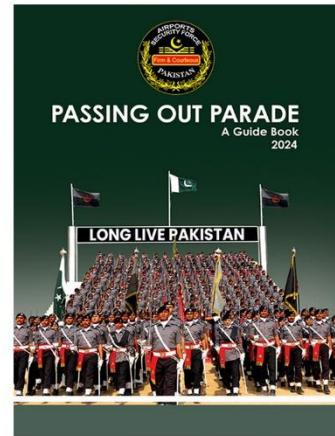




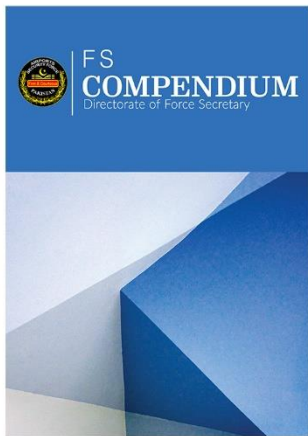
The ASF Charter of Duties outlines the essential responsibilities and obligations of the Airports Security Force, ensuring the safety and security of Pakistan's aviation infrastructure.



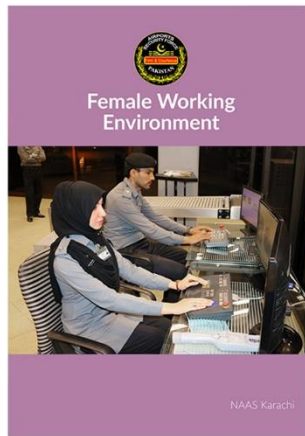
ASF Dress Regulations were formulated to fulfil a critical requirement of the Force.



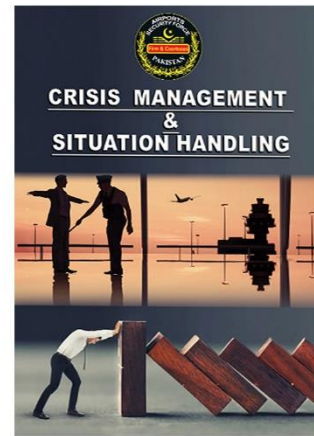
Passing Out Parade captures the ceremonial significance and traditions that mark the transition of ASF recruits into full fledged members of the force.



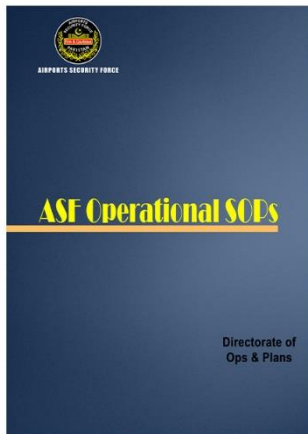
The FS Compendium is a comprehensive book that consolidates all policies, rules, and regulations into one unified volume.



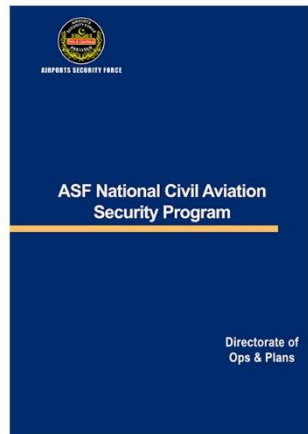
Female Working Environment explores the policies, practices, and cultural shifts that support and enhance the professional experience of women within the workplace.



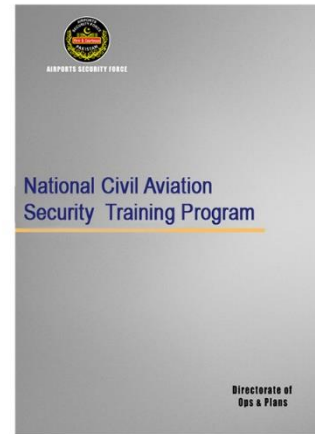
Crisis Management and Situation Handling delves into the essential strategies and best practices for effectively navigating emergencies and unforeseen challenges. This book equips readers with the tools and insights needed to maintain control and make informed decisions under pressure.



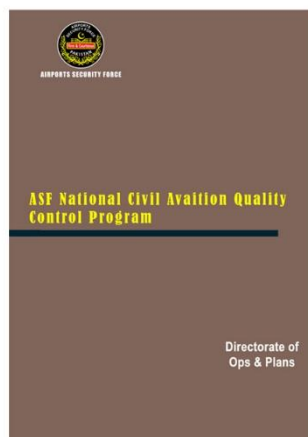
ASF has revised and reformulated operational SOPs to stay updated with the dynamic and evolving paradigms of Aviation Security.



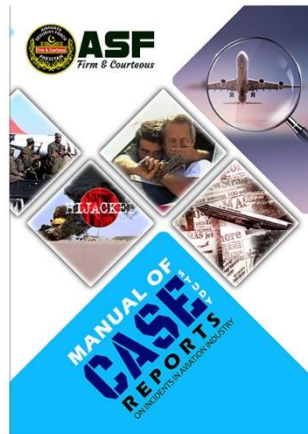
ASF NCASP is a national framework for bolstering aviation security, encompassing protocols, regulations, and procedures to safeguard passengers, aircraft, & infrastructure from threats or unlawful interference, ensuring the security of air travel.



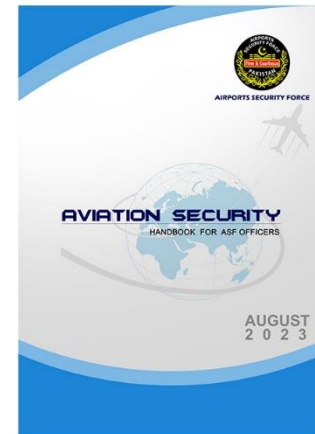
**NCASTP** integrates modules addressing airport security, navigating the latest trends in aviation security, and effectively dealing with emerging challenges while upholding professional standards, emphasizing a comprehensive approach to security training in the aviation sector.



The ASF Quality Control Program (ASFQCP) is a comprehensive initiative implemented to ensure and maintain high standards of quality in securing civil aviation operations. It involves systematic control measures, adherence to regulations, and continuous monitoring to uphold the overall security of aviation industry.



Manual of Case Study Reports aims to provide ASF Officers with a comprehensive understanding of AVSEC by analyzing real-world incidents. The goal is to foster dialogue within the industry to collectively enhance security measures, improve risk management, and ensure the security of passengers, crew, and assets.



The Aviation Security Handbook provides insights into the complexities of aviation security, catering to both professionals and enthusiasts. It aims to quench their thirst for knowledge, contributing to a safer and more secure aviation environment.



# THE WORLD IS YOURS TO CONQUER

*Don't just look at the sky  
Learn to fly through it!*

In the realm of aviation security, merely meeting standards isn't enough; it's about transcending them. The Director General of the Airports Security Force ignites a flame within, urging not to merely gaze at the sky but to learn to fly through it. His words resonate deeply, echoing the call to push boundaries and redefine the horizons of excellence. With each passing day, the reminder is clear: the true essence of progress lies in setting new benchmarks. There's no room to settle for mediocrity; the mandate is to strive for greatness, to embrace challenges as opportunities for growth. As the journey unfolds, fueled by a relentless determination to soar beyond limits, the goal is to reach new heights of achievement. Together, the force forges a path illuminated by innovation and unwavering dedication, leaving a legacy of excellence in its wake. With each step forward, the vision of the Director General guides the course towards a future where the sky is not the limit, but merely the beginning.



# VICTORY VAULT

## BODYBUILDING

Corporal Saeed Ahmed, achieved 1st position in the Bodybuilding Expo 2023 at the famous Beach Luxury Hotel. His dedication and hard work paid off when he secured the first position in the Mr. Sindh and Mr. Karachi. His testimony to his tireless training, determination, spirit, Corporal Saeed's achievements at the event not only highlight his personal achievements but also hold the Airports Security Force. His bodybuilding serves as an inspiration highlighting the importance of discipline, fitness, and perseverance in achieving

## QUETTA 2023



Corporal Muhammad Khan from Faisalabad, actively engaged with Alhamrah Lahore live sketching. Subsequently, in 2015, he participated in a five-year exploration of plain watercolor painting, marking an indelible mark on the city's artistic landscape. In a remarkable milestone in 2023, he showcased his artistic prowess on the international stage at the International Watercolor Exhibition in Quetta. His dedication and passion for his craft are evident in every stroke of his brush, marking a significant achievement in the world of art.

## ARTISAN

**Nouman Khan Nomi**, a highly talented artist from Bannu, KPK, holds a BA degree in Fine Arts. He is actively engaged with Alhamrah Lahore live sketching. Subsequently, in 2015, he participated in a five-year exploration of plain watercolor painting, marking an indelible mark on the city's artistic landscape. In a remarkable milestone in 2023, he showcased his artistic prowess on the international stage at the International Watercolor Exhibition in Quetta. His dedication and passion for his craft are evident in every stroke of his brush, marking a significant achievement in the world of art.



## LUXURY EXPO 2023



Corporal Farhan Hassan, attached to the Secretariat HQ North of the Airports Security Force, secured a resounding victory at the Punjab Title Championship in the 60 Kg lightweight category. The electrifying match, held at the CDA National Boxing Event in Islamabad on January 27, 2024, witnessed Corporal Hassan expertly knocking down his opponent in the third round. With the ASF Secretariat HQ North flag fluttering triumphantly, Corporal Hassan dedicated his win to the valiant Shuhada e ASF, honoring their great sacrifice in thwarting terrorist attacks on Karachi Airport. In a touching gesture, he acknowledged the indomitable spirit of those who had laid down their lives in service. Expressing deep gratitude to the Command and the entire Force for their unwavering trust in his abilities, Corporal Farhan Hassan extended his gratitude to the Command and the entire Force for their unwavering trust in his abilities. His victory not only showcased his exceptional boxing skills but also served as a testament to the collective strength and determination of the ASF.

## CHAMPIONSHIP IN THE 60KG LIGHTWEIGHT CATEGORY



Additionally, Rauf Sahotra has been working on six books, showcasing his artistic talent and cultural landscape.

## ACHIEVEMENTS OF ASF OFFICERS



Deputy Director **JAWAD IJAZ** has achieved an impressive milestone by successfully completing the AVSEC PM course at Gulf Aviation Academy on a self-financed basis, actively participating in online sessions throughout the 10-week program, which concluded on November 10. This dedicated pursuit of knowledge not only highlights his commitment to professional development but also reflects a proactive stance in staying informed about the latest trends in aviation security. JAWAD IJAZ's success stands as a shining example of self-driven determination, adding value to his role and inspiring colleagues within the realm of aviation security.

Deputy Director **FAISAL IMRAN** accomplished the AVSEC PM course at Gulf Aviation Academy on a self-financed basis, actively participating in live sessions during the 10-week program that concluded on November 10. Faisal Imran's pursuit of excellence in completing this course not only reflects his commitment to continuous learning but also showcases a proactive approach to staying informed about the latest developments in aviation security. His success adds significant value to the organization, highlighting a dedication to professional growth within the realm of aviation security.



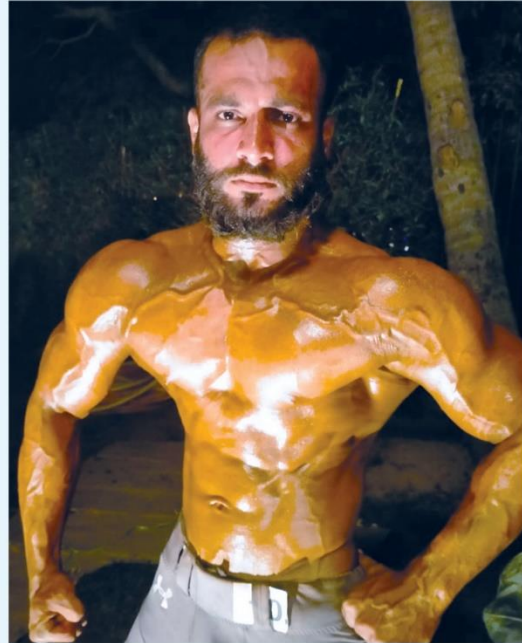
Assistant Director **KHIZAR HAYAT KHAN** of IAP Islamabad demonstrated exceptional commitment and excellence during the coalition forces withdrawal, earning recognition from Defence Chiefs of Netherlands and Denmark. His exemplary performance, acknowledged with prestigious Medals for Excellence and Letters of Gratitude, not only highlights individual excellence but also reflects the professionalism of the ASF as a whole. KHIZAR's dedication brings honor to both him and the nation, showcasing Pakistan's best on the global stage and solidifying its positive international image.

## BODYBUILDING EXPO 2023

### KARACHI



Corporal Saeed Ahmed, achieved a prominent position in the Bodybuilding Expo 2023 held at the famous Beach Luxury Hotel. Saeed Ahmed's dedication and hard work paid off when he showed his extraordinary physicality and commitment to the game and secured the first position in Men Physique in senior category class A 80 kg and achieved a title of both Mr. Sindh and Mr. Karachi. His victories are testimony to his tireless training, unwavering determination, spirit. Corporal Saeed Ahmed's achievements at the event not only reflect his personal achievements but also hold an honor for the Airports Security Force. His dedication for bodybuilding serves as an inspiration to others, highlighting the importance of discipline, physical fitness, and perseverance in achieving one's goals.



## LUXURY EXPO 2023



## BODYBUILDING EXPO 2023



Corporal Naeem Ahmed achieved a notable position in the body building competition Senior category class B 70kg held at Beach Luxury Hotel Karachi, securing the titles of Mr. Sindh and Mr. Karachi at the Bodybuilding Expo 2023. Prior to this success, he claimed the top spot in the Shaheed Mohtarma Benazir Bhutto Open Championship 2021-22 (Junior-Senior Bodybuilding) at Larkana Masalmania Fitness Gym. Recognizing Naeem's outstanding sportsmanship and aligning with the DG's vision for staff welfare, high-quality Gym and fitness centers have been established for ASF staff at all airports in Pakistan. His achievements resonate beyond individual glory, contributing significantly to the ASF's reputation as a force with members dedicated to both duty and personal excellence. His remarkable sportsmanship not only elevates his own stature but also serves as a beacon for fellow ASF members, reinforcing the importance of physical fitness and commitment to duty. Corporal Naeem Ahmed stands as a shining example of the ASF's commitment to fostering well-rounded, accomplished individuals within its ranks.

## QUETTA 2023

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## 34<sup>th</sup> NATIONAL GAMES



Corporal Muhammad Hamza, of the Airports Security Force from Faisalabad Airport participated in Pakistan's 34<sup>th</sup> National Games. The ASF corporal played for the Punjab team and won the bronze medal and secured the third position. This year, Baluchistan hosted Pakistan's 34<sup>th</sup> National Games marking the return of the mega sports event in the militancy hit province. The National Games consist of various sports, in which players from different provinces and organizations of Pakistan participated. These games are organized by the Pakistan Sports Board, Pakistan Olympic Association and the host province.

Muhammad Hamza took part in the handball match and showed his best performance. His best sportsmanship, brings glory to the organization. In view of his performance, Corporal Muhammad Hamza was awarded a certificate with a cash award of Rs 25,000 by Director General Airports Security Force Major General Adnan Asif Jah Shad HI(M). Efforts are also being made to bring Corporal Muhammad Hamza into the National Handball team.

## CHAMPION IN THE 60KG LIGHTWEIGHT CATEGORY

Corporal Farhan Hassan, attached to Secretariat HQ North of the Airports Security Force, secured a resounding victory at the Punjab Title Championship in the 60 Kg Lightweight category. The electrifying match, held at the CDA National Boxing Event in Islamabad on January 27, 2024, witnessed Corporal Hassan expertly knocking down his opponent in the third round.

With the ASF Secretariat HQ North flag fluttering triumphantly, Corporal Hassan dedicated his win to the valiant Shuhada e ASF, honoring their great sacrifice in thwarting terrorist attack at Karachi Airport. In a touching gesture, he acknowledged the indomitable spirit of those who had laid down their lives in service. Expressing deep gratitude, Corporal Farhan Hassan extended his gratitude to the Command and the entire Force for their unwavering trust in his abilities. His victory not only showcased his exceptional boxing skills but also served as a testament to the collective strength and determination of the ASF.

## NORTH SECTOR

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Victory strikes again: ASF Athlete Corporal Shuja Haider clinches Gold medal in 18<sup>th</sup> Sindh National Taekwondo games held from 26/2/24 to 28/2/24.

Previously he has also acquired accolades by winning Silver and Bronze Medals in National Games 2017 and 2018 respectively. He won Gold Medal by winning four consecutive bouts. Three days of skill, strength and success showcased excellence and dedication of individual.

His gold medal win in the Taekwondo game serves as a testament to his unwavering resolve and indomitable spirit, inspiring all who witness his journey. As he stands atop the podium, adorned with the symbol of his achievement, he embodies the essence of excellence, representing the organization with pride and honor. His triumph is a celebration of teamwork, support, and the relentless pursuit of greatness, showcasing the force's unwavering commitment to success. With each punch and kick, he showcases the values of discipline, integrity, and resilience that define the organization's ethos.



# ASF JOINS GOVERNMENT HAJJ MISSION - 2024



معاونین



The Airports Security Force is honored with the opportunity to join Government Hajj Mission 2024 as Moavineen-e-Hujjaj, marking a historic first. A dedicated contingent of 11 ASF members were deployed to ensure the facilitation of Hujjaj, with their mission commenced on May 25. This significant milestone is a proud moment for ASF's

commitment to not only safeguard Airports but also exploring new vistas at international levels. The deployment of ASF individuals is to provide support and assistance to the pilgrims. This initiative reflects ASF's readiness to take on diverse responsibilities, reinforcing their role in international safety and cooperation.



## **AIRPORTS SECURITY FORCE** **MOAVINEEN-E-HUJJAJ**



**Sheikh Raheel**

Assistant Director



**Ali Gohar**

Assistant Director



**Rooh ul Amin**

Inspector



**Rana Falak Naz**

Inspector



**M. Adil Naseem**

Inspector



**M. Aazam Khan**

Sub Inspector



**Owais Ahmed**

Sub Inspector



**Prince Zahid**

Sub Inspector



**Mazhar Ali**

Sergeant



**M. Junaid Akhtar**

Draftsman

# ARTISAN



**Rauf Sahotra**, a talented artist from Bandala, Faisalabad, Punjab, initiated his artistic journey after obtaining a matriculation degree. His skills in portrait and live sketching flourished during a three-year immersion at Saint Mary Seminary in Lahore from 1999 to 2001.

In 2002, Rauf joined Airports Security Force and later collaborated with a renowned outdoor artists group. His vibrant creations left an indelible mark on the city and various scenic locations across Pakistan. Currently, he is serving as a drawing teacher in ASF Public School Karachi. His tenure from 2012 to 2022 marked a significant milestone in his career.



Additionally, Rauf Sahotra has contributed to the artistic world by working on six books, showcasing his diverse talents and enriching the cultural landscape.



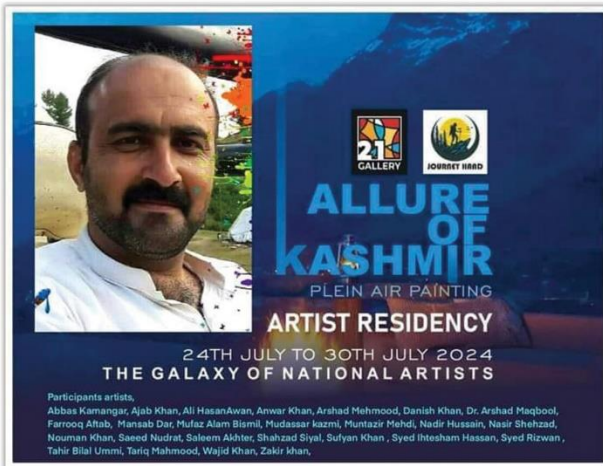
Rauf was awarded a cash prize of Rs. 10,000/- for creating a painting of Former DG Faiz Ahmed Satti. Additionally, the DG has announced a reward of Rs. 10,000/- for each sketch he will create.





# ARTISAN

**Nouman Khan Nomi**, a highly skilled artist hailing from Mamash Khel in Bannu, KPK, holds a BA degree. From 2009 to 2011, he was actively engaged with Al-Hamrah Arts Center Lahore, specializing in portrait and live sketching. Subsequently, in 2018, Nouman embarked on a five-year exploration of plein-air water color in Karachi, leaving an indelible mark on the city's artistic landscape. In a remarkable milestone in 2023, Nouman showcased his artistic prowess on the international stage at the Second International Watercolor Exhibition in Bahawalpur. His dedication and passion for his craft shine through in every stroke of his brush, marking him as a truly exceptional talent in the world of art.



Renowned artists were invited in Kashmir from 24<sup>th</sup> to 30<sup>th</sup> July, 2024 for a 7 day session at the Allure Kashmir Residency. Nouman Khan from Airports Security Force, participated in the event, creating live paintings that captivated many viewers. The entire session was sponsored by Islamabad's Gallery 21, with the finale scheduled to take place in Islamabad later this year.





# DAUGHTERS OF THE NATION

*“Standing tall in uniform,  
cultivate resilience & fortitude,  
guards our borders with bravery & honor,  
nurturing our land with grace,  
Shining example of service & sacrifice”*



In the formidable realm of airports security, these extraordinary women, affectionately known as the "Daughters of the Nation," stand as integral part of our collective identity, filling us with pride and admiration. Their unwavering commitment not only safeguards our skies but also mirrors the spirit of resilience and national pride within each of us. Let's now explore the distinctive skills that characterize each of these remarkable heroes, as they continue to make our nation proud.



## **SUB INSPECTOR RAZIA SOOMRO**

Proudly holding the rank of Sub Inspector, has undergone an extensive array of training at the NAAS Karachi. Her diverse skill set encompasses a comprehensive list of courses, reflecting her proficiency in various domains. These include IT Course, Advance Screeners Course, Anti-Terrorist Course (ATC), Unarmed Combat Course (UAC), Intelligence Course (FIU) and Admin Course. Additionally, Razia has completed a Physical Instructor Course, showcasing her commitment to physical fitness training, alongwith a Paragliding Course from the Army Physical Training School Abbotabad. Furthermore, she has acquired skills in Fire Fighting through a dedicated course at PIA, rounding out her profile as a proficient and skilled Sub Inspector in the realm of aviation security, proudly contributing to the Airports Security Force.



## **CORPORAL AQSA WARRAICH**

Corporal Aqsa Warraich, currently serving at National Academy for Aviation Security, is a remarkable individual with a pearls of achievements. She holds the esteemed title of Black Belt 3rd Don in WTF Taekwondo. A gold medalist, Aqsa actively competes in both Taekwondo and shooting events. Her prowess extends beyond her duties as she has received numerous honorary awards in various sports such as hockey, cricket, and volleyball from the Board of Intermediate and Secondary Education (BISE). Aqsa's achievements in Taekwondo include three gold medals in the National TKD Championship, a Gold Medal in the Korean Ambassador Championship, an all Pakistan Gold Medal in TKD in 2014 and a Gold Medal in the Super Gold Karate Championship in 2015. Aqsa's commitment to excellence is underscored by her certificate from the Joint Services Pakistan Day Parade in 2021. She showcased her shooting skills at the 5th CNS Open Shooting Championship and secured a commendable 3rd position in the National Open Air Gun Shooting Championship in 2020. Her consistent success across diverse disciplines reflects her dedication and skills.

# ACHIEVEMENTS OF ASF OFFICERS



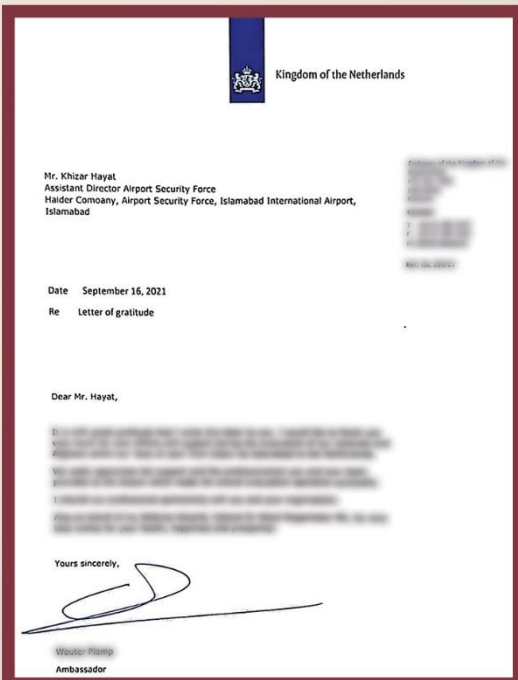
## Deputy Director JAWAD IJAZ

Deputy Director Jawad Ijaz's impressive achievement involves successfully completing the AVSEC PM Course at Gulf Aviation Academy on a self-finance basis, actively participating in online sessions throughout the 10-week program, which concluded on November 10. This dedicated pursuit of knowledge not only highlights his commitment to professional

development but also reflects a proactive stance in staying informed about the latest trends in aviation security. Officer's success stands as a shining example of self-driven determination, adding value to his role and inspiring colleagues within the realm of aviation security.

## Deputy Director FAISAL IMRAN

Deputy Director Faisal Imran accomplished the AVSEC PM course at Gulf Aviation Academy on self-finance basis, actively participating in live sessions during the 10-week program that concluded on November 10. Faisal Imran's pursuit of excellence in completing this course not only reflects his commitment to continuous learning but also showcases a proactive approach in staying informed about the latest developments in aviation security. His success adds significant value to the organization, highlighting a dedication to professional growth within the realm of aviation security



## Assistant Director KHIZAR HAYAT KHAN

Assistant Director Khizar Hayat Khan of IIAP Islamabad demonstrated exceptional commitment and excellence during the coalition forces' withdrawal, earning recognition from Defence Chiefs of Netherlands and Denmark. His exemplary performance, acknowledged with prestigious Medals for Excellence and Letters of Gratitude, not only highlights individual excellence but also reflects the professionalism of the ASF as a whole. Khizar's dedication brings honor to both him and the Nation, showcasing Pakistan's best on the global stage and solidifying its positive international image.



DIRECTOR GENERAL

# MEET WITH FORCE MEMBERS

## ASF GARRISON KARACHI

On June 12, 2023, Director General, Maj Gen Adnan Asif Jah Shad HI(M) convened a meeting with force members at NAAS Parade Ground. The session began with the recitation of the Holy Quran, followed by a tribute to the unforgettable sacrifices of Shuhda-e-ASF. Addressing officers and officials, the DG commended the dedication and hard work of force members, emphasizing their outstanding efforts. He underscored the crucial role of the staff in maintaining aviation security and fostering positive image of the force.

He particularly highlighted the importance of respect and professionalism, especially when dealing with female staff members. The DG also raised concerns about the escalating propaganda on social media, urging vigilance and responsibility in its usage. During a question-answer session with staff, the DG keenly listened to the problems of under-command staff, issuing orders for prompt resolution.

While concluding his address, the DG acknowledged the exceptional performance of ASI Abdul Ghafoor and was pleased to present a cash award and awarded him honorary Rank of Sub Inspector for standing firm on the principle of honesty and faithfulness.



# Command Conferences



In 2023-24, Director General ASF, Major General Adnan Asif Jah Shad HI(M), led Command Conferences. The meetings were attended by Deputy Director General, and other senior officers of HQ ASF. Whereas, CSOs & OCs from smaller airports joined via Zoom. These discussions addressed operational needs and administrative aspects. DG ASF emphasized on security enhancements, troops performance, and acknowledged achievements like new mess kit and inclusion of female contingent in UN Peacekeeping Mission. DG expressed gratitude for under command staff's exemplary performance and satisfaction with increased contraband recovery, particularly narcotics. DG's focus extended to ASF personnels well-being and hygiene emphasizing improved living standards, Garrisons renovation, and reliable power sources at units. Moreover, addressing workplace harassment, especially for females, was a major concern. DG urged proper honor for female staff and stringent action against harassment cases. Hopeful for transformative projects, DG expressed confidence in under command staff's dedication, urging implementation for a resilient and efficient ASF.





## SECRETARY AVIATION VISIT TO HQ ASF



On September 1<sup>st</sup>, 2023, Mr Saif Anjum, Secretary, Ministry of Aviation, paid a visit to the ASF Headquarters. DG ASF Major General Adnan Asif Jah Shad HI(M), warmly welcomed the esteemed guest and introduced him to senior ASF officers. During his visit, the Secretary Aviation laid wreath and offered Fateha at Shuhada Monument. He encouraged ASF officers to continue their excellent work and emphasized on the importance of serving the country and the Force's broader interests. He concluded the visit by leaving his comments in the visitors' memory book.





## ICAO-Universal Security Audit Program (USAP) at Karachi Airport



A four-member team of international auditors from ICAO USAP-CMA, led by Mr. Oscar Annabel Rubio, arrived in Karachi on February 18 to conduct a ten-day full-scale audit of aviation security protocols. This detailed scrutiny aimed at enhancing aviation security standards through regular evaluation and oversight mechanisms. The Civil Aviation Authority coordinated with various aviation entities to facilitate this comprehensive audit. The CSO of JIAP provided an in-depth briefing to the audit team on aviation security measures and the ASF's proficiency and preparedness in managing emergency scenarios at the airport.

The auditors meticulously examined adherence to ICAO's Security and Passenger Facilitation Standards & Recommended Practices, monitored ongoing security operations, inspected access control and passenger screening measures, visited the CCTV surveillance centers, and conducted interviews with the staff.

During the USAP-CMA's conclusion ceremony held at the CAA Headquarters on February 27, the audit team commended ASF's aviation security framework. They affirmed that Pakistan has not merely met but exceeded the newly established ICAO benchmarks for 2023. Furthermore, the security strategies implemented by the ASF were considered closely aligned with ICAO's standards for 2030, marking a significant achievement for Pakistan.

Upon the successful culmination of this security audit, the Headquarters of Airports Security Force extended heartfelt gratitude to all participating agencies and organizations for their invaluable contributions and unwavering cooperation in achieving this milestone.



### Security auditors commend ASF

**NEWS DESK.** A four-member team of international auditors from USAP-CMA, led by Oscar Annabel Rubio, arrived in Karachi on February 18 to conduct a ten-day full-scale audit of aviation security protocols. The detailed scrutiny aimed to enhance the standards of aviation security via a process of regular evaluation and oversight. The Civil Aviation Authority (CAA) coordinated with various aviation entities to facilitate this comprehensive audit. The audit was concluded on February 27. The audit focused on ASF's core responsibilities, including access control mechanisms, screening processes, perimeter defence strategies, security training initiatives, and adherence to established rules, Standard Operating Procedures (SOPs), and Protocol Questions (PQs). The auditors examined adherence to security and passenger facilitation standards and recommended practices, monitored ongoing security operations, inspected access control and passenger screening measures, visited CCTV surveillance centres, and conducted interviews with staff. During the conclusion ceremony at the CAA Headquarters on February 27, the audit team commended ASF's aviation security framework. Furthermore, the security strategies implemented by ASF were considered closely aligned with International Civil Aviation Organisation's (ICAO) standards for 2030.

**MAJOR GENERAL  
ADNAN ASIF JAH SHAD HI (M)  
Director General ASF**

**VISITS ASF GARRISON  
ISLAMABAD**



On November 21, 2023, Director General ASF Maj Gen Adnan Asif Jah Shad HI(M) embarked on his visit to ASF Garrison Islamabad. CSO IIAP Colonel Asif Nadeem warmly welcomed the DG Airports Security Force, and afterwards honored him with a general salute.

DG extended his appreciation to the under-command staff during his visit to Islamabad Garrison. His concentration and recognition were evident as he acknowledged the dedication and efforts of the personnels under his command.

Furthermore, DG shared his visionary perspective for ASF. He highlighted the importance of incorporating state-of-the-art techniques to distinguish ASF as a professionally sound force. Drawing parallels with other elite forces, DG focused on the necessity of continuous improvement and staying at the forefront of advancements in security practices.

After delivering the official address, DG engaged in interactive sessions with under-command staff, lending a keen ear to their insights and concerns. The collaborative atmosphere allowed force members to actively participate in discussions aligning with DG's vision.

# VISIT OF DIGNITARIES



**Major General  
Majid Jahangir**



**Joint Secretary  
Mr. M. Iqbal Asif**



**Secretary EOBI  
Mr. Khaqan Murtaza**



**Air Marshal(R) (Advisor PM)  
Farhat Hussain Khan**



**Secretary Ministry of Aviation  
Mr. Ahsan Ali Mangi**



**Secretary, Ministry of Aviation  
Mr. Saif Anjum**

# VISIT OF DIGNITARIES



**Mr. Imran**  
CEO Kababjees



**Syed Hussain Marfi**  
Director Port Qasim



**Dr. Noman Ahsan**  
DG HEC Sindh



**Syed Muhammad Naqi**  
Businessman



**Rashid Siddiqui**  
Chairman of Afeef Group



**Muhammad Lakhani**  
Adamji Group

# VISIT OF DIGNITARIES



**Lt. Gen (R)**  
Asim Bajwa



**Lt. Col**  
Habib-ur-Rehman  
MS to Governor Sindh



**ASM Emirates Pakistan**  
Bader Alawadhi



**Brigadier (R)**  
Zeshan Khan



**Brigadier**  
Asim Ashraf  
Sector Commander Abdullah Shah Ghazi



**General Manager**  
Ms. Ayami Nako

# IG Sindh Prisons Visits ASF Headquarter



On Nov,16<sup>th</sup> 2023, IG Sindh Prisons, Munawwar Shah, alongwith his team, visited ASF Headquarter in a significant and honourable moment for ASF. The purpose of the visit was to receive specialized training on ASF's renowned expertise in Aviation Security. Director AVSEC Operations & Plans, Munawwar Zarif, delivered an insightful briefing, covering various critical aspects of aviation security, including passenger screening, cargo security, perimeter defense, and the implementation of modern surveillance technologies. The briefing also highlighted ASF's proactive approach to threat detection and response, showcasing the high standards maintained in aviation security operations.



After the briefing, IG Sindh Prisons met with Deputy Director General, Brigadier Salahuddin Ayubi SI(M) and presented him and Munawwar Zarif with traditional cultural gifts, including Ajrak, Sindhi Topi, and a painting. In return, the Deputy Director General presented ASF souvenir and annual magazine to the distinguished guests.



**Director South  
BRIGADIER  
WAJID SIBGHATULLAH**

VISIT ASF GARRISONS

**GWADAR &  
SUKKUR**



**Gwadar:** On April 09, 2023, Director South, Brigadier Wajid Sibghatullah, visited Gwadar Airport. OC Gwadar, Deputy Director Muhammad Tahir, warmly welcomed him and introduced each officer and staff to the Director. Following a detailed briefing, Director South addressed officers and staff, conveying operational and administrative directives as per DG's instructions. He stressed readiness amidst national circumstances, urging diligence and discussing strategies to enhance staff performance at various duty points. Aligning with ASF's objectives, he underscored the significance of treating passengers and crew with care, emphasizing adherence to SOPs and issuing necessary directives. Maintaining proper appearance and uniform standards were highlighted, alongside guidance on living standards, mess etiquette, camp discipline, and sports participation. He advised on avoiding political and religious discussions.

**Sukkur:** On January 20, 2023, Brigadier Wajid Sibghatullah, Director South, paid a visit to Sukkur Airport. He was warmly received by CSO Sukkur Airport. During his detailed visit to the airport, the Director South thoroughly reviewed the aviation security measures in place. Afterward, he visited ASF Garrison Sukkur, inspecting the staff's residence and other facilities. In a meeting with the staff, Director South lend a keen ear to their concerns and issued orders to CSO Sukkur to promptly resolve them. In closing remarks, Director South commended CSO Sukkur for his efforts in enhancing the beautification of the Garrison.

Special Assistant to Prime Minister

# JAWAD SOHRAB MALIK

Visited the IIAP ISLAMABAD



On June 26, 2023, Special Assistant to the Prime Minister Jawad Sohrab Malik visited the Islamabad International Airport. CSO Islamabad Col Asif Nadeem, AC Customs, AD FIA and AD ANF welcomed him. The visit started with the International Departure where he was briefed by the CSO on the security operating mechanism. At the same time, the concerned officers of PIA and sister agencies informed about the steps taken for the convenience of the passengers. Later, he was also given a detailed visit to the International Arrival Lounge and FIA Counters. SAPM appreciated the efforts of ASF and other departments to ensure smooth arrival and departure of international passengers. Concluding his visit, he lauded the professionalism of the officials & praised the endeavors to guarantee robust security measures. Also he stressed on adopting modern techniques to further strengthening foolproof security that may help strengthen the system without causing any trouble to the passengers. In the final moment, CSO Islamabad Col Asif Nadeem, expressed gratitude to SAPM Jawad Sohrab Malik.



# Senior Advisor to the Federal Ombudsman MR. AHMED FAROOQ

Visited **IIAP** ISLAMABAD



On 03-07-24, Senior Advisor to the Federal Ombudsman, Mr. Ahmed Farooq, alongwith Grievance Commissioner Mr. Inam ul Haq, visited Islamabad International Airport. They were received by CSO ASF IIAP, APM IIAP, and senior officials from Customs, ANF, and FIA.

The delegation made a brief visit to the Domestic Departure, CIP lounge, International Departure, and the one-window counter. They observed the ASF scanning process, PIA check-in process, international departure immigration counter.

They reviewed various security measures and observed prompt solutions to resolve issues. During a further inspection at the PIA counter, PIA passengers complained about flight delays.

The visitors advised enhancing coordination among different security agencies to streamline operations and ensure swift handling of passenger concerns. Additionally, they emphasized the importance of regular training for staff to maintain high standards of security and customer facilitation.



# FULL SCALE DFT ASSESSMENT OF IIAP ISLAMABAD



A four-member team from Department for Transport (DfT) UK, headed by Mr. Abdul Ghafar, arrived at Islamabad Airport on May 21, 2024, for a three-day aviation security assessment. The purpose of the inspection was to evaluate the aviation security measures at Islamabad Airport and to test additional security protocols for direct flights to UK. Chief Security Officer IIAP Colonel Nadeem Asif welcomed the team.

On May 22, 2024, the DfT team arrived at the airport around 0615 hrs and commenced their assessment by visiting the B-6 Lounge to observe the additional measures for British Airways Flight BA-260. Following this, they reviewed Aircraft Protection measures at the apron. The team then assessed security protocols in the baggage makeup area, BHS SOR, BHS Reconciliation Room, and gate measures at these locations. They proceeded to the CCTV room to review archive footage related to the screening of airport supplies and visited the Pass Section for a briefing on the procedures for issuing Airport ID and Vehicle Passes.

On May 23<sup>rd</sup> 2024, the DfT team began by observing staff screening measures at the Dom Staff gate level-I. They then reviewed security measures at the International Hold Baggage Counter and International Hand Baggage Counter. Subsequently, the team visited the Catering' Gate to observe security measures at this Vehicle Check Point.

The assessment concluded with a debriefing meeting at the CSO office. Throughout the visit, the DfT team was accompanied and briefed by DD Ops IIAP Jawad Ijaz, HQ ASF Quality Control Team members DD Shahmir Hussain Rinchen, and AD Tahir Baloch. During a closing ceremony, the inspection team declared the aviation security arrangements in Pakistan satisfactory and in line with international standards. They appreciated the efforts of the Airports Security Force in ensuring security of Pakistans' airports. Commemorative shields were presented to members of the UK DfT team to mark the occasion.

# RETIREMENTS



Force No. PA-30993  
Name: Furqan Moazzam  
Rank: Brigadier  
Date of Retirement: 07-12-2023



Force No. PA-36963  
Name: Yawar Abbas  
Rank: Lt. Colonel  
Date of Retirement: 25-10-2023



Force No. SF-727  
Name: Iftikhar ul Hassan  
Rank: Additional Director  
Date of Retirement: 25-12-20



Force No. SF-829  
Name: M. Tariq Javed  
Rank: Deputy Director  
Date of Retirement: 01-03-2023



Force No. SF-860  
Name: Asif Mehmood  
Rank: Deputy Director  
Date of Retirement: 01-09-2023



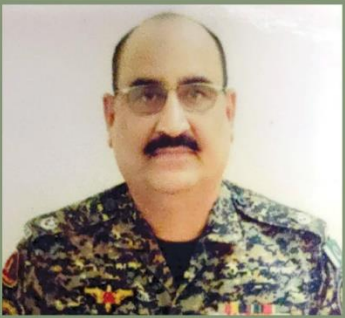
Force No. SF-880  
Name: Ejaz Ahmed  
Rank: Deputy Director  
Date of Retirement: 01-11-2023



Force No. SF-884  
Name: Muhammad Latif  
Rank: Deputy Director  
Date of Retirement: 03-01-2023



Force No. SF-915  
Name: Tariq Prevez  
Rank: Deputy Director  
Date of Retirement: 04-03-2023



Force No. SF-917  
Name: Bashir Ahmed Awan  
Rank: Deputy Director  
Date of Retirement: 10-05-2023



Force No. SF-932  
Name: Syed Zil-e-Hussain  
Rank: Deputy Director  
Date of Retirement: 25-12-2023

# PROMOTIONS



**Addl Dir  
Amjad Ali**  
Promoted to the Rank of Director



**Addl Dir  
Pervaiz Akhtar**  
Promoted to the Rank of Director



**Deputy Director  
Tasleem Ali Azhar**  
Promoted to the Rank of Addl Dir



**Assistant Director  
Faisal Imran**  
Promoted to the Rank of Dy Dir



**Assistant Sub Inspector  
Hafiz Ghulam Mustafa**  
Promoted to the Rank of SI



**Assistant Sub Inspector  
Muhammad Nasir**  
Promoted to the Rank of SI



**Assistant Sub Inspector  
Shahzada Arsalan**  
Promoted to the Rank of SI



**Sergeant  
Tanveer**  
Promoted to the Rank of ASI



**Assistant Sub Inspector  
Komal Abbas**  
Promoted to the Rank of SI



**Assistant Sub Inspector  
Syed Murtaza Abbas**  
Promoted to the Rank of SI



**Sergeant  
Khurram Ali**  
Promoted to the Rank of ASI



**Deputy Director  
Farooq Ahmed**  
Promoted to the Rank of Addl Dir



**Assistant Director  
Shamim Fatima**  
Promoted to the Rank of Dy Dir



**Assistant Director  
Bahar Ali**  
Promoted to the Rank of Dy Dir



**Assistant Director  
Asad Ullah Khan**  
Promoted to the Rank of Dy Dir



**Assistant Director  
Riaz Ahmed**  
Promoted to the Rank of Dy Dir



**Assistant Director  
Ejaz Lone**  
Promoted to the Rank of Dy Dir



**Assistant Director  
Qaiser Mehmood**  
Promoted to the Rank of Dy Dir



**Inspector  
Muhammad Mohiuddin**  
Promoted to the Rank of Asst Dir



**Assistant Sub Inspector  
Ahmed Sharif**  
Promoted to the Rank of SI



**Sergeant  
Ashiq Hussain**  
Promoted to the Rank of ASI



**Corporal  
Muhammad Amjad**  
Promoted to the Rank of Sgt

# PASSING OUT

Parade OBASC - 31 & BASC - 51



# IIAP ISLAMABAD





**NAAS KARACHI**

**IIAP ISLAMABAD**





Championing an eco-friendly perspective, the Airports Security Force is wholeheartedly committed to the profound wisdom – 'Save trees now, they will save you in the future.' Across its Units, a multitude of plants have been meticulously planted, painting a vibrant tapestry of sustainability. The visionary leadership of the Director General has translated this green directive into a flourishing reality. Every corner of the organization resonates with the essence of environmental stewardship. The Director General, a stalwart advocate for this cause, not only issued instructions but remains steadfastly engaged in the continuous monitoring of this massive green drive. It is not merely a campaign; it's a living commitment to safeguard our ecological future. As the roots of countless plants intertwine with the mission, the Airports Security Force stands as a beacon of environmental responsibility. This conscientious effort is a testament to their dedication to not only secure the skies but also nurture the very Earth beneath them, ensuring a sustainable legacy for generations to come.



ORGANIC BALANCE NATURAL BEAUTY WELLNESS  
CALORIES NATURAL BEAUTY WELLNESS  
WALK PLANNING REGENERATION LIFESTYLE  
EAT EXERCISE ENERGY MOTIVATION WEIGHT LOSS  
VITAMIN ASSESSMENT  
FRUIT NUTRITION TRANSFORMATION  
ENERGY GOALS  
CARDIO RUN EXERCISE  
ACTIVE TRAINING ENDURANCE MOVE SUCCESS FITNESS POWER MARATHON  
FOCUS RESOLUTION SPORT  
HEALTHY RESOLUTION BODY PERFORMANCE POWER  
FOOD ACHIEVE

*Be Wise*  
**SANITIZE**

**Health & Hygiene**





# ***FIT ASF DRIVE***

The Director General of Airports Security Force vision is leading a significant transformation, focusing deeply on the overall well-being of the troops under his command. His vision goes beyond the usual worries about security, understanding that a strong and physically fit force is just as important as the tools they use. To carry out the Director General's directive, morning exercises and evening games have kicked off at different ASF garrisons. The force members have warmly applauded the DG for launching these fitness activities, proving to be a real morale booster for them.

This forward-thinking approach sees health not just as an individual's concern but as a shared asset within the force. These efforts aim not only to improve the health of personnel but also to make sure they are operating at their best physically.



# Cleanliness Drive



## Work Place and Residential Area Uplift and Cleanliness Drive

Under the guidance of the Director General, Headquarters Airports Security Force initiated a workplace and residential area uplift drive. Recognizing the importance of creating conducive environment for ASF personnel, this comprehensive initiative focused on enhancing the cleanliness and overall quality of both workplace and residential places.

The Director General's vision emphasized not only the physical cleanliness but also the overall well-being of those dedicated to secure the nation's airports. Through community engagement and awareness programs, the ASF sought to instill a sense of ownership and responsibility among its members, creating a positive and uplifting atmosphere in both the workplace and residential spheres. This initiative underscored the ASF's commitment to holistic improvement, ensuring that the personnel experience positive transformation in their professional and personal lives.

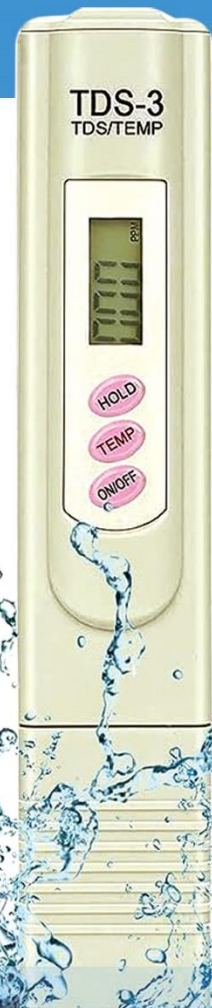


# What Is TDS?

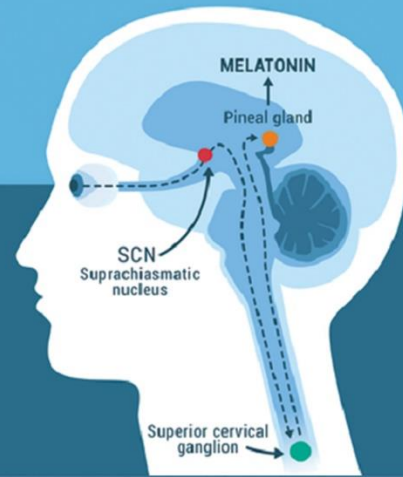
Drinking water with a high Total Dissolved Solids (TDS) content isn't necessarily harmful, but it might have some implications. TDS is a measure of the inorganic and organic substances dissolved in water, including minerals, salts, and some metals. High TDS water can taste different and may have a mineral or slightly salty taste, which some people find unpleasant.

The potential effects of drinking high TDS water can vary depending on the specific minerals and substances present. In some cases, it might be beneficial, as it could provide essential minerals like calcium and magnesium. However, extremely high TDS levels can make water taste unpalatable and may contribute to health concerns if it contains harmful contaminants.

It's important to have your water quality tested to ensure it meets safety standards and to determine the TDS level. If you're concerned about your water's quality or taste, consider using a water filtration system or consulting your local water authority for guidance.



# Role of Circadian Rhythm in Human Health and Functioning



**A** circadian rhythm is a natural, internal process that regulates the sleep-wake cycle and other physiological and behavioral processes in living organisms, including humans. These rhythms follow a roughly 24-hour cycle and are influenced by external cues such as light and darkness. Key characteristics of circadian rhythm include:

**Sleep-Wake Cycle:** The most well-known circadian rhythm is the sleep-wake cycle. It determines when we feel alert and awake during the day and when we feel sleepy at night. This cycle is influenced by the body's production of the hormone melatonin, which is released in response to darkness.

**Temperature Fluctuations:** Circadian rhythms also affect body temperature, with the body being cooler during sleep and warmer during wakefulness.

**Hormone Production:** Various hormones, such as cortisol and growth hormone, follow circadian patterns of secretion. For example, cortisol levels are typically higher in the morning, helping to wake us up and provide energy.

**Metabolism:** Circadian rhythms play a role in regulating metabolic processes, including digestion and energy expenditure. Eating patterns are influenced by circadian rhythms as well.

**Mood and Alertness:** Circadian rhythms can impact mood, alertness, and cognitive performance. Disturbances in these rhythms, such as through jet lag or shift work, can lead to issues like sleep disorders and mood disturbances.

Circadian rhythms are governed by an internal biological clock located in the brain, particularly in the suprachiasmatic nucleus (SCN) of the hypothalamus. This internal clock is synchronized with the external environment primarily through exposure to natural light and darkness. Strategies to support healthy Circadian Rhythms are:

## **Maintaining a consistent sleep-wake schedule:**

This means going to bed and waking up at the same times every day, including weekends, to regulate your body's internal clock and support a healthy sleep-wake cycle.

## **Exposure to natural light during the day:**

Getting sunlight exposure, especially in the morning, helps synchronize your circadian rhythm with the external environment. This exposure promotes alertness during the day and improves sleep quality at night.

## **Avoiding bright screens before bedtime:**

Electronic devices emit blue light, which can interfere with the production of melatonin, the hormone that regulates sleep. By avoiding screens like smartphones, tablets, and computers before bedtime, you can signal to your body that it's time to wind down and prepare for sleep.

Disruptions to circadian rhythms, such as irregular sleep patterns, can lead to health problems and disturbances in daily functioning. Maintaining a consistent sleep-wake schedule, exposure to natural light during the day, and avoiding bright screens before bedtime are some strategies to support healthy circadian rhythms.

# What is SARCOPENIA



**Sarcopenia**, a condition marked by the decline of skeletal muscle mass and strength, is a critical but often neglected aspect of aging. This gradual muscle loss profoundly affects life quality, posing greater risks than conditions like osteoporosis. While osteoporosis primarily raises concerns about fall prevention, sarcopenia impacts not just mobility but also contributes to health issues such as elevated blood sugar levels due to diminished muscle mass.

The significance of maintaining muscle strength, especially in the legs, is paramount. The legs comprise some of the body's largest and strongest joints and bones, playing a vital role in our daily activities and accounting for about 70% of our energy expenditure. Remarkably, they also contain 50% of the body's nerves and blood vessels, with a substantial portion of blood circulation occurring in them. Thus, leg health is central to our overall well-being.

A particularly alarming aspect of sarcopenia is the rate at which muscle atrophy can happen, especially in the leg muscles. For example, just two weeks of inactivity can diminish leg strength to a level akin to a decade of aging. This rapid decline is especially troubling for middle-aged and older individuals, who may struggle to rebuild muscle mass once it's lost. Contrary to common belief, rest and inactivity are not always beneficial for the elderly, particularly during hospital stays.

In fact, prolonged bed rest can expedite muscle loss, hastening the decline in physical capabilities.

To counteract sarcopenia, promoting regular physical activity is essential. Activities like walking, stair climbing, light running, or

cycling don't just maintain muscle mass but also ensure the continued health and strength of the legs. Integrating such exercises into the daily routines of the elderly is crucial to preserve their independence and quality of life. It's advisable to continue regular leg exercises even beyond seventy, with at least 30-40 minutes of daily walking recommended for maintaining muscle health.



Beyond these activities, resistance training is highly effective in combating sarcopenia. Incorporating light weights or resistance bands in routine exercises can enhance muscle strength and endurance. Older adults should aim for resistance training sessions at least twice a week, focusing on major muscle groups in the legs, arms, and core.

Nutrition also plays a vital role in managing sarcopenia. A diet rich in protein, vitamins D and B12, and omega-3 fatty acids is crucial. Older adults should aim to consume protein-rich foods, such as lean meats, dairy products, legumes, and nuts, in every meal. Adequate hydration and a balanced intake of fruits and vegetables also support muscle health.

In addition, adequate sleep and stress management are vital. Poor sleep patterns and high stress levels can exacerbate



also support muscle health.

In addition, adequate sleep and stress management are vital. Poor sleep patterns and high stress levels can exacerbate muscle loss. Therefore, establishing a regular sleep schedule and engaging in stress-reducing activities like meditation, yoga, or even simple breathing exercises can be beneficial.

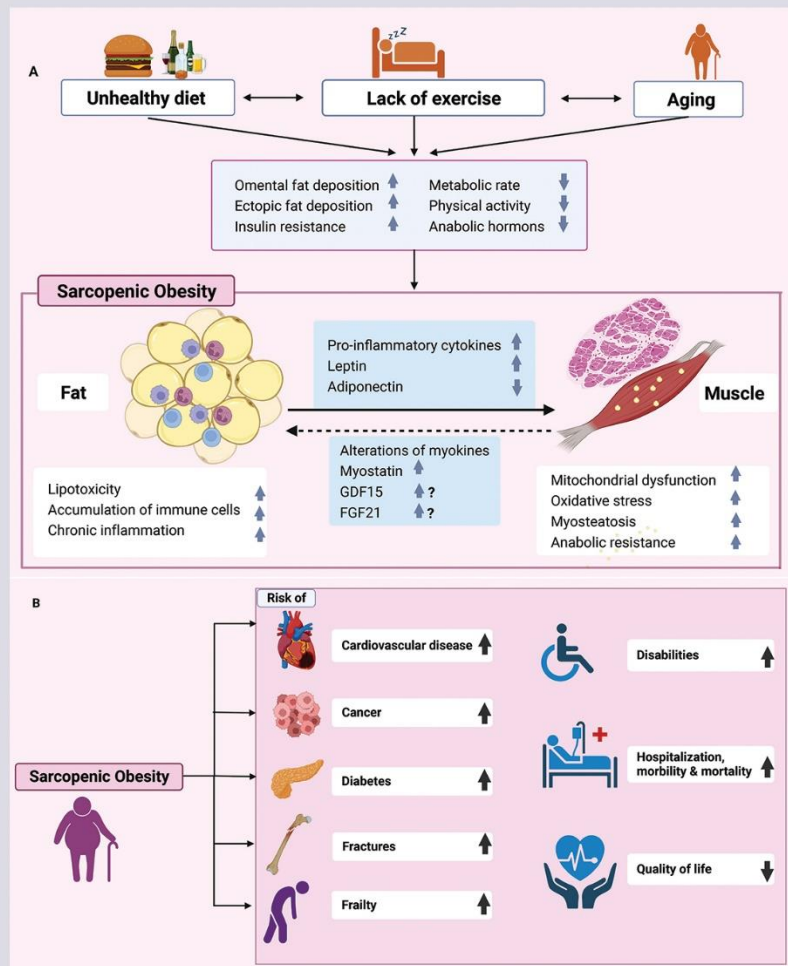
Regular check-ups with healthcare professionals can help monitor muscle health and provide personalized advice. Medical professionals can assess individual risks, suggest specific exercises, and provide dietary recommendations tailored to each person's needs.

In conclusion, understanding and addressing sarcopenia is critical for healthy aging.

The condition, starting in the legs - the pillars of the human body - and progressing upward, can be significantly mitigated by maintaining these pillars' strength and activity.

A combination of regular physical activity, resistance training, balanced nutrition,

adequate sleep, stress management, and professional healthcare guidance can greatly influence the aging process. This integrated approach promotes a healthier, more active lifestyle for the elderly, echoing the adage that old age begins with the feet, and keeping them active is essential for a better quality of life in the later years.



**Doctor MAHAM BILAL**

She is graduate from Sindh Medical College. She completed her MBBS from SMC in 2004 and FCPS in Medical Surgery from JPMC. The officer holds office of Medical Officer in ASF Medical Centre Karachi.



## Motivational Talks

The commitment of the Airports Security Force to the well-being and professional development of its staff reached new heights with the inclusion of insightful lectures by Colonel Retired Muhammad Akmal Khan. An esteemed motivational speaker, Colonel Akmal Khan conducted a 3 day session at NAAS Karachi, DG's Secretariat and ASFPS&C on the critical topic of Emotional Risk Management.



An esteemed motivational speaker grabbed the attention of officers, trainees and faculties. This initiative aimed not only to enhance the emotional intelligence of the audience but also to contribute to their overall personal and professional development.



The deployment of these enlightening sessions was extensive, covering various ASF units, including the NAAS Karachi. Recognizing the importance of accessibility, online sessions were thoughtfully organized for units located in geographically distant areas. This strategic approach ensured that the knowledge shared by Colonel Akmal Khan permeated every corner of the ASF, reaching individuals engaged in safeguarding the nation's airports.



Colonel Akmal Khan's delivery was nothing short of engaging and impressive, capturing the attention of the staff and faculties leaving a lasting impact on their understanding of Emotional Risk Management. His motivational and empathetic approach resonated deeply with the audience, transforming the learning experience into an enlightening and inspiring journey.



The sessions delved into a comprehensive exploration of emotional risk management, providing ASF personnel with valuable tools and techniques to navigate the stress, anxiety, and emotional challenges inherent in their high-pressure work environment.



Further, This philosophical perspective added depth to the discussions on Emotional Risk Management, encouraging ASF personnel to reflect on their individual strengths and resilience.

The initiative received widespread enthusiasm and appreciation from ASF staff, & Faculties who gained a deeper understanding of how to navigate the emotional challenges intrinsic to their roles. The acquired knowledge and skills are anticipated to have a positive and enduring impact on the well-being and performance of ASF personnel.



Lastly, Colonel Akmal Khan's contributions in fostering personal and professional growth within the ASF are commendable. His lectures not only equipped the personnel with practical tools for emotional well-being but also instilled a sense of purpose and resilience, aligning with the organization's commitment to excellence. Through the lens of Maslow's Hierarchy of Needs, these sessions can be seen as a crucial step in fulfilling the higher-level needs of self-actualization and personal growth for ASF personnel. In the pursuit of ensuring airport security, the ASF recognizes the significance of nurturing the holistic development of its workforce.



## Awareness Seminar: Protection of Women against Harassment at Workplace (IIAP Lahore)



On 29-04-2024, an awareness seminar was organized by the Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAAH) at ASF Sarwar Shaheed Garrison, staff mess. The seminar aimed to familiarize ASF troops, both male and female, with the significance and implications of the Protection Against Harassment of Women at Workplace Act 2010.

A team from FOSPAAH, including guest speaker Dr. Fozia Waqar and other officials, visited ASF Sarwar Shaheed Garrison for this purpose. CSO IIAP, Additional Director, Muhammad Rashid welcomed the team. During the seminar, the speakers addressed important aspects of workplace harassment, outlining various forms of harassment and providing coping mechanisms to deal with such situations effectively.

The session was highly informative and emphasized the importance of understanding and implementing measures to protect women against harassment in the workplace. In recognition of her contribution, Dr. Fozia Waqar was presented with a memorial ASF shield.



# Harassment Free Workplace



## Seminar on Harassment-Free Workplace at Sialkot International Airport



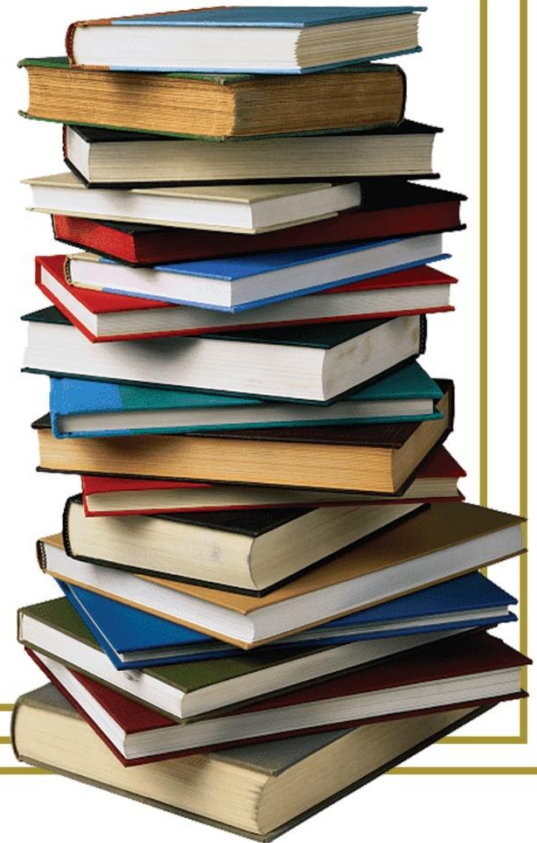
In line with HQ ASF directives, a seminar to promote a harassment-free environment was held in the Domestic lounge on 20-05-2023. Mr. Adnan Safdar (Ex Civil Judge, Director Academic of Sialkot Law College) and Mr. Rana Mubeen (Advocate Lahore High Court) were the guest speakers. Mr. Safdar, an expert with two published research papers, covered key topics including workplace harassment, types of harassment, quid pro quo harassment, intent vs impact of actions, context and frequency of harassment, non-harassment actions, the Harassment Act of 2010, remedies under the PPC, and application procedures such as direct application to the Head, application to an inquiry committee under section 2(I), and application to the Ombudsman. The speakers emphasized dedication, positive behavior, and commitment to tasks as representatives of the state at international borders. They highlighted the importance of understanding the difference between intent and impact, noting that even actions not intended to harm can still have a negative effect, making it vital to be mindful of how our words and actions are perceived by others. The speakers also shed light on the Harassment Act of 2010 and the remedies under the Pakistan Penal Code (PPC), which provide a legal framework for addressing harassment. Quoting Martin Luther King Jr., "Injustice anywhere is a threat to justice everywhere," they urged everyone to pledge to foster a positive and respectful work environment, to be the change we wish to see, and to support one another while standing up against any form of harassment. In conclusion, commemorative shields were presented to both speakers on behalf of ASF Sialkot International Airport.





# Upward Bound

Highlights From The NAAS Course Catalogue



## COURSES

### RISK MANAGEMENT AIRPORT SECURITY PROGRAM COURSE

**Karachi:** The National Academy for Aviation Security (NAAS) orchestrated an impactful Risk Management and Airport Security Program Course, thoughtfully crafted for Mid Tier officers, i.e Deputy Directors, and Assistant Directors. Under the expert guidance of Deputy Director Rizwan, the course unfolded in two insightful parts. The initial segment explored refining risk management skills, emphasizing the intricacies of risk identification, assessment, prioritization, and mitigation. The latter part focused on Airport Security Program (ASP), offering comprehensive guidelines to navigate this critical aspect of aviation security. Recognizing the pivotal role of risk management and airport security program in ensuring the industry's resilience, this course underscores the importance of empowering aviation professionals with essential knowledge and skills.



### MID CAREER MANAGEMENT COURSE

At the National Academy for Aviation Security (NAAS), Deputy Director Dr. Israr spearheaded the Domain Specific Training (DST) of 36<sup>th</sup>, 37<sup>th</sup>, and 38<sup>th</sup> Mid-Career Management Course held in May, August, and November, respectively. The programs drew participants from various departments, engaging them with lectures from distinguished guest speakers covering topics such as Aviation Security, Cyber Security, Public Administration, Stress Management, Decision Making, and Leadership, among others. NAAS earned high acclaim from participants of other agencies for its exemplary organization and content.

Notably, the 36<sup>th</sup> MCMC consisted of 8 participants, the 37<sup>th</sup> had 11, and the 38<sup>th</sup> had 17 attendees. This course holds particular significance as it is mandatory for the promotion of officers in BPS-18 to the next grade.



## GENERAL SECURITY AWARENESS TRAINING

**Islamabad:** A three-day General Security Awareness training took place at Islamabad International Airport, conducted by the Airports Security Force. Twenty-four staff members from various agencies/ functionaries of IIAP attended the course. The participants were briefed on airport security measures and instructed on fostering a security-oriented culture within their organizations.

The event concluded with closing remarks from Colonel Nadeem Asif, who presented certificates and commended ASF staff for their positive contributions and dedication.



## UN ARMED COMBAT

The National Academy for Aviation Security recently conducted a 12 Week Unarmed Combat Course, under the guidance of Course Incharge Assistant Director Muhammad Ashique. The diverse group of 39 participants, representing different ranks, actively engaged in intensive training sessions covering martial arts and strategic methodologies. The course focused on honing skills required to adeptly handle diverse unarmed combat scenarios, including tactics for countering attacks involving rifles, pistols, and knives. This comprehensive program not only emphasized the development of individual capabilities but also aimed at fostering a collective commitment to elevate the standards of aviation security. Participants emerged from the course well-equipped with the knowledge and expertise needed to navigate and mitigate potential threats in an unarmed state.



## **B**EHAVIORAL **A**NALYSIS **A**ND **P**REDICTIVE **S**CREENING **M**ETHODS **C**COURSE



**Karachi:** The National Academy for Aviation Security (NAAS) convened a comprehensive two-week course on Behavioral Analysis and Predictive Screening Methods: under the adept guidance of Deputy Director Jehangir Ahmed, participants delved into advanced techniques and strategies for analyzing behavior patterns and implementing predictive screening methodologies. The course aimed at enhancing the skills and knowledge of attendees in aviation security, equipping them with valuable insights to ensure a robust and proactive approach in safeguarding the aviation industry.

## **O**FFICERS **G**ROOMING **C**COURSE

**Karachi:** A specialized Officers Grooming Course took place at the prestigious National Academy for Aviation Security (NAAS). Tailored for Deputy Directors and Assistant Directors, the program was meticulously designed to refresh their knowledge and elevate key skills such as communication, presentations, decision making and leadership. Deputy Director Anwar Ul Haq, serving as the course incharge, ensured a comprehensive learning environment, fostering the refinement of expertise crucial for effective aviation security management.



# International Bodies Dealing With Aviation

These are just some of the international bodies and entities involved in various aspects of aviation, from safety and regulation to airline representation and air traffic control.



## 1. ICAO (International Civil Aviation Organization):

ICAO is a specialized agency of the United Nations responsible for regulating and overseeing international civil aviation standards and practices.

## 2. IATA (International Air Transport Association):

IATA is a trade association of airlines worldwide. It works to promote safe, reliable, and efficient air travel and sets standards for airlines and the aviation industry.



## 3. ACI (Airports Council International):

ACI represents the interests of airports around the world and focuses on promoting excellence in airport management and operations.

## 4. ECAC (European Civil Aviation Conference):

ECAC is an organization that promotes cooperation and harmonization in civil aviation activities across Europe.



## 5. FAA (Federal Aviation Administration):

The FAA is the national aviation authority of the United States and is responsible for regulating civil aviation within the United States.

## 6. EASA (European Union Aviation Safety Agency):

EASA is the European Union agency responsible for civil aviation safety. It sets safety and regulatory standards for aviation within the EU.



## 7. CANSO (Civil Air Navigation Services Organization):

CANSO represents air navigation service providers (ANSPs) and aims to improve the efficiency, safety, and sustainability of air navigation services.

**8. IFATCA (International Federation of Air Traffic Controllers' Associations):**

IFATCA is a global federation representing air traffic controllers. It works to promote safe and efficient air traffic control practices.



**9. IACO (International Air Cargo Association):**

IACO is a global association representing the interests of the air cargo industry. It focuses on promoting efficient and secure air cargo transportation.

**10. AASA (African Airlines Association):**

AASA represents African airlines and promotes cooperation and development in the African aviation industry.



**11. AAPA (Association of Asia Pacific Airlines):**

AAPA represents airlines in the Asia-Pacific region and advocates for the interests of its member airlines.

**12. ATAG (Air Transport Action Group):**

ATAG is a coalition of aviation industry stakeholders working to promote sustainable and environmentally responsible aviation practices.



**13. IAC (International Aerobatic Club):**

IAC promotes and organizes aerobatic competitions and activities worldwide.

**14. IFALPA (International Federation of Air Line Pilots' Associations):**

IFALPA represents airline pilots globally and advocates for pilot safety and well-being.



**15. IATCA (International Air Traffic Controllers Association):**

IATCA represents air traffic controllers worldwide and focuses on issues related to air traffic control.

# DEVELOPMENTS & INAUGURATIONS





## Director General ASF Inaugurates First-Ever Band Platoon in Airports Security Force



Recognizing the crucial and multifaceted role that a Band Platoon plays in the military, the Director General realized the need to establish one within Airports Security Force. With a vision of elevating ASF to be at par with other forces, the DG took decisive action to raise the very first Band Platoon in ASF's history. Following the DG's directive, concerted efforts were made, and on May 24<sup>th</sup>, 2024, the inauguration of the ASF Band Platoon became a reality.

The inauguration of the first-ever Band Platoon in the Airports Security Force by the Director General Major General Adnan Asif Jah Shad HI(M) marks a significant milestone, rich with symbolic meanings:

- **Tradition and Heritage:** Introducing a Band Platoon aligns the ASF with the long-standing traditions of military and security forces worldwide. This step connects the ASF to a broader historical context, preserving and celebrating the heritage of organized security and defense services.
- **Unity and Cohesion:** The Band Platoon fosters unity and camaraderie within the ASF. Music has a unique ability to bring people together, and the band's performances will help strengthen the bonds among ASF personnel, promoting a collective identity.
- **Ceremonial Grandeur:** The Band Platoon adds a new dimension to ASF ceremonies, bringing grandeur and a sense of importance to events. Their music will enhance the solemnity and significance of parades, commemorations, and official functions.
- **Discipline and Excellence:** The precision and harmony of the Band Platoon exemplify the discipline and excellence that characterize the ASF. Their performances will reflect the high standards of training and operational readiness that the force upholds.

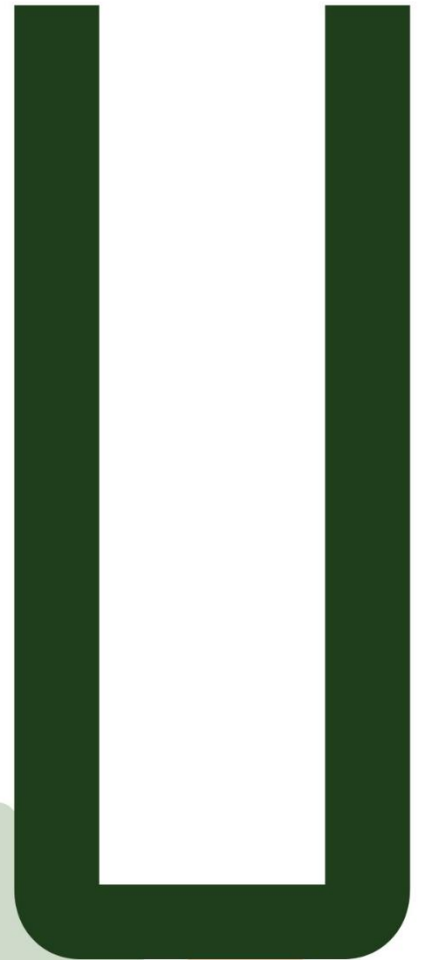
The inauguration of the Band Platoon by the DG ASF is a landmark event, enriching the Airports Security Force with a new tradition and a powerful symbol of unity and excellence. The Band Platoon will enhance ceremonial duties, boost morale and will also improve public relation. This initiative not only preserves the heritage and values of the Force but will actively contribute to its effectiveness and cohesion.



## Renovation of the Main Mosque

The renovated HQ Mosque stands as a testament to the state-of-the-art developments in ASF. Keeping in view the spiritual harmony, the mosque has been refurbished with innovative updates aimed at improving the overall experience. The replacement of aluminum doors and windows with PVC not only modernized the structure but also enhanced its durability, providing both visual appeal and spiritual comfort.

The exquisite wooden craftsmanship on the mosque's pillars enhances the interior beauty, while the whitewashed outer walls evoke a sense of tranquility. These updates seamlessly blend the mosque's traditional orthodoxy with modern innovation and purity. Additionally, the renovated washrooms ensure both cleanliness and comfort.



LIFT

This renovation reflects the DG's enduring legacy, showcasing compassionate leadership and an unwavering commitment to fostering unity and progress. His vision and dedication will continue to inspire us toward a future of collective growth and harmony.



# FINISHING

# Developments at Headquarters ASF

In line with the vision of Director General Airports Security Force, a series of significant development projects have been initiated to enhance the infrastructure and overall facilities at the Headquarters ASF. These projects signify a commitment to improving the environment, functionality, and aesthetic appeal of the HQ ASF, as well as the well-being of its personnel and visitors.



**Road Resurfacing:** One of the primary achievements was the complete resurfacing and carpeting of the road in front of the HQ ASF. This not only enhances the visual appeal but also ensures smoother and safer traffic flow.



**Sensor-Operated Speedometers:** The installation of Sensor-Operated speedometers on both sides of the HQ ASF is a significant step toward ensuring security and regulating traffic within the HQ ASF premises. These advanced systems help in monitoring vehicle speeds and enhance safety.



### **Gate Replacement:**

All five gates of the HQ ASF have been replaced with newly design and aesthetically pleasing entrances. This adds a touch of grandeur and reinforces security measures.

### **Reception Area Upgrade:**

The reception area of the HQ ASF has undergone a comprehensive renovation and upgrade, providing a more welcoming and functional space for visitors and guests. This reflects the commitment to a positive first impression.



### **Parking Renovation:**

The renovation of the parking area at HQ ASF has not only increased its capacity but also made it more organized and convenient for both employees and visitors.

### **Roadside Plantation:**

Roadside aesthetic greenery enhances appeal while promoting a healthier environment. This shows a commitment to sustainability and eco-friendliness.





### **Cleanliness and Maintenance:**

Ensuring cleanliness within the HQ premises and the surrounding areas is an ongoing effort. This not only enhances the visual appeal but also contributes to a healthier and more pleasant atmosphere for everyone.

### **Uplift of Secretariat Kitchen:**

The renovation of the DG Secretariat kitchen is a testimony to the organization's commitment to the welfare of ASF personnel. A modern and well-equipped kitchen is essential for providing quality meals.



### **Conference Room Renovation:**

The renovation of the DG Secretariat conference room signifies the focus on creating a conducive environment for meetings, discussions, and decision-making.

### **Schools & College Infrastructure:**

The renovation of infrastructure within ASF schools and colleges underscores the commitment to education and the overall development of the younger generation.



# Developments at Various ASF Garrison

ASF Garrison JIAP Karachi



Construction of MOQs.



Beautification of Garrison Road

ASF Garrison IIAP Islamabad



Construction of MOQs.

ASF Garrison Rawalpindi



Construction of Junior Staff Apartments

ASF Garrison QIAP Quetta



Construction of Officers Guest Rooms  
alongwith allied facilities

ASF Garrison Faisalabad



Construction of Double Storey Barrack

### ASF Garrison Skardu



Construction of Barrack alongwith Mess, Ladies Rest Room, MT, Store, Kote Magazine, Quarter Guard and OC Accommodation

### ASF Garrison Chitral



Construction of Barrack alongwith Mess, MT, Store, Visitors Room, Ladies Rest Room, Kote Magazine, Quarter Guard and OC Accommodation

### ASF Garrison Gilgit

- ASF Garrison Gilgit achieved a significant milestone on September 21, 2023, by successfully installing a 100 KVA transformer, effectively eliminating the issue of load shedding.
- In addition to this, a new artistic dining hall has been constructed at ASF Garrison Gilgit.
- Construction of ASF Garrison Gilgit gate



## Developments at ASF Garrison Sukkur



Establishment of Gymnasium



Construction of Bamboo Hut



Construction of MT Office



Construction of Badminton Court



Construction of Gunman Post



Construction of Khan Muhammad Pario  
Conference Hall

# Developments at ASF Garrison Quetta



Construction of Unit Mosque



Construction / Upgradation of CSO Office



Construction of Basketball Court



Construction of Unit Welfare Canteen



Construction of Guest Rooms



Construction of First Ever Swimming Pool

# ASF Garrison Lahore



Construction of Triple Storey Living Accommodation for ASF Personnel



Construction of Double Storey Barrack for Ladies Staff



Construction of New Ladies Mess and Recreation Hall



Construction of Girls Block of ASF Public School



Renovation of Garrison Administrator Office



Construction of PCC Road (50 Feet)

## Installations & Developments of Different Projects at Sector HQ North



Fixing of Concrete Tiles on the External Wall of DG Camp Office



Installation of Tensile Membrane Shade Football Ground



Installation of Sign Boards and Traffic



Construction of Minar, Wall Portraits of Masjid



Installation of Tensile Membrane

# Developments at ASF Garrison Karachi

The realization of an uninterrupted power supply at the Airports Security Force Garrison Karachi marks a long-awaited and gratifying accomplishment, celebrated during an opening ceremony led by the Director General of the ASF. The installation of reliable power source has transformed a dream into reality for the garrison's personnel, who previously grappled with the challenges of frequent load shedding.



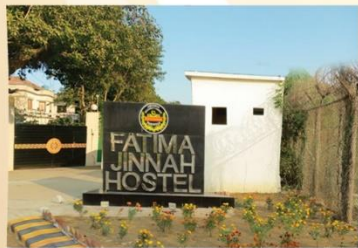
ASSEMBLY AREA



3D GRANITE SIGN BOARDS



GARRISON RECEPTION



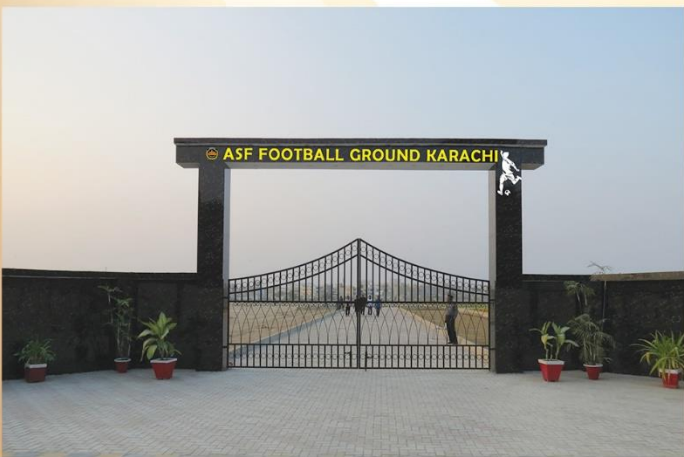
UPLIFT OF FATIMA JINNAH HOSTEL



WIIND TURBINE



LADIES HOSTEL MI ROOM



CONSTRUCTION OF FOOTBALL GROUND ALONGWITH WALKING TRACK



# On Going Projects

## NAAS

Upgradation of National Academy for Aviation Security (NAAS), Karachi. Estimated Cost is Rs. 1737/- (M). It is under progress



## Construction of Sports Arena at Karachi Garrison & NAAS Karachi

JIAP Karachi was facing difficulties regarding non availability of sports arena. In this regard a sports ground has been established. Besides, the construction of a sports arena is under progress.





# ASF Shuhada Monument

## ISLAMABAD

A solemn monument, named the "ASF Shuhada Monument", was recently unveiled at Asad Shah Nawaz Garrison Islamabad, on 8<sup>th</sup> June 2023, paying a heartfelt tribute to the brave martyrs of the Airports Security Force. This initiative, led by the Director General Major General Adnan Asif Jah Shad HI(M) serves as a sincere gesture to honor and immortalize the sacrifices made by these dedicated individuals who exemplify unparalleled bravery and selflessness.

At the inauguration, DG, CSO Islamabad Col Nadeem Asif, Director (North) Brig. Furqan Moazam and other senior officers were present. The Director General emphasized the immense pride felt by the ASF for its fallen heroes, recognizing the tremendous sacrifices they made while serving their country dutifully. Their unwavering commitment to safeguarding the nation continues to serve as an eternal source of inspiration for all.

The ASF Shuhada Monument stands as a poignant symbol of remembrance and respect, representing gratitude and honor for the sacrifices made. Its construction reflects meticulous care and artistry, ensuring a dignified tribute that befits the heroism and valor of the ASF martyrs. It stands as a constant reminder of their unmatched courage and dedication to duty, serving as a testament to their commitment and sacrifice for the greater good. This monument will forever preserve their memories, cherished and respected by both the ASF and the entire nation.

### ASF Public School Karachi



The Director General has inaugurated a newly constructed college block at ASF Public School and College in Karachi. This state-of-the-art building is equipped with modern facilities designed to provide students with a healthy environment to grow and flourish.

### ASF Public School Lahore

Irfan Iqbal Sheikh, President of the Federation of Pakistan Chambers of Commerce & Industry, has laid the foundation for a new girls' college block at ASF Public School in Lahore. This new building will serve as a beacon of hope for girls' education, offering them a quality learning



# READY TO RESPOND

Airguard Unit was established on March 26, 1981 for the purpose of in-flight security. It remained under SSG (Personnel of all O3 x services) of Armed Forces for a decade. Later, ASF Airguards Company was raised on April 4, 1991. After withdrawal of SSG troops on June 22, 1992, entire responsibility of in-flight security shifted to qualified personnel of ASF Airguards company.



# AIRGUARDS

## HAR DAM TAYYAR



# 4<sup>th</sup> APRIL Raising Day **AIRGUARD CELL**

The AirGuards Company was established on March 26, 1981, with a mission focused on in-flight security. The team comprised skilled personnel from the SSG of the Armed Forces. For over a decade, these Special Forces steered the company to success. Then, on April 4, 1991, the ASF Air Guards took wings. By June 22, 1992, the Air Guards Company gracefully passed into the hands of the Airports Security Force, now known as ASF Air Guards.





**Karachi:**

Every year on April 4, the Raising Day of ASF Air Guards is celebrated. This year marked the joyous celebration of the 32<sup>nd</sup> Raising day of ASF AirGuards.

A spirited ceremony unfolded at ASF Garrison Karachi, Deputy Director General Brigadier Salahuddin Ayubi, SI(M) and retired officers of Airguards Coy graced the occasion as chief guests. CSO Airguards, Major Haris welcomed DY DG & Retired officers at the event.

During the celebration, a firing competition took place, rewarding the top achievers with cash awards of 20,000 and souvenirs were also presented. The festivities concluded with a cake-cutting ceremony, capturing memorable group photo of the jubilant occasion.



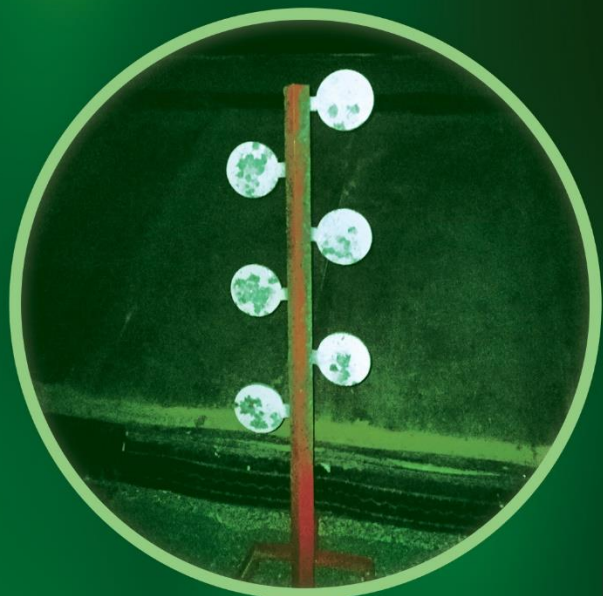


## Night Vision Goggles (NVGs) Firing Drill

Airports Security Force commandos have started night firing drills by using Night Vision Goggles (NVGs) to enhance their shooting skills. The exercise has been made mandatory for every commando to ensure exceptional shooting in night times.

The use of NVGs in firing exercises offers important benefits, equipping commandos with the ability to work effectively in low-light or night-time conditions. This enhances their accurate fire, shooting, and overall combat readiness. By inducting NVGs into their training, ASF commandos can hone their capabilities to achieve targets accurately in challenging environments and further strengthen the force's capabilities in securing airport and ensuring air travel safety.

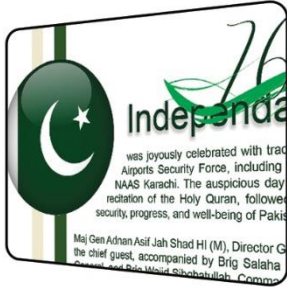
The strategic induction of NVGs firing exercises indicates the force's commitment to maintain high-level operational readiness, aimed at enabling commandos to effectively counter threats in different scenarios. Such training not only strengthens individual skills but also augments the collective defense and response capabilities of ASF commandos.





**YOUM-e-TAKREEM**  
Shuhada-e-Pakistan

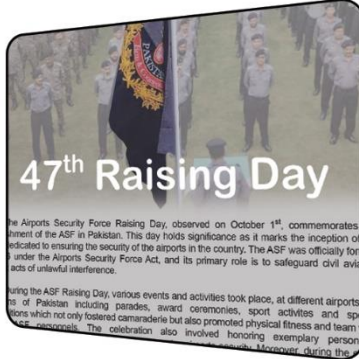
On May 25, M... commemorated with p... and respect across all... ASF Headquarters... connected with the Holy Quran. Major Ge... Jah Shad HI (M), the... paid homage to the m... w... in the Martyrs'... headquarters, offering... honor.



**Independence Day**

was joyously celebrated with trad... Airports Security Force, including NAAS Karachi. The auspicious day... recitation of the Holy Quran, followe... security, progress, and well-being of Paki...

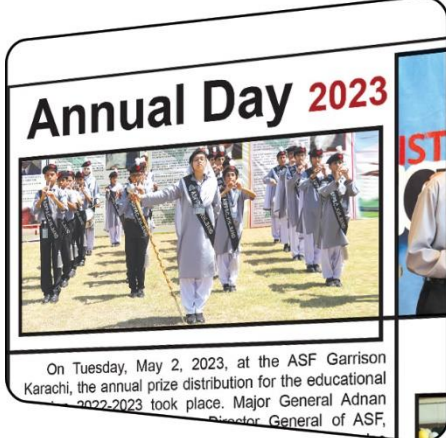
Maj Gen Adnan Asif Jah Shad HI (M), Director G... the chief guest, accompanied by Brig Salaha... and Brig. Muzafar Subhanullah, Comm...



**47th Raising Day**

The Airports Security Force Raising Day, observed on October 1<sup>st</sup>, commemorates... ment of the ASF in Pakistan. This day holds significance as it marks the inception of... dedicated to ensuring the security of the airports in the country. The ASF was officially form... under the Airports Security Force Act, and its primary role is to safeguard civil avia... acts of unlawful interference.

During the ASF Raising Day, various events and activities took place, at different airports... of Pakistan including parades, award ceremonies, sport activities and spe... ions which not only fostered camaraderie but also promoted physical fitness and team v... e... The celebration also involved honoring exemplary person... Manager, during the...



**Annual Day 2023**

On Tuesday, May 2, 2023, at the ASF Garrison Karachi, the annual prize distribution for the educational... 2022-2023 took place. Major General Adnan... Director General of ASF,



**Celebrations**  
**2023-24**

# PARTICIPATION IN JOINT SERVICES PAKISTAN DAY PARADE



The participation of the Airports Security Force female contingent in the Pakistan Joint Services Parade on March 23, 2024, was a landmark event, symbolizing the increasing role of women in national defense and security. The second time participation of ASF female contingent at such a prestigious event not only highlights the capabilities of women personnel but also set an inspiring example for future generations of women in the workforce.

Under the leadership of Assistant Director Suneela Saima, the contingent commander, the 20-member team demonstrated their discipline, dedication, and hard work. Their outstanding performance was a reflection of their commitment to excellence in their duties. Their synchronized movements during the parade were a result of weeks of preparation, where the women demonstrated unwavering commitment to excellence.

The recognition from DG ASF, Maj General Adnan Asif Jah Shad HI(M), added immense value to the achievement, as the honorarium and the celebratory events in Murree and at the iftar further strengthened their morale and team spirit. The contingent not only made their families and colleagues proud but also underscored the ASF's dedication to empowering women in significant roles.

The experience was not just a one-time celebration but a stepping stone for future opportunities, inspiring these women to aim for even higher accomplishments within the force. Their participation sends a powerful message about the critical contributions of women in maintaining national security, and their exemplary performance will be remembered as a key moment in ASF's history.

# 23<sup>rd</sup> March, 2023



March 23<sup>rd</sup> holds profound significance in Pakistan's history, this historic day is a beacon of pride for Pakistan. The nation celebrates this pivotal day with unwavering enthusiasm. The Airports Security Force actively participated in the festivities, marked by spirited celebrations. All units of ASF celebrated the joyous occasion with unwavering determination and enthusiasm.

The day commenced with a solemn recitation of the Holy Quran. The pinnacle of the celebrations was the flag hoisting ceremonies, where CSOs/OCs proudly raised the national flag. It was a moment to reflect on the significance of the day and honor the dedication that led to the establishment of the nation.



# Annual Day 2023



On May 2, 2023, at the ASF Garrison Karachi, the annual prize distribution for the educational session 2022-23 took place. Major General Adnan Asif Jah Shad HI(M), the Director General of ASF, graced the occasion as the Chief Guest. Mrs. DG also attended the event. Bushra Adnan, Principal of ASF Public School & College System welcomed them with due respect. The event aimed to honor the outstanding achievements of grade IV to grade VIII students.

Major General Adnan Asif Jah Shad HI(M), applauded the students' hard work and dedication, acknowledging the pivotal role of parents and teachers. He also distributed shields to position holders and certificates of appreciations.

Further, students displayed and shared insightful thoughts about their projects. Major General Adnan Asif Jah Shad HI(M) received a shield in appreciation, and he praised the school staff for creating a conducive learning environment. In gratitude, he announced a bonus for the staff, emphasizing the importance of learning and sends wishes to all the students. Later principal of ASF Public School & College System highlighted the command's vision regarding the improvement of quality education, welfare of ASF wards and expansion plan of School & College.



# Annual Day 2024



## ASF Public School Annual Celebrations at Lahore Campus.

On May 15, 2024, ASF Public School Lahore Campus held its annual celebrations at the Ali Institute. DG ASF Major General Adnan Asif Jah Shad HI(M), graced the occasion as Chief Guest. The program commenced with the recitation of the Holy Quran and included the distribution of certificates to outstanding students. DG ASF delivered a motivational speech to mark the occasion where he emphasized the importance of dedication and hard work in achieving success. He congratulated the students on their impressive performances in the final exams and encouraged them to continue striving for excellence. He highlighted that these achievements are a testament to their perseverance and the quality education provided by ASF Public School.

Furthermore, He urged the students to maintain their commitment to studies and to always aim high, as they are the future leaders of the nation.

The occasion was attended by Parents and Senior officers from HQ ASF. Enhanced security arrangements were in place with the deployment of QRF staff, ASF police, and personnel for body and baggage searches. The event concluded with refreshments.





# 47<sup>th</sup> Raising Day

The Raising Day, observed on October 1<sup>st</sup>, commemorates the establishment of the ASF in Pakistan. This day holds significance as it marks the inception of the force, dedicated to ensure security of the airports in the country. The ASF was officially formed in 1976 under the Airports Security Force Act, and its primary role is to safeguard civil aviation against acts of unlawful interference.

During the ASF Raising Day, various events and activities including parades, award ceremonies, sport activities and speech competitions, took place at different airports and Garrisons of Pakistan which not only fostered camaraderie but also promoted physical fitness and team work among ASF personnels. The celebration also involved honoring exemplary personnels, acknowledging their contributions to maintaining the airports security. Moreover, during the event, CSOs across various units engaged with their under-command staff to raise their morale, inspire dedication, and also provided instructions to serve more passionately in the line of duty.

At the same time, meal (Bara khana) was also arranged to enhance the celebration on the occasion of this special day. This fest not only offered a delectable treat but also symbolized appreciation for their unwavering hard work and dedication.

In conclusion, the day served as a reminder of the reinvigorated dedication to the national services, highlighting the ASF's commitment and accomplishments in safeguarding the airports of Pakistan, and reinforcing its steadfast dedication to its mission.

# IIAP Islamabad



# Other Airports



# YOUM-e-TAKREEM

## Shuhada-e-Pakistan



On May 25, Martyrs' Day was commemorated with profound reverence and respect across all units, including the ASF Headquarters. The ceremony commenced with the recitation of the Holy Quran. Major General Adnan Asif Jah Shad HI (M), the Director General, paid homage to the martyrs by laying a wreath at the Martyrs' Memorial at ASF headquarters.



The ceremony honored the enduring sacrifices of Pakistan's martyrs. In his address, the DG ASF praised the remarkable sacrifices of the courageous individuals who laid down their lives for the nation. He expressed pride in the dedication and sacrifices of the martyrs, emphasizing their role in securing our freedom.



The Director General, in his speech, reiterated our steadfast dedication to defending the nation, promising to protect our homeland at any cost. With a legacy of sacrifices for the nation, the ASF pledges to persevere in safeguarding the country's airports. The ceremony concluded with officers and staff joined in chanting slogans of "Pakistan Zindabad," reaffirming their unwavering love and devotion to the nation.

# YOUM-e-SHUHADA ASF 2023

On June 8, 2023, the ASF commemorated the courageous martyrs with profound reverence and dedication across all airports in Pakistan, including the headquarters. The day commenced with the recitation of Fatiha in honor of the fallen heroes. Brigadier Wajid Sibghatullah, Director South, accompanied by CSO South, Director Ishrat Javed Malik, and Director Maqbool Ahmed paid a solemn salute and laid a floral wreath at the Shuhada monument ASF Headquarters, Fatiha was recited at other units, and prayers were also offered. In an address to the staff, Director South encouraged members of the force to uphold their duty ensuring the security of the nation's airports. Reflecting on the significance of the day, he highlighted the glorious victory of our martyrs on June 8, 2014, and the enduring impact of thwarting terrorist attempt. He expressed confidence in the unwavering spirit and determination of the force members, emphasizing their commitment to defending the homeland.

The commemoration concluded with heartfelt tributes and prayers offered to the martyrs and their families, along with prayers for the continued prosperity and safety of the institution.



# YOUM-e-SHUHADA ASF 2024

ASF Shuhada Day, June 8<sup>th</sup>, 2024 was observed with utmost devotion and respect at all units of the force including ASF Headquarters. To highlight the significance of the day, various events were held at all airports across the country.

The day began with recitation of the Holy Quran and prayers for the elevation of Martyrs of ASF in all the Garrisons of Airports Security Force across the country. Later, Chief Security Officers and officers commanding read out a special message from Director General ASF on the occasion of the day.

“June 8, 2014 is a bright chapter in the history of ASF, when martyrs of ASF sacrificed their lives to protect the country's airports”, the message reads. He said that we have made sacrifices in the past for the defense of the country and no sacrifice will be spared for the sake of the motherland in the future. The officers and men of ASF are always ready to foil every subversive attempt of the enemy with their best performance and professionalism to protect the national airports.





# 76<sup>th</sup> Independence Day

76<sup>th</sup> Independence Day was joyously celebrated with traditional fervor at Headquarters Airports Security Force, and at all ASF units across the country. Whereas the central ceremony was held at ASF HQ Karachi. The auspicious day commenced with the recitation of the Holy Quran, followed by heartfelt prayers for the security, progress, and well-being of Pakistan and its people.

Maj Gen Adnan Asif Jah Shad HI(M), Director General, graced the occasion as the chief guest. He was accompanied by Brig Salaha ud Din Ayubi, Deputy Director General, and Brig Wajid Sibghatullah, Commander South. Together, they paid homage to the martyrs at the Shuhada Monument with a general salute, after which the Director General unfurled the national flag, followed by the rendition of the National Anthem.

During the ceremony, Director Operations Munawar Zarif conveyed the Director General's message, highlighting the significance of freedom and the enduring sacrifices made by the Muslims of the subcontinent. He urged the officers and staff to renew their commitment to enhance integrity and safeguard Pakistan.

The event also witnessed a rank ceremony, during which Director Intelligence, Amjad Ali, and Director Legal, Parvaiz Akhtar were honored with the rank of Director. The Director General presided over the ceremony.

In a spirited conclusion to the celebration, officers and staff joined in chanting slogans of "Pakistan Zindabad," reaffirming their unwavering love and devotion to the nation.



# Sports

2023-24



# Sports

At the Airports Security Force, prioritizing the physical and mental well-being of personnel remains a core focus. Ongoing efforts include organizing tournaments of cricket, hockey, volleyball, table tennis, and badminton at both unit and central levels, promoting fitness and teamwork.

Unit-level competitions provide an opportunity for teams to showcase their skills, with selected teams advancing to the central level. Participants are recognized and motivated through substantial prizes, certificates, and various incentives. This approach not only enhances physical fitness and morale but also fosters a culture of competitiveness and camaraderie within the force.

The skills developed on the sports field, such as adaptability and quick decision-making, seamlessly translate into professional capabilities. This competitive spirit encourages continuous improvement and prepares personnel to face challenges proactively. Coupled with the physical fitness gained through participation, these efforts ensure that ASF personnel remain resilient under pressure and excel in their roles.



Under the visionary leadership of Director General Adnan Asif Jah Shad HI(M), sports initiatives at the unit level have significantly enhanced a strong sense of sportsmanship. This strategic focus not only reinforces the importance of physical fitness but also demonstrates a deep understanding of the holistic well-being of the staff.

In a profession where peak physical condition is vital, the emphasis on sports is transformative. The DG's foresight emphasizes that a fit force is a resilient one, capable of meeting the demands of challenging responsibilities head-on.

The DG's dedication to promoting sports reflects a comprehensive understanding of the connection between physical fitness and overall wellness. This initiative transcends athletic achievement, focusing on the long-term health and operational effectiveness of the force. In navigating today's challenges, the DG's leadership in embracing sports as a cornerstone of the ASF vision deserves commendation for guiding the organization toward a healthier and stronger future.



Under the directives of the Director General of the Airports Security Force, a Sports Competition featuring cricket for males and table tennis for females took place from January 2nd to January 12th, 2024, at Karachi Garrison. The opening ceremony, held on January 2nd, was inaugurated by Director Ehsan Ullah, Chief Security Officer (CSO) Jinnah International Airport (JIAP). He engaged with the players, emphasizing the Director General's vision for health and fitness, thereby motivating the participants.

On January 9th, 2024, a special dinner was organized by CSO JIAP, attended by all players and team managers. The tournament concluded on January 12th, with the final matches taking place on that day. The cricket final featured a showdown between Karachi Airport and North, with the latter emerging victorious. Simultaneously, the final Table Tennis match saw Islamabad Airport competing against Headquarters ASF, with Islamabad Airport securing the win.

Deputy Director General of the Airports Security Force graced the event as the chief guest. In a ceremonial gesture, cash prizes and medals were distributed among the players. Additionally, the Deputy Director General announced leave for the participants as a commendation for their involvement in the competition. This successful event not only showcased the talents of the participants but also reinforced the importance of health and fitness in alignment with the overarching vision of the Director General ASF.

# EMERGENCY

# RESPONSE

# AND

# CRISIS

# MANAGEMENT

Emergency situations can arise unpredictably, and airports are not exempt from such occurrences. In Pakistan, as a vital hub for international and domestic travel, airports have encountered various emergencies and crises over time. This article aims to delve into the best practices and insights gained from these incidents to enhance emergency response and crisis management in Pakistan's airports.

## Preparedness and Planning:

A cornerstone of effective emergency response lies in preparedness and planning. Airport authorities in Pakistan must ensure the existence of well-defined emergency response plans encompassing diverse scenarios like fires, terrorist threats, natural disasters, and medical emergencies. Regular drills and exercises are imperative to evaluate these plans' efficacy and pinpoint areas for enhancement.

**Lessons Learned:** Past experiences underscored the repercussions of insufficient preparedness and planning, underscoring the need for comprehensive emergency response plans adaptable to evolving circumstances and emerging threats.

## Communication and Coordination:

Effective communication is pivotal in arranging a timely and cohesive response during emergencies. Pakistani airports should establish robust communication systems facilitating swift information dissemination among stakeholders, including airport personnel, airlines, emergency services, and passengers. Employing diverse channels such as public announcements, social media, and emergency hotlines is essential.

**Lessons Learned:** Previous instances revealed lapses in communication, impeding response efforts. Addressing this necessitates investments in advanced communication infrastructure and regular training to enhance communication proficiency among airport staff.

## Training and Capacity Building:

Adequate training and capacity building are imperative for airport personnel and relevant stakeholders involved in emergency response. All staff should be proficient in fundamental emergency response techniques, while specialized teams focusing on firefighting, medical response, and evacuation should undergo regular training to hone their skills.

**Lessons Learned:** Security Culture still not adopted and Inadequate training among

airport staff led to delayed responses and compromised safety in some cases, emphasizing the importance of investing in training programs and continuous professional development to bolster emergency response capabilities.

## Integration of Technology:

Leveraging advanced technologies can significantly enhance emergency response and crisis management at Pakistani airports. Deploying CCTV cameras strategically aids in threat identification and real-time monitoring of emergency situations. Furthermore, incorporating advanced analytics and Artificial Intelligence -based (AI) systems aids in detecting suspicious activities and potential risks.

**Lessons Learned:** Past emergencies underscored the necessity of integrating technology to augment response efforts. Consequently, airport authorities should explore and invest in modern technologies to bolster situational awareness and response capabilities.


## Conclusion:

Emergency response and crisis management are paramount for ensuring the safety and security of travelers at Pakistani airports. By embracing best practices and assimilating insights from past incidents, airport authorities can fortify their preparedness for emergencies and mitigate their impact effectively. Investing in preparedness and planning, effective communication, comprehensive training, and technological integration will empower Pakistani airports to furnish a safer environment for all passengers while adeptly managing emergency situations.



**Deputy Director  
Mehfooz Jamil**

joined the Airports Security Force on October 15, 1986. He holds a Masters Degree in International Relations. Presently, he is serving as OC FIU JIAP Karachi.



# Harmonizing Emotional Intelligence with Aviation Security

*A Paradigm Shift towards Human-Centric Safeguarding*

In the high-stakes realm of aviation security, where the imperative of safeguarding lives and infrastructure intersects with the nuanced tapestry of human emotions, the role of Emotional Intelligence (EI) transcends conventional expectations. This intricate interplay of cognitive and emotional acuity not only amplifies the efficacy of security protocols but also humanizes the very essence of these interactions, ensuring a harmonious balance between vigilance and empathy. The discourse that follows delves into the multifaceted application of EI within the aviation security sector, elucidating how this symbiotic relationship enhances operational effectiveness, interpersonal dynamics, and crisis management.

At the heart of EI lies a quartet of core competencies:

Self-Awareness, Self-Management, Social Awareness, and Relationship Management. Each of these dimensions contributes a crucial thread to the tapestry of emotional intelligence, weaving a narrative that champions introspection, regulation, empathy, and interpersonal finesse. In the context of aviation security, these competencies serve as the pillars upon which the edifice of a secure, responsive, and humane security apparatus is constructed.

Self-Awareness in aviation security professionals manifests as an acute consciousness of their emotional state and its impact on their conduct and decision-making processes. This introspective capability ensures that security personnel maintain a clear-headed approach, even under duress, thereby upholding the integrity of security protocols without succumbing to the potential distortions of personal biases or emotional upheavals.

Self-Management, the second pillar, emphasizes the ability to navigate one's emotions and impulses with dexterity. In the unpredictable tableau of airport security, where the specter of threats looms alongside the routine anxieties of travelers, the capacity to remain composed and adaptable is invaluable. It is this steadfastness that ensures the seamless execution of security measures and the maintenance of a tranquil environment conducive to safe travel.

Social Awareness, the third dimension, underscores the importance of empathetic engagement and the discernment of the emotional currents that pervade the airport milieu. Security personnel equipped with this understanding can adeptly navigate the cultural and emotional diversity of the global

travel populace, ensuring respectful and efficacious interactions that uphold the dignity and comfort of all passengers.

The final cornerstone, Relationship Management, encapsulates the quintessence of effective interpersonal interactions. In the realm of aviation security, where collaboration and coordination among various teams are paramount, the ability to forge and sustain productive relationships is the linchpin of a robust security framework. This competency enables security leaders to inspire and galvanize their teams, fostering an environment of mutual respect, shared purpose, and collective resilience.



The application of EI in aviation security extends beyond the individual to influence the broader spectrum of workplace dynamics, leadership effectiveness, and organizational culture. Leaders imbued with emotional intelligence can catalyze a work environment that prioritizes empathy, collaboration, and adaptability. Such leaders are adept at navigating the complex emotional landscapes of their teams, leveraging this insight to motivate, unite, and

guide their personnel towards a shared vision of unwavering security and exemplary service.

Moreover, EI plays a pivotal role in conflict resolution and crisis management within the aviation security sector. The ability to de-escalate tense situations through empathetic communication and to make judicious decisions under pressure is a testament to the transformative power of EI. It is this capacity for calm, composed, and compassionate crisis navigation that underscores the indispensable role of EI in ensuring the safety and well-being of both passengers and security personnel.

Furthermore, the nuanced understanding of cultural and emotional diversity fostered by EI is invaluable in an environment as inherently global and interconnected as aviation. This cultural competence not only enriches interpersonal interactions but also serves as a bulwark against the misunderstandings and conflicts that can arise in a multicultural context.

In conclusion, the integration of Emotional Intelligence within the fabric of aviation security represents a paradigm shift towards a more humane, responsive, and effective security apparatus. It is a recognition of the indelible truth that security, at its core, is about protecting people - not just from physical threats but also from the invisible vicissitudes of fear, anxiety, and misunderstanding. As we navigate the complexities of the modern world, the harmonization of emotional intelligence with the stringent demands of aviation security stands as a beacon of hope, a testament to the enduring power of empathy, understanding, and human connection in safeguarding our collective journey.



**Director Munawar Zarif**

joined the Airports Security Force on June 17, 1995. He holds a Bachelor of Arts degree. Presently, he is working as Director AVSEC Ops & Plans.



# ASF

## In Aviation Sector

*Aviation is the epitome of human achievement, where we conquer the skies and defy gravity." Unknown*

With the bloom in the Aviation Industry at international, regional and national levels, the challenges and opportunities have also been increasing along with ownership of the Rights of Stakeholders. Aviation Sector is an amalgamation of different actors and factors who have been contributing according to their roles and tasks. Nevertheless, being a main Stakeholder, the Airports Security Force (ASF) has not been given due weightage. It has been considered as a Service Provider as enshrined in the National Aviation Policy-2019 at the altar of a Regulatory Authority. Such misconceptions need to be rectified along with recognition of an Aviation Force in the International Aviation Industry. ASF is an identity and pillar of Aviation Sector in protecting the Airports and its premises from the acts of unlawful interference. After its establishment, it has proved itself in the operational, administrative, academic, intelligence and legal fields as the most efficient, effective and capable force. Professional development and vigilant attitude are the perspectives through which they can dismantle and distract the terrorists, extremists and hijackers' plans and objectives as proved in the eighth June 2014 attack on Jinnah International Airport Karachi. Their heroics have not only enhanced the public trust locally but also sent a message to international fraternity that Pakistan is a safe and secure place to travel by air.

Airports Security Force was established through an Act on first October 1976 as the tenth Directorate of the Pakistan Civil Aviation Authority. Later on, it was separated in 1983 as an independent organization. Its functions are to provide security to the airports, aerodromes, installations and related premises; preventing acts of unlawful interference ; and maintaining law and order situation at the Airports. With the changing environment of security complexities, ASF has proved its mettle with training techniques, physical buildup, weapon

expertise and disciplinary measures as well as enhancement of its motto of Firm and Courteous. The two contrasting techniques can never be implemented except with prudent and sagacious understanding of the public psyche and art of public dealing by the personnel of this organization.

In order to keep the momentum of an organization, the training plays a significant role in materializing its mission, vision and principles. Academically, the National Academy for Aviation Security ( NAAS) has been fulfilling its commitment through various methods and techniques from physical build up to public dealing; from weapon handling to screening of baggage; from investigation methods to report writing; from intelligence surveillance to legal conundrums; from operational experience to administrative affairs; and from hijacking drills to counter terrorism activities. Such methodologies have not only proven the academic qualities and qualifications but also enhanced the role of NAAS as the significant institution in materializing the security needs and deeds of an organization.

The operational preparedness and proficiency of an organization is of utmost significance. As far as the security of Airports is concerned, it has been segregated into different sectors/zones: Parking Sector; Building Sector; Apron Sector; and Perimeter Sector. These sectors have been strengthened through Three Tier Security System, Entry and Exit Control System, Search of Staff and Passengers, Screening of Baggages and Vehicles, and provision of latest Arms, Ammunitions and Vehicles for feasible security environment. Besides, ASF personnel's collaboration with sister agencies in controlling smuggling and narcotics have tremendous impacts on the minimization of security hazards and risks. Operational strength of ASF in Aviation Sector has further widened the scope, morale and practical experience in combating the risks and provision of secure environment at the airports.

Implementation of the rules and regulations enhance the trust and reliability



of the public and the personnel. It also bounds the personnel to remain within the prescribed limits and violators of law have been dealt strictly. Besides, the Legal Directorate of ASF has been developing a prosecution wing so that legal conundrums may have been settled. Rewards and punishments not only create competition among personnel but also imparts discipline in the members of the force to work and execute functions honestly and diligently.

Accountability is the main weapon through which deterrence, discipline, punctuality and responsibility may be maintained. Accountability of ASF personnel is done through intelligence branch which is headed by Director Intelligence. Intelligence gathering and sharing is the main responsibility of this section. In addition to keep an eye on the movements of personnel, they have been instructed to visualize the working relationship of the staff with other organizations as well as to conduct overall search for the loopholes and listening of the grievances of staff. Their job is of sensitive nature. Keeping the sensitivity of the nature of job, they should have been provided proper trainings and techniques of intelligence perspectives from intelligence corridors so that security enigmas and problems might be assorted.

ASF in Aviation Sector is full of complex challenges which have been multiplying with changing circumstances of scientific and technological advancement. The major challenges for ASF in Aviation Sector are: To restrain hijackers; To counter drone technology; To enhance counter terrorism and counter insurgency techniques; To provide latest screening baggage machines; To enlarge personnel's art of public dealing; To prioritize security mapping of airports; To broaden intrinsic and extrinsic intelligence coordination and cooperation; To procure latest weapons and machinery; and to enhance security culture within country. If these challenges have been materialized then security perspectives will bear fruitful results.

There is a dire need to bring reforms and implementation of standard practices and procedures as prescribed by International Civil Aviation Organization. Following

recommendations might be helpful in reformation and renaissance of ASF in Aviation Sector. These are: Reforms in ASF Act, 1975; Establishment of Prosecution Wing; Recognition of ASF as a Regulatory Authority of Security in Aviation Sector; Standardized Curriculum for Aviation Security; Focus on development of communication skills of trainees; Recognition of NAAS as a sole Aviation Security Management Institution in Pakistan; Permanent deployment of teaching staff; NAAS should get recognition from HEC for initiation of BS in Aviation Security Management; Introduction of syllabus of sister agencies working at Airports, Cybersecurity and Artificial Intelligence in OBASC Curriculum; Introduction of English language and Computer courses in NAAS; Hiring of a Psychologist; Surveillance of perimeter through CCTV system; Change in duty roster; Coordination with CAA for infrastructure development keeping security issues; and enhancement of coordination among different Companies along with respect of Rank and File. Such reforms not only enhance the personnel's confidence and morale but also develop the perception of ASF in Aviation Sector as the most prestigious department.

I would like to sum up in the words of Jim Rohn: "We all must suffer one of two pains: the pain of discipline or the pain of regret". It will be better for us to suffer the pain of discipline for the cause of ASF and its role in Aviation Sector for the dignity, progress and prosperity of this nation.



**Inspector SHAHID KHOSO**

He is serving in ASF since December 06, 2013. He did his Masters in Public Administration from University of Sindh, Jamshoro and LLB from University of Karachi. Presently, he is performing his duties in HQ Procurement Branch.



# AVSEC LEGISLATION IN PAKISTAN



## Introduction:

Pakistan became a member of ICAO in November 1974. Out of two options on ratification of ICAO AVSEC Conventions that are generally used, Pakistan adopted the approach of amending its National Criminal Code to include the offences related to AVSEC contained in those conventions, instead of enacting dedicated or specified AVSEC legislation. Pakistan has ratified all 5 of the Tokyo, Hague, Montreal & Beijing Conventions along with both the Montreal Protocols of 1988 & 2014. For their enactment into national legislation, amendments to Anti-Terrorism Act 1997, Pakistan Penal Code, The Extradition Act 1972, The Explosive Substances Act 1884 have been made. Moreover, enactment of Airports Security Force (ASF) Act 1975 to establish a specialised AVSEC Force with jurisdiction only within limits of airports soon after ratification of Chicago convention was an important milestone.

## AVSEC Conventions & relevant National Legislation:

**Tokyo Convention 1963:** National legislation in Pakistan regarding Tokyo Convention was enacted through Pakistan Extradition Act 1972 & Civil Aviation Rules 1994 (Part X - Conduct of persons on board an aircraft).

**Montreal Protocol 2014:** Ratification of Montreal Protocol 2014 into national legislation has been carried out through enactment of Pakistan Civil Aviation Act 2023. This piece of legislation elaborated the jurisdiction issue & Powers of Pilot-in-Command to deal with the in-flight disturbances. Chapter XIV, Section-116 of this act sets punishments for Violent or dangerous behaviour on board an aircraft as imprisonment up to five years, or fine up to five hundred thousand Rupees or both. Section-117 sets punishment for disorderly/indecent

conduct or intoxication as imprisonment up to 3 years or a fine up to one hundred thousand Rupees, or both.

**Hague Convention 1970:** Enactment of Hague Convention has been incorporated into national legislation by amendment in Pakistan Penal Code, Anti-Terrorism Act 1997 & Pakistan Extradition Act 1972. Pakistan Penal Code, Section 402-A defines the act of hijacking, whereas Section 402-B sets its punishment as Death Penalty or imprisonment for life, along with forfeiture of property and fine. Anti-Terrorist Act 1997, Section-6(e) describes the act of Hijacking as a terrorist act, whereas its punishment is described in Section-7 as Death Penalty/ imprisonment for life and fine.

**Montreal Convention 1971:** Montreal Convention has been ratified by Pakistan by introducing amendments into Anti-Terrorist Act 1997 and enactment of PCAA 2023. Anti-Terrorist Act 1997, Section-6(ee) describes the act of sabotage or use of any explosive device as a terrorist act, whereas its punishment is described in Section-7 as imprisonment for life. Moreover, PCAA 2023, Chapter XIV, Section-119 sets punishment for wilfully destroying or damaging an aircraft as imprisonment up to fifteen years, or fine up to one million Rupees, or both.

**Montreal Protocol 1988:** Montreal Protocol 1988 has been ratified by Pakistan through amendments in Anti-Terrorist Act 1997 and enactment of PCAA 2023. Chapter XIV, Section-118 of PCAA 2023 sets punishments for destroying/damaging airport premises, disruption of airport services & communication of false information as imprisonment up to 7 years and fine up to five hundred thousand rupees, or both.

**Montreal Convention 1991:** Pakistan

ratified this convention by making amendments to The Explosives Act 1884 & The Explosive Substances Act 1908. Under the former act, possession or movement of explosives was declared an offence and its punishment was set as imprisonment for life under the later act.

**Beijing Convention 2010:** Pakistan ratified this convention by making amendments to Pakistan Penal Code & Anti-Terrorist Act 2010. Pakistan Penal Code Section 402-C sets punishment for harbouring hijackers or abetting/being accomplice to act of hijacking as Death Penalty or Life Imprisonment. Anti-Terrorist Act terms accomplices or abettors of hijackers as terrorists as well.

**Airports Security Force Act 1975:**

Soon after becoming ICAO member, Pakistan established a specialised AVSEC Force named as Airports Security Force in 1976 through enactment of ASF Act 1975. This act provides powers & responsibilities to the force members to stop acts of unlawful interference at all airports of Pakistan. As per Section 3.8.1 of NCASP, ASF is the Policing Authority at all airports of Pakistan. Director General ASF is not only the most important member of National Aviation Security Committee, but is also responsible for issuance of all Airport Passes as per Access Control Policy of Pakistan. Establishment of ASF is a unique feature of AVSEC legislation in Pakistan when compared to all neighbouring states in the region.

**National Civil Aviation Security Policy (NCASP):**

NCASP of Pakistan is given legal force by virtue of Pakistan Civil Aviation Authority Ordinance 1982, under Section-5 to exercise powers of regulator and Section-27 to make regulations & policies.

**Deficiencies in AVSEC Legislation of Pakistan:**

Despite making huge strides in removing lacunae in AVSEC legislation of Pakistan through enactment of PCAA 2023, several spheres of AVSEC vulnerabilities are still left to be addressed. Few of those are as follows:

**Cyber Attacks:** Although, most of the conventional threats have been catered for in AVSEC legislation of Pakistan, emerging & non-conventional threats still pose a credible

threat to the Aviation industry in Pakistan. Absence of a comprehensive Cybersecurity legislation, lack of coordination among state/aviation departments and absence of advanced digital infrastructure are the biggest current threats to the aviation security which require immediate legislation & prompt enforcement.

**MANPADS:** Despite passage of 6 years since provisions related to MANPADS were added to Annex-17's 10th edition, no legislation has been enacted so far to cater for this emerging threat. Only a few workshops for selected few ASF staff are not enough to safeguard Civil Aviation against the threat of MANPADS.

**Unmanned Aerial Systems (UAS):** Growth of small UAS/drones industry in Pakistan for mostly commercial purposes poses threat to Civil Aviation installations and taxiing aircrafts. Proper legislation for regulatory oversight over their operation especially in the vicinity of airports is required.

**Conclusion:**

Although Pakistan joined ICAO quite late after its independence, it has now ratified most of the ICAO AVSEC conventions & protocols into its national legislation to come at par with international standards of Aviation Security. Novel approach adopted by Pakistan for establishment of a dedicated force for AVSEC through enactment of ASF Act 1975 has raised the standard of AVSEC in Pakistan than other states in the region. However, recent amendments to Annex-17 & ICAO Manual should also be incorporated into national legislation as soon as possible. Under development new National Aviation Security Policy is the perfect opportunity to achieve this goal.



Deputy Director

**Jawad Ijaz**

Joined the Airports Security Force on October 1, 2013. He holds a Masters degree in Political Science.

# CYBER SECURITY IN AVIATION:

## THE IMPORTANCE OF PROTECTING DIGITAL INFRASTRUCTURE IN AIRPORTS FROM CYBER THREATS



### Introduction

In recent years, the aviation industry has experienced a significant technological transformation, embracing digital advancements to enhance operational efficiency and passenger experience. This rapid digitization of Aviation industry ranges from flight operations and air traffic control to passenger services.

However, this increased reliance on technology brings with it a new set of challenges, particularly in the realm of cybersecurity, as it also exposes the industry to cyber threats that can compromise the safety and integrity of air travel.

### CYBER THREAT LANDSCAPE

In recent years, cybersecurity has become an increasingly important issue in the aviation industry. With the growing use of digital technology and the rise of cyber threats, protecting aviation systems and data from unauthorized access has become crucial for ensuring the safety and security of air travel.

The aviation industry faces a diverse range of cyber threats, including potential attacks on navigation systems, communication networks, and even passenger data. As aircraft become more connected and reliant on digital technologies, the need for robust cybersecurity measures becomes paramount.

### CYBERSECURITY THREATS IN AVIATION

The aviation industry relies heavily on digital technology, from flight control systems to passenger data management. While this technology has greatly improved the efficiency and safety of air travel, it has also created new vulnerabilities that can be exploited by cybercriminals. Cyber attacks on aviation systems can have serious consequences, including compromised flight safety, data theft, and disruption of airport and airline operations.

#### 1) FLIGHT CONTROL SYSTEMS

One of the biggest cybersecurity threats facing the aviation industry is the potential for a cyber attack on flight control systems. These systems are critical for ensuring the safe operation of aircraft, and any unauthorized

access or interference can have catastrophic consequences. Cyber attacks on flight control systems can take many forms, including the manipulation of flight data or the introduction of malware into the system.

#### 2) PASSENGER DATA

Another area of concern in aviation cybersecurity is the theft or compromise of passenger data. With the growing use of digital ticketing and passenger data management systems, airlines and airports have become a prime target for cybercriminals seeking to steal sensitive information such as passport numbers, credit card details, and travel itineraries. The loss or theft of this information can not only result in financial loss for passengers but can also have serious consequences for national security.

### IMPORTANCE OF PROTECTING DIGITAL INFRASTRUCTURE IN AIRPORTS

Protecting digital infrastructure in airports from cyber threats is vital to ensure the safety, reliability, and efficiency of aviation operations. A breach could lead to disruptions in air traffic control systems, compromise passenger data, and even pose risks to flight safety. Implementing robust cybersecurity measures is imperative to maintain the integrity of airport operations and prevent potential catastrophic consequences of cyber attacks.

Moreover, for ensuring Cybersecurity in Aviation, protecting digital infrastructure in Airports from cyber threats is of paramount importance for several reasons:-

#### 1) SECURING INTERCONNECTED SYSTEMS

Airports heavily depend on interconnected systems for various critical operations such as air traffic control, baggage handling, and passenger information management. A cyber attack could disrupt these functions, leading to chaos and potential safety risks.

#### 2) PROTECTING SENSITIVE DATA

Airports store and process sensitive data, including passenger details, security protocols, and operational information. A breach could result in the compromise of personal information, identity theft, or even threats to national security.

#### 3) TRANSPORTATION AND ECONOMY

Airports play a critical role in the country's transportation and economic activities. Any disruption caused by a cyber attack could lead to flight delays, cancellations, and economic losses.

#### 4) RESISTING CYBERCRIMINALS

As airports increasingly rely on interconnected systems for operations, any vulnerability can be exploited by cybercriminals. Fragile cybersecurity can result in unauthorized access, data breaches, and disruptions to essential airport services. Thus, protecting digital infrastructure in airports is essential to ensure the safety and smooth functioning of air travel systems, safeguarding sensitive information, and upholding national security.

#### STEPS TO COMBAT CYBERSECURITY THREATS

To combat these threats, the aviation industry has taken several steps to improve cybersecurity measures:

##### 1) ADVANCED SECURITY SYSTEMS

Airlines and airports are investing in advanced security systems, such as firewalls and intrusion detection software, to protect against cyber attacks

##### 2) ACCESS TO SENSITIVE SYSTEMS AND DATA.

The States are also implementing strict access controls and authentication protocols to limit access to sensitive systems and data.

##### 3) COLLABORATION

The aviation industry is working closely with government agencies and cybersecurity experts to develop and implement best practices for cybersecurity in aviation.

##### 4) SAFEGUARDING PASSENGER INFORMATION

Safeguarding passenger information is not only a legal requirement but also a critical element in maintaining trust in the aviation industry. Public awareness campaigns play a vital role in creating a cybersecurity - conscious culture. Passengers should be informed about the measures in place to protect their data and encouraged to adopt secure digital practices.

##### 5) CYBERSECURITY AUDITS

Regular cybersecurity audits and vulnerability assessments can help detect weaknesses in the aviation infrastructure. In addition, Training programs for aviation professionals ensure that they are well-equipped to recognize and respond to cyber threats. Besides, continuous monitoring of digital systems is crucial in identifying and mitigating cybersecurity risks promptly.

##### 6) EDUCATION AND AWARENESS

Creating awareness about cyber security among the public is also essential. Education also plays a crucial role in shaping a safer digital space.

#### AVIATION IN PAKISTAN AND CYBERSECURITY

Taking effective action against criminals for cybercrime in online buying and selling, cyber-bullying, and for protection of online

data and other services of citizens alongwith identification of threats is the responsibility of the state /Pakistan. Earlier, there was no specific organization to act against cyber crime, so a cyber crime wing was created in FIA to look into these issues. As the protection of Pakistan's cyberspace under the PECA Act is very important, the federal cabinet approved the establishment of NCCIA (National Cyber Crime Investigation Agency) on December 13, 2023. This is a new separate and dedicated agency to gradually replace FIA for cyber crimes, whose function is to prevent, investigate and prosecute cyber crimes in Pakistan. The NCCIA will be an effective platform through which Pakistan's cyberspace, data of public and private institutions, business transactions, and online activities of citizens can be secured. To identify and nurture talent capable of thwarting malicious cyber attempts at national networks, establishment of operational readiness for Pakistan's National Computer Emergency Response Team (NCERT) will also facilitate in securing Aviation.

#### WAY FORWARD

Despite these efforts, there is still much work to be done to ensure the security of aviation systems and data. Cybersecurity threats are constantly evolving, and the aviation industry must remain vigilant and adaptable to keep up with the latest developments. By investing in robust cybersecurity measures and collaborating closely with cybersecurity experts, airlines and airports, can help safeguard the safety and security of air travel for passengers around the world.

#### CONCLUSION

As technology continues to advance, the cybersecurity landscape in Pakistan's aviation sector will evolve. It is imperative for the industry to stay proactive, continually adapting its cybersecurity strategies to counter emerging threats. A dynamic and adaptive approach, coupled with ongoing collaboration and investment in cybersecurity infrastructure, will be essential in securing the skies and ensuring the safety of air travel in Pakistan

#### Director PERVAIZ AKHTAR



Director Pervaiz Akhtar joined ASF in 2007 and promoted to the rank of Director in Aug 2023. The officer holds Masters degree in English and Political Science. Presently the officer is serving as Director Legal ASF HQ.



# FORCE DEVELOPMENT STRATEGY

## Definition

The term strategy derives from the Greek strategos, an elected general in ancient Athens. The strategoi were mainly military leaders with combined political and military authority, which is the essence of strategy. Because strategy is about the relationship between means and ends, the term has applications well beyond war: it has been used with reference to business, the theory of games, and political campaigning, among other activities.

In organizations and businesses, strategy can be defined as “The direction an organisation takes with the aim of achieving future business success.” Strategy sets out how an organisation intends to employ its resources, including the skills and knowledge of its people as well as financial and material assets, in order to achieve its mission or overall objectives and its vision.

## Development Strategy

A development strategy is a systematic plan of action designed to achieve specific goals or objectives within a particular context or domain. It involves assessing the current situation, identifying areas for improvement, setting goals, and implementing targeted measures to bring about positive change and progress over time.

Development strategies can encompass various aspects such as infrastructure development, technological advancement, capacity building, policy formulation, and stakeholder engagement.

## Cardinals for Development Strategy of a Force

Developing a force, whether it's military, economic, or any other type, requires a comprehensive strategy tailored to the specific objectives and constraints. A general outline for developing a force development strategy is as under:-

a. **Define Objectives.** Clearly articulate the objectives you aim to achieve with the force, elucidating the specific outcomes desired. Whether these objectives pertain to defense against security threats, deterring potential risks, projecting authority, or fostering economic stability through safe and efficient travel, it is paramount to establish comprehensive and meticulously defined goals.

b. **Assess Threats and Challenges.** Understand the current and potential future threats and challenges that the force may encounter. This assessment should be realistic and comprehensive, considering both traditional and non-traditional threats.

c. **Resource Assessment.** Evaluate the resources available for force development, including financial, technological, human, and material resources. Determine the limitations and constraints within which the force must operate.

d. **Capability Gap Analysis.** Identify any gaps between current capabilities and the requirements to achieve your objectives. This analysis helps prioritize areas for development and investment.

e. **Technology and Innovation.** Keeping

pace with technological advancements and innovation in relevant fields. Investing in research and development to maintain or gain a technological edge.

f. **Personnel Development.** Invest in recruiting, training, and retaining skilled personnel. Developing leadership capabilities and foster a culture of excellence, professionalism, and adaptability within the force.

g. **Strategic Partnerships.** Forging strategic partnerships and alliances with like-minded nations or organizations to enhance collective security, share resources, and leverage complementary capabilities.

h. **Integrated Approach.** Adopting an integrated approach to force development, considering the interplay between different elements such as doctrine, organization, training, materiel, leadership and education, personnel, facilities to ensure coherence and effectiveness.

i. **Risk Management.** Assessing and mitigating risks associated with force development, including technological risks, budgetary constraints, and geopolitical uncertainties.

j. **Flexibility and Adaptability.** Designing the force to be flexible and adaptable to changing circumstances and evolving threats. This may involve modular designs, agile acquisition processes, and robust contingency planning.

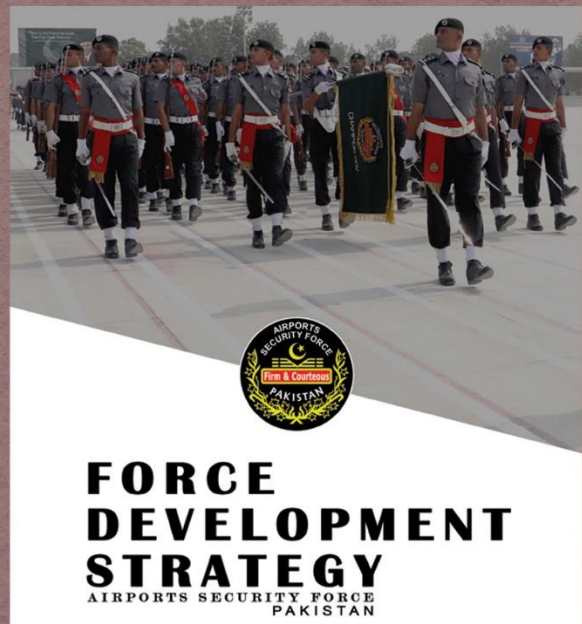
k. **Test and Evaluation.** Implementing rigorous testing and evaluation processes to validate the effectiveness and readiness of the force. This includes exercises, simulations, and real-world operations to identify areas for improvement.

l. **Continuous Improvement.** Fostering a culture of continuous improvement and learning within the force. Encourage feedback, innovation, and experimentation to adapt to emerging challenges and opportunities.

### Conclusion

The development of a force strategy requires a forward-thinking approach that aligns with the organization's mission and vision while remaining adaptable to evolving

threats and opportunities. By prioritizing investments in personnel, technology, training, and collaboration, a well-crafted force development strategy can enhance readiness, effectiveness, and resilience in fulfilling the force's mission. Moreover, continuous evaluation, innovation, and improvement are essential to ensure the strategy remains relevant and responsive to dynamic security environments. Through strategic foresight and proactive planning, organizations can navigate complexities, mitigate risks, and achieve sustainable success in achieving their strategic objectives.



**Major Muhammad Ayaz**

Is deputed in ASF since November 2023. He was commissioned in the Corps of Artillery in 2008. He is a graduate of Command and Staff College Quetta. Presently, the Officer is performing his duties as Deputy Director (Operations) in Headquarters ASF.

# GLOBAL SECURITY TRENDS

## ANALYSIS OF GLOBAL TRENDS IN AIRPORT SECURITY AND HOW THEY MIGHT IMPACT OR BE IMPLEMENTED BY THE AIRPORTS SECURITY FORCE

### Introduction

The aviation market is expanding and evolving every day in multiple aspects and this trend is expected to grow exponentially over the next few years. This growth therefore contributed tremendously in increasing demands for equally modernized aviation security. This demand for improved security is further increased owing to terrorist threats, ongoing geo political scenarios, increasing numbers of flights, new routes and the flight structure is getting complex to navigate and dictates optimum efficiency as any neglect could result in drastic consequences.

The Air travel has been considered one of the safest possible means to travel but after attacks of Lockerbie and World Trade Center, new rules, security checks and conditions have to be applied. Security has always remained a delicate subject as the main task for ASF remains ensuring optimum security while making a smooth passage through the airport for passengers but new and modernized mechanism demands increased & strict security checks.

### Time is of the Essence

The negative aspect of the increased & strict security checks is increase in waiting time for travel i.e. security, passport and luggage checks etc. Aviation staffs are always tasked to prioritized quality & safe journey for customers/passengers. The goal to ensure a stress free stay at the airport and a safe flight requires a new focus to improve overall security at airports, without jeopardizing passengers experience and still maintaining the throughput indicators at reasonable level.

### Scanners

The overall travel time/stay is also one of

concerns that need to be kept at the minimum from departure to arrival. This area addressed through placing focus on key points where certain delays occur i.e. check ins, passport check and the boarding pass check etc. Proper security throughout the travel for ensuring secure transition from controlled areas to public areas i.e. the route for arrival gate to luggage reclaim, exit etc as flows need to be strictly segregated for different routes. This is a must to ensure that dangerous goods or weapons do not reach into items of luggage. The screening process could heavily benefits from adopting technology which would be able to scan a person at a distance and receive a full readout of chemical compounds attached/present and also highlight the possible explosives or drugs.

Furthermore, with advancement in technologies, the changing character of war, a widening cast of actors on cyber are changing the nature of the threats and also pressurizing the aviation industry, to upgrade security level. That coupled with the increase in number of air travellers is also expected to nearly double in the next 15 - 20 years. Airport security units will need to re-evaluate their role in the airport system, and how technology can be integrated, in order to remain rapidly evolving along with the industry requirements. Adopting any new change in the working setup requires timely communication and patience.

### Automation

Automation is also a growing trend, with also debatable social/economical implication on jobs/work force, carries immense potential to serve passengers in a more effective manner. Mobile devices and beacon technology offer new potential to airports and different services as passengers flow can be analyzed

and predicted. This monitoring would timely provide opportunities for organizing efficient manpower, informing and updating guests/passengers about rush, different process and possible waiting period etc. This concept is also visible in automated immigration which has remained one of the most time consuming processes. With the increase in e-passports and staff ID cards means that the checks can now be paced up and it would make the work and process easier.

#### Sensor Interlock

Some companies have developed a tech for special sensor-activated interlock for this purpose. When a person walks into the interlock corridor, registered passengers place their pass or ID card in the document reader at the entrance. The data are read off, their authenticity and validity are checked, and the door opens. Within the interlock chamber, the passenger's biometric characteristics are then checked for instance iris, facial recognition, fingerprints. Once approval has been granted, the second door opens and the passenger leaves the interlock after only a few seconds. If there is any doubt, the check is carried out by the border control officers in the traditional way. This kind of installation could be used at almost any airport and the same mechanism is currently being piloted in several airports.

One way corridors are also an example that is useful as it helps separate transfer and arrival passengers and public areas from high security areas. At the same time, they ensure that arrivals and departures or passengers on different flights do not intermingle. They prevent arrivals from getting from the public areas back into the controlled zones. This is because dangerous objects or weapons might be concealed in passenger luggage. Such one-way corridors have now become a permanent fixture in airport security setups.

#### Introducing Artificial intelligence

Although Artificial intelligence is not fully administratively or state of the art but its application could speed up the screening process in many ways. The ability for processing systems enhanced with AI, could view a large set of images and scans, sending images for human verification in case of doubts only. Coupled with advanced behavioral analytics, CCTV systems could detect suspect behaviors and facial expressions, prompting for the intervention of a specialized security officer.

Airport Security Force, Pakistan being the sole custodian of Aviation security is performing its responsibilities professionally with in available limited resources and utilizing

the same in a befitting manner across Pakistan. However, to keep pace/abreast with latest available technologies across the world, ASF especially needs to adopt new technology and forums for transforming it in to a robust force.

Further, ASF relations with passengers are almost nonexistent outside Airport or on any online forum where passengers could get information regarding the routine processes, changes or updates in those processes are not available. Furthermore, considering the changing political/social scenarios & ever looming threats from foreign funded terrorism and hostile neighbors dictate the need for advancement at every end. Therefore, it is imperative that ASF should place all out efforts for acquiring latest technology and devices for scanning, detecting and deterring.

#### Conclusion

The aviation industry, is transforming dramatically during the years. Furthermore, with increase in passengers and their relevant expectations for better security against global threat or environmental threats will lead to a change in many of procedures i.e. security screening, data matching with authority, biometric introduction, more remote dealings, improved devices for face recognition updates on flight traffic, delay guidelines etc. Screening technology is also improving with rapid pace which carries the potential to screen passengers automatically without the hassle of putting luggage, shoes belts etc on a conveyer belt and getting patted etc and many more options.

Any country/industry that wishes to provide / initiate such facilities / changes must reevaluate the role of technology which is amongst the most important elements for enhancing passenger experience. Integration amongst the different agencies is already underway to curb out the risk profile but this could also improve significantly by involving/updating data from every corner. The integration element could also be extended towards airlines, shops and facilities across airports for better and well guided passenger experience. For advanced security, technology must be uniformly implemented across aviation sector to enhance the screening experience and to detect evolving threats.



Deputy Director  
**Waqar ul Islam**

He got appointment as Assistant Sub Inspector in ASF on 1st March, 2007. He was commissioned in ASF as Deputy Assistant Director in Oct, 2012. He has completed his Masters in Political Science from Punjab University. Presently, the officer is performing duties as Admin officer at New Islamabad International Airport.

# IMPACT OF TRAINING ON PROFESSIONAL PREPAREDNESS OF ASF PERSONNEL



ASF is the only department responsible for the security of Civil Aviation Industry in Pakistan. It takes the charge of safeguarding all components of civil airports like, infrastructure, passengers, airlines, staff of all departments working at airport etc. To comply with true spirit for protecting civil aviation operations is not an easy job, but it involves a complex mechanism of security to achieve goals. It is also most sensitive job in terms of nature being international border protecting agency. Like other border forces in the country, ASF has to be ready to face any kind of situation in the area of responsibility. ASF deals with unidentified / unknown enemy unlike other border agencies of Pakistan who have identified foe in shape of specific identities. It is very hard to counter such an enemy who can execute nefarious activities in any unimagined and camouflaged appearance within airport premises. And for that, proper required trainings are indispensable. Within the limited resources of training mechanism, ASF is producing good, qualified and professional personnel to safeguard civil aviation in Pakistan. Although ASF faces problems to counter new trends of terrorism and ill-motive activities, even that, NAAS strives for compatible training standards to contend with unlawful interferences and executions.

Prior to the terrorists' attack on Jinnah



## Suhail Ahmed

Additional Director

joined the Airports Security Force on March 16, 2005. He holds a Masters degree in English Literature. Presently, he is serving as Addl Director Training & Evaluation Directorate.

International Airport Karachi on 8th June, 2014, ASF was facing several internal problems to meet required operational standards including basic trainings. NAAS was lacking behind the training institutes of high profile law enforcement agencies in the country. But, after Karachi Airport attack, government decided to strengthen ASF in terms of manpower, weaponry, training and technical assistance. Government attempted to enhance professional capacity of ASF through widening the trainings from departmental to national and international level, as well as provided technical assistance in the form of latest weapons, scanning equipment, automobiles and other required machinery. But, nevertheless, ASF still requires to be more sophisticated to withstand evolving proclivities of terrorism and suck like practices to civil aviation in Pakistan.

The protection of any running system is not an easy job, and it becomes more difficult when any business is interconnected globally.

Aviation Industry in Pakistan is also the part of global network of mass transportation. Hence, it appeals and demands more significance in protection perspective of national as well as international interests. To comply with the prerequisites of safeguarding civil aviation industry in Pakistan, ASF is required to provide qualified and well trained personnel to protect the airports though out the country. And qualified personnel are produced after proper trainings to protect aviation tendencies. It takes months to mould a raw material in to a qualified professional with the help of Basic Aviation Security Trainings in National Academy for Aviation Security (NAAS) Karachi. Appointed staff of different categories are given basic trainings and deployed on airports afterwards. Deployment of ASF personnel at the airports is the next level of practical trainings in other words, as they perform their duties in real threat situations by applying training skills. With the passage of time, ASF personnel are judged on professional scale and shortcomings are highlighted at different levels. Refresher courses take place as the third phase of professional trainings to sort out paucities and their remedy. It is deemed necessary to find out the shortfalls in ASF personnel's operational performance after a while so that consistency in professional approach may be sustained.

Special trainings by ASF play a vital role to push ASF personnel to the next level of qualification. In this context, different special courses / trainings are conducted at NAAS Karachi as well as at unit level (at airports). Specialized trainings are provided in the form of different courses i.e. Anti-Terrorist Course (ATC), Un-Armed Combat (UAC), Weapon Instructor Course (WIC), Advance Screener Course, Intelligent Course, I.T Course etc. The scope of professional preparedness of ASF personnel is not confined to internal trainings only, but inter-departmental training atmosphere is also one of the major part of training cycle. To measure the professional preparedness, ASF personnel participate with personnel of other Law Enforcement Agencies (LEAs) at national level for different kind of trainings / courses as well as competitions. Since recent past, ASF personnel are being

provided international trainings in different countries to enhance their professional preparedness and understating in the light of state of the art modus operandi of professional learning. This trilogy of departmental, inter-departmental and international trainings embellishes ASF personnel with best professional preparedness.

It is the Airport Security Force, which is responsible for providing basic aviation security trainings to ASF personnel as well as all other agencies on their request. ASF receives basic and advance trainings on aviation security and operation of equipment from NAAS and through attendance of aviation security courses and seminars abroad. The Airport itself serves as nursing home for on job security trainings at unit level. Despite unavailability of required training facilities, ASF produces qualified and professional personnel with training mechanism involving, a clearly defined contents, qualified instructors, an effective system of presentation related to local educational standards and conditions, available training equipment / aids, maximum standards of accomplishment, that is, the level of knowledge and skill to be achieved by each individual and realistic trainings keeping in view the threat situations. ASF trainings are also based on planning and execution of mission oriented training exercises, execution of Quick Security Exercises (QSEs), proficiency in the operational equipment and their functional expertise, handling of weapon and explosives commonly used by the criminals, terrorists and saboteurs and handling & Maintenance of the Latest Technology i.e. ISS (Integrated Security System), RFID, Turnstiles, Vehicles Scanners, EDS etc. NAAS also provides intelligence based trainings to keep ASF security staff and operations under observation, functions of other sister agencies working at airport and specially close watch on ill-motive elements in the premises of airport. In fact, ASF is playing a vital role to take responsibility to protect of one of the international borders of Pakistan, and for that, ASF has been successful tremendously.



# NAVIGATING LEGAL BOUNDARIES

**A COMPREHENSIVE GUIDE TO OFFENCES AND PUNISHMENTS AT PUBLIC PLACES, WITH A FOCUS ON AIRPORTS IN PAKISTAN THROUGH THE LENS OF THE PAKISTAN PENAL CODE, 1860**



## Introduction:

This article delves into the Pakistan Penal Code (PPC), enacted in 1860, as a comprehensive guide for law enforcement professionals. The PPC, a cornerstone of substantive law, intricately shapes and regulates public conduct. A profound understanding of the PPC is indispensable for navigating the complex landscape of offenses and punishments, especially in public places, with a focused lens on airports in Pakistan.

## Overview of the Pakistan Penal Code (PPC):

Pakistan Penal Code 1860 [PPC] is the main criminal code of Pakistan. It is a comprehensive code intended to cover all substantive aspects of criminal law. The Code has since been amended several times and is now supplemented by other criminal provisions. Every person shall be liable to punishment under this Code and not otherwise for every act or omission contrary to the provisions thereof, of which such person shall be guilty within Pakistan.

The Pakistan Penal Code, 1860, a comprehensive legal document, comprises 23 chapters and 511 sections, outlining various acts and omissions punishable by law. For officers and officials of law enforcement organizations like the ASF, a fundamental understanding of key sections is essential for dealing with diverse situations. Some noteworthy sections include:

a. **Section 34: Acts done by several persons In furtherance of common intention:** Section 34 of the Pakistan Penal Code deals with the concept of acts done by several persons in furtherance of common intention. According to this section, when a criminal act is committed by multiple individuals, and it is in furtherance of the

common intention shared by all of them, each person involved is held liable for the act as if they had committed it individually.

b. **Section 80: Accident In Doing A Lawful Act:** No offense is committed if an act is done by accident or misfortune without criminal intention while performing a lawful act in a lawful manner with due care and caution

c. **Section 96: Things Done In Private Defence:** This section recognizes that nothing is an offense if done in the exercise of the right of private defense.

d. **Section 97: Right Of Private Defence Of The Body And Of Property:** It establishes that every person has the right to defend their body and property, subject to certain restrictions outlined in Section 99.

These sections lay the foundation for the principles of justifiable actions and the right of private defense. Moving on to offenses against public order and safety:

e. **Sections 141, 142, 143, 159, 160, 161: Unlawful Assembly, Being Member:** These sections define unlawful assembly, its membership, and the associated punishments. An unlawful assembly's common objectives include overawing the government or resisting the execution of law.

f. **Section 159: Affray** This section defines the offense of affray as a situation where two or more persons engage in a fight in a public place, causing a disturbance to public peace.

g. **Section 160: Punishment for Committing Affray:** According to this provision, a person convicted of affray can face imprisonment of either description for a term that may extend to one month. Additionally, the court may impose a fine, the extent of which may reach up to a specified amount (as mentioned in the section). The maximum fine mentioned in the section is [three thousand rupees].

h. **Section 186: Obstructing Public Servant In Discharge Of Public Functions:** Voluntarily

obstructing a public servant in the discharge of their duties is punishable under this section

i. **Section 188: Disobedience To Order Duly Promulgated By Public Servant:** This section deals with disobedience to lawfully promulgated orders by a public servant.

j. **Section 268: Public Nuisance:** This section defines public nuisance as any act causing common injury, danger, or annoyance to the public.

k. **Sections 279: Punishments for rash driving on public ways** is outlined in this section.

l. **Sections 353: Assault On Public Servant:** Assaulting a public servant in the execution of their duty is discussed in this section.

m. **Sections 378, 379: Theft and Punishment:** Theft, defined as dishonestly intending to take movable property without consent, is punishable under these sections.

n. **Sections 402-A, 402-B, 402-C: Hijacking and Punishments:** These sections define hijacking and prescribe punishments for committing, conspiring, attempting, or abetting hijacking, as well as for harboring hijackers.

o. **Sections 416, 417, 420: Cheating By Personation and Punishments:** Dealing with cheating by personation and the associated punishments, these sections address fraudulent acts.

p. **Sections 441, 463, 468, 470, 471: Criminal Trespass, Forgery, and Related Offenses:** These sections cover criminal trespass (Unauthorized entry into restricted areas), forgery, and related offenses, outlining definitions and associated punishments.

q. **Sections 503, 506: Criminal Intimidation and Punishment:** Criminal intimidation is defined along with corresponding punishments in these sections.

r. **Section 510: Misconduct In Public By A Drunken Person:** This section addresses the punishment for a drunken person's misconduct in public places.

In essence, these sections collectively form the backbone of the legal framework governing various offenses, rights, and penalties under the PPC, providing law enforcement agencies like the ASF with a comprehensive guide for effective implementation of the law.

#### **Punishments Under the PPC**

The punishments under the Pakistan Penal Code (PPC) are outlined in Section 53 of the code. These punishments reflect a diverse range of legal consequences that can be imposed on individuals found guilty of committing various offenses. Here is an

overview of the key punishments under the PPC:

a. **Qisas:** This form of punishment involves retribution or retaliation. It is often applied in cases of intentional harm or murder, where the principle of "an eye for an eye" is considered.

b. **Diyat:** Diyat involves compensating the victim or their heirs in cases of bodily harm or manslaughter. It is a financial penalty paid by the offender to the victim or their family.

c. **Arsh:** Arsh refers to the payment of compensation for wrongful death. Similar to Diyat, it involves providing financial restitution to the family of the deceased.

d. **Daman:** Daman entails paying compensation for causing injury or damage to property. Offenders are required to compensate the victim for the harm caused.

e. **Ta'zir:** Ta'zir is a discretionary punishment determined by the court based on the severity of the offense. It allows the judiciary flexibility in deciding an appropriate punishment for a particular crime.

f. **Death:** Capital punishment, or the death penalty, may be imposed for certain offenses deemed particularly heinous or serious. However, the use of the death penalty is subject to legal and international human rights standards.

g. **Imprisonment for Life**

h. **Imprisonment (Rigorous or Simple):** Depending on the nature of the offense, imprisonment may involve hard labor (rigorous) or be simple. The duration of imprisonment varies based on the seriousness of the offense.

i. **Forfeiture of Property**

j. **Fine**

#### **Judicial Discretion:**

Within the legal framework, courts possess the authority to exercise discretion in determining suitable punishments based on the unique circumstances of each case. The statutory limitations define the maximum extent of penalties that can be imposed on an offender. Principally, the accused is considered the favorite child of the law which is duly acknowledged. Likewise, it is incumbent upon the courts to demand that the prosecution substantiate their case with unequivocal evidence beyond any reasonable doubt.

#### **Human Rights Considerations:**

The Pakistani penal system strives to conform to global human rights standards, aiming to guarantee equitable and just treatment for offenders. The legal maxim that no one should be condemned unheard holds significant weight. Additionally, the principle that individuals should not face double

jeopardy and should not be vexed twice for the same wrong is firmly upheld. These international principles are steadfastly incorporated into the legal framework of Pakistan.

#### Challenges in Enforcement

The Airports Security Force (ASF), established under the Airports Security Force Act, 1975, is entrusted with the crucial responsibility of maintaining law and order at airports in Pakistan. While the ASF has the authority to take cognizance of offenses punishable under any prevailing law, there are notable inadequacies in the existing legal frameworks, coupled with challenges in the effective implementation of airport security measures. This comprehensive note delves into the key issues impeding the enforcement of airport security regulations, encompassing legal shortcomings, public awareness, and compliance challenges.

#### Legal Framework Inadequacies:

- a. **Fragmented Laws:** Multiple statutes (Penal Code, Anti-Terrorism Act) create coordination challenges.
- b. **Lack of Specificity:** Legal frameworks may not address specific threats in aviation environments adequately.
- c. **Technology Gap:** Laws struggle to keep up with rapidly advancing security technologies.

#### Implementation Challenges:

- a. **Resource Constraints:** Inadequate resources (personnel, equipment) hinder effective airport security, risking non-compliance with international standards.
- b. **Coordination Challenges:** Inefficient communication among ASF, airlines, intelligence, and law enforcement may compromise security efforts.
- c. **Public Awareness:** Lack of public awareness about security rules undermines efforts; educational campaigns are needed.
- d. **Compliance Issues:** Adherence gaps among staff and lax enforcement create vulnerabilities; strict compliance is crucial.

#### Future Prospects and Recommendations

- a. **Legal Framework:**
  - i. Enhance legal structures for specific airport offenses.
  - ii. Collaborate with legal experts to ensure comprehensive coverage.
  - iii. Incorporate international aviation standards into legislation.
- b. **Operational Efficiency:**
  - i. Foster collaboration among ASF, CAA, law enforcement, intelligence, and airlines.
  - ii. Update training for ASF personnel to address evolving security challenges.
  - iii. Integrate advanced technologies into Standard Operating Procedures (SOPs)

#### c. Public Awareness:

- i. Launch campaigns to educate passengers on security protocols.
- ii. Engage airlines in disseminating security information.
- iii. Conduct awareness programs in local communities.

#### d. Enhanced Screening:

- i. Invest in state-of-the-art screening equipment.
- ii. Periodically review and update screening protocols.
- iii. Benchmark against international best practices.

#### e. International Coordination:

- i. Strengthen information-sharing with global security agencies.
- ii. Conduct joint security exercises with international counterparts.
- iii. Establish bilateral agreements for cross-border cooperation.

#### Conclusion

The sanctity of public places, particularly airports, demands an unwavering commitment to legal clarity, enforcement, and international collaboration. As pivotal hubs connecting regions and nations, airports in Pakistan are not only hubs of economic vitality but also centers of cultural exchange and global interaction. However, with this prominence comes the imperative of stringent security measures, rooted deeply in the provisions of the Pakistan Penal Code (PPC) of 1860 and subsequent legal instruments.

This comprehensive guide underscores the multifaceted nature of legal boundaries governing airport operations, emphasizing the roles, responsibilities, and challenges encountered by the Airports Security Force (ASF). The PPC stands as a foundational pillar, delineating offenses and their corresponding punishments, ensuring that justice is meted out equitably while upholding human rights principles. Yet, the journey towards robust aviation security is riddled with complexities—be it the fragmentation of laws, rapid technological advancements, or resource constraints.



Deputy Director  
Ibrar Khan

Commenced his journey with ASF in 2009 as Deputy Assistant Director. He is a Law Graduate, also holds Masters Degree in International Relations. Currently, he holds the position of DD Operation at QIIAP.

# DECISION MAKING ABILITIES UNDER STRESSED ENVIRONMENT

Decision-making is not purely rational but highlighted by the influence of intuitive and emotional processes. Recently, researchers have focused more attention on understanding which environmental and personal features influence decision-making processes, and how. For instance, Stress can have a significant impact on decision-making capabilities. It highlights that, anxious individuals report lower levels of rationality and intuition on decision-making. Whereas, people with lower Trait Anxiety tend to display higher levels of rationality when higher rates of post-traumatic stress are presented.

In 2014, 29-year-old Mohammed Uddin inspired by ISIS spent a few weeks with the Islamic State in Syria. On his return to the UK, he was arrested and in 2016 convicted of preparing acts of terrorism. The jury was told that Uddin returned to the UK because he couldn't tolerate conditions, which included hardships like cold water, poor food, 'stinky shared toilets', and the boredom of 'doing absolutely jack' (doing nothing). At one point, he told an associate back home 'U need to get used to the cold water and no electricity. It's tough bro lol, a LOT of patience is required'.

People who leave the relative comfort of a stable home to live in remote training camps or enter theatres of war often experience an abrupt and difficult transition. Not everyone can cope, as Uddin's case shows.

Remote and challenging environments are also encountered by security personnel who might be posted to them, for example, in critical Aviation industry, security personnel's are faced with a unique kind of sudden and complex situations whose solution involve a lot of risk and forthcoming crisis management which demands effective decision making under stressed condition to neutralize the challenge posed and continue a smooth flight operation.

physical and psychological sources of stress can interfere with decision making in many ways. Under acute (short-lived, high intensity) stress, we focus on short-term rapid responses at the expense of complex thinking. This type of response can be life-saving when we need to react to immediate danger, but can also lead to 'tunnel vision' and ill-thought-through decisions. In some cases, decision-makers under stress experience 'decision inertia', a form of mental paralysis in which they procrastinate and find



themselves unable to act. Having discussed the effects of stress on decision making, let's discuss ways to cope in order to maximize the benefits of decision making under stressed environment.

The best way to protect yourself from making poor decisions under stress is to train and prepare for it. Training enhances both skills and self-efficacy, enabling you to make better decisions and giving you the confidence to carry them out with minimal hesitation. High-pressure training simulations give you a taste of what it feels like to experience extreme stress and to understand your reactions to it. Practicing important physical skills, contingency planning, armed attacks as well as like complex physical activities, means they become 'over-learned' engrained to a point of being automatic, and more likely to persist in the face of danger and fear.

Team preparation is important: a well-trained cohesive team acts in harmony, coordinating their actions and looking out for each other, to achieve complex goals in crisis situation. As part of the preparation, consider what you and your team can do to maintain the most accurate information about emerging situation, perhaps via a Command and control center that communicates with you effectively and often.

Once in an stressed environment, you can minimize the risks of social stress by keeping an eye on minor spats or simmering tensions that could escalate into something more serious, taking opportunities for privacy and 'time out' from the group, keeping busy – and most of all, being tolerant and tolerable.



Inspector Paras Jawaid joined ASF as Inspector in february 2022. The official holds a Degree in Chemical Engineering. She is now serving as Directional Staff at NAAS.



# MODERN TRENDS IN AVIATION SECURITY

## Introduction:

Conventional security mainly depends on four factors, which are

- 1- Deter      2- Detect
- 3- Delay     4- Defend

But in the time of innovative technology and evolving unique threats, the aviation industry is on the verge of increasing advanced security measures. This piece of writing sheds light on key trends shaping the future of aviation security, ensuring the safety, security of passengers/ visitors, and the overall integrity of global air travel. Here are some new technologies and methods to counter new, ever evolving threat scenarios.

## Biometric Authentication:

Nowadays, biometric authentication is being adopted on a large scale, leaving behind ordinary methods of access control and identification in comparison to more advanced and accurate biometric methods. Some examples include facial recognition, fingerprint scans, and iris scans, which may replace traditional/ ordinary identification methods, streamlining all processes without compromising security.



## Artificial Intelligence (AI) and Machine Learning:

Threat detection and risk assessment are being revolutionized by using artificial intelligence and machine learning algorithms. Specific threat patterns, hostile interpretation of large quantities of data collected comprehensively from various sources thus increasing the capability to resolve vulnerabilities and potential security breaches beforehand.

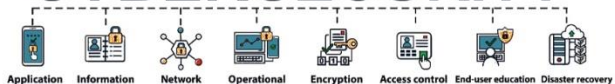
## Advanced Passenger Screening:

In future aviation security trends, non-intrusive yet more efficient next generation passenger screening systems are being designed. Which utilizes advanced imaging technologies. The primary aim of these systems is to screen passengers and their baggage without compromising passenger privacy yet improving threat detection accuracy.

## Cybersecurity in Aviation:

Cybersecurity is of utmost importance in aviation security as everything nowadays is connected either on a network or the internet. It is a priority of future cyber security counter measures to safeguard against cyber threats, which will ensure the security of onboard/ on ground computer systems and safeguarding restricted information.

# CYBERSECURITY



## Radio frequency identification devices, RFIDs:

Although the concept is not so old but it is a very effective utilization of technology to ascertain many security aspects ranging from access control to trusted passengers' login devices.



## Autonomous Security Systems:

In recent times, many new and innovative technologies are being experimented on. One of them is the autonomous security systems, for example, to do surveillance of the perimeter of an airport, a drone or security patrol robot equipped with surveillance capabilities, which enhances the security of airports. Real-time monitoring can be done through these systems, and they add on to human efforts to detect and defend against any threat.

## Behavioral Analytics:

Behavioral analytics tools do surveillance and analyze/interpret passengers' movements and actions, thus identifying any unusual behavior that may pose potential security risks. Response time becomes quick and situational awareness is improved by adopting this approach.

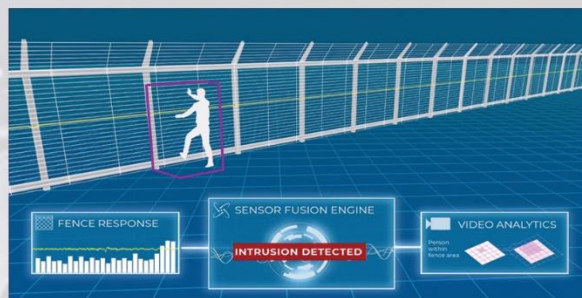
## Secure Communication Networks:

Secure communication networks are necessary nowadays to coordinate regarding communication of security measures among airports, airlines, and concerned security authorities. Our next generations will witness the implementation of robust and encrypted communication channels to thwart potential threats.



## Perimeter Intrusion Detection System:

The concept of PIDS is not so new, yet it is a very effective measure to stop unauthorized intrusion. Examples include FOIS, fiber optic intrusion system, Microwave safe corridor, thermal imaging or night vision cameras, and NLEF, non legal electric fence. PIDS are deployed around many installations to curb unauthorized entry.



## Conclusion:

As the aviation industry continues to evolve, so do new and evolving threats emerge, so proper risk assessment and advanced security measures should be implemented. Embracing biometric authentication, artificial intelligence, advanced screening technologies, cybersecurity protocols, autonomous systems, behavioral analytics, and secure communication networks will secure the future of aviation security, ensuring safe, secure and efficient air travel for passengers worldwide.



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Tahir Gondal**

joined ASF as Deputy Assistant Director in 2013. He has done Masters in Science (Hons) Agriculture, from University of Agriculture, Faisalabad. Presently, he is serving as Deputy Director Ops at NGIA.

# PASSENGER SAFETY AND EXPERIENCE: STRIKING A BALANCE BETWEEN STRINGENT SECURITY MEASURES AND PASSENGER CONVENIENCE



The subject article is just like Airport Security Force (ASF) motto “firm & courteous”. In the dynamic landscape of modern air travel, the combination of passenger safety and convenience has become a paramount concern for airlines and aviation authorities. The need for stringent security measures to thwart potential threats is undeniable, yet it is equally crucial to ensure a positive and seamless experience for passengers. Striking the right balance between these two seemingly conflicting priorities is an ongoing challenge that demands careful consideration and innovative solutions for covering aviation security protocols with the convenience and comfort of passengers.

## Aviation Security Measures: Necessity in the Sky

The aviation industry has evolved significantly in response to the ever-changing threat landscape. Stringent security protocols, such as thorough baggage screening, body scans, and identity verification, have been implemented to mitigate potential risks. Significant changes can be seen Post 9/11 USA terrorist attacks. Then U.S. established the Transportation Security Administration (TSA), implementing strict security measures like advanced X-ray machines and full-body scanners at airports. These steps significantly increased passenger safety but also extended wait times and procedures at airports.

Similarly restrictions on Liquid, the 2006 transatlantic aircraft plot led to restrictions on

the quantity of liquids allowed in carry-on luggage. This security measure, while inconvenient, is crucial to prevent similar threats.

Such measures, often mandated by international aviation authorities, aim to create a secure environment for passengers and crew alike.

Advanced technologies, including artificial intelligence and biometric systems, have been integrated to enhance the efficiency of security procedures. While these measures undoubtedly contribute to safer skies, they can also create bottlenecks and inconvenience for passengers, particularly during peak travel times.

## Passenger Convenience: A Prerequisite for Air Travel Growth

In an era where air travel has become increasingly accessible, passenger experience plays a pivotal role in the industry's growth. Airlines are continuously striving to provide a more comfortable and enjoyable journey for their customers. From improved in-flight entertainment systems to enhanced cabin designs, the focus is on creating an environment that fosters relaxation and satisfaction.

Let a glance on Singapore Changi Airport: Recognized for its passenger-friendly design, it offers amenities like a butterfly garden and movie theaters, reducing stress and enhancing the passenger experience, even while maintaining high-security standards.

Same way in Qatar Airways' QSuite: This

business class product offers privacy, comfort, and luxury, emphasizing the importance of passenger experience in air travel.

However, the challenge arises when the quest for security clashes with the desire for a smooth passenger experience. Long queues at security checkpoints, strict restrictions on carry-on items, and the overall time-consuming nature of security processes can lead to frustration among travelers.

#### **Technological Innovations: Bridging the Gap**

As technology advances, there is a growing opportunity to bridge the gap between stringent security measures and passenger convenience. Innovations such as automated security screening systems, biometric boarding processes, and smart security lanes are being explored to streamline the security experience. In America Automated Passport Control system (kiosks) expedite the customs process, using technology to enhance security while reducing wait times for passengers.

Biometric authentication, for instance, enables passengers to move seamlessly through various checkpoints using facial recognition or fingerprint scans, reducing the need for manual document checks. These innovations not only enhance security but also contribute to a more efficient and enjoyable travel experience. Airlines Biometric Boarding like Delta and Emirates have implemented biometric boarding processes, where passengers can board using facial recognition, streamlining the boarding process without compromising security.

#### **Collaboration and Communication: Key Components**

Effective communication between aviation authorities, airlines, and passengers is essential in navigating this delicate balance. Likewise EU-U.S. Open Skies Agreement: This agreement facilitates collaboration and standardized security practices between the EU and the U.S., enhancing safety and consistency in passenger experience.

Clear guidelines and information about security procedures can help manage passenger expectations and reduce anxiety associated with stringent measures. Additionally, collaboration between industry

stakeholders can lead to standardized practices that ensure consistency and predictability across different airports. Many airlines use Real-Time Communication Tools such as Apps to inform passengers about gate changes, delays, and security wait times, improving communication and reducing uncertainty.

Continuous dialogue and feedback mechanisms involving passengers can contribute to the evolution of security measures that prioritize both safety and convenience. By understanding the concerns and preferences of travelers, the industry can adapt and implement measures that align with the expectations of the flying public.



#### **Conclusion**

Balancing stringent security measures with passenger convenience and experience is a multifaceted challenge that requires a universal approach. The aviation industry's challenge is to ensure that security measures, vital for safe travel, do not excessively impede the passenger experience. Innovations in technology and strategic collaborations between various stakeholders in the aviation industry are essential in striking this balance. The goal is to provide a safe, efficient, and enjoyable travel experience, crucial for the sustained growth and resilience of the aviation sector in the years to come.

#### **Deputy Director Muhammad Azeem**

embarked on his aviation career with the Airports Security Force in June 2013 as Deputy Assistant Director. His educational background is Business

Administration and Law. Currently, officer is performing duties as the Officer Commanding at Dalbandin Airport.



# E-PROCUREMENT

## Factors Affecting the Integration of E-Procurement in the Public Sector of Pakistan with an Emphasis on Combating Corruption

### Major Shahid Aziz



got commissioned in Pak Army on 15th Apr, 2007. He holds MBA Degrees in Human Resource Management and Supply Chain Management. He joined ASF on Secondment in Jan, 2023. Presently the officer is serving as Deputy Director (Procurement) HQ ASF Karachi.

### INTRODUCTION:

The adoption of E-procurement, or electronic procurement, is a global trend that promises increased efficiency, transparency, and accountability in public and private sector procurement processes (Bertot, Jaeger, and Grimes 2010). However, its successful implementation can be challenging, especially in countries like Pakistan. In Pakistan, several factors resist the smooth integration of E-procurement systems into the procurement landscape. (Mahmood 2010) key obstacles that hinder the effective implementation of E-procurement, including the formidable issues of monopoly power, information asymmetry, and the crucial aspects of transparency and accountability. (Zunk et al. 2014) Assessing the level of adoption and implementation of e-procurement systems in the public sector is crucial. This involves examining the extent to which government agencies have adopted e-procurement platforms and the challenges they have faced during the implementation process. The study evaluates the impact of e-procurement on the efficiency and transparency of public procurement processes. The significant amount of financial resources allocated to Public Works, which is a matter of profound concern. Approximately 20 percent of the annual budget is dedicated to the public procurement sector. Given the substantial reliance on public funds, ensuring

transparency and accountability becomes paramount; thereby facilitating the proper utilization of these funds requires the implementation of E-procurement drive in Pakistan.

### E-Procurement in Pakistan:

E-procurement, or electronic procurement, refers to the use of technology to conduct procurement activities such as sourcing, bidding, contracting, and payment, through online platforms. E-procurement has several benefits such as improving transparency, efficiency, and reducing corruption in the procurement process (Zunk et al. 2014). In Pakistan, the adoption of e-procurement has been slow, and the public sector still largely relies on procurement which enables organizations to streamline the procurement process, reduce costs, improve efficiency, and enhance transparency (Noor, Khalfan, and Maqsood 2013). In Pakistan, the adoption of e-procurement in the public sector can have several positive implications. Firstly, it can help to reduce corruption by minimizing human intervention in procurement activities and ensuring a fair and transparent bidding process. It can also improve the efficiency and speed of procurement processes by eliminating manual paperwork and reducing processing times. Moreover, e-procurement can help to increase competition among suppliers, leading to better quality and lower prices for goods and services. It can also improve the tracking and monitoring of

procurement activities, making it easier to manage contracts and ensure compliance with regulations (Zaidi et al. 2019). It is also essential to ensure that the system is secure and that data privacy is protected. Additionally, there may be challenges in terms of digital literacy and training for procurement staff and suppliers. Overall, while e-procurement has several potential benefits for Pakistan's public sector, it is important to ensure that it is implemented effectively and sustainably to achieve these benefits.

#### **Corruption in Public Procurement:**

Public procurement corruption involves dishonest practices such as bribery, kickbacks, collusion, and conflict of interest within the public sector's procurement process. Bribery entails the exchange of money or gifts for preferential treatment, while kickbacks involve payments linked to the value of contracts. Collusion and cartels among suppliers eliminate healthy competition, leading to inflated costs. Conflict of interest arises when officials with personal ties to suppliers compromise objectivity, potentially favoring specific parties. Fraudulent practices, including document falsification and price inflation, occur at various stages of the procurement process, including tendering, bid evaluation, contract award, and implementation. These actions erode fair competition, transparency, and accountability, contributing to inefficiency and resource wastage. The consequences of public procurement corruption are significant, resulting in higher costs for the public sector as contracts may be awarded based on favoritism rather than value for money. Moreover, corruption undermines public trust in government institutions, compromises the integrity of the procurement process, and discourages investment, ultimately distorting market competition and impeding economic development.

#### **Factors.**

##### **Monopoly Power:**

Government procurement agencies hold significant sway in the supply chain, with procurement officers exercising monopoly power (Neupane, Soar, & Vaidya, 2012). This dominance can lead to biased decisions, favoring specific suppliers and

the repercussions include reduced product or service quality, inflated costs, and inefficiency. E-procurement emerges as a potential remedy, aiming to introduce transparency and objectivity in the procurement process, thereby mitigating the adverse effects of monopoly power.

##### **Information Asymmetry:**

The challenge of information asymmetry in procurement processes is addressed through e-procurement platforms (Sang-hyun Kim & Netessine, 2013). These platforms provide a centralized and transparent communication channel between buyers and suppliers, reducing disparities in data access. Information asymmetry, if unaddressed, can disadvantage suppliers, hindering effective competition. E-procurement seeks to level the playing field, ensuring fair and competitive procurement processes.

##### **Transparency and Accountability:**

Transparency and accountability stand as pivotal principles in public procurement, ensuring openness, visibility, and adherence to ethical standards (Chu & Chiang, 2014). E-procurement platforms play a crucial role in promoting transparency by offering comprehensive information on various aspects of procurement, such as tender notices and evaluation criteria. This transparency fosters fair competition, providing stakeholders with the means to assess the integrity of the procurement process.

##### **Conclusion:**

This research underscores the detrimental influence of monopoly power and information asymmetry in government procurement in Pakistan. The adoption of e-procurement is positioned as a transformative solution to combat corruption by disrupting the impact of monopoly power, addressing information imbalances, and promoting transparency (Neupane et al., 2012; Sang-hyun Kim & Netessine, 2013; Chu & Chiang, 2014). It is not merely a technological upgrade but a systemic change essential for improving efficiency and rebuilding trust in public procurement processes. The study's insights extend beyond Pakistan, offering valuable lessons for enhancing government procurement and e-procurement systems on a global scale.



## UNLOCKING EXCELLENCE: THE IMPACT OF ENSURING THE RIGHT MAN FOR THE RIGHT JOB



Assistant Director  
**Muhammad Bilawal Hassan**  
Joined ASF 2020 As Assistant Director. He holds a Masters Degree in History from Quaid e Azam University, Islamabad. Currently, Officer is diligently fulfilling his responsibilities in the R&D cell at HQ ASF.

*"Like pieces of a puzzle, the right man for the right job completes the picture of success"*

"Right Man for the Right Job" is a concept attributed to Peter F. Drucker, a renowned management consultant, educator, and author. This principle emphasizes the importance of aligning individuals with roles that best suit their qualifications, skills, and experiences. In navigating the intricate landscape of aviation security, the success of the Airport Security Force (ASF) in Pakistan relies heavily on aligning personnel with specific roles that match their skills and qualifications.

The ASF should prioritize cultivating a workforce equipped with a deep understanding of security protocols, risk management, and crisis response, emphasizing individual skills, academic qualifications, and diverse experiences. This ensures a foundation that allows personnel to effectively navigate the complexities inherent in protecting aviation infrastructure. The ASF's adaptability and resilience can be

fortified by considering experience during job assignment changes. As the security landscape evolves, individuals with proven track records in crisis management, threat identification, or technological expertise can seamlessly transition into roles that demand dynamic skill sets.

Diversity within the ASF is a key factor in achieving excellence. Recognizing and appreciating diverse skill sets within the team can create a cohesive unit capable of addressing the multifaceted demands of aviation security.

However, current practices within the ASF may not fully capitalize on individual skills and experiences. Aligning assignments with qualifications, skills, and experiences, rather than purely operational or administrative needs, is crucial.

The ASF should make optimal use of staff who have undergone various courses, both locally and internationally, by aligning them with roles that match their acquired skills and knowledge. Naas National Aviation Academy should prioritize selecting faculty members for courses like the Instructor course on a priority basis. Those with instructor course qualifications may be deployed to NAAS. Professional staff with the aptitude and skill set from NAAS should also be considered for such courses, fostering a culture of continuous improvement.

In sections like R&D, recruitment, and equipment, professional staff with relevant

experience should be posted. This strategic deployment ensures that each section has the expertise needed to excel in their specific responsibilities, contributing to a more efficient and effective Airport Security Force.

Introducing a specialized trade system within the Airport Security Force (ASF) in Pakistan is a crucial step towards optimizing staff expertise. This system should ensure that personnel with specific experiences and skills are assigned to trades that align with their professional background.

Under the proposed trade system, staff members would be categorized into trades based on their expertise, whether it be crisis management, technology, finance, law, or other specialized areas. This targeted approach ensures that individuals are placed in roles where their skills can be most effectively utilized, fostering a more proficient and knowledgeable workforce.

To further enhance the readiness of personnel for future roles, a comprehensive training program should be implemented. Those undergoing courses, both foreign and local, must be prepared to serve in roles that directly align with their specialized training, such as certified screeners fulfilling duties as screeners, and certified instructors being deployed to NAAS. Similarly, courses like Behavior Analysis should be offered to individuals working in different agencies like the Police or FIU, or individuals who have completed these courses must be deployed to relevant sections. This ensures a seamless integration of acquired skills into their assigned roles.

In conclusion, unlocking excellence in Pakistan's Airport Security Force demands a shift towards strategic staff assignments based on qualifications, skills, and experiences. By prioritizing the matching of the right person with the right job, the ASF can enhance its capabilities, fortifying the nation's defenses against evolving threats and reaffirming its commitment to the safety and security of the global aviation ecosystem.

In the words of Vince Lombardi, "Perfection is not attainable, but if we chase perfection, we can catch excellence." The ASF, through strategic staff assignments, recognition, and a fair accountability system, can indeed catch excellence, enhancing its capabilities and contributing to the safety and security of the global aviation ecosystem.



Simultaneously, the transfer and posting policy should be aligned with the trade system, prioritizing the matching of personnel to roles where their skills are most needed. Strategic transfers based on expertise can address specific challenges within different sections of the ASF, promoting a more dynamic and responsive security organization.





# ROLE OF ARTIFICIAL INTELLIGENCE

IN ELEVATING AVIATION SECURITY

In the ever-evolving landscape of global travel, ensuring the security of aviation has become paramount. The integration of Artificial Intelligence (AI) in aviation security stands as a transformative force, redefining how threats are identified, passengers are screened, and overall safety is maintained. This essay delves into the multifaceted role of AI in bolstering aviation security.

One of the primary contributions of AI lies in its prowess in threat detection. Through sophisticated algorithms and machine learning models, AI systems can analyze vast datasets encompassing security camera footage, passenger information, and historical patterns. This analytical capability allows for the swift identification of anomalies and potential threats that might elude traditional security measures.

Furthermore, AI excels in behavioral analysis, a critical aspect of preemptive security. By continuously monitoring and analyzing passenger behavior, AI systems can discern deviations from established norms. This proactive approach enables security personnel to identify and address potential threats before they escalate, contributing to a safer aviation environment.

Biometric technology, powered by AI, has revolutionized passenger identification. Facial recognition, fingerprint scanning, and iris recognition systems provide a secure and

efficient means of verifying travelers' identities. This not only streamlines the boarding process but also reduces the risk of unauthorized access and identity fraud.

In the realm of cargo security, AI plays a pivotal role in inspecting and screening shipments. AI algorithms can scrutinize large volumes of data to identify irregularities or anomalies in cargo, improving the detection of illicit substances or potentially dangerous items. This enhances the overall security of the aviation supply chain.

The predictive capabilities of AI are harnessed for threat prediction. By analyzing historical data, intelligence reports, and current trends, AI models can forecast potential security threats. This foresight empowers aviation authorities to implement preemptive measures, minimizing vulnerabilities and fortifying security protocols.

Cybersecurity in aviation is another domain where AI's proficiency shines. As aviation systems become increasingly interconnected, the risk of cyber threats rises. AI aids in protecting critical infrastructure such as air traffic control systems, communication networks, and databases holding sensitive information. Its adaptive nature allows for real-time monitoring and response to evolving cyber threats.



Robotic assistance, facilitated by AI, introduces a new dimension to aviation security. AI-powered robots can undertake tasks like patrolling secure areas, reducing the reliance on human personnel in potentially hazardous environments. This not only enhances efficiency but also ensures a consistent and vigilant security presence.

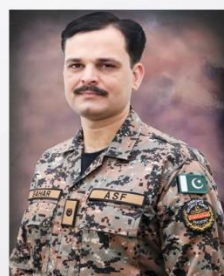
predictive analysis to cybersecurity, the multifaceted role of AI contributes to creating a more resilient and secure aviation ecosystem. As technology continues to advance, the synergy between artificial intelligence and aviation security will undoubtedly play a pivotal role in shaping the future of air travel.

Flight data analysis is streamlined through AI, providing insights into potential safety and security risks. By analyzing vast datasets from aircraft systems, AI contributes to proactive maintenance and adherence to safety standards, minimizing the likelihood of security-related incidents.



Dynamic risk assessment is a crucial aspect of contemporary aviation security, and AI excels in providing real-time insights. By continuously analyzing data from various sources, AI enables security personnel to adapt strategies based on changing threat levels, ensuring a flexible and responsive security framework.

In conclusion, the integration of AI in aviation security represents a paradigm shift in safeguarding the skies. From proactive threat detection to biometric identification,



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**BAHAR ALI**

The officer joined ASF in 2015. He holds a Masters Degree in Political Science from University of Peshawar.



# THE VITAL ROLE OF PSYCHOLOGISTS IN ENSURING AIRPORTS SECURITY AND WELL-BEING



In the realm of aviation security, where precision and vigilance are paramount, the role of the Airport Security Force (ASF) cannot be overstated. As the guardians of our skies, the ASF ensures the safety of passengers, crew, and aircraft. However, beneath the surface of security protocols and surveillance lies an organizational requirement that often goes unnoticed – the need for psychologists.

Having served in the Prisons Department Punjab, I have witnessed firsthand the impact of psychologists in maintaining the well-being and efficiency of personnel. I firmly believe that introducing psychologists into the ASF is not just a suggestion but a crucial step towards enhancing security, promoting mental health, and improving the overall work environment.

## The Need for Psychologists in the ASF

### 1. Personality Assessment:

Psychologists can play a pivotal role in assessing the personalities of ASF candidates. By conducting comprehensive

personality evaluations, psychologists can help identify individuals with unhealthy personality trends that may be unsuitable for security roles. This initial screening process can significantly contribute to ensuring that only well-suited candidates are selected.

### 2. Mental Health and Counseling:

The demanding nature of airport security work can take a toll on the mental well-being of personnel. Psychologists can provide essential counseling and support to ASF officers and staff, helping them cope with stress, trauma, and the challenges of their roles. By addressing mental health concerns proactively, psychologists can prevent burnout and improve overall job satisfaction.

### 3. Motivation and Performance:

Maintaining high levels of motivation and performance is crucial for the ASF. Psychologists can design motivational programs and interventions tailored to the unique needs of security personnel. By addressing motivational factors, psychologists can ensure that ASF officers

remain dedicated and alert in their roles.

#### 4. Selection Procedures:

Psychologists can contribute to the development of selection procedures that include psychological assessments. These assessments can help identify candidates who possess the psychological attributes necessary for effective security work. Such assessments can also be used to refine the promotion and cadre selection process.

#### Promotion and Seniority-Making:

Psychologists can assist in determining officers' seniority based on psychological assessments and evaluations. This can lead to fair and objective seniority decisions, ensuring that the most qualified individuals advance in their careers within the ASF.

#### Passenger Profiling and Investigation:

Psychologists can be instrumental in passenger profiling and investigations. Their expertise in understanding human behavior and motivations can aid in identifying potential threats or suspicious activities. This can enhance the effectiveness of security measures at airports.

#### Examples from Esteemed Forces:

The need for psychologists in security forces is not a novel concept. Pakistan Navy and other esteemed forces have already recognized the importance of psychologists in maintaining the mental well-being and efficiency of their personnel. These examples highlight the proven utility of psychologists in similar organizational structures.

#### Conclusion:

In conclusion, the introduction of psychologists into the ASF is not just a suggestion; it is a necessity. Their presence can help identify the right individuals for security roles, provide essential mental health support, enhance motivation, and improve overall job satisfaction. Psychologists can also contribute to the development of fair promotion and seniority systems, as well as improve the effectiveness of passenger profiling and investigations.

By recognizing the importance of psychologists in aviation security, the ASF can further elevate its standards and ensure that it continues to be a formidable force in safeguarding our skies. It is not only about securing airports but also about nurturing the well-being of those who stand as the first line of defense in ensuring safe air travel.



Deputy Director  
**SAGHEER NAQI**

Deputy Director Sagheer Ahmed joined ASF in 2009. The officer holds Masters Degree in English and Sociology. Presently the officer is serving as Company Commander at AIIAP Lahore.



Navigating the boundaries:

# THE IMPORTANCE OF PERSONAL SPACE AT WORK



Assistant Director  
**Natasha Gul**

is serving in ASF since 2020. She has done her Masters Degree in Defence and Diplomatic studies from Fatima Jinnah Women University, M.Phil in Strategic & Nuclear Studies from National Defence University Islamabad and MS in Project Management from Air University Islamabad. She has done several projects of Project Management. Presently the officer is serving at NAAS Karachi.

**“Your liberty to swing your arms ends where my nose begins.”**

Stuart Chase

**P**ersonal space is the area, or unspoken boundary, that people feel necessary to set between themselves and others to feel comfortable during interaction. It is the unwritten rule for distance that people should observe when meeting others to maintain a level of personal and professional comfort. Personal space apart from being an important form of body language, is also a key component of all relationships, and must be respected.

In the complex fabric of the professional world, the intricacies of personal space management become pivotal for fostering not just productivity but also individual well-being. Beyond the straightforward delineation of physical limits, these considerations extend into the subtle dimensions of psychological and mental spaces. Achieving a workplace that thrives on collaboration while preserving individual autonomy requires a nuanced understanding of personal space's multifaceted nature, appreciation for its diverse impacts, and the implementation of targeted strategies to address potential challenges.

### **Physical Personal Space:**

Recognizing and respecting an individual's tangible presence is fundamental in the workplace. It goes beyond merely acknowledging their existence; it includes respecting their physical belongings. For instance, refraining from touching items on someone's desk, such as a pen or notebook, underscores the importance of personal space. Cultivating a workplace culture where scents are kept to a normal smell and mobile phone ring volumes are maintained at a low level reflects a collective commitment to ensuring a harmonious physical space. Drawing from studies that emphasize personal space, research supports the idea that clear physical boundaries contribute to increased job satisfaction and overall well-being. These findings underscore the importance of cultural awareness in tailoring workplace policies that respect diverse perspectives on personal space.

### **Psychological Personal Space:**

Delving into the psychological aspect reveals the critical need for autonomy over one's thoughts and emotions. Micromanagement, constant surveillance, or a lack of privacy can erode psychological boundaries, negatively impacting self-perception and overall well-being. It's crucial to establish psychological barriers, designating certain

questions related to engagements, finances, and personal problems as off-limits. At the same time, the workplace should be a zone where personal life choices, like the decision to marry at a certain age, are not subject to unsolicited inquiries. Employees should be empowered to define limits on discussions that delve too deeply into personal matters.

### **Mental Personal Space**

The less overt realm of mental personal space involves acknowledging and respecting cognitive processes, ideas, and intellectual contributions. Creating an environment where diverse perspectives are actively valued fosters innovation and creativity, contributing to a dynamic and inclusive workplace. Importantly, recognizing and rectifying the tolerance asymmetry—where physical space is vigorously guarded, but psychological boundaries are more lenient—promotes a balanced and healthy work environment.

### **Consequences of the Invasion of Personal space**

Breaching personal space has varied and impactful consequences, from heightened stress levels to decreased motivation. Certainly, consistently invading personal space at work can contribute to a significant decline in an individual's confidence levels. This erosion of confidence may lead to the development of an inferiority complex, making it challenging for the person to assert themselves and contribute effectively within the workplace.

When faced with inquiries about punishments or disciplinary actions resulting from the violation of personal space, individuals may experience a further blow to their confidence. The fear of consequences can lead to heightened anxiety, decreased motivation, and a reluctance to take on new challenges or initiatives.

Similarly, probing personal questions, such as those related to one's marital status or decisions about marriage, can have a profound impact on an individual's confidence. If someone feels uncomfortable discussing these personal matters due to repeated invasions of privacy, it can contribute to a diminished sense of

self-worth and confidence in their personal choices. In essence, respecting personal boundaries is not only integral for a harmonious work environment but also plays a crucial role in safeguarding the mental and emotional well-being of individuals, preventing the development of negative feelings such as low confidence and inferiority complexes.

### **Mitigating Strategies**

To address these challenges comprehensively:

- **Flexible Workspaces**

Tailor office spaces to cater to both collaborative and private needs, empowering employees to select environments aligned with their tasks and preferences.

- **Effective Communication and Training**

Articulate the importance of personal space through ongoing communication and training, fostering a workplace culture that recognizes and values personal boundaries.

- **Remote Work Policies**

Offer remote work options to give individuals control over their physical and psychological space, contributing to a healthier work-life balance.

- **Employee Feedback Mechanisms**

Establish regular feedback channels for employees to express concerns, fostering inclusivity, empowerment, and shared responsibility.

- **Leadership Role Modeling**

Leaders play a pivotal role in setting the tone for personal space norms, demonstrating a consistent commitment to respecting personal boundaries.

In conclusion, the significance of personal space in the workplace is paramount. Addressing physical, psychological, and mental boundaries is crucial for creating a work environment that prioritizes employee well-being and encourages sustained productivity and innovation. Through thoughtful approaches and a culture grounded in respect, organizations can successfully navigate the intricate dynamics of personal space, fostering a positive, collaborative, and thriving workplace. Ultimately, organizations that prioritize and respect personal boundaries are better positioned to nurture a positive, collaborative, and thriving workplace for their employees.

# CLIMATE CHANGE



Climate change is a reality. Regrettably, it took decades of wrangling for the world community before it could reach the basic UN framework to tackle the issue collectively in 1992. As the bad luck would have it, presently Pakistan is among the top 5 countries most vulnerable to climate-induced disasters. Almost all the major cities of the country from Lahore to Karachi get engulfed by the smog as soon as winter arrives ensuing the sense of doomsday in its denizens.

The recent floods in the country of biblical proportion inundating almost three fourth of the country affecting 30 million people with more than two thousand deaths and destruction of infrastructure worth 33 billion dollars and extreme levels of heat and cold waves across Europe and North America are another clear manifestation of climate change taking its toll on all and sundry.

Changing weather patterns throughout the world are a real threat to food security and by implication to the national security of vulnerable countries. Almost all parts of the world irrespective their relative levels of development are affected from the adverse impacts of the climate change.

The use of fossil fuels resulting in emissions of greenhouse gases is considered the primary culprit in this whole phenomenon leading to increased average temperature of the earth. Currently, the vital industries including manufacturing, railways, air and bus transports are all dependent on the fossil fuels.

Unlike its fruits, hazards of industrial advancement in the form of risen temperatures and unpredictable weather

patterns have transcended territorial boundaries. Every corner of the world is feeling the heat as it were.

Interestingly, the emission contribution of most vulnerable countries pales in comparison with that of advanced countries. Interestingly, Pakistan contributes only less than one percent of the total gaseous emissions but falls in the category of top five countries most vulnerable to climate change.

Unfortunately, the issue of climate change faces several challenges so far as its resolution is concerned. For one, the parochial and blinkered vision of leaders of many developed countries especially the leaders of far-right governments is a formidable obstacle in the way of at least a sense of realization that there exists an issue. They have not only been reluctant in accepting this as an issue but also mocked the international campaigners of the issue. The current favourite for US presidency Donald Trump has been vocal in his contempt for climate change initiatives at the international level. In the same vein, he withdrew US from Paris Treaty on climate change and stopped all the committed funding regarding different initiatives under the treaty.

Secondly, in absence of any financial support from the highly industrialized countries which are primarily responsible for the issue, middle-income countries like ours do not have any other option but to opt for much inexpensive fossils like coal and natural gas for fulfillment of energy requirements. Besides, the urgent energy needs in the global South on account of the burgeoning population compel national governments to go for quick and cheaper solutions.

Thirdly, Conference of Parties to the United Nations Framework Convention on Climate Change (UNFCCC) despite 28 of its meetings to date has not been able to provide for any tangible way forward to the world yet. Beyond conferences in the hallowing halls of world capitals with thousands of delegates from all over the world and enlisting of numerous wishful measures such as non-existent Loss and

Damage Fund, the progress of the forum is dismal to say the least.

In a nutshell, the issue of climate change entails far-reaching consequences for everyone and everywhere including the coming generations and warrants a collective response from the world. Especially, middle income countries mostly situated in the Global South need urgent support in the face of frequent and abrupt weather changes affecting the livelihood of masses already suppressed under economic hardships. These countries do not have the financial cushion to mitigate the effects of the climate induced calamities. Therefore, there is an urgent want of an international support mechanism for vulnerable countries to cope with the issue of climate change. Mere lip service and sympathetic media talk would not do any more. With every passing day, the severity of issue is escalating. The earlier it is realized the better. Hence, the leaders of the world leading economies such as US, China and EU are required to divest their myopic considerations and assume the leadership role to navigate hitherto rudderless ship of the world community by limiting the gaseous emissions in their respective countries and underwrite money and technical resources for complete transition of middle income countries to renewable energy resources from fossil fuels. Timely intervention in this context would hopefully help in arresting the increasing temperatures the leading cause of climate change. They should also contribute generously to funding arrangements for the most affected countries. It is hoped that the existing lot of world leaders will prove the saying of Hegel "We learn from history that we do not learn from history" wrong.



**Deputy Director Muhammad Waseem** was commissioned into Airports Security Force in 2012.

Presently the officer is serving at NAAS Karachi.

# COMMUNICATION BARRIERS



Effective communication is crucial for the success of any relationship, be it personal or professional. Numerous obstacles can hinder the free flow of information, impeding comprehension and leading to misinterpretations. Recognizing and addressing these communication barriers is essential to fostering positive relationships and achieving common objectives.

These barriers can include language differences, misunderstandings, lack of clear protocols, or inadequate technology. In airport security, swift and accurate communication is vital for responding to potential threats, coordinating emergency situations, and ensuring the seamless operation of security protocols. Communication barriers may arise due to the diverse backgrounds of security personnel, the complexity of security procedures, or the need for real-time information sharing.

Addressing these barriers is essential to enhance the efficiency and effectiveness of airport security forces, minimizing the risk of security breaches and improving the overall safety of air travel. Training programs, standardized communication protocols, and advanced technologies play a crucial role in overcoming these barriers and maintaining a robust security infrastructure at airports.

## Communication Barriers

### Insufficient Training

Security personnel may not receive adequate training in effective communication strategies. This can lead to misunderstandings, misinterpretations, and delays in conveying critical information.

### Language Differences

In a diverse airport security environment, personnel may come from various linguistic backgrounds. Language barriers can hinder smooth communication, especially during emergencies where quick and accurate

information exchange is crucial.

### Lack of Standardized Communication Protocols

Without standardized communication procedures, security personnel may struggle to convey and receive information consistently.

### Technological Gaps

Outdated or incompatible communication technologies can create barriers. Modernizing communication systems with advanced technologies such as secure radio systems, real-time messaging platforms, and integrated information sharing tools can enhance communication efficiency and responsiveness.

### High-Stress Situations

Airport security operates in high-stress environments, and stress can exacerbate communication barriers. Training programs that simulate realistic scenarios, including high-pressure situations, can help personnel develop the skills to communicate effectively under stress, ensuring a more resilient response to security challenges.

## Strategies to overcome Communication Barriers

### Effective Communication Training

Implement comprehensive training programs for security personnel to enhance communication skills, ensuring clear exchanges of critical information.

### Language Proficiency and Multilingual Protocols

Introduce standardized language training and protocols to address language barriers, emphasizing the need for multilingual

communication, particularly in emergencies. Implement English language courses for personnel to communicate more effectively with passengers.

### Clear Communication Protocols

Establish and enforce standardized procedures for radio communication, inter-agency collaboration, and emergency response, reducing the risk of misunderstandings.

### Advanced Communication Technologies

Invest in and adopt modern technologies such as secure radio systems and real-time messaging platforms to overcome technological gaps and enhance efficiency.

### Stress-Resilient Communication Training

Integrate realistic scenario simulations, including high-stress situations, into training programs to equip personnel with the skills to communicate effectively under pressure, ensuring a robust response to security challenges.

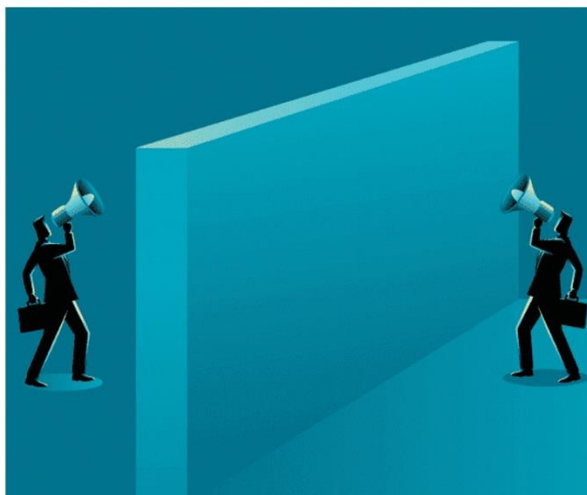
### Conclusion

Removing obstacles to communication is an ongoing process that demands awareness, effort, and flexibility. By acknowledging the diverse barriers that may impede efficient communication, individuals and institutions can implement strategies to encourage more coherent and meaningful exchanges. In our globalized society, dismantling these barriers is crucial for fostering healthy interpersonal relationships as well as a productive workplace. In the context of the Airports Security Force (ASF),

effective communication skills are paramount. Given the ASF's critical role in ensuring airport security, personnel must navigate interactions with individuals from diverse national and international backgrounds, each with its own set of languages and cultural nuances. Mastering communication is vital for ensuring the security and smooth functioning of airport operations. Clear and culturally sensitive communication becomes a linchpin in maintaining a safe and efficient travel environment.

### Internal and External Barriers to Communication

Internal Barriers	External Barriers
Fatigue & Disinterest	Distance and Location
Poor listening skills	Technological Issues
Lack of Empathy	External Noise
Fear of Speaking Up	Time Constraints
Lack of Clarity	Economic Factors
Lack of Empowerment	Physical Distractions



Assistant Director  
**Raweeda**

Started journey with the Airports Security Force in 2009 when she joined as a Corporal. Her remarkable trajectory continued in 2021, as she earned the distinguished title of Assistant Director through the FPSC. She holds a Masters Degree in International Relations. Presently, she is serving as DS at NAAS.



## Nurturing Minds: THE VITAL ROLE OF EDUCATION AND AWARENESS IN SOCIETY

Importance of education and awareness cannot be underestimated in a world filled with such versatility, diversity and complexity. Education and awareness serve as foundation of every society. These two pillars serve as the bedrock for nurturing well informed, engaged, and empathetic societies. Let's take a deep dive into the vast ocean of education and awareness, that shape the very fabric of our communities.

### illuminating Minds, Enabling Lives

Along-with imparting knowledge, education is a vital force that empowers individuals. It makes them capable with a skill set necessary to cope up with ups and downs of ever changing dynamics of life and world. Critical thinking and problem-solving skills are some very important abilities learned by proper education. Collective challenges of the society could only be tackled when minds are enlightened with wisdom, leading to a prosperous society.

We can observe the changing power of basic education in areas where literacy opportunities are scarce. Those societies are often poor and have limited access to basic needs and primary healthcare. But when education system in such areas is improved it changes such things. As a result, people become capable to understand basic health guidelines, basic human rights and become aware of their well-being thus creating healthier, positive and more resilient communities.

### Bridging Gaps Through Awareness

Education builds individual capacity

whereas awareness builds bridges between versatile communities. It serves as a directional pointer that guides human beings through the complexity of cultural, social, and environmental intricacies. Inculcating awareness among society means opening your eyes to the vast experiences of others, encourage empathy, and breaking down stereotypes.

Let's consider the power of awareness in environmental conservation. A collective consciousness emerges when various communities become more and more aware of the impacts of their direct or indirect actions on the earth. A more comprehensive and collective consciousness emerges among communities. People start making environmentally conscious decisions, from reducing pollutants to embracing sustainable living practices.

### Empathy in Action

Education and awareness both go hand in hand, which in turn creates a viable ground for empathy to flourish. Empathy becomes a driving force for creating a positive change in society where people understand diverse/versatile perspectives. Empathy fosters compassion and understanding even in the face of differences when people step into the shoes of others.

Social Justice is a great example. Systematic injustices and work towards creating more equal societies can be confronted by communities through education and awareness initiatives. People stand up against discrimination and advocate for inclusive policies when they understand everyday struggles faced by marginalized groups of society.

## Global Citizenship: An outcome of Education and Awareness

Global citizenship is not just a choice but a necessity in nowadays interconnected world. Education and awareness play crucial roles in changing individuals into responsible global citizens. People get a broader understanding of their place in the world through openness to versatile cultures, global challenges, and international perspectives.



Take for example, the impact of cultural exchange programs in universities. Students who undergo cross-cultural experiences not only expand their knowledge and awareness but also develop a deep appreciation for the rich shades of global diversity. This first hand exposure inculcates a sense of responsibility towards global issues, inspiring future leaders to work collaboratively on solutions that transcend borders.

### Challenges on the Path to Enlightenment

While the importance of education and awareness is evident, the journey is not without its challenges. Disparities in educational access, misinformation, and cultural biases can hinder progress. Addressing these hurdles requires a collective effort from individuals, communities, and policymakers alike.

In the digital age, combating misinformation is a pressing concern. Critical media literacy education becomes a shield against the onslaught of fake news and misleading narratives. By equipping individuals with the skills to discern credible information, societies can fortify themselves against the erosion of truth.



### Empowering the Next Generation

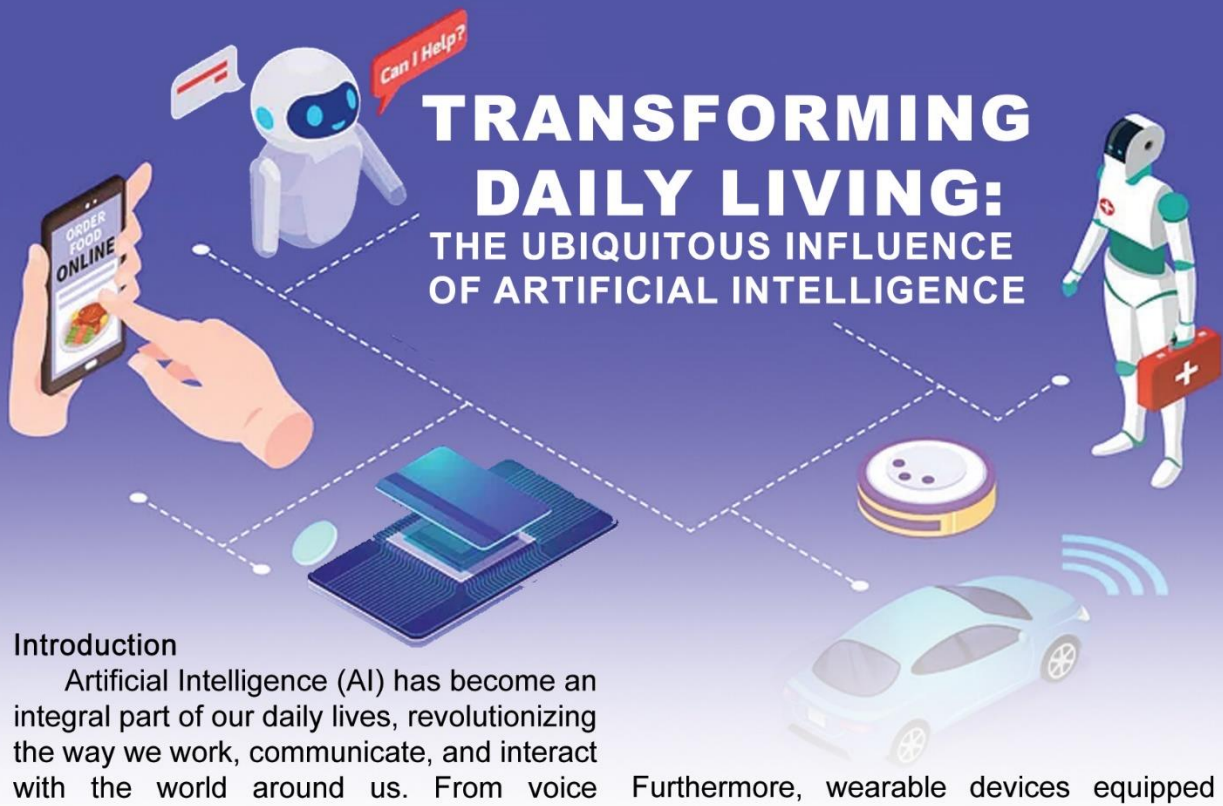
To ensure a future where education and awareness thrive, we must invest in the next generation. Education systems need to evolve to embrace a holistic approach, nurturing not only academic prowess but also emotional intelligence, cultural competence, and ethical values. By instilling a love for learning and a curiosity about the world, we lay the foundation for a society that continually seeks knowledge and understanding

In conclusion, education and awareness are not mere facets of societal development; they are the driving forces behind a flourishing, interconnected world. As we champion these pillars, we contribute to the creation of informed, empathetic, and empowered communities that transcend boundaries. Let us recognize their importance and work collectively to ensure that the light of enlightenment continues to illuminate the path ahead.



Director EHSAN ULLAH  
CSO JIAP Karachi

Director Ehsanullah, joined ASF as Deputy Assistant Director in 2004 and got reappointed as Assistant Director in 2006. He has done Masters in Agricultural Economics and currently pursuing his Masters in Criminology from Punjab University. Presently, he is serving as CSO JIAP.



# TRANSFORMING DAILY LIVING: THE UBIQUITOUS INFLUENCE OF ARTIFICIAL INTELLIGENCE

## Introduction

Artificial Intelligence (AI) has become an integral part of our daily lives, revolutionizing the way we work, communicate, and interact with the world around us. From voice assistants like Siri and Alexa to personalized recommendations on streaming platforms, AI has seamlessly integrated into our routines, making life more convenient and efficient.

AI's impact on our daily lives can be observed in various domains, including healthcare, transportation, education, and entertainment. In this article, we will explore the pervasive influence of AI, shedding light on how it has transformed our routines and made our lives more interconnected and streamlined.

## Healthcare: Enhancing Diagnostics and Treatment

One of the most significant contributions of AI to our daily lives is in the field of healthcare. AI-powered diagnostic tools and medical imaging systems have revolutionized the way diseases are detected and treated. For instance, AI algorithms can analyze medical images like X-rays and MRIs with incredible accuracy, assisting doctors in making quicker and more precise diagnoses. This not only saves time but also increases the chances of early disease detection, potentially saving lives.



Furthermore, wearable devices equipped with AI can monitor our health in real-time. From smartwatches that track our heart rate to apps that analyze sleep patterns, AI helps individuals take proactive steps towards maintaining their well-being. These technologies provide valuable insights into our health, allowing us to make informed decisions about our lifestyle and habits.

## Transportation: Safer and Smarter Commutes

AI has played a pivotal role in transforming the way we commute. Self-driving cars, guided by AI algorithms, promise safer and more efficient transportation. These vehicles can analyze their surroundings, make split-second decisions, and navigate complex traffic scenarios, reducing the likelihood of accidents caused by human error. The convenience of autonomous vehicles offers a glimpse into a future where commuting becomes less stressful and more productive.



Moreover, ride-sharing platforms like Uber and Lyft rely on AI to match drivers with passengers, optimize routes, and calculate fares. This not only ensures a smoother experience for users but also reduces traffic congestion and greenhouse gas emissions through more efficient carpooling.

#### Education: Personalized Learning

AI has made its presence felt in the realm of education, bringing about personalized learning experiences. Educational software and platforms leverage AI algorithms to adapt to the individual needs and learning styles of students. This allows students to progress at their own pace, receive customized assignments, and get instant feedback on their performance.

For example, platforms like Khan Academy offer personalized math lessons, adjusting the difficulty level based on a student's proficiency. AI can identify areas where a student might be struggling and provide additional practice or explanations to reinforce understanding. This tailored approach to education has the potential to bridge learning gaps and improve overall academic outcomes.

#### Entertainment: Tailored Experiences

The entertainment industry has been revolutionized by AI, delivering tailored content and recommendations to consumers. Streaming services like Netflix and Spotify use AI algorithms to analyze user preferences and behavior, curating personalized playlists and movie recommendations. This not only enhances the user experience but also keeps viewers engaged and subscribed to these platforms.

AI has also found its way into the gaming industry, creating more immersive and dynamic gameplay experiences. Game developers use AI to create non-player characters (NPCs) with realistic behaviors and responses, making games more challenging and enjoyable. Additionally, AI-powered chatbots and virtual assistants within games enhance player interaction and support.

#### Communication: Breaking Language Barriers

AI-driven language translation tools have

made communication across languages more accessible and efficient. Apps like Google Translate and translation features on social media platforms enable users to bridge language gaps instantly. This has not only facilitated global communication but also fostered cultural exchange and understanding.

Voice assistants like Siri and Alexa have become our companions for daily tasks, from setting reminders to answering questions. These AI-driven virtual assistants are continually improving their language comprehension and conversational abilities, making them valuable tools for productivity and accessibility.

#### Conclusion: Embracing the AI Revolution

In conclusion, the ubiquitous influence of Artificial Intelligence has reshaped our daily lives in ways we couldn't have imagined just a few decades ago. From healthcare to transportation, education to entertainment, AI has touched every facet of our routines, making them more convenient, efficient, and interconnected.

While AI has brought numerous benefits, it also raises ethical and privacy concerns. As AI continues to advance, it's essential for society to strike a balance between harnessing its potential and addressing its challenges. Ethical considerations, data privacy, and responsible AI development are crucial aspects that demand our attention as we embrace this AI revolution.

As we move forward, it is clear that AI will continue to be a driving force in transforming our daily living. With responsible development and thoughtful integration, AI has the potential to make our lives not only more efficient but also more meaningful, allowing us to focus on what truly matters while technology handles the rest.



Deputy Director  
**Ghulam Rasool**

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"This article is dedicated to silent heroism of nocturnal warriors of Airports Security Force"

# WARRIORS OF GRAVEYARD SHIFTS

Airports serve as hubs of transportation, connecting people and facilitating the movement of goods/cargo across the globe. Passengers, airline staff, security personnel and various service workers contribute to the constant bustling activities within airports and its premises. Since multitudes of potential threats/ risks are associated with air travel, it is of paramount significance to have in place a mechanism to cater for 24/7 safety and security at these vital installations of the country. In Pakistan, as enshrined in ASF Act 1975, Airports Security Force is mandated with the sensitive task of Aviation Security. Indeed, under the patronage and guidance of worthy Director General and Dy Director General ASF, the Force is incessantly striving for excellence by ensuring foolproof security measures at major, medium and smaller airports of the land of pure.

Undoubtedly, in the modern era, ASF is a Force to be reckoned with owing to its unique responsibility of safeguarding the sacred "Air Borders" of the motherland. To accomplish this dignified task in a befitting manner, ASF officers and staff are performing their duties in various shifts due to round the clock operational requirements. These shifts are colloquially known as 'Morning', 'Afternoon', and graveyard shifts i.e 'First Night' and 'Second Night'.

Obviously, to work in graveyard shifts offers a unique challenge. A "graveyard shift" usually covers the midnight hours to early hours in the morning. The term "graveyard shift" derives from stillness and quietness associated with these late night hours. Graveyard shift is not a new phenomenon in AVSEC only, it has rather been present in

various industries, businesses and other services i.e healthcare, customer, emergency and transport etc, because of their 24/7 operational requirements.

Now, it begs the question of why it is challenging to work in graveyard shifts.

First, the presence of lurking danger of terrorist attacks in wee hours on prominent installations is always there. According to various intelligence reports, these miscreant elements are likely to take advantage of the darkness to fulfil their nefarious designs. A dastardly attack of 8th June, 2014 at JIAP Karachi, is a glaring example in this regard. Second, health issues entail disruptions in circadian rhythms and potential impact on sleep quality. The body's natural tendency to be less active during these hours, can lead to fatigue and difficulty in maintaining focus. Third, the mismatch between work hours and societal norms may affect personal and social life, making it emotionally taxing for some individuals. Additionally, Night-shifts can decrease cognitive abilities/ reflexes and make people more vulnerable to diseases. In addition, other problems include restlessness, sleepiness on the job, decreased attention and disruption of the body's metabolic process, since working the night-shift interferes with the production and circulation of the vital hormone 'leptin'. This hormone plays a critical role in regulating weight, blood sugar and insulin levels, which can lead to obesity and diabetes, even with a healthy diet. Further, working late at night impacts one's digestive health also, leading to constipation, indigestion and gastrointestinal problems. Last but not the least, Night-shifters hardly go out during the

morning hours hence, they get very little exposure to the sun, which is a major source of vitamin 'D' production in the body. Presently, ASF operations at most of the Airports, are conducted in '4/5 Men Roster' which offers sufficient rest. As recommended by the most physicians/experts, the following strategies can be beneficial to lessen the impact of night shifts:-

1. Engage in physical activities i.e Morning PT and Evening Games. Exercises release endorphins which provide a natural energy boost. It is a 'feel good' chemical and enhances our mood.
2. Try to maintain a consistent sleep schedule, even on days off, to regulate your circadian rhythm.
3. Create a dark, quiet and cool sleep environment. Consider blackout curtains and earplugs to minimize disruptions.
4. Consume light, nutritious meals and stay hydrated. Avoid heavy meals close to bedtime.
5. Use caffeine strategically to stay alert during the shift, but limit it closer to the end of your shift to minimize interference with sleep.
6. If possible, take short naps (20-30 minutes) before a night shift to combat sleepiness without affecting nighttime sleep.
7. Spend time outdoors during your waking hours to get exposure to natural light, which helps regulate the circadian rhythm.
8. Incorporate light physical activity during breaks to boost alertness.
9. Inform your family and friends about your schedule to minimize disruptions during your sleep hours.
10. If needed, consider sleep aids, but only under the guidance of a healthcare professional.
11. Monitor your overall health, as night shifts can impact various aspects of well-being. Regular check-ups at ASF Medical Centre/authorised hospitals can help identify and address any emerging issue.

Despite all the aforesaid challenges, it is satisfying that ASF officers and staff are dedicatedly performing their duties to safeguard the sacred "Air Borders" of our country. Apart from their discharge of professional responsibilities in day time, the dedicated nocturnal warriors of ASF always step forward to become the silent guardians of our safety and security even when the whole world is cloaked in darkness. Besides

morning shifts, these soldiers bravely navigate the graveyard shifts, exploring the challenges they face, the unique demands of their profession. When the world is asleep in the stillness of darkness, these unsung heroes of ASF are wide awake to engage themselves in public dealing and body/baggage/vehicle/aircraft searches. They are custodian of ASF motto. They stand firm and remain courteous in the darkest hours without compromising on their duties. Undeniably, their unwavering commitment and gritty resilience are tested in the hushed hours of night but these motivated warriors are invariably equal to the tasks. They are mindful that when they are on duty it is them and the tasks at their hands - nothing else. These guardians of AVSEC quintessentially adhere to "Chetwode Motto" which states that \_"The safety, honour and welfare of your country come first, always and every time. The honour, welfare and comfort of the men you command come next. Your own ease, comfort and safety come last, always and every time".

In conclusion, Airports Security Force is striving for excellence in pursuit of providing impeccable security to all Civil Aviation airports. Under the kind guidance and visionary leadership of top command, every Officer and staff is endeavouring to render meritorious services in the realms of AVSEC. In the ASF team, all deserve to be commended; whether they are from administrative sections or operational Coys etc. Nonetheless, "warriors of graveyard shifts" in particular, deserve special tribute for their tireless contributions in safeguarding the Aviation industry of Pakistan. Notwithstanding the inherent challenges, these valiant warriors stand tall in the face of adversity and ready to sacrifice their dusks for the dawns of motherland.

Well done! Keep it Up!

Assistant Director  
**Muhammad Kashif**

joined ASF as a commissioned Officer on 2nd Nov, 2020. He holds the degrees of Masters in English (Literature and Linguistics) from NUML and Masters in Education (M.Ed) from University of Peshawar. Presently, he is performing duty at National Academy for Aviation Security, Karachi.





Riding the Waves of Change:

## A Glimpse into Our IT Transformation

### Introduction

In essence, the global IT revolution is more than a mere technological phenomenon; it is a paradigm shift that reshapes our perceptions, challenges our assumptions, and compels us to adapt to a new reality where the boundaries between the physical and digital realms blur, and the potential for innovation knows no bounds. The advent of Information Technology has not only altered the way nations communicate but has also spurred transformative changes in governance, commerce, and daily life. This article explores the journey of Pakistan through the last two decades, delving into the global IT revolution, its implementation in the public and private sectors, and the innovative technologies that hold the key to our future progress. From the integration of IT in governance to private sector innovations, and the adoption of cutting-edge technologies, Pakistan's IT landscape reflects both progress and potential.

### The Global IT Revolution

The past two decades have witnessed an unprecedented surge in technological innovation worldwide. Cloud computing, smart devices, artificial intelligence (AI), data analytics, and blockchain technology have reshaped industries and societies, empowering nations to enhance efficiency and transparency in governance and commerce. Artificial intelligence (AI), once a futuristic concept, is now a reality, transforming industries and government operations. Data analytics has become pivotal for decision-making, offering insights previously unimaginable. Blockchain technology has revolutionized secure and transparent transactions, influencing sectors like finance, healthcare, and supply chain management.

### IT Implementation in Pakistan

Amidst the global revolution, Pakistan has achieved notable progress in incorporating IT into its socio-economic framework. The last two decades have seen a notable increase in the adoption of information technology in both the public and private sectors.

### Public Sector Transformation

Governments across Pakistan have acknowledged the potential of IT in governance and service delivery. Initiatives such as the digitization of public records have not only streamlined administrative processes but have also enhanced transparency and accessibility. E-Government services, like online tax filing and digital identity verification, have become increasingly prevalent, simplifying interactions between citizens and public entities.

Smart cities, a concept pioneered by developed nations, are beginning to take shape in Pakistan. Lahore and Islamabad, for instance, have embarked on projects to integrate technology into urban planning. This involves the use of sensors, data analytics, and IoT devices to optimize services such as traffic management, waste disposal, and energy consumption.

### Private Sector Innovations

In the private sector, Pakistani businesses have embraced IT solutions to remain competitive in a rapidly evolving global market. E-commerce platforms have revolutionized retail, while Fintech companies have introduced innovative payment solutions. Furthermore, the COVID-19 pandemic acted as a catalyst for digital transformation. Remote work, e-learning, and telemedicine became essential components of daily life. Companies in Pakistan swiftly adapted to

these changes, implementing digital solutions to ensure business continuity.

### Innovative Technologies for Implementation

While Pakistan has made commendable progress, embracing innovative technologies can drive further transformation.

### Smart Governance through Artificial Intelligence

Developed nations have successfully integrated artificial intelligence into public services. AI can be employed in Pakistan for automating routine tasks, improving decision-making processes, and enhancing the overall efficiency of government operations. Automated systems for tax collection, citizen services, and record keeping can significantly reduce bureaucratic bottlenecks.

### Blockchain for Transparent Transactions

Blockchain technology offers secure and transparent transactions, making it invaluable in sectors prone to corruption and inefficiency. Implementing blockchain based systems for land records and financial transactions can enhance accountability and trust in Pakistan's institutions.



### Data-Driven Healthcare

The integration of electronic health records and data analytics can revolutionize healthcare delivery in Pakistan. By leveraging data insights, the healthcare system can optimize resource allocation, improve patient care, and enhance overall efficiency.

### Cybersecurity Measures

As technology evolves, cybersecurity becomes increasingly crucial. Pakistan must invest in robust cybersecurity infrastructure to safeguard sensitive data and protect against cyber threats, ensuring the resilience

of its digital ecosystem.

### Challenges and Opportunities

Despite notable progress, Pakistan faces challenges in bridging the digital divide, investing in IT infrastructure, and fostering a culture of innovation.

### Bridging the Digital Divide

Addressing disparities in internet access and digital literacy is essential to ensure inclusive growth. Targeted initiatives are needed to provide internet connectivity, digital skills training, and affordable devices to underserved communities.

### Investment in IT Infrastructure

Sustained investment in IT infrastructure i.e. internet connectivity, data centers, and reliable power supply is vital for the sector's continued growth. Public-private partnerships can accelerate the development of high-speed internet connectivity.

### Fostering a Culture of Innovation

Collaborative efforts between educational institutions, research centers, and businesses are necessary to nurture innovation and drive progress.

### Conclusion

As Pakistan navigates the waves of change in the IT landscape, the journey signifies growth, empowerment, and promise. Embracing AI, blockchain, data analytics, and cybersecurity measures can propel Pakistan into the digital age, positioning it as a global leader in IT innovation. By addressing challenges and seizing opportunities, Pakistan can chart a course towards sustainable development and a brighter future. The saga of IT transformation in Pakistan represents not just a journey but a testament to resilience, adaptability, and the limitless potential of technology.



Sub Inspector  
**MOHSIN RAZA**

Is serving in ASF since March 01, 2007. He did his Masters in Information Technology from Virtual University Pakistan. Presently, performing his duties as Sub Inspector in Media Branch Headquarters ASF.

## Officers' Efficiency Index (OEI) In Uphill Task and Sacred Duty



The imperativeness of accomplishing the set forth objectives and targets has always been seen the touchstone for success of organizations. For achievement of objectives and targets, there are always well designed and quantifiable benchmarks and criterion that highlight the real picture of outcomes yielded during a specific time period. This exercise is seen highly desirable in corporate sectors to track the growth and development of organizations for long term sustenance in industrial arena and maintenance of the highest professional repute and corporate prestige in contemporary world. In common, the benchmarks set forth for evaluation of achieved targets and objectives rely on the quantifiable Key Performance Indicators (KPIs) which is also a corporate term. However, synonym for Key Performance Indicators (KPIs) for individualistic performances or to evaluate the performance of an officer is termed as Officers' Efficiency Index (OEI).

Challenges in designing Officers' Efficiency Index (OEI): The main hurdle to design OEI is identification of Key Performance Indicators (KPIs) and quantification of these indicators. This is, in fact, a practical and multi-faceted complex process which solely relies on statistical data attained from Key Performance Indicators (KPI) in particular and quantification of outcomes delivered by an officers, in general.

Identification of Key Performance Indicators (KPI): Officers' Efficiency Index is a systematic approach to place the Key Performance Indicators (KPIs) for evaluation of the efficiency of officers. This is sum-up of the commitment, dedication, collaboration, cooperation, interpersonal and leadership skills of an officer. Identification of Key Performance Indicators (KPIs) is the most crucial part of Officers' Efficiency Index (OEI). In general, these Key Performance Indicators (KPIs) can be part of OEI;

a. **Accessibility and Response:** The foremost of Key Performance Indicators (KPIs) is accessibility and approachability of an officer for each & everytime and specially at the time of incidents, emergencies, and calls for service. Accordingly, effective, qualitative and professional response to such incidents, emergencies, and calls for service is the safest way out. This includes demonstration of the ability to assess situations, make sound decisions, and resolve issues effectively. This may further be elaborated as;

(1) **Emergency Situations:** Time taken to reach and address urgent situations.

(2) **Incident Resolution:** Efficiency in resolving incidents without compromising quality.

b. **Interagency Cooperation and Collaboration:** The key for quantifying leadership skills is to evaluate how is active participation in interagency cooperation without compromising work quality, collaborative outreach, fostering positive relationships. This also includes maintaining a high level of professionalism in interactions with colleagues, superiors, and the public as well as sister agencies, other Law Enforcement Agencies (LEAs).

c. **Observance of SOPs:** Strict adherence to established procedures, policies, and legal guidelines during routine duties and critical situations is pragmatic professionalism. This includes the policy compliance with consistency like;

(1) Adherence to departmental procedures, SOPs etc.

(2) Adherence to aviation security regulations and standards set by other relevant authorities.

d. **Access Control and Screening Efficiency:** Effectiveness of command is actually measure of execution of procedures

at every nook and corner. Hence, effective access control and screening efficiency means no fraudulent or fake documented access and oversighted or illegal entry in to restricted area. This includes:

- (1) Documentation compliance i.e. proper checking of Airport Entry Pass or Ticket or any other valid access document.
- (2) Violation or illegal crossings both by fraudulent and oversights at access points or at perimeter or other restricted areas.
- (3) Competency of X Ray Screening Machine operators play vital role in accuracy of detection, therefore, requisite refresher training and screening breaks will highlight the recoveries made and resultantly reflect the efficiency of screening system.
- (4) Crossings of contrabands or prohibited items reflect the weak side of screening process.

e. Financial Management and Resource Utilization: Effective use of finances for keeping resources working and available for efficient functioning and response. This also includes:

- (1) Resource Management: Cost-effectiveness in resource allocation is necessary to remain within budgetary allocations.
- (2) Procurement, efficient utilization of office supplies and equipment highlights effective financial management by taking austerity measures.

f. Legal Stance and Proactive Approach: Demonstration of a comprehensive understanding of relevant laws and its application in routine matters and during the situations and incidents highlight the overall efficiency of a setup commanded by an officer. Accordingly, taking preemptive steps and measures to prevent breaches and minimize potential threats is reflection of vision and foresight of an officer which also needs due weightage inefficiency index.

g. Administrative Management: This may include:

- (i) Timely management of salary to serving staff, issuance of pension, GP fund, and other emoluments to retired employees.
- (ii) Motor Transport (MT) and infrastructure maintenance and quality: This includes maintenance of Motor Transport, Mess, residential, recreation etc.
- (iii) Quality of Performance Evaluation of troops matters a lot for future course of department as this is the only tool to feed the hierarchy of command with genuinely

qualitative and effective genre for next higher positions.

(4) Workplace sanity and Emotional and Psychological Wellbeing of troops: This aspect of Officers' Efficiency Index is conclusively important for an officer as operational targets can be achieved by hook or crook even at the cost of psychological health and wellbeing of under command troops but trending outcomes in such environments are always scuffles, conflicts and premature wastage of manpower, if generalized. Hence, workplace sanity needs a sound and tangible set of measures for emotional and psychological wellbeing of troops.

Technical Glitches and Systemic Biases in OEI: It is, sometimes, a matter of opportunity for an officer to have a bunch of achievements. To this effect, demographics, frequency, longer stay or rotation and postings play a role in accomplishments and achievements. For example; some demographics with higher incidence of violations, illegal trespassing, trafficking of drugs and contrabands have impacts on officers' efficiency index and vice versa. Accordingly, certain setups (Academics, Ops, Admin and Staff duties) or longer stays, frequency, rotations etc also open a ground for an officer with exposure in different aspects of service. Since, OEI works on statistical data extracted from key performance indicators therefore is insensitive to these technical glitches and systemic biases.

Conclusion: In nutshell, creating an Officers Efficiency Index (OEI) for ASF officers involves defining specific criteria and matrix to measure their efficiency aligned with the objectives, functions and responsibilities of Airports Security Force. This is genuinely a complex process and can only be evolved through an inclusive approach and input by all stakeholders to set the benchmarks and their quantification including performance evaluation reports, awards, rewards, and other service aspects as well as by addressing technical glitches and systemic biases which calls for collective brainstorming of AVSEC professionals, experts and all stake holders.



**Deputy Director Yasin Ansari**

Deputy Director Muhammad Yaseen has joined Airports Security Force in 2001. Presently, the officer is serving as OC DG Khan Airport.

# Aviation Safety Concerns & Solutions



Deputy Director  
Muhammad Rizwan joined ASF in 2007. The officer holds the degree of MA TEFL. Presently the officer is serving at NAAS Karachi.

*“Aviation in itself is not inherently dangerous. But to an even greater degree than the sea, it is terribly unforgiving of any carelessness, incapacity, or neglect”*

*(Capt Alfred Gilm*

## **Importance of Aviation Safety**

Aviation Safety is crucial for the industry's existence, as it involves the participation of various agencies, including manufacturers, maintenance crews, ground support, air traffic control, flight crew, and passengers. Safety is not only about the safe operation of aircraft but also the well-being of personnel working in potentially stressed conditions. Aviation safety is a paramount concern for any nation, and Pakistan has no exception. In recent years, Pakistan has been unwavering in its efforts to fortify its Aviation Safety measures. This endeavor is driven by several factors such as the need to adhere to global standards, foster economic growth, and most importantly ensure the well-being of passengers and crew.

## **Concerns**

Universal Safety Oversight Obligations (USOP) highlighted the 4 out of 8 key areas in which Pakistan need to be improved / upgrade its safety concerns: -

### **Legislation and Regulations.**

According to USOP report of 2021 in the field of Legislation and Regulations Pakistan had scored 50 too low from the global average of 76.4. Pakistan should continue to review its regulatory framework to ensure consistency with the SARPs and international regulations. A special attention on the development performance-based regulations and legislation is the need of the hour. Pakistan Civil Aviation Authority should work closely with the international community to support regulatory priorities.

Pakistan is a country with more than 220 million population and huge Diasporas abroad having 26 operational aerodromes in which 12 aerodromes are internationally recognized to facilitate the influx of passengers. Moreover, there are 14 licensed airstrips in Pakistan. Airspace is divided into 02 flight information Regions (FIRs), Karachi and Lahore FIRs which includes North and South Region up to the 2230N of the sea level.

Approximately 232000 aircraft movement in Pakistan airspace during January to December 2021 including arrival, departure and transit traffic have been noted. Whereas 17 Air Operator Certificates (AOCs) issued by Flight Standard directorate (FSD.) in which 03 have been issued to operators conducting international/domestic commercial air transport operation.

A strategic approach in the light of doctrinal changes and paradigm shift in Aviation industry is the mile stone. Multipronged goals are being pursued to facilitate Aviation by reducing the operational safety risk. Pakistan is in a long run and striving hard for the effective implementation of eight ICAO CEs to ensure the state an oversight and governance structure by embedding effective SSP and level of SMS implementation. Country is also moving toward data driven regulatory oversight by ensuring the appropriate infrastructure is available to support safe operation. Streamlining the aforesaid initiatives to uplift the Aviation industry, Pakistan can be linked with Global Air Navigation Plan (GANP) and seek ongoing investments for our economic bonhomie and to maintain safety standards.

Presently following legislative instruments are being used for the safety of aviation which should be revised in the light of doctrinal changes introduced in civil aviation:

- Civil Aviation Ordinance 1960
- Civil Aviation Rules - 1994
- Pakistan Civil Aviation Authority Act 2016
- National Aviation Policy - 2019
- Pakistan Civil Aviation Act - 2023
- Pakistan Airports Authority Act – 2023
- National Aviation Policy - 1923

The safety legislative system of aviation is inadequate and ineffective. Safety in consultation with the industry and other stakeholders, involving safety and cost/benefit Primary aviation legislation empowered and supervise civil aviation activities.

#### **Civil Aviation Organization.**

Pakistan's aviation sector has faced difficulties due to regulatory hurdles and unclear policies. A lack of comprehensive guidelines and the absence of a conducive business environment can deter both domestic and foreign investment in the industry. It is the regulatory body in the field of Civil Aviation, primarily dealing with safety issues. It is responsible for regulation of air transport services and for enforcement of civil air regulations, air safety, and airworthiness standards. The CAO plays a critical role in encouraging the development of airways, airports, and air navigation facilities for international civil aviation in an attempt to meet the need for safe, regular, efficient and economical air transport globally.

#### **Airworthiness of Aircraft.**

Pakistan airworthiness of aircraft is not satisfying the ICAO standards. It has a number of aspects which relate to the legal and physical state of an aircraft. According to ICAO Annex 8, the term airworthy means "The status of an aircraft, engine, propeller or part when it conforms to its approved design and is in a condition for safe operation. Although pilots and aircraft owners rely on mechanics to maintain and inspect their aircraft, the owner or operator is ultimately responsible for airworthiness. An aircraft is airworthy "when it meets its type design and is in a condition for safe operation" [FAA, 1998] and therefore starting a flight in an airworthy aircraft is an important part of the achieving acceptable levels of safety. The regulations require nothing less than this. Two main factors determine if an aircraft is airworthy: The aircraft conforms to its type certificate

and authorized modifications; and. The aircraft must be in condition for safe operation. It is necessary that Airworthiness Directive must follow in true letter and spirit to avoid any untoward incident in Pakistan: -

- An identification of the unsafe condition
- An identification of the affected aircraft
- The action(s) required
- The compliance time for the required action(s)
- The date of entry into force

#### **Aircraft Operation.**

In Pakistan operational reasons stated by companies during flight delay is that something unexpected has occurred frequently which prevents the plane from taking off on time. This could be anything from a mechanical issue to bad weather, or even an air traffic control problem. Four Identified Categories for Operational Risk at Airlines are as follow: -

- Loss of Control in Flight (LOC-I)
- Runway Safety
- Fatigue Risk Management
- Controlled Flight into Terrain (CFIT).

Redesign overhead baggage bins, implement a more personalized cabin environment through seat height and temperature adjustments capabilities, use of analytical models to optimize flight schedules and time buffer between flights and use of an artificial intelligence-based approach to monitor equipment health can restore the positive image of Pakistan as per ICAO standard.

#### **SOLUTIONS**

Pakistan could not meet the global average in the other four areas, including 'legislation and regulations', 'civil aviation organization', 'licensing and training', and 'air navigation services.' The parameter of 'legislation and regulations' assesses a country's aviation laws, while the parameter of 'civil aviation organization (CAO)' assesses the effectiveness and capability of the country's CAO system. Additionally, the scores for 'licensing and training' are based on factors such as the qualifications, training, or experience of the technical personnel; and the scores for 'air navigation services' are based on the availability of the air traffic control units or flight information centers that provide air traffic information or safety concerns.

#### **Regulatory Streamlining.**

Harmonizing and consolidating aviation safety regulations is critical to providing clarity and coherence within the industry. A unified framework will reduce confusion and improve compliance.



# CCTV Past, Present & Future



Assistant Director Tahir Mahmood joined ASF in 2010. The officer holds Masters Degree in International Relations.

## Introduction

The use of Closed-Circuit Television (CCTV) has increased significantly due to the rise in terrorism and criminal activity around the world. However, CCTV is not just a response to these threats; it is an integral part of the aviation security mechanism at any airport. The presence of CCTV systems enhances the overall safety and security of airport operations by monitoring passenger movements, securing perimeters, and aiding in the swift response to incidents.

At airports, CCTV systems are strategically placed to cover critical areas such as check-in counters, security checkpoints, baggage claim areas, and boarding gates. These cameras provide real-time monitoring and recording, allowing security personnel to detect and respond to suspicious activities promptly. Additionally, the integration of advanced technologies like facial recognition and behavior analysis further augments the capabilities of CCTV systems, making them indispensable tools for maintaining airport security.

## History

The concept of CCTV dates back to the early 20th century, with the first official system credited to Siemens AG in 1942. Installed at Test Stand VII in Peenemünde, Nazi Germany, it was used to observe V-2 rocket launches and developed by German engineer Walter Bruch. This pioneering effort laid the groundwork for future surveillance technology. In 1996, the invention of the first Internet Protocol (IP) camera marked a major advancement, allowing video footage to be transmitted over the internet. This innovation revolutionized the industry, enabling remote monitoring and more flexible security solutions.

## Open Network Video Interface Forum (ONVIF)

The Open Network Video Interface Forum (ONVIF) is an open industry forum that

provides and promotes standardized interfaces for effective interoperability of IP-based

physical security products. Since its inception in 2008, ONVIF has played a crucial role in fostering compatibility and cooperation among manufacturers of IP video surveillance equipment.

As of now, 462 manufacturers around the globe are registered with ONVIF. The organization's mission is to facilitate the integration of IP-based security devices and ensure they can work together seamlessly. By adopting ONVIF standards, manufacturers can ensure that their products are compatible with those of other vendors, offering greater flexibility and choice for end-users. This standardization has significantly simplified the deployment and management of IP video surveillance systems, enhancing their reliability and effectiveness.

## ICAO AVSEC Manual Doc 8973, Chapter 11

In conjunction with CCTV, advanced intelligent video analytics software offers possibilities for detecting anomalies or suspicious behavior. The integration of such technology with CCTV systems enhances the ability to monitor and secure airport environments effectively. Intelligent video analytics can automatically analyze video footage in real-time to identify unusual activities, such as unattended baggage, unauthorized access to restricted areas, or individuals exhibiting suspicious behavior. This proactive approach to security enables faster and more accurate responses to potential threats.

## Target Height Image

According to aviation security guidelines, the target image height is the height of the target image on the monitor screen as a percentage of the vertical picture height. The minimum acceptable image heights as a percentage of monitor screen height are:

- Detection: 10%

- Recognition: 50%
- Identification: 100%

These standards ensure that the CCTV footage

provides sufficient detail for various levels of security assessment. For instance, a detection level of 10% allows security personnel to identify the presence of a person or object, while a recognition level of 50% provides enough detail to recognize specific individuals. An identification level of 100% is necessary for confirming the identity of individuals beyond a reasonable doubt.

#### **Video and/or Digital Recording**

Time-lapse videotape recording enables the recording of pictures covering periods of up to 300 hours on a single reel. This feature is particularly useful for recording and investigating alarms, as it allows for the playback and review of extended periods of footage to identify and analyze incidents.

Modern CCTV systems often use digital recording, which offers several advantages over traditional videotape recording. Digital recording provides higher image quality, easier storage, and faster retrieval of footage. It also allows for advanced features such as motion detection, which can trigger recording only when movement is detected, thereby saving storage space and making it easier to review relevant footage.

#### **DORI Principle**

The DORI (Detection, Observation, Recognition, and Identification) Principle is an industry standard that defines the level of detail in Pixels Per Meter (PPM) that a visible surveillance camera needs to provide for different surveillance tasks. The standard, based on the IEC EN62676-4: 2015 International Standard, specifies the following levels:

- Detection (25 PPM): Reliable determination of whether a person or vehicle is present.
- Observation (62 PPM): Provides characteristic details such as distinctive clothing and activity surrounding an incident.
- Recognition (125 PPM): Allows for a high degree of certainty in recognizing individuals seen before.
- Identification (250 PPM): Enables identification of individuals beyond a reasonable doubt.

The DORI standard ensures that surveillance cameras are equipped to meet the specific requirements of various security scenarios. By specifying the level of detail required for detection, observation, recognition, and identification, the DORI principle helps in selecting the appropriate cameras and positioning them effectively within a surveillance system.

#### **CCTV Monitoring**

CCTV monitoring is a critical component of any security system, requiring skilled operators to ensure its effectiveness.

#### **CCTV Operator**

A CCTV operator must possess a combination of skills, including both hard and soft skills, to effectively monitor and respond to security incidents. Essential skills for a CCTV operator include:

##### **Good Observation Skills**

The ability to notice and accurately interpret visual information is crucial for identifying potential security threats.

##### **A Keen Eye for Detail**

Attention to detail helps operators spot anomalies or suspicious activities that may be overlooked by untrained eyes.

##### **Behavior Analysis Capabilities**

Understanding and interpreting human behavior is essential for assessing potential security risks and identifying individuals who may pose a threat.

##### **Excellent Communication Skills**

Effective communication is necessary for collaborating with other security personnel and agencies, ensuring a coordinated response to incidents.

##### **Understanding of Security Procedures and Applications**

Knowledge of security protocols and the ability to use various security applications and systems are fundamental to performing the role effectively.

Skilled CCTV operators are crucial for effectively using surveillance systems to maintain security and respond swiftly to threats. They enhance situational awareness and ensure safety, making them the backbone of any surveillance system. Well-trained operators leverage technology to maximize security in their monitored environments.

#### **Conclusion**

The evolution of CCTV systems has significantly bolstered global security, especially in critical areas like airports. From World War II origins to today's advanced IP-based systems, CCTV enhances safety by monitoring movements, securing perimeters, and enabling swift incident responses. Standardization efforts by ONVIF and guidelines like the ICAO AVSEC Manual ensure interoperability and effectiveness. Skilled operators, with their keen observation and analytical abilities, are essential to maximizing CCTV's potential. As technology advances, CCTV systems will continue to improve, further strengthening their role in safeguarding public and private spaces.



## Drones: A New Threat to Aviation Security

### ● History of Drones

An Unmanned Aerial Vehicle (UAV), commonly known as a Drone, is an aircraft without any human pilot, crew, or passengers on board. In 1782, the Montgolfier brothers in France were the first to experiment with balloons using unmanned aerostats before going up themselves. UAVs were then used as a tactic of war starting on August 22, 1849, when the Austrians attacked the Italian city of Venice with unmanned balloons loaded with explosives.



During World War I the Ruston Proctor Aerial Target of 1916 was the first pilotless aircraft built using A. M. Low's radio control techniques. During World War II, both the Allies and Axis powers developed Drones and radio-controlled aircraft for various military applications, including target practice and reconnaissance. In the 1950s and 1960s, the United States and other countries began using drones for reconnaissance purposes, such as the Ryan Firebee, which

was used extensively during the Vietnam War. The 1980s and 1990s saw the development of modern military drones like the Predator and Reaper, which played crucial roles in surveillance, reconnaissance, and even targeted strikes in conflicts like the War on Terror.

### ● Introduction

Remotely Piloted Aircraft (RPA) — ICAO defines this term in ICAO Cir 328, Unmanned Aircraft Systems, as “An aircraft where the flying pilot is not on board the aircraft.

**Unmanned Aerial Vehicles**, commonly known as **Drones** or **RPAs**, have become increasingly popular for a wide range of applications, from recreational photography to delivery services.



While drones offer numerous benefits, they also pose significant challenges to aviation security, raising concerns about their potential misuse. As the drone industry continues to expand, it is crucial to address these security issues through technology, regulation, and public awareness.

Drones have revolutionized various industries, including agriculture, filmmaking, and surveillance. They are also commonly used for recreational purposes, with millions of hobbyists operating drones worldwide. In the early 21st century, technological advancements and the miniaturization of electronics led to the rise of commercial and recreational drones. Companies like DJI played a significant role in popularizing consumer drones for photography and videography. Commercially, drones have emerged as valuable tools for tasks such as package delivery, infrastructure inspection, and search and rescue missions. This widespread adoption has reshaped the aviation landscape, introducing new opportunities and vulnerabilities in the realm of security. Drone popularization has significantly increased its commercialization. The global drone market produced approximately \$19.5 billion in 2019, jumping to \$22.5 billion in 2020, with an expected growth of approximately 20% annually through 2027, when it should reach \$55.6 billion in sales. By January 2022, there were approximately 259,000 certified pilots and 853,000 officially registered drones in the US (38% are commercial drones and 62% are recreational drones).

#### ● Key Drone Statistics 2023

- a. The global drone revenue is expected to reach \$63.6 billion by 2025.
- b. The estimated potential future value of drones in various sectors by 2032 is around \$127 billion.
- c. The agriculture industry is the largest market for commercial drones, followed by construction and infrastructure.
- d. The global agriculture drone market is estimated to be valued at \$380 million in 2023.
- e. The potential for drones in the global infrastructure market, such as land surveys and asset inspections, is estimated to be as high as \$45 billion.
- f. The military drone market is expected to reach \$11.47 billion by 2024.
- g. China generated the highest revenue for the drone industry in 2023, reaching \$1,394 million.
- h. Drones generated an average revenue of \$3.92 per person in 2023.

- i. The average cost of a drone in 2022 was \$540.
- j. As of 2023, there are 855,860 registered drones in the United States by the FAA.
- k. 63% of registrations (536,183) were for recreational purposes
- l. 37% of registrations (316,075) were for commercial operation
- m. 8% of Americans own a drone.
- n. The largest segment of drone owners in the US is between 45 and 54 years old, accounting for 22%.

#### ● Do Drones Pose a Threat to Aircraft?

Drones pose several risks to manned aircraft, primarily due to their potential for unauthorized or careless operation in proximity to airports, restricted airspace, or other areas where aircraft operate. Here are some ways drones can pose a risk to aircraft:

- **Collisions:** One of the most significant risks drones pose to aircraft is the possibility of a collision. Even a small drone colliding with an aircraft, particularly with the cockpit, engine, or critical flight control surfaces, could result in catastrophic damage or loss of control of the aircraft. The Federal Aviation Administration (FAA) found that drones cause more structural damage than birds when they collide with an airplane.

- **Loss of Visibility:** Drones are often small and difficult to detect visually, especially at higher altitudes or during adverse weather conditions. This limited visibility increases the risk of collision, as pilots may not see a drone until it's too late to take evasive action.

- **Engine Ingestion:** Drones entering the engine intake of an aircraft pose a significant hazard. The ingestion of foreign objects, such as drone components, can cause engine damage or failure, leading to a loss of power and potentially a forced landing or crash.

- **Distraction:** Drones flying near aircraft can distract pilots, diverting their attention from critical tasks such as navigation and communication. This distraction increases the likelihood of errors and can compromise flight safety.

- **Disruption of Operations:** Unauthorized drone activity near airports or in restricted

airspace can disrupt air traffic operations, leading to delays, diversions, or even temporary closures of airspace. These disruptions can have significant economic and logistical impacts on airlines, airports, and passengers.

● **Interference with Critical Systems:** Radio signals emitted by drones, especially those equipped with communication or navigation systems, can interfere with the operation of critical avionics systems on aircraft, potentially affecting communication, navigation, or other essential functions.

● **Psychological Impact:** Even if a drone does not cause physical harm to an aircraft, the mere presence of a drone in close proximity to an aircraft can induce stress and anxiety in pilots, affecting their ability to operate the aircraft safely.

Overall, the risk posed by drones to aircraft underscores the importance of effective regulation, enforcement, and education to ensure responsible drone operation and mitigate the potential for accidents or incidents involving manned aircraft. Collaboration between aviation authorities, law enforcement agencies, drone manufacturers, and the general public is essential to address these risks and promote safe coexistence between drones and manned aircraft in shared airspace.

#### ● **Verified Drone Incidents**

##### **21st September 2017**

A civilian UAV collided with a UH-60 Black Hawk helicopter in the evening over the eastern shore of Staten Island, New York City, United States. The helicopters were able to continue flying and landed at Linden Airport.

##### **2nd October 2017**

A Beechcraft King Air A100 of Skyjet Aviation collided with a UAV as the former was approaching Jean Lesage Airport near Quebec City, Canada. The aircraft landed safely despite its wing being hit.

##### **December 2018**

Gatwick Airport, one of the busiest airports in the UK, experienced extensive disruptions due to reports of drone sightings near the runway. The incident led to the temporary closure of the airport, affecting thousands of

passengers and highlighting the potential risks associated with unauthorized drone activity near airports.

##### **February 2019**

A British Airways flight approaching Heathrow Airport in London reportedly collided with a drone. The Airbus A320, with 137 passengers and crew onboard, landed safely, but the incident raised concerns about drone safety near airports.

##### **September 2020**

A passenger jet at Perth Airport in Western Australia reportedly struck a drone during takeoff. The aircraft sustained minor damage to its nose cone, and no injuries were reported.

##### **10th August 2021**

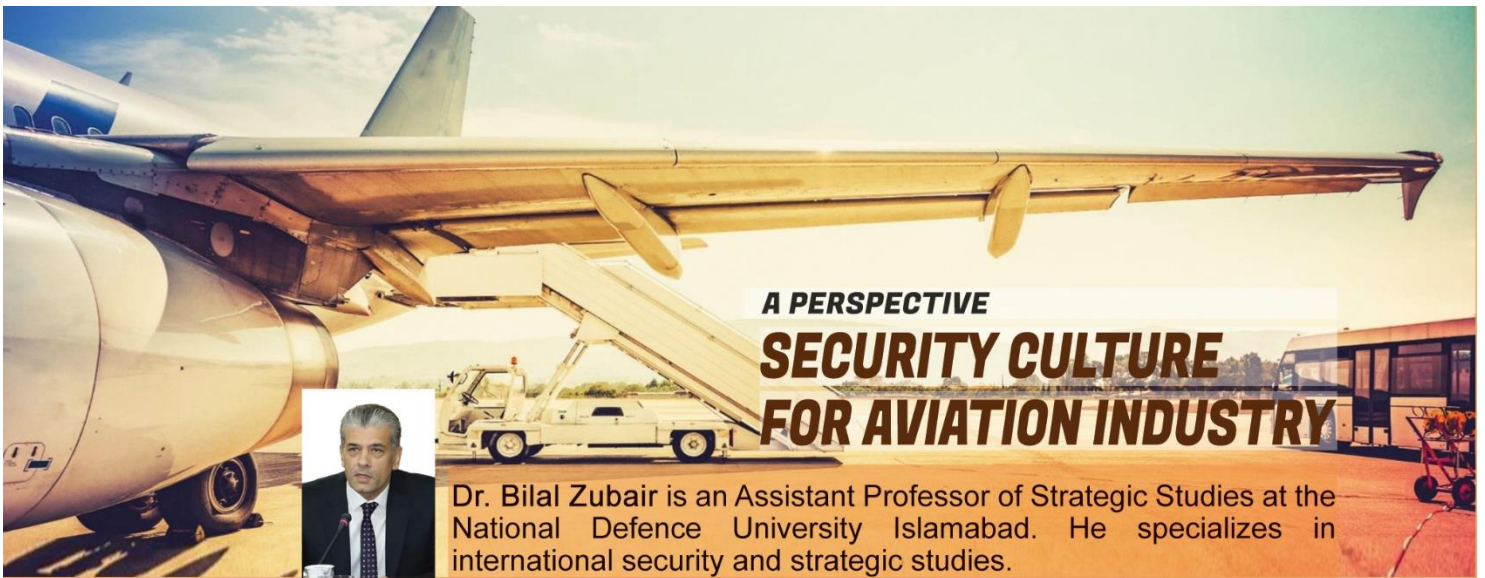
A Cessna 172 of Canadian Flyers International Inc. registered as C-GKWL collided with a drone operated by the York Regional Police while on approach to Buttonville Municipal Airport. The Cessna landed without incident and suffered major damage, including a bent airbox, a damaged engine cowling, and a propeller strike.

As drones continue to evolve and proliferate, it is imperative to address the associated challenges, particularly in terms of safety, security, and privacy. The risks posed by drones, including collisions with manned aircraft, disruption of airspace operations, and potential misuse, underscore the importance of robust regulation, technological solutions, and public awareness efforts.

Moving forward, collaboration between governments, industry stakeholders, and the public will be essential to ensure responsible drone use while maximizing the benefits they offer. By striking a balance between innovation and safety, we can harness the full potential of drones to improve efficiency, enhance productivity, and contribute to a better future for society as a whole.



Assistant Director Zulfiqar Ali commissioned in ASF in November, 2020. The officer holds Masters degree in Physics and M Ed (Science Education). Before joining ASF officer has served in PAF as an Education Instructor(Physics) for 11 years. During the course of years, the officer has remained on different Operational and Administrative assignments. Currently, officer is serving as Training Adjutant at NAAS.



**A PERSPECTIVE**  
**SECURITY CULTURE**  
**FOR AVIATION INDUSTRY**

Dr. Bilal Zubair is an Assistant Professor of Strategic Studies at the National Defence University Islamabad. He specializes in international security and strategic studies.

### Introduction

Security culture refers to the shared norms, values and practices that determine how the people approach and think about security. Protection of any sensitive installation depends upon a mix of safety, security and safeguard measures. While the physical security measures are imperative to deter the intrusion, sabotage and physical damage to such installation, equally important are measures to mitigate the inside threat. Most literature on the security of critical installations like airports often neglect the imperative of a sound security culture. This article tries to answer the interplay of culture on the safety, security and protection of the aviation industry. **Understanding the Imperative of a Robust Security Culture**

Aviation installations differ from other sensitive facilities due to unrestricted outside movement. Multiple agencies work independently to facilitate passengers, organize resources, and protect airport premises, making an effective security culture a challenging task. In a diverse society like Pakistan, where social values impact security culture, aligning security measures with cultural diversity is thus crucial. While incidents like the 2014 Karachi airport attack demonstrated a robust security at the airport that promptly prevented the terrorists to achieve their malicious designs, nevertheless, it imperative to invest in security culture widely supported and accepted by all the stakeholders at the airports to augment awareness and responsiveness against any future incident. The following measures can support the implementation of a robust security culture.

First an effective communication among stakeholders is key, with primary agencies like the Airport Security Force (ASF) appointing trainers to promote security culture. Risk and crisis communication in this regard are

integral for sensitizing stakeholders on proper conduct during untoward events. Secondly, trustworthiness assessments and background checks are crucial, but periodic and consistent security culture-focused training programs are equally vital. These programs shape attitudes and behavior, considering security culture as a dynamic process receptive to shared practices. Thirdly, regular rewards are essential to motivate individuals to report security concerns, extending beyond security agencies to all organizations at the airport. The goal is to foster reporting as a cardinal feature of security culture that is hostile to all forms of threats.

### Conclusion

Security culture evolves through good practices and shared experiences, reflecting historical incidents, threat perceptions, and improved practices. The 40th session of the International Civil Aviation Organization ICAO emphasized the member countries to embed the security culture in line with the Global Aviation Security Plan (GASeP) through security culture drives. As a result, 2020 was declared a year of security culture by ICAO. The particular emphasis on the security culture by the ICAO resonates with the idea of a sustainable aviation industry and effective security environment. Aviation security in Pakistan needs to work on deliverables regarding an effective security culture that fits into the complex security environment. There is an additional need for effective communication among the stakeholders and improved capabilities to thaw the newly emerging challenges like cyber and information security related threats. Lastly, making humans a referent object of the security culture through education and training is crucial to addressing the inside and external threats at the critical installations as the airports.



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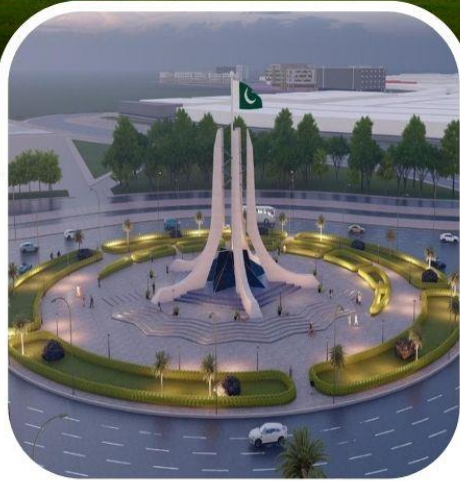
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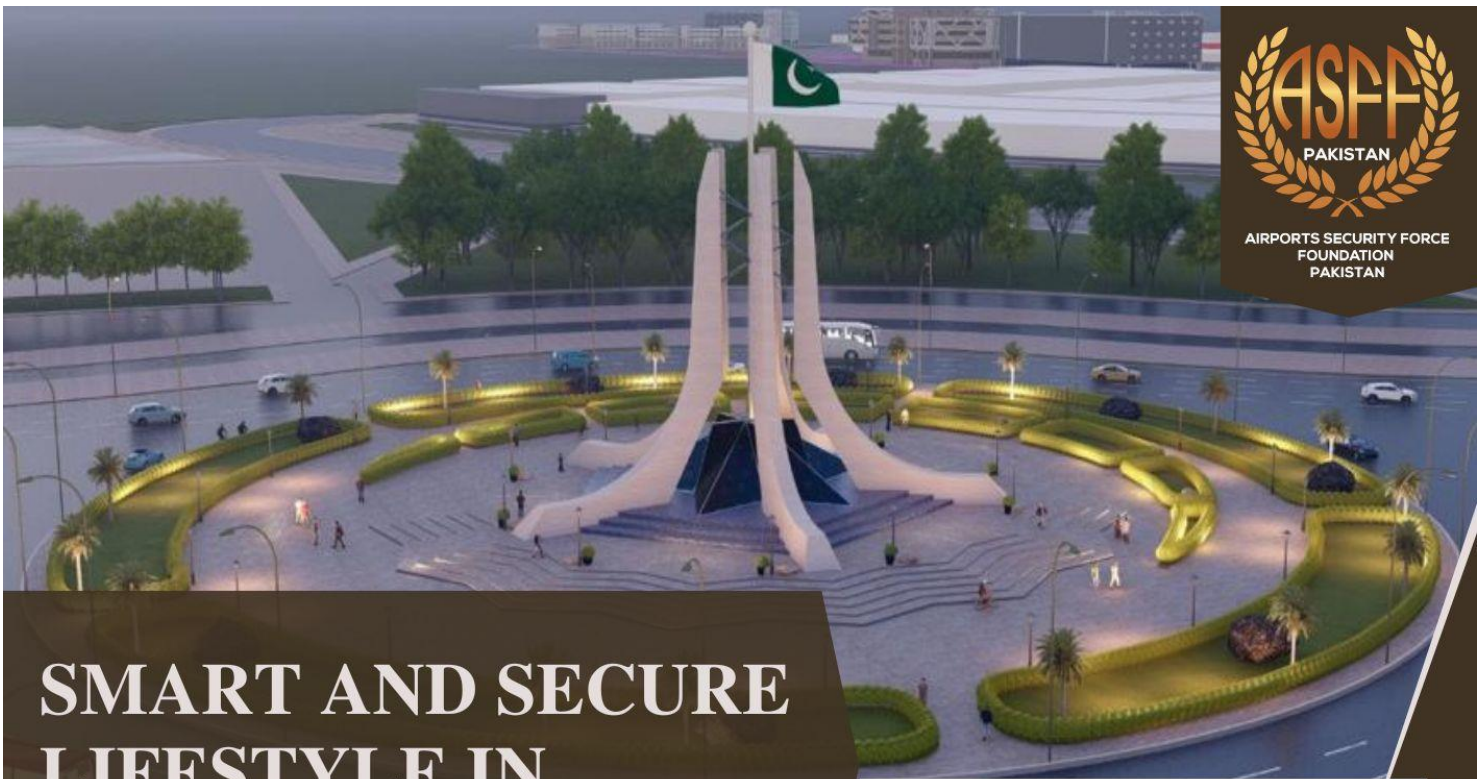


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**T**his edition is a testament to the dedication and passion we bring to secure Pakistan's Aviation Industry. Blending intellectual insights with personal experiences, it offers readers a clear understanding of the vital role we play in airport security. Our team's pragmatic approach ensures the magazine effectively meets its objectives, offering both information and inspiration. It highlights the challenges and responsibilities we navigate daily, reflecting our unwavering commitment. More than a collection of articles, this magazine serves as a beacon of knowledge and a tribute to our team's continuous efforts, reinforcing the significance of our mission in protecting the skies.

Deputy Director General ASF  
**Brigadier Salahuddin Ayubi SI(M)**

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