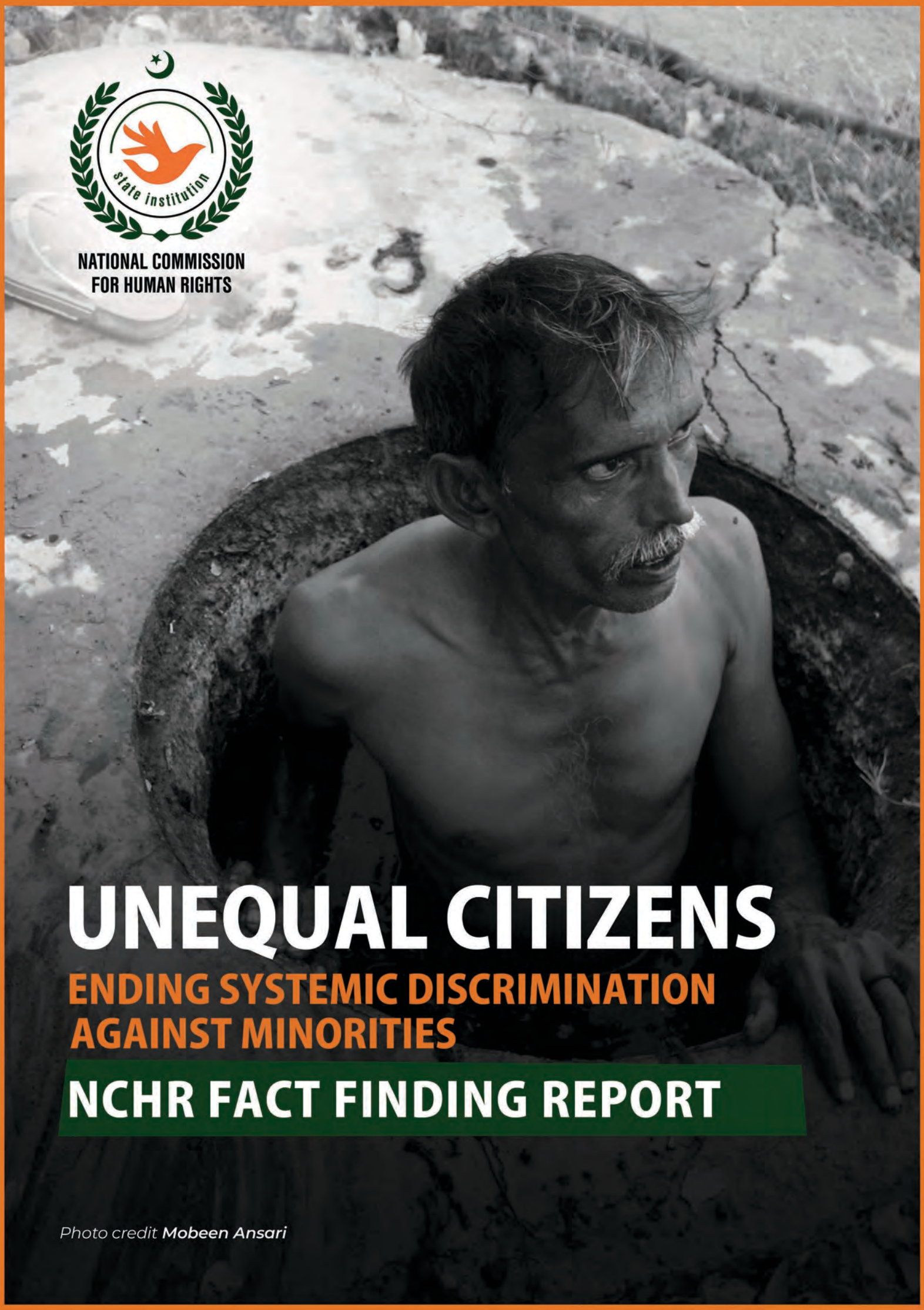


NATIONAL COMMISSION
FOR HUMAN RIGHTS

UNEQUAL CITIZENS

ENDING SYSTEMIC DISCRIMINATION AGAINST MINORITIES

NCHR FACT FINDING REPORT

Photo credit ***Mobeen Ansari***

CREDITS

Author

Khushbakht Sohail

NCHR Oversight

Rabiya Javeri,
Chairperson NCHR

Manzoor Masih,
NCHR Member Minorities

Shazil Malik,
Project Manager

Design and Layout

Aliza Aslam

Published May 2022

NATIONAL COMMISSION FOR HUMAN RIGHTS

TABLE OF CONTENTS

Foreword by Chairperson NCHR Rabiya Javeri ---------- 1

Foreword by Member NCHR Minorities Manzoor Masih ---------- 3

Executive Summary ---------- 4

Chapter 1 *Unequal Citizenship: Introduction* ---------- 5

Chapter 2 *Minority Job Quota and Discriminatory Advertisements* ---------- 9

Chapter 3 *Shoaib Suddle Commission for the Implementation of Minority Rights* ---------- 18

Chapter 4 *The Unconstitutionality of Discriminatory Advertisements* ---------- 20

Chapter 5 *Non Muslim Minorities and the Cycle of Sanitation Work* ---------- 22

Chapter 6 *Fact Finding Visits* ---------- 24

Chapter 7 *Conclusion and Recommendations* ---------- 27

Annexure A: *Notification for Minority Job Quota* ---------- 31

Annexure B: *List of Stakeholders Consulted* ---------- 32

Annexure C: NCHR *Letters Sent to Chief Secretaries of Each Province* ---------- 33

Annexure D: *Responses from the Federal and Provincial Governments* ---------- 37

Annexure E: *List of Legal Instruments and Policies Violated Through Discrimination in the Minority Quota* ---------- 72

Annexure F: *Selected Discriminatory Advertisements 2011-2021* ---------- 73

FOREWORD

RABIYA JAVERI

Chairperson, National Commission for Human Rights (NCHR),



Following nationwide consultations with civil society and minority groups, several important human rights violations were repeatedly bought up for consideration by NCHR. Paramount of those were concerns regarding the inhuman and unconstitutional procedure in hiring of non-Muslims for low paid sanitary positions. Despite constitutional and legal safeguards, selection of sweepers and sanitary workers in Government departments are done through discriminatory advertisements published in major newspapers indicating that only Non-Muslims were 'eligible' for sanitary work. Within the course of a few days, NCHR was able to secure some 300+ such discriminatory advertisements, thus highlighting the gravity and extent of job discrimination against minority communities by Government entities. Discrimination on the basis of religion is unconstitutional and against international human rights norms. Pakistan comprises diverse populations and religious and ethnic groups. The Constitution provides for equality and non-discrimination for all. This philosophy of tolerance and religious freedom was echoed by the Quaid e Azam Muhammad Ali Jinnah who envisioned a free and tolerant society when he said "You are free to go to your temples; you are free to go to your mosques or to any other place of worship in this state of Pakistan. You may belong to any religion or caste or creed, that has nothing to do with the business of State."

During its investigation into the issue of discrimination in Government hiring policies, NCHR unearthed numerous human rights violations; including hazardous working conditions, insufficient safety gear and equipment, lack of job security, low compensation for cases of hurt or death and the recounting of heart breaking stories of Non Muslim sanitary workers who have faced societal ostracisation, stigma, discrimination and even death in the deadly manholes that they sought to unclog. During the writing of this report and the launch of its campaign regarding Discrimination Against Minorities, NCHR has exercised its judicial, executive, and administrative powers. Under the NCHR Act 2012, NCHR has a broad mandate which involves, amongst others, five core functions;

1. Complaint Redressal
2. Watchdog/Advisor to Government
3. Researcher
4. Leader for Advocacy on critical issues
5. Policy Advisor.

On the issue of job discrimination against minorities with reference to sanitation work, NCHR undertook extensive nationwide consultations with stakeholders, other Commissions and civil society. The Commission demanded production of documents from Federal and Provincial

government, reviewed laws and policies related to quota systems and undertook a fact finding mission to personally meet victims and their families in order to ascertain the factual situation and plight of sanitary workers in Pakistan.

On the basis of letters written to all Governments-federal and provincial and, on the basis of strong advocacy and media support, the NCHR was able to apprise as well as force the State to address and rectify these discriminatory hiring practices. As a result of NCHR's efforts, all Governments have committed in writing to, not only look into the issue of discriminatory violations of human rights, but to affirm and vigorously uphold the Constitutional safeguards for minority citizens.

NCHR will continue to monitor the Governments commitments in this regard. We will continue to monitor all human rights violations and abuses. NCHR will not rest until the Quaid's vision of an open and tolerant society becomes a tangible reality.

FOREWORD

MANZOOR MASIH

Member Minorities, National Commission for Human Rights (NCHR),



After I was appointed Member Minorities at the National Commission for Human Rights, members of my community sent me advertisements for BPS-01 Sanitary Workers that had been published in major newspapers by provincial governments that detailed eligibility requirements as 'Only for Non Muslims.' I had known for a while that this was a problem that many minority communities faced, and I brought it to the Chairperson of NCHR, who immediately took up the issue of discrimination against minorities.

Pakistan is passing through a tumultuous time, in which intolerance and discrimination are rampant. Religious minorities in particular face direct and indirect discrimination every day, despite being equal citizens of Pakistan as guaranteed by the constitution. Discriminatory job advertisements, and in particular advertisements for sanitary workers that require that applicants be Christians or Non-Muslims to be eligible, hurt the sentiments of a community that has contributed to thedevelopment of Pakistan. Such advertisements are against the concept of equality and the right to dignity as enshrined in the Constitution of the Islamic Republic of Pakistan. Establishing a connection between a certain profession and a religious minority is discriminatory and attaches undue stigma to that community.

To curb religious discrimination, it is integral to ensure the participation of minorities in all aspects of political, economic, social and cultural life in Pakistan. It is imperative that minority groups are represented in the highest institutions of government, bureaucracy, and public life. Participation must be meaningful and not merely symbolic, and recognize, for instance, that minorities are commonly underrepresented and that affirmative action can help make sure their concerns are adequately expressed.

According to Article (1) of the Universal Declaration of Human Rights, "All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood." Under the leadership of the Chairperson, the NCHR has taken the initiative to highlight discrimination against minorities, especially with reference to job advertisements and the treatment of sanitary workers, to protect and promote the human rights of all people in Pakistan. Our campaign against discriminatory advertisements has started conversations in different collectives and among the government. Through this report, NCHR hopes to raise awareness and end discrimination in employment against minorities, and hopes that the Government of Pakistan and its citizens will stand with us.

EXECUTIVE SUMMARY

Approximately 96.5% of Pakistan's population is Muslim, and Hindu and Christian religious minorities make up approximately 3% of the population. In 2009, the Government of Pakistan released a notification instructing all government offices, both federal and provincial, to reserve 5% of all government positions from BPS-01 to BPS-22 for religious minorities. This was a progressive step towards ensuring minority participation at every level of the government. However, evidence shows that nearly half of the minority posts under the quota lie vacant. Even within the posts that are filled, 80% of Non-Muslim minorities are employed in low paid work from BPS 01- BPS 04.

Moreover, advertisements for government employment, collected from major newspapers all over the country, show that religious minorities have been recruited exclusively for sanitary work. In the advertisements, under eligibility requirements, there is often a clause that states 'Only Non Muslims Can Apply.' This clause is unconstitutional, discriminatory, and violates international human rights norms. Non Muslim sanitary workers are also subject to dangerous work conditions. They are forced to enter gutters without proper personal protective equipment (PPE), exposed to hazardous and lethal gases, and often have to manually unclog gutters with their bare hands. Many sanitary workers suffer from injury and illness as a direct result of this exposure, and there have been too many cases where sanitary workers have asphyxiated from the toxic gases in the drains. Sanitary workers on third party contracts are also paid well below minimum wage.

NCHR used its powers of inquiry to demand information regarding the minority quota from the Federal and Provincial Governments. In an effort to rectify this violation of human rights, NCHR has put together two types of recommendations for the Federal and Provincial governments based on extensive research, data collection, and consultations with various stakeholders. The first series of recommendations is aimed at ensuring the protection of sanitary workers, and range from replacing manual unclogging of gutters with machine unclogging to ensuring fair wages, social security, and healthcare for workers. The second series of recommendations target ending discrimination against minorities in the employment quota, and range from ending the practice of publishing discriminatory advertisements to ensuring public transparency in the number of minority posts filled across each basic pay scale of the Government.





Photo credit Sweepers are Superheroes

CHAPTER 1

UNEQUAL CITIZENSHIP: INTRODUCTION

"All mankind is from Adam and Eve, an Arab has no superiority over a non-Arab nor a non-Arab has any superiority over an Arab; also a white has no superiority over black nor a black has any superiority over white except by piety (taqwa) and good action." [1]

- Farewell Sermon of Prophet Muhammad (PBUH) -

On October 3rd, 2021, three Christian sanitary workers in Sargodha were called by the Sargodha Municipal Commission (SMC) on Sunday, their day off, and told that they had to immediately report to work and manually unclog a blocked sewer. Michael Masih, Nadeem Masih, and Faisal Masih were asked to strip before descending underground to physically clean out the toxic gutter at Chungi No.9 Crossroads, without any personal protective equipment (PPE) or oxygen tanks. Though three men descended, only one survived the ordeal. Michael Masih survived, despite being knocked unconscious by the hazardous fumes, because Nadeem and Faisal Masih went back to rescue him when no one else, including the Punjab Emergency Services Rescue 1122, was willing to take the risk. In the process of rescuing Michael, both Nadeem and Faisal succumbed to the poisonous gases in the sewer.

The death of sanitary workers while cleaning the sewers is nothing new. Many workers have lost their lives descending into the toxic gutters of various municipalities in the country. During this ordeal, sewage workers in Pakistan face severe discrimination. Rescue workers often refuse to save them when they are knocked unconscious while trying to keep sewage from overrunning, doctors refuse to treat them for injuries sustained in the sewers, and very often, everyday people refuse to sit with them, eat with them, or even interact with them. This is not simply a labour rights issue, but also a manifestation of religious discrimination.

In a country with a population that is 96.5% Muslim, 1.7% Hindu and scheduled castes, and 1.6% Christian, it is shocking that nearly 80% of sanitation workers are from non-Muslim communities.[2] [3] There are multiple reasons behind this disproportionate representation of non-Muslims, and particularly Christians, in sanitary work. However, perhaps the most egregious reason is that advertisements for BPS-1 sanitary workers often include the line 'Only non-Muslims can apply'.

---

[1]. S.M.C. NO. 1 OF 2014, Supreme Court Judgement, Tassaduq Hussain Jillani, Chief Justice 2014.

[2]"Population by Religion - PBS," Pakistan Bureau of Statistics: Population by Religion (Government of Pakistan, 2017), https://www.pbs.gov.pk/sites/default/files/tables/POPULATION%20BY%20RELIGION.pdf.

[3] Asif Aqeel, "Unprotected, Unpaid or Unrecognised: Christian Workers on the Frontline in Pakistan's Fight against Covid-19," Institute of Development Studies (Institute of Development Studies, May 29, 2020), https://www.ids.ac.uk/opinions/unprotected-unpaid-or-unrecognised-christian-workers-on-the-frontline-in-pakistans-fight-against covid-19/.

This is a form of state-led discrimination, which is not only a violation of the Constitution of Pakistan, but is also in direct violation of Article 1 of the Universal Declaration of Human Rights, which declares that "all human beings are born free and equal in dignity and rights."[4]

From 2011 to 2021, the majority of sanitary workers who lost their lives in sanitary work-related accidents or complications were non-Muslims.[5] When sanitary workers were interviewed to investigate why those who died in duty were disproportionately Christian workers, many said that their Muslim colleagues simply refused to lower themselves into the sewers, claiming that this was the work of 'Choorhas' (a derogatory term for Christians). In fact, some claimed that this dirty work was for 'non-Pakistanis', conflating religion and citizenship and perpetuating the idea that only Muslims can be Pakistanis.[6] In many cases, Muslim 'ghost workers' have been appointed as sanitary workers or sweepers at BPS 01, and are paid the government salary but refuse to clean the drains. In 2018, Karachi's Central District Municipal Corporation (DMC) Chairman Rehan Hashmi informed a Supreme Court appointed judicial commission that Muslim sanitary workers refused to go into the gutters and clean sewage drains, claiming that it was against their religion.[7] The Secretary Local Government also informed the commission that approximately 1,380 out of 13,000 DMC workers were 'ghost employees'.[8] The commission directed the Municipal corporation to dismiss all Muslim employees who refused to do the job they were paid for.[9] In 2019, Swabi Councillors unanimously adopted a resolution deciding to only appoint Christians as sweepers, declaring "The job of sweeper is right of only Christian community. In the past, the local government representatives appointed their supporters on these posts in flagrant violation of rules and regulations." [10]

Officially, Pakistan does not have a caste system. Unofficially, however, there is an unspoken caste system that perpetuates the marginalization of non-Muslim minority communities. Historically, sanitary work in the subcontinent was reserved for the Dalit 'untouchables' or 'choorhas', the lowest caste in the Hindu caste system. To escape the caste system, mass conversions to Christianity took place among the Dalits during British colonization. Post partition, sanitary workers continue to face discrimination and stigma, despite no longer being bound to an official caste system, prejudice has simply transformed to religious rather than caste based discrimination. Sanitary workers do the job in the absence of opportunities for gainful and dignified work, and often face religiously motivated prejudice while doing it. In one instance, sanitation workers in Hyderabad were forced to swear on their holy books that "they will never do anything else but work as a sanitary worker, and will never refuse to carry out the work. "[11]

---

[4] Article 1, Universal Declaration of Human Rights, 1948. https://www.un.org/en/about-us/universal-declaration-of-human-rights
[5] Asif Aqeel and Mary Gill, "Shame and Stigma in Sanitation" (Lahore: Center for Law and Justice (CLJ), 2021), pp. 18-19.
[6] Zeenia Shaukat, "Faces of Discrimination," The News on Sunday (The News on Sunday, January 5, 2020), https://www.thenews.com.pk/tns/detail/592949-faces-of-discrimination.
[7] "Karachi's Muslim sweepers getting paid for jobs they're not doing" (Daily Times, 2018), https://dailytimes.com.pk/221966/karachis-muslim-sweepers-getting-paid-for-jobs-theyre-not-doing/
[8] Ibid.
[9] Shafi Baloch. "Karachi municipal told to dismiss all Muslim sanitation workers who refuse to clean sewers", Dawn News, (Dawn, March 30, 2018), https://www.dawn.com/news/1398500.
[10] "Swabi councillors want Christians appointed on sweeper posts," Dawn News, (Dawn, January 18 2019), https://www.dawn.com/news/1458212/swabi-councillors-want-christians-appointed-on-sweeper-posts.
[11] Ibid., 21.

METHODOLOGY



The National Commission for Human Rights (NCHR) held nationwide stakeholder consultations with civil society organizations in Islamabad and in Karachi, Lahore, Quetta, and Peshawar in December 2021 and January 2022. During these consultations, minority representatives in each province brought up discrimination against minorities as an integral human rights issue. NCHR then conducted targeted consultations with representatives from minority communities and organizations to discuss what forms of discrimination were the most prevalent. During these consultations, representatives cited discriminatory advertisements for government employment, specifically the stigma and unequal treatment of minorities with reference to sanitary work, as one of the most pressing issues that the communities faced. NCHR set up a meeting with the Center for Law and Justice (CLJ), [12] which had collected over 300 discriminatory advertisements for government employment over the past two decades. CLJ released its repository of discriminatory advertisements to NCHR and later made this repository public. Selected advertisements from this data repository are attached as Annexure F.



NCHR Provincial Consultation

The NCHR then launched its campaign to 'End Discrimination Against Minorities' on January 25th 2022. During the launch event, NCHR also screened a film called 'Minority Rights:

[12] The Center for Law and Justice is a non profit NGO that works on Water, Sanitation, and Health (WASH) nd social justice in the context of the Sustainable Development Goals (SDGs), the Universal Declaration of Human Rights (UDHR) and the Constitution of Pakistan.

Discrimination against Sanitation Workers,' to raise awareness about their plight. NCHR dispatched letters to the Federal and Provincial Governments demanding clarity on the recruitment policy for government employment and an end to their discriminatory advertisements published in major newspapers (Attached as Annexure C).



Launch of Campaign to stop Systemic Discrimination Against Minorities and Launch of NCHR Film

NCHR then conducted a legal and policy review of the Government of Pakistan's quota system and hiring practices. After conducting a thorough gap analysis, NCHR conducted provincial consultations with relevant civil society organizations and representatives working on issues related to discrimination against minorities. NCHR also formed a Fact-Finding Mission, comprised of NCHR Member Minorities Manzoor Masih, Research Consultant Khushbakht Sohail, Legal Consultant Faisal Khan and Project Manager Shazil Malik. The Fact-Finding Mission carried out field visits to interview the families of victims and current sanitation workers to understand the nature of the discrimination they faced. In the meantime, NCHR also received and compiled data and pledges to comply to NCHR's directive to end discriminatory hiring practices from the Federal and Provincial Governments (attached as Annexure D). The findings were analysed. Finally, NCHR's legal team drafted a writ petition to be used in case there was any violation by the Federal and Provincial Governments.

CHAPTER 2

THE MINORITY JOB QUOTA AND DISCRIMINATORY ADVERTISEMENTS

In 2009, the Government of Pakistan released a notification instructing all government offices, both federal and provincial, that 5% of all government positions from BPS-01 to BPS-22, would be reserved for religious minorities.[13] The quota was introduced as a mechanism to uplift Pakistani minorities and ensure their representation in public sector jobs. It was meant to act as a mechanism of affirmative action, to ensure that despite structural biases and systemic problems, minorities would be represented at the government level. However, according to the latest available data from the Annual Statistical Bulletin of Federal Government Employees 2017-2018, only 2.8% of employees were Non Muslims (See Figure 1).[14] Not only was the minority quota not being fulfilled, with only 2.8% out of the requisite 5% quota utilized, but of those 2.8% Non Muslim employees, over 80% were engaged in low paid work ranging from BPS 1-4.[15] The complete distribution of Non Muslim employees, from BPS 1-22 in the federal government, can be seen in Figure 2 [16]:

MINORITY POSTS FILLED IN THE FEDERAL GOVERNMENT, 2018

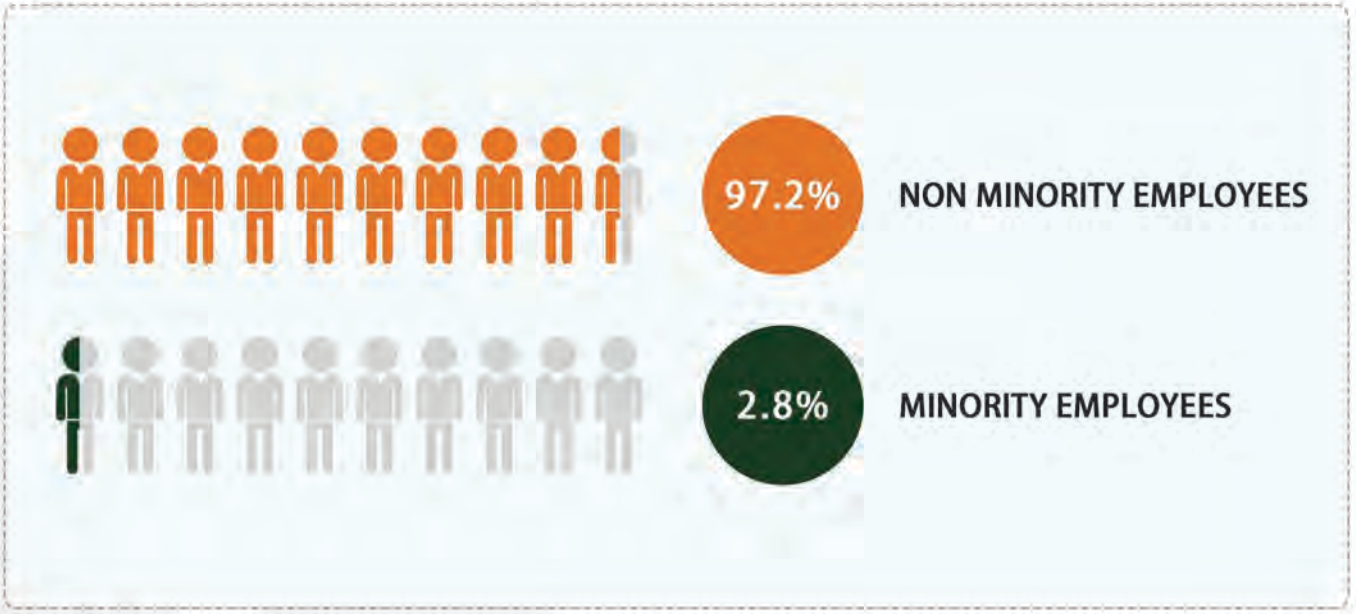


FIGURE 1

[13] Notification issued by the Government of Pakistan, Cabinet Secretariat, Establishment Division (dated 26.05. 2009). See Annexure A.
[14] Center for Social Justice and People's Commission for Minority Rights, "Implementation of Job Quota for Religious Minorities in Pakistan (Provisional Report)" (Center for Social Justice), pp. 6., http://csjpak.org/pdf/Study-implementation-of-Job-Quota-AA.pdf.
[15] Ibid.
[16] Javaid Rehman, Morris Harris, and Amro Hussain, "Religious Minorities of Pakistan: Report of a Parliamentary Visit" (Lahore: All Party Parliamentary Group for International Freedom of Religion or Belief, 2019), pp. 19..

BREAKDOWN OF MINORITY EMPLOYEES IN THE FEDERAL GOVERNMENT ACROSS BPS 01 - 22, 2018

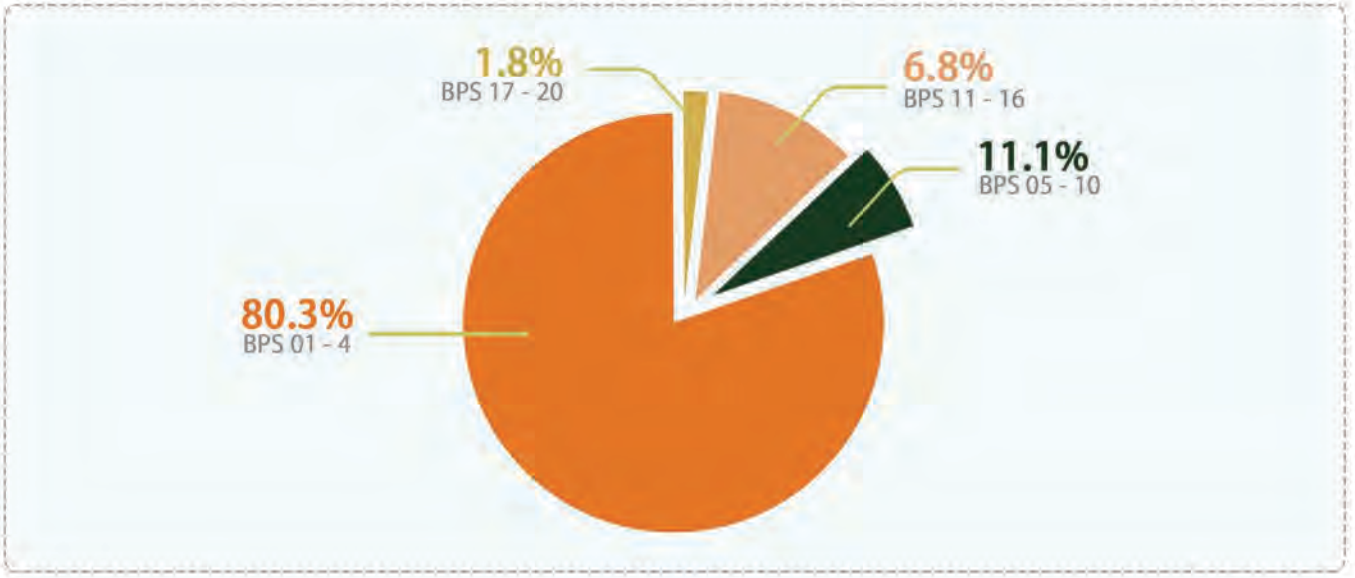


FIGURE 2

Furthermore, NCHR demanded information from the federal government regarding the strength of non Muslim employees across the federal government across pay scales. From that data, six federal departments/divisions employed more than 1000 Non Muslim Employees (See Figure 3).

NON MUSLIM EMPLOYEES IN SELECTED FEDERAL GOVERNMENT DEPARTMENTS 2020

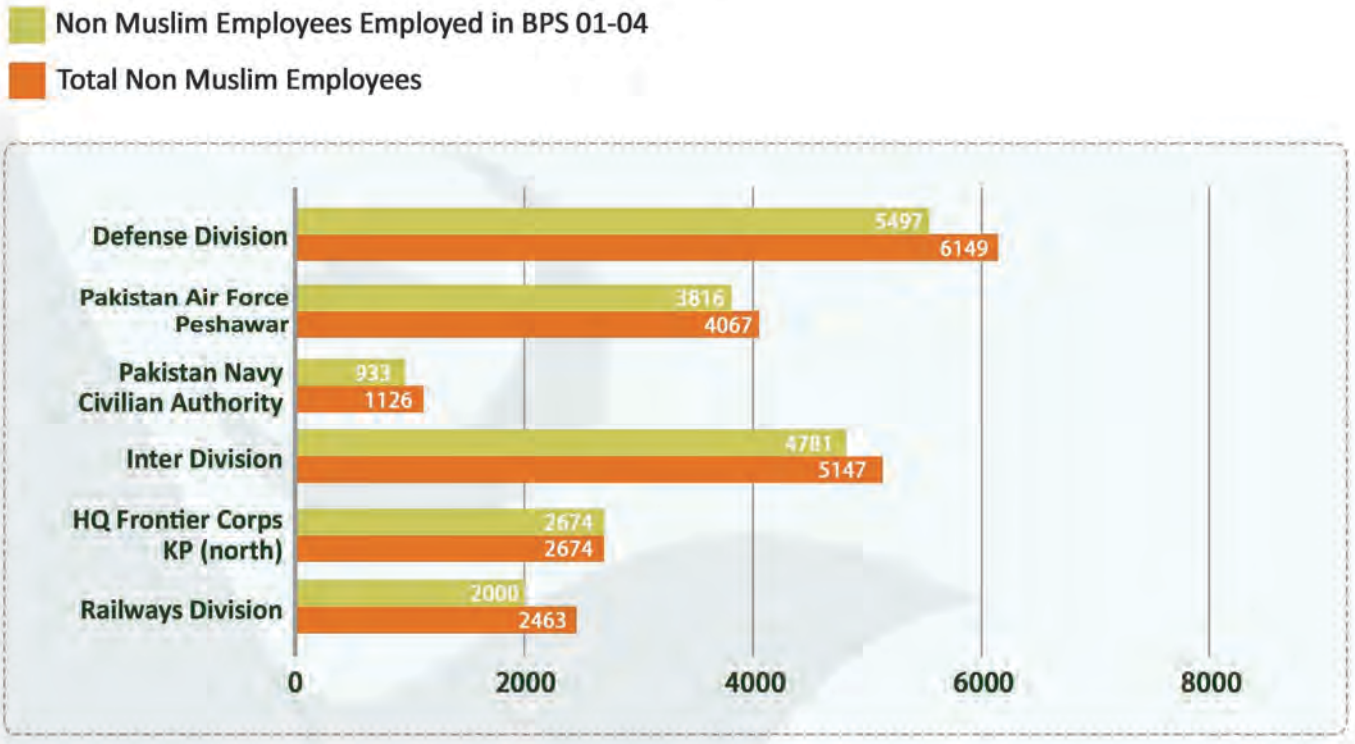


FIGURE 3

In nearly 300 advertisements published in major newspapers in Pakistan regarding recruitment for sanitation work and sweepers in BPS-01/02 identified from 2011-2021 (See Annexure F and Figure 4), there is a caveat regarding the eligibility of applicants: 'Only non-Muslims are eligible.[17] In 2017, one newspaper in Bannu published a job advertisement for sweepers, and invited applications from Hindus, Christians, and Shia Minorities.[18] After an uproar on social media, Bannu Tehsil Nazim Malak Ihsan issued an apology from the administration and said that there had been a purely 'clerical mistake in the ad' and that the administration had not meant to imply that Shias were meant to do sanitation work.[19] The apology demonstrates that institutions themselves recognize the discriminatory nature of such advertisements. In many government issued job advertisements (See Figure 5), under 'Terms and Conditions,' the reader is informed that a '5% Quota for Minority' applies. In this advertisement from the Government of Sindh (Figure 5), there are 3 other vacancies for BPS 01/02 listed with the same minimum qualifications as the minimum qualifications for the posts of 'sweeper' and sweepress.' However, it is only for the latter two posts that an eligibility condition is imposed on the basis of religion. The question then, becomes whether it is a direct policy of the government to recruit sweepers and sanitary workers in BPS-01/02 from Non-Muslim communities?

PROVINCIAL BREAKDOWN OF DISCRIMINATORY ADVERTISEMENTS FOR GOVERNMENT EMPLOYMENT 2011 - 2021

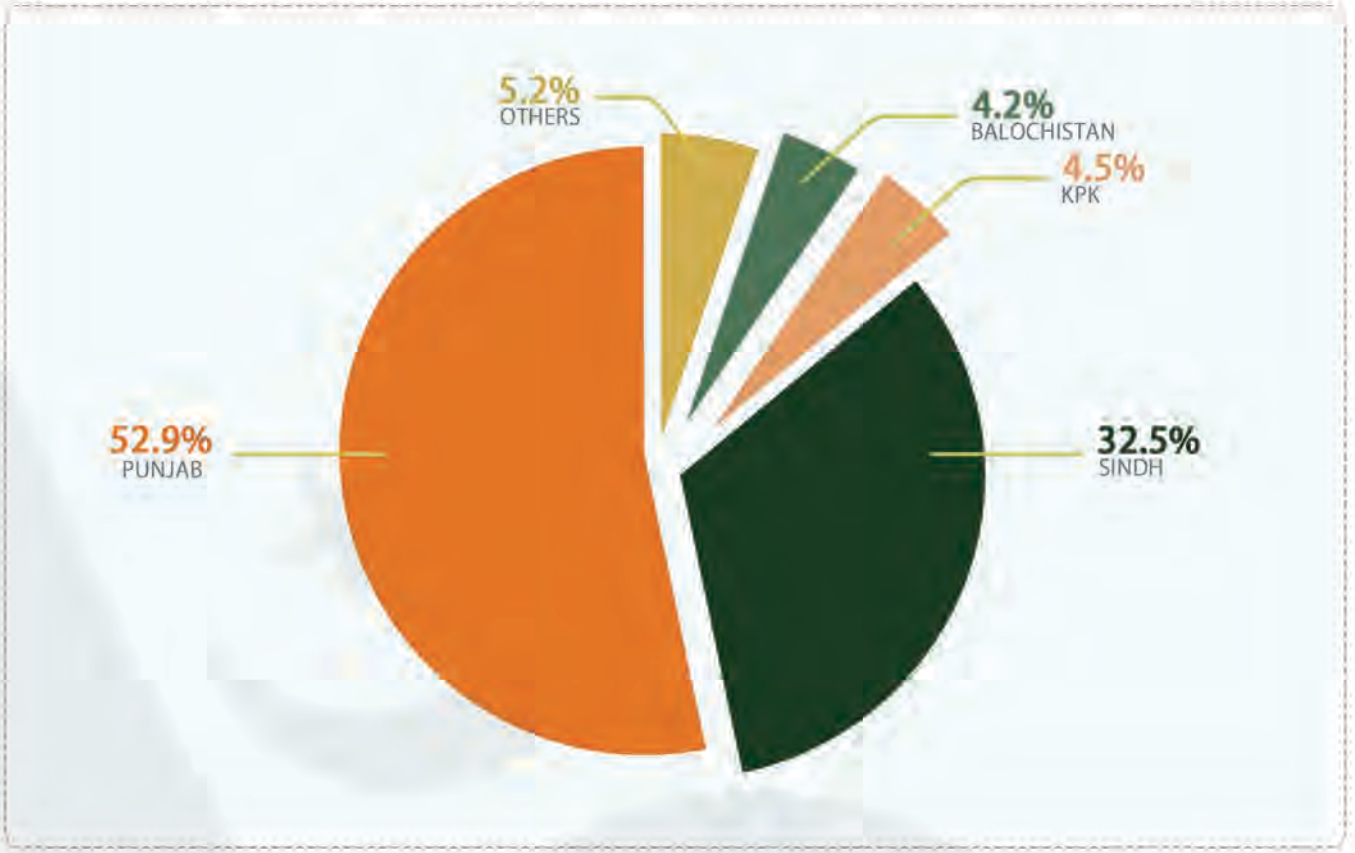


FIGURE 4

[17] See Annexure F for selected discriminatory advertisements.
[18] Izhar Ullah, "Discriminatory Ad in K-P Newspaper Draws Public Outrage," The Express Tribune (The Express Tribune, March 20, 2017), https://tribune.com.pk/story/1360587/discriminatory-ad-k-p-newspaper-draws-public-outrage.
[19] Ibid.

PUBLISHED
JULY 21
2021



DISTRICT POPULATION WELFARE OFFICE KARACHI (SOUTH)
GOVERNMENT OF SINDH
House No. B2, Block 6, Administrative Co-operative Housing Society
Near Baloch Colony, Karachi (South)
Phone: 021-99330592

Applications are invited from suitable candidates having domicile of District Karachi (South) for appointment against the following posts from BPS-1 to BPS-4.

S. #	Name of Post	BPS	Minimum Qualification / Experience	Age	No. of Post	Name of Town	Name of UC
01	Driver	04	LTV/HTV Driving License. Middle with five years driving experience	25-35	06	Karachi (South)	DHQ
02	Chowkidar	01/02	Preferably Literate	18-40	11	Jamshaed	PECHS
						Saddar	Jut Line
						Saddar	Ranchore Line
						Saddar	Pakistan Qtrs.
						Saddar	Saddar SESSI
						Jamshed	Jahangir Road
						Jamshed	Baloch Colony
03	Aya / Helper (Only Women are eligible)	01/02	Preferably Literate	18-40	20	Saddar	Jut Line
						Saddar	Ranchore Line
						Saddar	Pakistan Qtrs.
						Saddar	Saddar SESSI
						Jamshed	Jahangir Road
						Clifton	Baloch Colony
						Lyari	Khadda Market
						Saddar	602 Cantt Area
						Saddar	Ghazdarabad
						2 PECHS	Manzoor Colony
						Saddar	Junejo Town
						Clifton	Akhter Colony
04	Sweeper (Only non-Muslims are eligible)	01/02	Preferably Literate	18-40	01	Karachi (South)	DHQ
05	Sweeperess (Only non-Muslims are eligible)	01/02	Preferably Literate	18-40	02	Karachi (South)	DHQ
				TOTAL	40		

Terms & Conditions

1. Preference will be given to those applicants who are residents of respective UCs / nearby service delivery points / offices.
2. Department reserves the right to increase or decrease the number of vacancies.
3. Candidates must apply as per their qualification & experience.
4. Applicants who are already in government service must apply through proper channel.
5. 5% quota for minority, 5% for differently abled Quota & 15% for women quota would apply, where applicable.
6. Incomplete application would not be entertained.
7. Applications received after due date would not also be entertained.
8. Only eligible candidates would be called for interview.
9. No TA/DA will be admissible to candidates appearing for test / interview.
10. Relaxation in upper age limit is allowed as per Government of Sindh policy.
11. Application must be accompanied with two recent passport size photographs and attested photocopies of all relevant certificates, Domicile, PRC etc.
12. Candidate must write name of post applied for on the envelope.
13. Application must reach District Population Welfare Office, Karachi (South), House No. B/2, Block-6 Administrative Co-operative Housing Society, near Baloch Colony, Karachi within 15 days of publication of this advertisement.

District Population Welfare Officer
Karachi (South)
Ph: 021-34556163 / 34556162

(N)F-KRY No. 3002/21 Say No to Corruption

FIGURE 5

To address this systemic injustice against minority citizens, the National Commission for Human Rights (NCHR) sent letters to the Chief Secretaries of each province and the Federal Government on January 26th 2022, demanding clarification on the recruitment policy of sanitary workers and questioning whether sanitary worker jobs were kept exclusively for minorities or Non Muslims as a matter of policy. In its powers as a watchdog of Government policies, NCHR cited Article 20 and 25 of the Constitution of Pakistan with regard to the equality of all citizens irrespective of religion and caste. Thus far, the NCHR has received positive responses from the federal establishment division and from the Punjab and Khyber Pakhtunkhwa establishment clarifying that nowhere in the recruitment policy does it mandate that sanitary work is reserved specifically for non-Muslims.[20] The Government of Sindh responded with a letter indicating that they were looking into the issue, and no response had been received by the Government of Balochistan at the time of publishing this report.

Response from the Federal Government

An office memorandum regarding the minority quota in the federal government from 2009, states that the 5% minority quota would apply to 'all posts across the board in the Federal Government Services/jobs to be filled by direct recruitment including CSS, in addition to their participation in the open merit.[21] Even the federal government, however, has

[20] Office Memorandum No. 4/15/94-R-II, 'Observance of 5% Minorities Quota in Federal Government,' Islamabad, Cabinet Secretariat, Establishment Division, Government of Pakistan, 13 September 2021.
[21] Office Memorandum No. 4/15/94-R-2, Islamabad, Cabinet Secretariat, Establishment Division, Government of Pakistan, 26 May 2009.

3,655 vacant minority posts, indicating that there still needs to be a more robust method of quota implementation.[22] In September 2021, another office memorandum regarding the 5% minority quota was sent out to the federal government categorically laying out the following instructions to ensure full compliance with the quota:

"iii) Refrain from publishing discriminatory advertisements that indicate that only non-Muslims would be considered for certain BS-1 level positions i.e. Sweepers, Sanitary Workers. This is clarified that "Minority Quota: applies across the board and not meant only for a forementioned specific posts." [23]

The federal establishment division further clarified the process that an advertisement for government jobs goes through before it is published. Advertisements for federal employment are not posted directly by the concerned department or organization; they are first submitted to the establishment division, then submitted to the Ministry of Information, Broadcasting, and National Heritage, who then submit them to newspapers for publication.[24] In the data collected in Annexure F, only one discriminatory advertisement was found from the federal government, which has been most effective in ending this practice.

Response from the Government of Punjab

The Government of Punjab responded to NCHR's letter in February 2022, and informed the commission that they had sent notifications in 2009 and again in February 2022 to end faith-based discrimination, directing all government departments in Punjab to desist from putting out discriminatory advertisements.[25] Despite this, advertisements for sanitation worker jobs continue to print 'Non Muslims Only' in the eligibility requirements.[26] In fact, the Government of Punjab has issued the highest number of discriminatory advertisements in the past decade (See Figure 4).

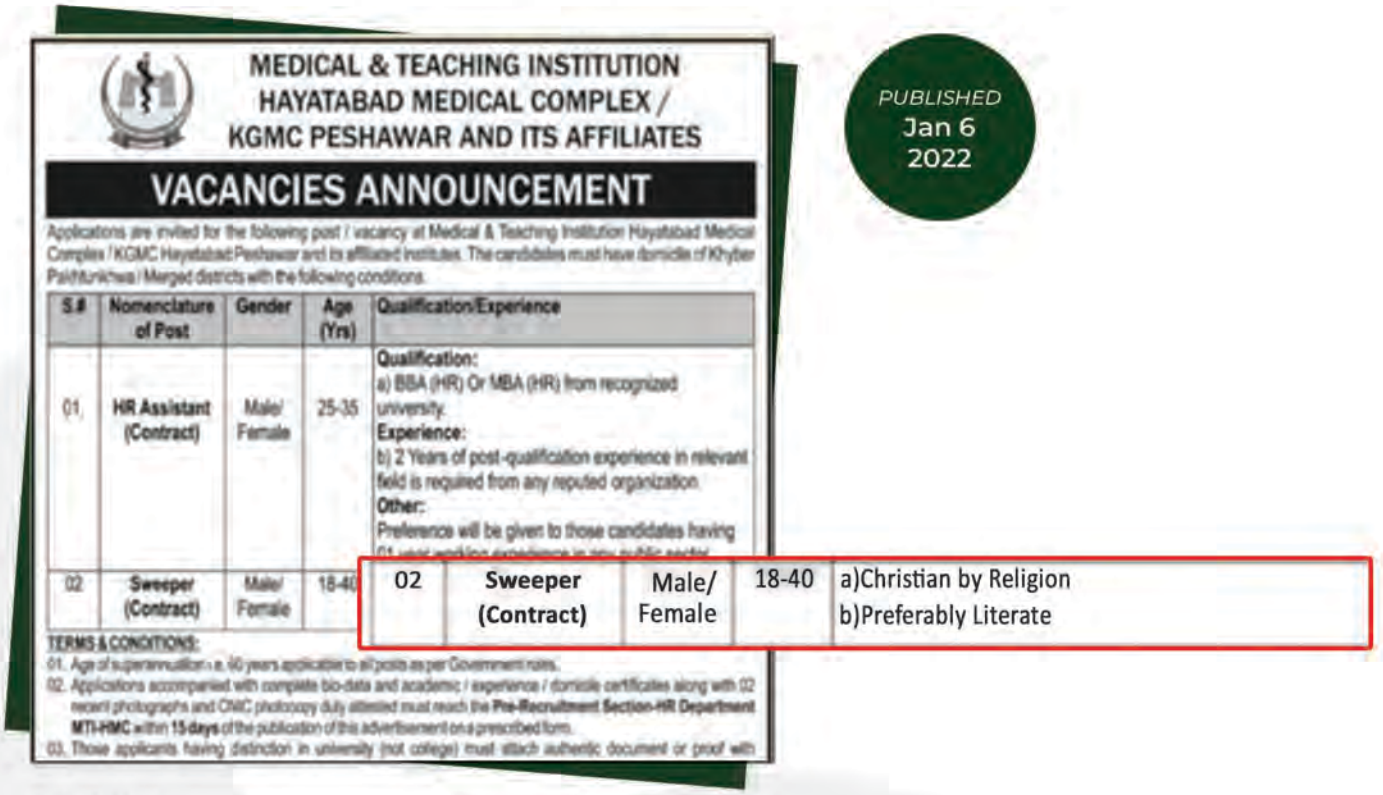
The only instance of an official policy regarding the eligibility of Non-Muslims exclusively for sanitary work was in the Punjab Service Rules 2003, which was then amended to remove this rule in 2015. There is no other written policy that designates sanitary work as the sole purview of non Muslims. In the Punjab Service Rules 2003, there were over 23 posts for BPS-01 alone, with the names of posts ranging from service boy to water carrier to trolley bearer to library attendant to sanitary worker.[27] For each post, the service rules designated columns that identified the qualifications, age brackets, method of recruitment, and 'Other conditions required' for the post. Only one post, for a 'Sanitary Worker/Sweeper/Sweeperess/Jamadar/ Khakrob' had a 'condition required': 'Only Non-Muslims/Persons who belong to minorities will be accommodated.[28] In 2015, the Punjab Services and General Administration Department issued a notification to remove this condition in order to eliminate the discriminatory association between minorities and sanitary workers.[29]

---

[22] Data provided by Establishment Division, Cabinet Secretariat, Government of Pakistan, 2020.
[23] Office Memorandum No. 4/15/94-R-II, Islamabad, Cabinet Secretariat, Establishment Division, Government of Pakistan, 13 September 2021.
[24] Office memorandum No.F.53/1/2008-SP, Recruitment Policy for the Federal Services/Autonomous Bodies/ Corporations, Islamabad, Cabinet Secretariat, Establishment Division, Government of Pakistan, 22 October 2014.
[25] NO.SOR-IV (S&GAD)10-1/2003. 13 February 2009. (Annexure D)
[26] See Annexure F.
[27] Punjab Health Department Service Rules 2003.
https://regulationswing.punjab.gov.pk/system/files/PbHealthDeptMiscPost_SR_2003_20031009.pdf.
[28] Ibid., p11.
[29] Notification NO.SOR-III (S&GAD)1-12/2003-P-I. December 2015.
https://regulationswing.punjab.gov.pk/system/files/PbHealthDeptMiscPost_SR_2003_Amend_20151216.pdf

Response from the Government of Khyber Pakhtunkhwa

The establishment department of Khyber Pakhtunkhwa responded to NCHR and provided the updated version of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion, & Transfer) Rules, 1989, clarifying that there was no policy designating a particular religious community as solely eligible for sanitary work (or any other work). Khyber Pakhtunkwa's minority quota was increased from 0.5% to 1% in 2013, from 1% to 3% in 2014, and from 3% to 5% in 2019.[30] In 2019, Khyber Pakhtunkhwa's establishment department sent out a notice to all the administrative secretaries in the province, informing them that the practice of advertising posts for the minority quota on the basis of religion was not a part of the rules, ostensibly referring to the practice of advertising sanitary worker posts as only eligible for non Muslims. In 2021, Khyber Pakhtunkhwa's establishment department sent a follow up notice, stating that departments were still advertising posts with 'further breakup of the minority quota specifically mentioning the religion which has created inconvenience and hardships in the service rules, and shall not be practised.'[31] Despite these notices clearly indicating that publishing discriminatory advertisements for government jobs was not allowed, there have been numerous such ads, as evidenced by Figure 4. Recently, on January 6th, 2022, the public Hayatabad Medical Complex/KGMC Peshawar put out an advertisement for 'sweepers,' and indicated that the two qualifications required for the post were 'Christian by religion' and 'preferably literate' (See Figure 6). This makes it clear that despite instructions from the establishment department and numerous notifications demanding an end to faith based discrimination in government employment in Khyber Pakhtunkhwa, it has not been implemented well enough to eradicate the practice completely.



MEDICAL & TEACHING INSTITUTION
HAYATABAD MEDICAL COMPLEX /
KGMC PESHAWAR AND ITS AFFILIATES

VACANCIES ANNOUNCEMENT

PUBLISHED Jan 6 2022

Applications are invited for the following post / vacancy at Medical & Teaching Institution Hayatabad Medical Complex / KGMC Hayatabad Peshawar and its affiliated institutes. The candidates must have domicile of Khyber Pakhtunkhwa / Merged districts with the following conditions.

S.#	Nomenclature of Post	Gender	Age (Yrs)	Qualification/Experience
01	HR Assistant (Contract)	Male/ Female	25-35	Qualification: a) BBA (HR) Or MBA (HR) from recognized university. Experience: b) 2 Years of post-qualification experience in relevant field is required from any reputed organization. Other: Preference will be given to those candidates having
02	Sweeper (Contract)	Male/ Female	18-40	a)Christian by Religion b)Preferably Literate

TERMS & CONDITIONS:
01. Age of superannuation i.e. 60 years applicable to all posts as per Government rules.
02. Applications accompanied with complete bio-data and academic / experience / domicile certificates along with 02 recent photographs and CNIC photocopy duly attested must reach the Pre-Recruitment Section-HR Department MTI-HMC within 15 days of the publication of this advertisement on a prescribed form.
03. Those applicants having distinction in university (not college) must attach authentic document or proof with

FIGURE 6

[30] Response to NCHR, "Provision of Information Regarding Minority Quota and Recruitment Rules, Policies Administrative Orders with Regards to Advertisement and Recruitment of Sanitary Workers,' Establishment Department, Government of Khyber Pakhtunkhwa 03 February 2022.
[31] Policy Regarding Implementation of Minority Quota,' Establishment Department, Government of Khyber Pakhtunkhwa, 19 may 2021.

Response from the Government of Sindh

The Government of Sindh responded to NCHR's letter in late February only by sending NCHR a copy of their letter to the Human Rights Department of Sindh and to the Secretary of the Minority Affairs directing them to respond to NCHR's inquiry.[32] The Sindh Government did not provide NCHR with evidence regarding non-discrimination in their hiring policy for sanitary workers the way that the Federal Government and the Governments of Punjab and Khyber Pakhtunkhwa did.

Response from the Government of Balochistan

The government of Balochistan has yet to respond to NCHR's demand for clarification on the recruitment policy of sanitary workers.

Analysis

Despite the original ethos behind establishing a minority quota and no evidence of an official government policy regarding faith-based eligibility rules for recruiting sanitation workers, the overwhelming majority of minority candidates are engaged in low paid work from BPS 1-4, with minimal representation in the most senior posts of the country. Different organizations including the Parliamentary Group for Minorities have come to the conclusion that this is because of an attempt on the part of government offices to fill the minority quota through low paid work, most commonly through sanitation work.[33] Government departments cite two main reasons as to why the minority quota remains unfulfilled and why minority candidates were only recruited for work in lower grades. Firstly, they say, there are not enough minority applicants who fulfill the eligibility requirements to be hired for senior posts and they simply don't have the qualifications required at senior levels.[34] Secondly, they say, there are not enough minorities who apply to government positions to begin with, resulting in vacant minority posts throughout government departments.[35]

The first statement is certainly true. Many of those from minority communities, and especially those from impoverished minority communities, face systemic and structural discrimination preventing them from acquiring the same skill sets as their Muslim peers. Firstly, minority communities face a greater risk of violence and abuse than other communities. Secondly, data collected about Pakistani Christians, the largest minority group in Pakistan, shows that approximately 60% of Christians are unemployed.[36] This stems from numerous reasons, including generational poverty and lack of equal opportunity when it comes to education, with only 2% of Christian students able to acquire higher education.[37] Christian children are often forced to drop out of primary and secondary school because of financial constraints, reinforcing the cycle of illiteracy and poverty.[38] The second statement made by the Government may also be true, as enough minority candidates simply don't apply; possibly due to the fact that they are unaware of the quota opportunities available in government jobs. According to a survey conducted by the Pakistan Partnership Initiative, only 36% of Christians knew that there was a minority job quota (See Figure 7).[39]

---

[32] No.SO (C-II)/SGA&CD
[33] Ibid.
[34] Center for Social Justice and People's Commission for Minority Rights, "Implementation of Job Quota for Religious Minorities in Pakistan (Provisional Report)" (Center for Social Justice), pp. 7.
https://www.worldwatchmonitor.org/2013/07/pakistani-christians-angered-by-sweeper-comment/
[35] Ibid.
[36] Waheed Yousuf, "State of Public Sector Jobs for Minorities" (Lahore: Pakistan Partnership Initiative, 2021), p. 11.
[37] Ibid., p.12.
[38] Ibid.
[39] Jennifer Bennett, "Challenges of Christian Youth in Pakistan- People's Perspective" (Lahore: Pakistan Partnership Initiative), p. 20.

UNAWARENESS ON MINORITY QUOTA IN GOVERNMENT EMPLOYMENT

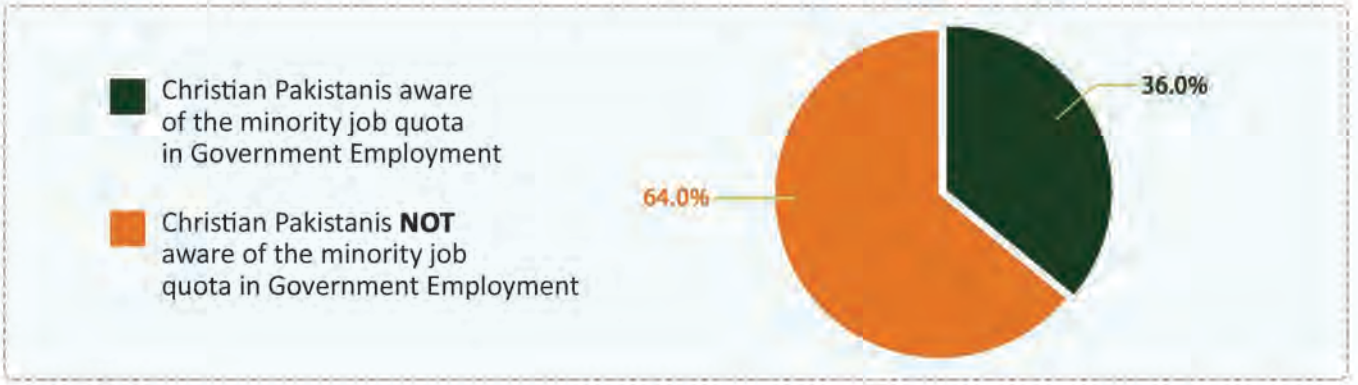


FIGURE 7

Neither of these reasons cited, however, address the fact that even within low paid work, Pakistani minorities are relegated to specific types of government jobs; as sweepers, sanitation workers and bathroom attendants. Although there are many other job descriptions within the BPS 1-4 payscale such as gardener, cook, driver, security guard, etc., yet evidence shows that the minority stipulation is invoked only when it comes to sanitation work, and only Non-Muslims are deemed eligible. For example, in the publicly available employee list of the Punjab Assembly, thereare 269 posts from BPS 01-04. In BPS 01 alone, there are 207 total posts, including those for kitchen attendant, bathroom attendant, sanitary worker, farash, mali, chowkidaar, naib qasid, andtelephone attendant. Of these 207 posts, 42 of them are for sanitary workers and 2 posts are for bathroom attendants. A total of 39 out of the 42 sanitary worker posts and both of the bathroom attendant posts have been filled by Christian employees. Of the remaining 163 posts in BPS 01 alone, minorities have only been appointed at 5 of them: 3 as 'Farash', and 2 as 'Mali' (See Figure 8 for breakdown).[40] The qualifications for all these posts remain the same: preferably literate. In the remaining posts from BPS 02-04, only one Non Muslim has been appointed at the BPS 04 post of Head Sanitary Worker. Although this should be publicly available information, employee lists are not public for the other provinces.

BREAKDOWN OF BPS 01 POSTS IN THE PUNJAB PROVINCIAL ASSEMBLY, BY RELIGION

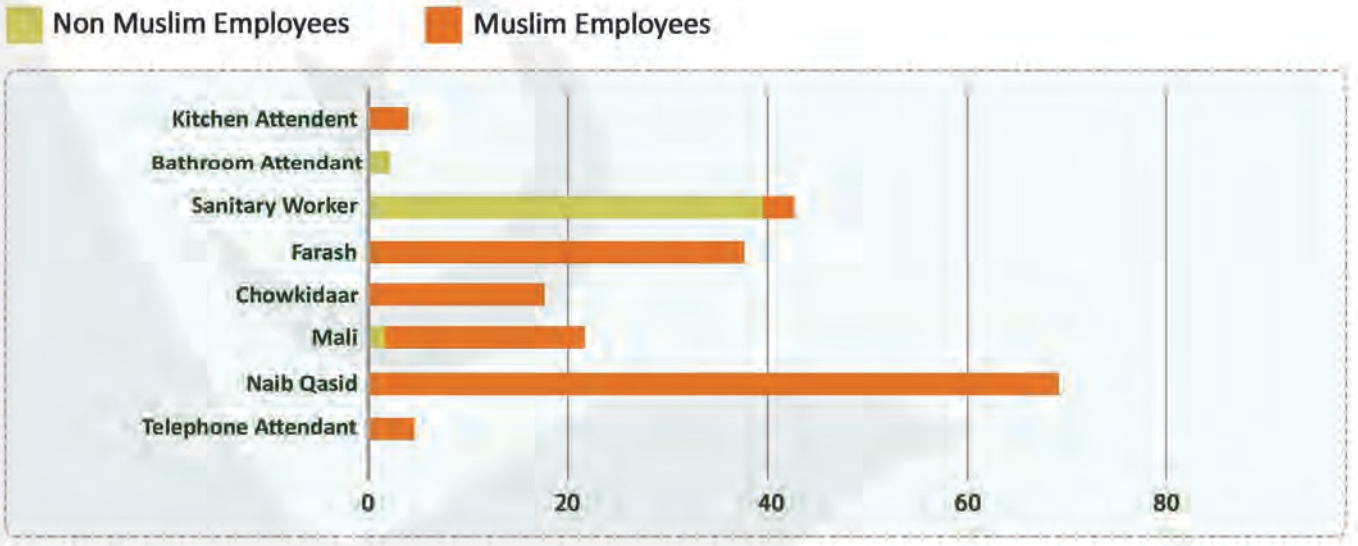


FIGURE 8

[40] Directory of Officers & Employees, PROVINCIAL ASSEMBLY OF THE PUNJAB, Government of the Punjab. <https://www.pap.gov.pk/en/about-secretariat/directory-of-officers-employees>

CHRISTIAN SANITARY WORKERS IN MAJOR MUNICIPAL CORPORATIONS ACROSS PAKISTAN, 2013



FIGURE 9

According to data collected by World Watch Monitor, the overwhelming majority of sanitary workers employed in major Municipal corporations across Pakistan were Christians (See Figure 9.).[41]

Moreover, in some cases, even when a candidate applies for a different post, they are told that they only qualify for sanitation work.[42] One such example is that of Pakistani Christian Naeem Nazir, the son of a sanitation worker, who applied for the post of office assistant at a government school in 2010.[43] After his interview, Naeem Nazir received a letter informing him that he had gotten the job but as a sanitation worker instead of an office assistant. Although it is illegal to appoint someone for a job they have not applied for, Naeem was told that he should stick to what he knew; sanitation work. Naeem filed a complaint with the District Coordination Officer (DCO), and took his case to court, where he battled for over 5 years. When summoned, the Executive District Officer (EDO) was forced to inform the court that despite the existence of 20 posts allotted for minorities, all 20 posts were only for sanitation work- a clear case of discrimination.

In another documented case in Sindh, a Christian Sanitary Worker of the Hyderabad Development Authority (HDA) had begun working as a complaint clerk, but his official appointment letter and subsequent salary remained that of a sanitary worker.[44] Despite two decades of service and constant applications for promotion, he was told that he simply could not be appointed as anything but a sanitary worker because "people from the minority community cannot be appointed as complaint clerk," even if he had already taken on the role and responsibilities.[45] His case was taken up by Justice (retd) Majida Razvi and the Sindh Human Rights Commission, which sent persistent notices to the HDA for months before he was officially promoted.[46]

These are just a few of the cases that have come to the fore, many others remain unheard, unacknowledged, and unattended. Workers in similar situations lack the opportunities and support for a lengthy legal battle, and more often than not, buckle under the systemic prejudice that traps them in an unending cycle of poverty and social immobility.

---

[41] "Pakistani Christians angered by 'sweeper' comment." (World Watch Monitor, July 24 2013), https://www.worldwatchmonitor.org/2013/07/pakistani-christians-angered-by-sweeper-comment/
[42] Asif Aqeel and Mary Gill, "Shame and Stigma in Sanitation" (Lahore: Center for Law and Justice (CLJ), 2021), pp. 33.
[43] Ibid.
[44] Zeenia Shaukat, "Faces of Discrimination," The News on Sunday (The News on Sunday, January 5, 2020), https://www.thenews.com.pk/tns/detail/592949-faces-of-discrimination.
[45] Asif Aqeel and Mary Gill, "Shame and Stigma in Sanitation" (Lahore: Center for Law and Justice (CLJ), 2021), pp. 33.
[46] Zeenia Shaukat, "Faces of Discrimination," The News on Sunday (The News on Sunday, January 5, 2020)

CHAPTER 3

SHOAIB SUDDLE COMMISSION FOR THE IMPLEMENTATION OF MINORITY RIGHTS

Following a suicide bomb attack on a Church in Peshawar in 2013 and threats to the minority Kalash and Ismaili communities, then Supreme Court Chief Justice Tassaduq Hussain Jilani took Suo Motu action and authored a judgement for the protection of minorities in 2014. The judgement called for a broad set of actions regarding the protection of minorities. In 2019, a 3-member bench was formed under Chief Justice Gulzar to review progress on the implementation of that judgement, and found that no progress had been made. Subsequently, Chief Justice Gulzar appointed Dr. Shoaib Suddle as the One Man Commission for the Implementation of Minority Rights. The supreme court directed the One Man Commission to implement the 2014 judgement, and tasked it with the following:

1. Constituting a Taskforce by the Federal Government to develop a strategy of religious tolerance.
2. Developing appropriate curricula for school and college levels to promote religious and social tolerance.
3. Ensuring that the Federal Government takes steps to discourage hate speech in social media.
4. Pushing a Bill to constitute a National Council for Minorities
5. Establishing Special Police Units (SPUs) to protect worship places of minorities.
6. Implementing the 5% minority employment quota at the provincial and federal levels.
7. Monitoring the violation of rights of minorities that are guaranteed under the law.[47]

While all of these tasks are important and must occur in tandem to end discrimination against minorities, this chapter will focus on task 6, concerned with implementing the 5% minority employment quota by the Provincial and Federal Governments.

In the 10th report by the One Man Commission from January 21, 2022, when discussing progress on the implementation of the 5% minority employment quota, the commission detailed the actions it had taken, including sending letters, reminders, and meetings with the Chief Secretaries of each province, directing them to implement the quota.[48] In addition to this, the commission compiled data on vacant minority posts in the provincial and federal governments. Figure 10 represents the data collected by Dr. Suddle's Commission, showing just how many minority posts lie vacant despite the quota.[49] During NCHR's fact finding mission, Dr. Shoaib Suddle was interviewed and he confirmed that there is no official policy requiring sanitation

[47] C.M.A. NO. 214/2022 IN CONST. P. 62-63/2017 ETC (S.M.C NO.1 OF 2014), ONE-MAN COMMISSION FOR IMPLEMENTATION OF MINORITY RIGHTS, 21 January 2022.
[48] Ibid., p 9.
[49] Note: The Government of Balochistan submitted partial data. The Government of Gilgit Baltistan has not yet submitted its data to the One Man Commission.

workers to be recruited from non Muslim communities.[50] In 2021, Dr. Suddle sent letters to government authorities in each province and directed them to put an end to religiously motivated discrimination, especially in advertisements for sanitary workers thatwere aimed at the Christian community. 'There is no justification, whatsoever, for reserving jobs of sanitary workers only for non-Muslims', the letter stated. [51] Upon discovering nearly 30,000 vacancies under the minority quota, Dr. Suddle's Commission also directed the Establishment Division to design and submit a plan for the implementation of quotas across different grades, not just for low paid work. However, Dr. Suddle's Commission powers are only recommendatory and have no role in implementation. This means that despite issuing these notifications, there is no guarantee that his directives will be followed, and no consequences if they are not.

VACANT MINORITY EMPLOYMENT QUOTA POSTS, 2021

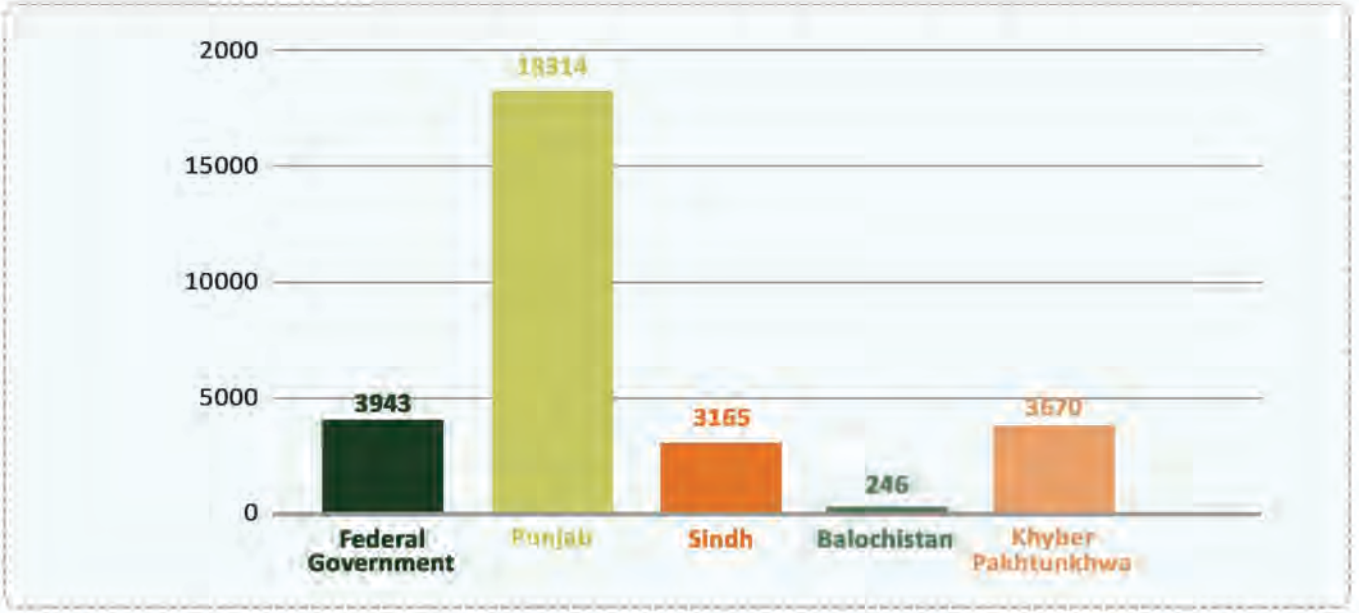


FIGURE 10

According to Dr. Suddle, one of the reasons behind the recurrence of discriminatory advertisements, despite notifications and directives disallowing it, was that of bureaucratic inefficiency.[52] He explained that most often, old advertisement templates are reused for new recruitments without editing, for no specific reason except that no one has taken the time to change them.[53] This oversight has far-reaching effects. When the Government of Pakistan itself attaches sanitary work to non Muslims, and attempts to fulfil its minority quota through these low paid positions, it sends the wrong signal to the rest of the country. Christian communities and other minority communities feel that this signal is one of discrimination and inequality.

So far, Punjab, Khyber Pakhtunkhwa, and the Federal Government have issued notifications regarding the minority quota clarifying that there is no requirement of 'Christian or Non-Muslim' for sanitary worker recruitment, however no such steps have been taken in Sindh or Balochistan.[54]

[50] Khushbakht Sohail and Shoaib Suddle. Interview with Dr. Shoaib Suddle. Personal, January 21, 2022.
[51] "One Man Commission Seeks End to Faith-Based Discrimination," The News (The News International, January 1, 2022), https://e.thenews.com.pk/detail?id=41183.
[52] Khushbakht Sohail and Shoaib Suddle. Interview with Dr. Shoaib Suddle. Personal, January 21, 2022.
[53] Ibid.
[54] According to currently available research, there is no evidence that any steps were taken in Sindh or Balochistan. NCHR has not yet received a response to its inquiry from Balochistan, and not much information from Sindh. See Annexure D for Sindh's response.

CHAPTER 4

THE UNCONSTITUTIONALITY OF DISCRIMINATORY ADVERTISEMENTS

The aim of the 5% minority quota is to ensure affirmative action to uplift an underprivileged community. Despite the admirable intentions of this quota, it has not been effective in achieving its goal and instead, has served to further discriminate against a vulnerable community. Discrimination against minorities is in direct violation of fundamental rights under Articles 9, 14, 25, and 27 of the Constitution. Article 9 deals with the security of a person and the right to life, and states that "No person shall be deprived of life or liberty save in accordance with law." When sanitary workers are made to clean out human waste and toxic sludge from sewer drains with their bare hands, without any form of protective gear (PPE), their fundamental right to dignity, ensured under Article 14 of the constitution, is violated. Furthermore, when discriminatory job advertisements are placed in newspapers and only Non Muslim applicants are told to apply, their Constitutional right to Equality under Article 25 is violated.

In addition, Article 27 of the constitution of Pakistan safeguards against discrimination in services, and states:

"No citizen otherwise qualified for appointment in the service of Pakistan shall be discriminated against in respect of any such appointment on the ground only of race, religion, caste, sex, residence or place of birth." [55]

Moreover, discriminatory job advertisements such as those in Annexure F are in violation of Articles 33, 36, & 37 of the Constitution, which are designed to safeguard against discrimination. Article 33 directs the State to 'discourage parochial, racial, tribal, sectarian and provincial prejudices among the citizens'. The State is also mandated to 'safeguard the legitimate rights and interests of minorities, including their due representation in the Federal and Provincial services' and 'promote, with special care, the educational and economic interests of backward classes or areas' under Articles 36 and 37(a) of the Constitution. Not implementing the minority quota beyond BPS 01-04 is a clear violation of these Articles of the Constitution.

Furthermore, preventing qualified Christians from acquiring other jobs such as guard, gardener, cook, clerk, etc., and categorizing them simply as sanitation workers.[56] This is in violation of Article 18 of the Constitution of Pakistan regarding freedom of trade, business or profession. Article 18 states:

---

[55] Constitution of the Islamic Republic of Pakistan.
[56] See Chapter 2 of 'Unequal Citizens.'

"Subject to such qualifications, if any, as may be prescribed by law, every citizen shall have the right to enter upon any lawful profession or occupation, and to conduct any lawful trade or business."

Furthermore, discriminatory advertisements are also in violation of Pakistan's obligations under international law. Pakistan ratified the United Nation's Convention on the Elimination of Racial Discrimination (UNCERD) in 1966, which requires member states to treat citizens equally and condemn any form of discrimination based on racial discrimination. Considering that the roots of sanitation work are historically linked to a caste system, the connotations of racial discrimination as defined by UNCERD become clear. UNCERD states:

"Any distinction, exclusion, restriction, or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life." [57]

Article 1 of the Universal Declaration of Human Rights, which Pakistan is signatory to, states:

"All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood." [58]

Moreover, Islamic teachings also stress on the principle of equality between human beings.

[57] Article 1, International Convention on the Elimination of All Forms of Racial Discrimination 1969, OHCHR, accessed February 2, 2022, https://www.ohchr.org/en/professionalinterest/pages/cerd.aspx.
[58] Article 1, Universal Declaration of Human Rights 1948, United Nations, accessed February 2, 2022, https://www.un.org/en/about-us/universal-declaration-of-human-rights

CHAPTER 5

NON MUSLIM MINORITIES AND THE CYCLE OF SANITATION WORK

Non Muslim minorities, and particularly those from the Christian community, end up manually unclogging faeces and waste from sewers because of systemic barriers to decent work. A generational cycle of job immobility and economic entrapment continues over time from father to son. A sweeper's son has limited opportunities to change career paths and more often than not, remains stuck doing the same menial tasks his father did before him. Reasons for the economic immobility range from poverty, job entrapment, lack of education and opportunities, social discrimination and remnants of an age-old caste system.

Over 70% of Christians in Pakistan are under the age of 25.[59] The overwhelming majority belong to low income families, where the household income is between PKR Rs. 10,000- 30,000 per month.[60] Less than 9% of Christian families had household incomes between PKR Rs. 40,000-50,000 (See Figure 11).[61] More than half of these households have 3-4 children, and another 27% have 6-7, making 78% of Christian household sizes between 5-9 people, further stretching the limited household income available.[62] Poverty thus becomes a barrier preventing new generations from moving up the socio-economic ladder.

TOTAL MONTHLY HOUSEHOLD INCOME OF CHRISTIAN FAMILIES SURVEYED BY PPI

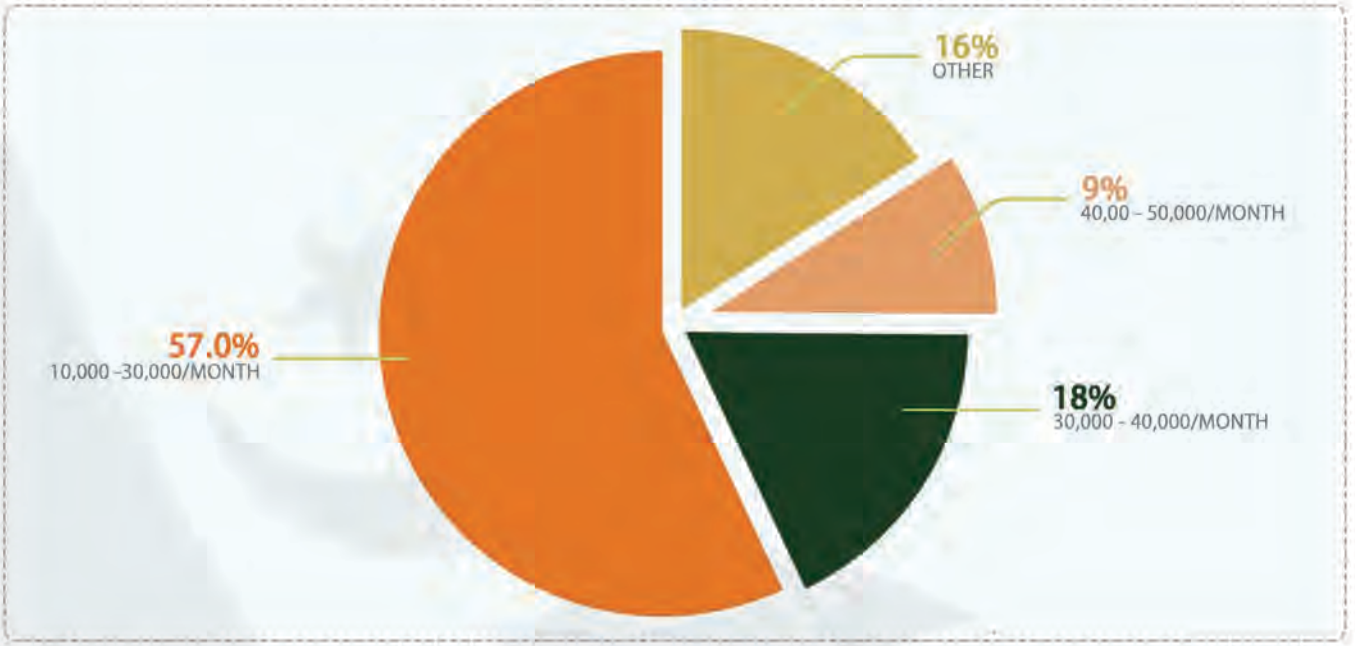


FIGURE 11

[59] Jennifer Bennett, "Challenges of Christian Youth in Pakistan- People's Perspective" (Lahore: Pakistan Partnership Initiative), p. 9.
[60] Ibid.
[61] Ibid., p. 17.
[62] Ibid., p. 16.

A national survey of Pakistani Christian youth identified that over 61% were unemployed.[63] Pakistan Partnership Initiative (PPI) identified several reasons for this high rate of unemployment among Christian youth, and the biggest reason respondents cited was a lack of decent livelihoods available.[64] The majority of Christian youth never make it to higher education, with only 11% going beyond the intermediate level (grade 11-12).[65] Most youth end up dropping out of school around the matriculation level, with economic constraints and marriage cited as the biggest reasons for boys and girls dropping out respectively. The study also showed that there was a sense of hopelessness surrounding educational opportunities, where respondents felt that there wasn't much point to getting an education when there was such a stark difference between government schools and private schools, and Urdu medium schools and English medium schools respectively.[66] Moreover, even beyond formal education, 71% of Christian youth never had the opportunity to engage in vocational training.[67] Over half of those interviewed felt that they were discriminated against because they were Christian. With hugely limited job opportunities, many respondents surveyed, even those who were educated, said they were willing to accept work as sweepers or sanitation workers with the Government because of the permanency of the post and benefits associated with it.[68]

Pakistan denies having a caste system, a silent prejudice seeps throughout society. Evidence shows that even when Muslims are hired for sanitation work, they prefer to sweep the streets and leave the manual cleaning of the gutters to their Christian counterparts, saying that this was not their responsibility.[69] In Pakistan, many people erect a separation between Muslims and minorities. Even within the Christian community, those engaged in sanitation work are shunned by relatives and neighbours alike.

In NCHR's recent short film on discrimination against sanitary workers, Muskan Masih, the daughter of Nadeem Masih, who perished from toxic fumes while cleaning sewers in Sargodha, said that she had not known that her father cleaned the gutters. The day he died, she had asked him to leave his job, calling it **'dirty work.'** "It is humiliating for any daughter if her father does such work," she said.[70]

---

[63] Ibid., p. 20.
[64] Ibid., p. 21.
[65] Ibid., p. 18.
[66] Ibid., p. 20.
[67] Ibid., p. 23
[68] Ibid., p. 22.
[69] Zeenia Shaukat, "Faces of Discrimination," The News on Sunday (The News on Sunday, January 5, 2020), https://www.thenews.com.pk/tns/detail/592949-faces-of-discrimination.
[70] Minority Rights: Discrimination Against Sanitation Workers, (The National Commission for Human Rights, 2022), https://www.youtube.com/watch?v=juXIIGRC6gc.

CHAPTER 6

FACT FINDING VISITS

Christian sanitation workers are hired either by the Government or by third party contractors on behalf of the Government. When hired through third party contractors, they are paid less than minimum wage, provided no job security, no sick leaves or benefits, no EOBI or social security, no health insurance and no pensions.[71] This allows the evasion of responsibility when sanitary workers lose their lives sorting through toxic sludge and waste. Without the security of permanent government employment, they are classified as daily wagers and hired on 89-day contracts. The threat of losing their job is used as a weapon against them to force them into unsafe conditions.[72]

Unregularized workers (**'kachay'** workers hired by third parties) are particularly vulnerable to exploitation. The majority of unregularized workers are paid far below minimum wage. In July 2021, the Sindh government raised the minimum wage to PKR 25,000.[73] Interviews with unregularized sanitary workers in district Jamshoro Sindh, revealed that they were being paid between PKR 10,000 - PKR 15,000 despite the minimum wage standards.[74] Upon further inquiry, many did not know that the minimum wage had been raised at all. Furthermore, many of them relayed that their contracts quoted a salary higher than what they actually received.[75] For example, sanitary worker Sonu signed a contract which said that his salary would be PKR 17,800 (still below the minimum wage) but was actually paid only PKR 15,000/month.[76] Moreover, newspapers report that Muslim sanitary worker supervisors in Sindh drew their salaries but did not show up to work, only coming in for 2-3 days per month, while Non Muslim sanitary workers in lower grade positions had to deal with the work themselves. [77]

Furthermore, when workers descend into the sewage system, the tools they are most often given are rudimentary at best: a rope to help them lower themselves into toxic waste, a bamboo stick to dislodge the solid waste blocking the gutters, and a bucket to fill the waste they remove—this includes industrial, hospital, and human waste.[78] In many cases, when they manually dislodge the solid waste, toxic gasses are released that can at best, knock them out, and at worst, kill them. Research shows that sanitary workers without proper PPE face extreme health hazards, including "exposure to harmful gases such as methane and hydrogen sulphide [This exposure can lead to, among others,] cardiovascular degeneration, musculoskeletal disorders like osteoarthritic changes and intervertebral disc herniation, infections like hepatitis, leptospirosis and helicobacter, skin problems, respiratory system problems and altered pulmonary function parameters."[79]

---

[71] Zeenia Shaukat, "Faces of Discrimination," The News on Sunday (The News on Sunday, January 5, 2020).
[72] Asif Aqeel and Julia Bicknell, "Pakistan Sewage Workers' Widows Pressured to Drop Criminal Negligence Cases," World Watch Monitor (World Watch Monitor, November 22, 2021), https://www.worldwatchmonitor.org/2021/11/pakistan-sewage-workers-widows-pressured-to-drop-criminal-negligence-cases/.
[73] Notification. No:L-II-13-3/2016, Government of Sindh Labour and Human Resources Department, 9th July 2021. https://lhr.sindh.gov.pk/storage/notification/lGIpVxgubkXDhBWwYhc5EY5XQXA5nSI9OAFgNrKq.pdf
[74] Sooba Bhatti et. al. Interview with Jackson Martyr, Tariq Masih, Meena Bibi, Salman Masih, Sonu. Personal, February 9, 2022.
[75] Ibid.
[76] Ibid.
[77] "Johi City Filled with Trash and Dirty Water" (Translation) The Daily Jang Karachi, Urdu Newspaper, Print. 17 February 2022.
[78] Asif Aqeel and Mary Gill, "Shame and Stigma in Sanitation" (Lahore: Center for Law and Justice (CLJ), 2021), pp. 40.
[79] Rajnarayan R Tiwari, "Occupational health hazards in sewage and sanitary workers," Indian Journal of Occupational and Environmental Medicine (National Library of Medicine PubMed.gov, 2008). https://pubmed.ncbi.nlm.nih.gov/20040968/

According to the Government agencies tasked with maintaining the sewage systems, Personal Protective Equipment (PPE) is mandatory and provided to employees. However, when sanitation workers from Lahore's Water And Sanitation Agency (WASA) were interviewed, over 83% of respondents said that they were not given any PPE or modern equipment- instead, they were provided with buckets and bamboo sticks, and told to strip to go down the manholes of the city. [80]

In the capital itself, sanitary workers contracted by the Metropolitan Corporation Islamabad (MCI) complain of exploitation, where any days off result in salary cuts, they are forced to work overtime without extra pay, are forced to pay extortion money, and where those who complain are threatened with termination.[81] The story is much the same in other municipalities and provinces, where Christian sanitary workers are often given no equipment, no protection, and no job security.

This inhumanity continues even after Christian sanitary workers are injured or knocked unconscious in the gutters. When Michael Masih slipped into unconsciousness in the gutter, Rescue 1122 was called. However, the Rescue workers refused to go into the sewers to save him, saying that it wasn't a part of their job. One possible reason is because of the toxic nature of the gutters, suggesting that Rescue workers should also be trained and given PPE if they are to extricate sanitation workers from inside the sewage system.

In such a situation, it is left to the community or family members to rescue their loved ones. In the case of Michael Masih, his relatives Nadeem and Faisal Masih were the ones who climbed down to save in and in the bargain, lost their own lives. Their bodies were not removed from the sewers by the Emergency Services team. Instead, another sanitation worker from the Christian community, Shahbaz Masih, went down into the sewers to recover their dead bodies. [82]

This is the story of countless Christian sanitary workers in Pakistan. NCHR's Fact Finding mission interviewed Shiraz Masih [83] in Islamabad, the son of a sanitary worker who was killed while unclogging a gutter a few years ago. According to Shiraz, his father, Ilyas, was overseeing the process unblocking a gutter when one of his colleagues lost consciousness inside the manhole.[84] With no other options, Ilyas himself went into the gutter to save his colleague, but the ladder broke two steps into his descent.[85] According to Masih, the gutter was only 5 minutes away from the fire brigade, but no one came to help his father and colleague. The CDA arrived 2.5 hours later, and removed the bodies from the gutter. The chairman of the CDA temporarily suspended two of the supervisors who had been present at the scene, and gave Masih's family PKR 100,000 as compensation. The CDA promised Ilyas's son, Shiraz, a job. Ilyas's wife put forth a condition that her son would not be a sanitary worker, and so Shiraz was placed as a helper in an office instead.[86] In addition, the CDA told Ilyas's wife that their children would be put in schools for free; however, Shiraz said that nothing came of that promise.[87]

In a similar case in 2017, sanitary worker Irfan Masih was rushed to the hospital during

---

[81] "MCI Sanitary Workers Vulnerable to Exploitation" (Pakistan Today, April 7, 2019), https://archive.pakistantoday.com.pk/2019/04/07/mci-sanitary-workers-vulnerable-to-exploitation/amp/.
[82] Asif Aqeel and Julia Bicknell, "Pakistan Sewage Workers' Widows Pressured to Drop Criminal Negligence Cases," World Watch Monitor (World Watch Monitor, January 19, 2022), https://www.worldwatchmonitor.org/2021/11/pakistan-sewage-workers-widows-pressured-to-drop-criminal-negligence-cases/.
[83] Name changed to protect his identity.
[84] Khushbakht Sohail and Shiraz Masih. Interview with Shiraz Masih. Personal, February 14, 2022.
[85] Ibid.
[86] Ibid.
[87] Ibid.

Ramadan in critical condition after nearly asphyxiating from the fumes and gases released in the gutter. The doctor on duty refused to touch him or see him, saying that Masih was **'impure'** and that because the doctor was fasting, he could not help him.[88] Witnesses say that two other doctors followed the first one, including the chief doctor at the hospital, but all three refused to touch Irfan Masih, and watched him die.[89] This is also a violation of Islamic principles. The chief of the hospital later denied these allegations, stating that Irfan Masih was already dead when he came to the hospital. However, eyewitnesses, including his cousin and a local journalist, insist that Irfan was alive.

The dismal state of affairs requires uniform policies with regard to situations involving the possible death or injury of such employees. However, the Government response is ad hoc and subjective. In high profile cases well covered by the media, there is some sort of compensation given to the families of the dead. In 2017, after Irfan Masih died when doctors refused to treat him, the Christian community took to the streets with his body, refusing to bury him until they could be assured of justice. They staged a sit-in for 7 hours, and although the doctor in question, Dr. Kumbhar was arrested, he was released on bail soon after. Irfan Masih's family was given PKR 01 million rupees as compensation, but his mother, Arshad Bibi, demands justice, not payment.[90] Irfan Masih's family remains waiting to this day.

Similarly, in the case of Nadeem and Faisal Masih, justice is yet to be served. Their widows filed a case for criminal negligence against supervisors at the Sargodha Municipal Corporation (SMC), citing that Nadeem and Faisal were forced to go into the manholes by supervisors who were aware of the risks.[91] If criminal negligence had been proven in this case, the first of its kind to be filed in Pakistan, the families of Nadeem and Faisal would have received approximately PKR Rs. 13 million each.[92] Under pressure however, the widows of both men eventually dropped the case after being given PKR Rs. 500,000. Although the supervisors from the SMC were initially arrested, they were released on bail and went back to work shortly after. Mariam, Nadeem Masih's widow, told reporters that she had no choice but to settle; she had to provide for her family and the SMC was withholding Faisal's pay on the grounds that he had taken too many days off.[93] Their 17-year-old son had already been forced to turn to sanitary work like his father, with no other livelihood options available to him.

These were two well publicised cases of discrimination against sanitary workers, and one personal interview. There are many other cases of sanitation workers who faced injury, prolonged sickness, or death, where the victims and their families received no compensation, recognition, or justice.

---

[88] "The Last Hours of a Christian Sanitary Worker in Pakistan," BBC News (BBC, June 11, 2017), https://www.bbc.com/news/world-asia-40203982.
[89] Ibid.
[90] Ibid.
[91] Asif Aqeel and Julia Bicknell, "Pakistan Sewage Workers' Widows Pressured to Drop Criminal Negligence Cases," World Watch Monitor (World Watch Monitor, January 19, 2022).
[92] Ibid.
[93] Ibid.

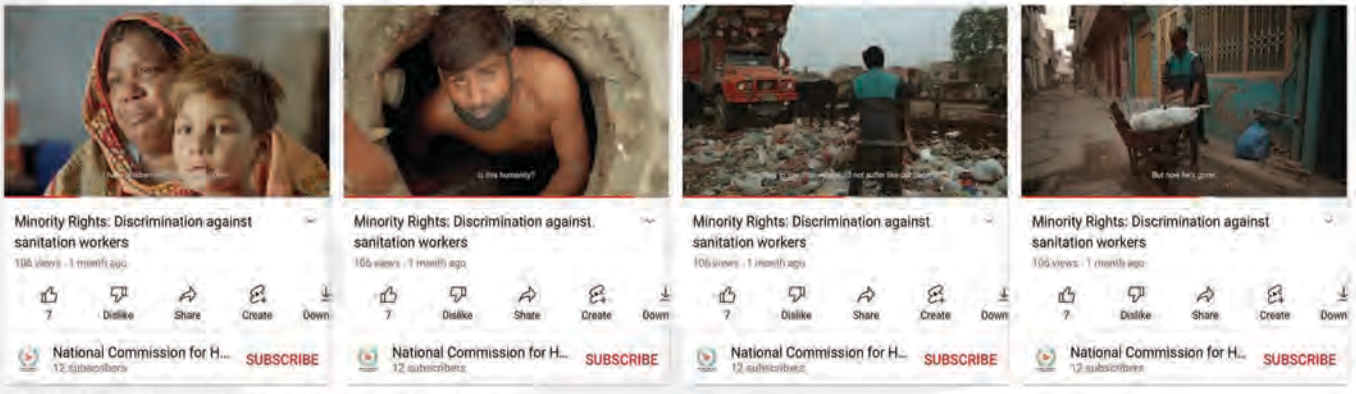
CHAPTER 7

CONCLUSION AND RECOMMENDATIONS

During the writing of this report, another two minority sanitary workers, Ashraf and Arjun Lal, died while cleaning a drain at the Karachi Port in January 2022.[94] They were not permanent employees of the Karachi Port Authority (KPA), but were daily wagers. There death was a blip on the news and soon forgotten. Prejudicial attitudes and discrimination in jobs towards minorities must be addressed. The Government must reiterate its commitment to affirmative action, and protect minorities against unfair action and practices. The minority job quota was conceived as affirmative action, but unfortunately became a tool of oppression. Fulfilling the minority employment quota across different posts and grades equitably will reduce inequality and increase economic well being.

The United Nations Sustainable Development Goal 6 demands 'Clean Water and Sanitation for All' by 2030. It is an important and lofty goal, considering that the majority of diseases in the world are water borne, and over 1.7 billion people do not have access to basic sanitation.[95] However, SDG 6 cannot be achieved at the expense of SDG 8, which demands decent work for all people. The human rights of a minority population must not be compromised in order to ensure sanitation for the majority. Sanitary workers must be given safe and decent work conditions, and bias in the recruitment of sanitary workers must end.

In the past decade, a plethora of evidence has come forward surrounding the discrimination that minorities face, especially those that engage in dangerous and hazardous sanitary work. The Center for Law and Justice, the Pakistan Partnership Initiative, Dr. Suddle's One Man Commission on the Implementation of Minority Rights, the All-Party Parliamentary Group for Pakistani Minorities have all highlighted different aspects of discrimination against minorities. However, none of these groups have the punitive powers or the broad mandate of the National Commission for Human Rights (NCHR), which has taken upon itself the task of rectifying this injustice and ensuring the implementation of the Constitution in letter and spirit.



Stills from the NCHR film launched online

[94] Aamir Majeed, "Six Die in Workplace Mishaps in Karachi: Samaa," Samaa Urdu (Samaa Urdu, January 3, 2022), https://www.samaa.tv/news/2022/01/deaths-workplace-mishaps-in-karachi/.
[95] Carla Prater and Susan Springate, "Sanitation workers: The forgotten frontline workers during the COVID-19 pandemic," (WaterAid, 2021),p.7.https://washmatters.wateraid.org/sites/g/files/jkxoof256/files/sanitation-workers-the-forgotten-frontline-workers-during-the-covid-19-pandemic_1.pdf

The NCHR's campaign; 'Stop Systemic Discrimination Against Minorities,' kicked off with a launch event in Islamabad, where a short film about Faisal and Nadeem Fasih was premiered, highlighting the tragic loss of the two in the gutters of Sargodha. A large gathering of civil society and media were apprised of the unjust situation in the hiring and retention of Christian sanitary workers. Minority experts were interviewed as were many sanitary workers in Punjab and Sindh. The online campaign alone reached approximately 5.3 million people across multiple social media platforms, including Youtube, Twitter, Facebook, and Instagram.



Influential celebrities Ahsan Khan, Ushna Shah, Afia Salam and Azan Sami speak about NCHR's Campaign to raise awareness regarding discrimination against minorities.

After ascertaining facts and securing over 300 discriminatory advertisement from throughout the country, NCHR issued letters to the Chief Secretaries of each province, demanding an end to discrimination against minority citizens in Pakistan and questioning the unconstitutional methods of employment. Furthermore, NCHR demanded that each Chief Secretary, move summary to the Cabinet for the following actions as pertaining to each provincial government:

a) Declare all discriminatory advertisements as illegal, unlawful and against the Constitution of Pakistan;
b) Restrain all government institutions and departments within the preview of the provincialGovernment from adopting, approving or following any practice and policy of issuing discriminatory advertisement;
c) Issue directives to the Information Department, particularly the Press Information Department to ban publication of such advertisements;
d) Move for affirmative action/introduction of policies for the uplift and empowerment of the minority citizens of the concerned province.

Moreover, as a part of NCHR's fact finding mission, NCHR interviewed the surviving son of Ilyas Masih, who succumbed to poisonous gases in the gutter; consulted Dr. Shoaib Suddle of the One Man Commission on the Implementation of Minority Rights; spoke to the founders of the 'Sweepers are Superheros' campaign Mary Gill James and Asif Aqeel; consulted with Mr. Naeem Sadiq, a human rights defender in Karachi who has been demanding information from municipal corporations regarding the wages of sanitary workers under the Right to Information Act; interviewed Mr. Sooba Bhatti, an advocate from the Christian community in Hyderabad and the son of a sanitary worker; among many other consultations with civil society organizations working on this issue. Recommendations have been formed on the basis of a review of government policy, the quota system, available literature, correspondence with government entities and through personal interviews with relevant stakeholders. (Please see Annexure B for a complete list of stakeholders consulted.) NCHR has received written commitments from the

Federal as well as provincial governments ensuring that they will comply with the demands of NCHR and closely monitor any violations in hiring or retention of Christian sanitary workers. While NCHR respects the responses received from all concerned, it reserves its right to seek legal recourse if violations continue.

On the basis of this research and fact finding, the NCHR puts forth the following recommendations compiled into two categories:Ensuring Protection and Ending Discrimination as under

Recommendations to Ensure the Protection of Sanitary Workers:

1. Ensure that manual unclogging of the sewers is replaced by machine unclogging. No human being should have to manually unclog a gutter. All municipal corporations must be provided with adequate machines to unclog the gutters.

2. Ensure that no sanitary worker is forced to go into the sewage system without proper Personal Protective equipment (PPE), gas masks, oxygen tanks, etc.

3. Hold the agencies responsible for sanitary work, including municipal corporations, sanitation boards and third-party contractors, accountable when sanitary workers are injured, suffer from disease, or die due to the nature of their work.

4. Ensure that each sanitary worker is paid a living wage, hazard pay, and register each worker with the EOBI to ensure social security, medical leave and holidays. If sanitary workers are asked to come in outside of their work hours, they must be paid overtime. Legally, even if the government outsources the hiring of sanitary workers to a third party contractor, the government itself is responsible for ensuring that the contractor pays its employees fair wages and complies with labour laws.

5. Ensure that Rescue Services are equipped with proper PPE and have been trained in how to rescue sanitary workers from sewers.

6. In cases where doctors refuse to treat sanitary workers, strict action should be taken against them and they should be held accountable for criminal negligence.

7. Raise the wages of sanitary workers by 100% in line with the hazardous work they engage in.

Recommendations to End Discrimination Against Minorities with Reference to the Job Quota:

1. Immediately ban discriminatory job advertisements and add compliance to the Performance Agreements of each government department. This will ensure that each department is held to account for non-compliance.

2. Empower Dr. Shoaib Suddle's One Man Commission and transform it into a statutory body that can monitor compliance of both the minority employment quota and the hiring policy regarding non Muslims by provincial and federal governments.

3. Institute diversity trainings for each government department prior to recruitment for vacant posts. This will reinforce the importance of hiring minorities, teach stakeholders to identify unconscious bias, and ensure stakeholder buy-in from the department.

4. Issue notifications to each government department directing that the 5% quota cannot be fulfilled by BPS-01 category posts alone, and the quota must be applied to all vacancies.

5. Ensure implementation of the quota by requiring government departments to submit implementation plans and compliance reports every year detailing the number of minority vacancies filled and the reasons for vacant posts.

6. Set up a complaint portal or facilitate discrimination complaints from minority candidates who qualify for government jobs other than sanitary worker, but are told they can only apply to those posts.

7. Ensure transparency by requiring that the government publicly posts the number of minorities employed by the federal and provincial governments each year. In addition, each ministry should publicly announce how many minorities they employ every year and in what grade; and the ministry which is most minority friendly should be recognized publicly.

8. Introduce and implement a 5% minority quota in higher education institutes, including universities and vocational training schools, in order to fully embrace the idea of affirmative action and ensure that minority candidates have the opportunity and ability to qualify for posts in higher grades. This minority quota for education should be supplemented by scholarships for deserving but financially weak minority students.

9. Clearly advertise the 5% minority quota(s) in order to make sure that minority candidates are aware of this facility.

ANNEXURE A

Annexii

GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION

No.4/15/94-R-2 Islamabad, the 26th May, 2009

OFFICE MEMORANDUM

Subject: **RESERVATION OF 05% QUOTA FOR EMPLOYMENT OF MINORITIES (NON MUSLIMS) ACROSS THE BOARD IN FEDERAL GOVERNMENT SERVICES / JOBS**

The undersigned is directed to state that it has been decided by the Federal Government to reserve, with immediate effect, 05% quota for employment of Minorities (Non-Muslims), as defined in Article 260(3)(b) of the Constitution of the Islamic Republic of Pakistan 1973, to all posts across the board in the Federal Government Services/jobs to be filled by direct recruitment including CSS, in addition to their participation in the open merit.

2. This reservation will have the same parameters as were prescribed for reservation of quota for women vide Establishment Division's O.M.No.4/15/2006-R.2 dated 22.5.2007 and will count as part of overall provincial allocation as contained in the Establishment Division's O.M.No.4/10/2006 R-2, dated 12.2.2007 and will be calculated against the quota of the province of origin of the Minority (Non-Muslim) candidate concerned.

3. The above reservation will not apply to:-

i). the percentage of vacancies reserved for recruitment on the basis of merit;
ii). recruitment made by promotion or transfer in accordance with the relevant rules.
iii). short terms vacancies likely to last for less than six months; and
iv). isolated posts in which vacancies occur only occasionally;

4. The vacancies reserved for Minorities (Non-Muslims) for which qualified candidates are not available shall be carried forward and filled by Minority (Non-Muslim) candidates.

5. These orders shall also apply to initial appointments in all attached departments/autonomous/semi autonomous bodies/corporations/Public corporations and Companies etc. administratively controlled by the Federal Government.

6. Ministries/Divisions are requested to kindly bring the above instructions to the notice of all concerned for information and compliance while making future recruitment.

7. For removal of any difficulty the interpretation of the Establishment Division shall be final.

(Riaz Hussain)
Deputy Secretary

ALL SECRETARIES/ADDITIONAL SECRETARIES INCHARGE MINISTRIES/DIVISIONS.

ANNEXURE B

List of Stakeholders Consulted Throughout NCHR's Fact Finding Mission

No.	Name	Organization
1	Aaminah Qadir	Lawyer
2	Aamir Amjad	Friedrich Naumann Foundation
3	Akhtar Bhatti	Water and Sanitation Agency, Rawalpindi
4	Anis Haroon	NCHR Member, Sindh
5	Ashraf Mall	Pakistan Partnership Initiative
6	Asif Aqeel	Center for Law and Justice
7	Dileep Doshi	Lawyer
8	Faisal Khan	Lawyer
9	Ghulam Muhammad Naz	All Pakistan Workers Federation
10	Jennifer Jan Jivan	Christian Study Circle
11	Maham Sarfraz	Lawyer
12	Manzoor Masih	NCHR Member, Minorities
13	Mary James	Gill Center for Law and Justice
14	Mian Waqar Ahmed	Lawyer
15	Myra Imran	Journalist
16	Naeem Sadiq	I ndependent Human Rights Activist, Sindh
17	Padri Shahid Raza	All Pakistan Christian Association
18	Saima Khokhar	Lawyer
19	Sara Malkani	Lawyer
20	Sarfraz Masih	CDA
21	Sebastian Justin	Interchurch Organization for Development Cooperation
22	Shiraz Masih	CDA
23	Shoaib Suddle	One Man Commission for the Implementation of Minority Rights
24	Sooba Bhatti	Lawyer
25	Waris Masih	CDA

ANNEXURE C

No. 2(2)2022-Legal (NCHR)
GOVERNMENT OF PAKISTAN
NATIONAL COMMISSION FOR HUMAN RIGHTS
5th Floor Evacuee Trust Complex, F-5/1,
Agha Khan Road, Islamabad.

NATIONAL COMMISSION FOR HUMAN RIGHTS

CHAIRPERSON
Tel:051-9216771
Fax:051-9216772

Islamabad, the 21st January, 2022

Subject: - **PROVISION OF INFORMATION REGARDING MINORITY QUOTA AND RECRUITMENT RULES, POLICIES ADMINISTRATIVE ORDERS WITH REGARDS TO ADVERTISEMENT AND RECRUITMENT OF SANITARY WORKERS**

Dear Sir,

The National Commission of Human Rights (NCHR) was established under the National Commission for Human Rights Act, 2012. The NCHR Act, 2012 stipulates a broad mandate for the promotion, protection and fulfillment of fundamental human rights as provided for in the Constitution of Pakistan and international Human Rights treaties. Besides this, the Commission also provides input to ensure compliance on commitments made under Generalized Scheme of Preferences (GSP+) Status which facilitates Pakistan's exports to the EU and the SDGs. The effective functioning of the Commission serves as link between international and regional Human Rights machinery within the national context pursuant to Paris Principles of 1993.

2. Within its powers as a civil court the Commission can call for public records and review safeguards provided under the Constitution and laws of Pakistan and recommend the adoption and/or amendment of laws and policies.

3. In this regard, the Commission intends to review legislations/ policy/ administrative measures taken to ensure adequate representation and inclusion of minorities in the government sector. For this purpose, it is requested that following policies/ guidelines/legislation/ administrative orders may kindly be shared with the

---

The letters in Annexure C were also sent to the Chief Secretaries of each province, in addition to the Federal Establishment Division.

Commission enabling it to review the steps taken by government to uplift the status of minorities in Pakistan;

i. Recruitment policies (if any) of officers from BPS 1-17 which are specific for minorities

ii. Quota for minorities and percentage of posts occupied against them.

iii. Policy/ rules/ administrative orders for advertising and hiring of sanitary workers.

4. The requested data may kindly be shared at the earliest.

Yours Sincerely,

(Rabiya Javeri Agha)

The Secretary,
Establishment Division,
Government of Pakistan,
Islamabad.

No. 2(113)2021-(NCHR)
GOVERNMENT OF PAKISTAN
NATIONAL COMMISSION FOR HUMAN RIGHTS
5th Floor Evacuee Trust Complex, F-5/1,
Agha Khan Road, Islamabad.

NATIONAL COMMISSION FOR HUMAN RIGHTS

CHAIRPERSON
Tel:051-9216771
Fax:051-9216772

Islamabad, the 26th January, 2022

SUBJECT: **URGENT APPEAL TO END DISCRIMINATION AGAINST MINORITY CITIZENS OF PAKISTAN**

Dear Dr. Mazari,

The National Commission for Human Rights (NCHR) is a statutory body set up under the NCHR Act XVI of 2012, in accordance with the Paris Principles.

The NCHR Act, 2012 stipulates a broad and overarching mandate for the promotion and protection of human rights, as provided for in Pakistan's Constitution, domestic law and international treaties. Amidst others, the primary functions of the NCHR include investigating into allegations of human rights abuses and advising the Government on legislative, policy and administrative matters pertaining to the situation of human rights in the country.

As Chairperson of the NCHR, I would like to bring to your notice, the systemic discrimination in employment of sanitary workers in Pakistan. In 2009, the government introduced a quota of 5% for minorities on all federal and provincial Government posts. According to the Annual Statistical Bulletin of Federal Government Employees (2017–18) however, only 2.8% of employees were minority citizens with most of them concentrated in low paid work. Even though Christians constitute 1.6 % of the population of Pakistan, they represent over 80% of the sanitation workforce.

Data collected by World Watch Monitor states that 824 out of 935 sanitation workers in the Peshawar Municipal Corporation are Christian. About 6,000 out of 7,894 sanitation workers in the Lahore Waste Management Company are Christian. And 768 out of 978 workers in the Quetta Municipal Corporation are Christian. Islamabad's Capital Development Authority (CDA) has 1,500 sanitation workers and all of them are Christian.[1]

Most disturbingly, there is ample evidence to demonstrate that government organizations meet the minority quota requirement by advertising sanitation jobs and other low paying work as exclusively for Christians or other Non-Muslims. Despite notifications by various Government departments - amending eligibility rules for sanitation workers to remove the condition of 'Non-Muslims Only,' - most job advertisements for sanitation workers in newspapers across the country continue to include this precondition. In 2021, the Government of Sindh placed over 100 such discriminatory newspaper advertisements.

[1] Akbar Bajwa, "Ending Discrimination: Eligibility Rules Changed for Sanitation Jobs," The Express Tribune (ExpressTribune, November 29, 2015)

In light of this, The NCHR on 25th January, 2022 launched an awareness campaign on the systemic discrimination in advertisement and hiring of non-Muslims for sanitation/sweeper positions.

It is pertinent to stress that advertisements discriminating on the basis of religion are in violation of Article 27 (1) of the Constitution of Pakistan, which safeguards against discrimination in services and states, "No citizen otherwise qualified for appointment in the service of Pakistan shall be discriminated against in respect of any such appointment on the ground only of race, religion, caste, sex, residence or place of birth." Moreover, Article 1 of the Universal Declaration of Human Rights describes: "All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood." The demand to treat all citizens equally is also reflected in Articles 1-7 of the United Nations Convention on the elimination of Racial Discrimination (CERD), ratified by Pakistan in 1966.

In lieu of the foregoing, NCHR requests the Ministry of Human Rights to move summary to Cabinet for the following actions as pertaining to the Federal Government:

a) Declare all discriminatory advertisements as illegal, unlawful and against the Constitution of Pakistan;
b) Restrain all government institutions and departments within the preview of the Federal Government from adopting, approving or following any practice and policy of issuing discriminatory advertisement;
c) Issue directives to the Ministry of Information, particularly the Press Information Department to ban publication of such advertisements;
d) Move for affirmative action/introduction of policies for the uplift and empowerment of the minority citizens of Pakistan

The National Commission for Human Rights hopes that this matter is accorded the highest priority and looks forward to a quick response.

Yours Sincerely,

(Rabiya Javeri Agha)

Dr. Shireen M. Mazari,
Federal Minister of Human Rights
9th Floor, New Pak Secretariat,
Kohsar Block, Sector F-5,
Islamabad

Cc.

Federal Secretary for the Ministry of Human Rights,

ANNEXURE D

Government of Pakistan
Cabinet Secretariat
Establishment Division
***

No. 4/15/94-R-II

Islamabad, the 2nd Feb, 2022

Ms. Rabia Javeri Agha,
Chairperson,
National Commission for Human Rights,
5th Floor, Evacuee Trust Complex, F-5/1 Agha Khan Road,
Islamabad.

Subject:- **PROVISION OF INFORMATION REGARDING MINORITY QUOTA AND RECRUITMENT RULES, POLICIES ADMINISTRATIVE ORDERS WITH REGARDS TO ADVERTISEMENT AND RECRUITMENT OF SANITARY WORKERS.**

Dear Madam,

Chairman NCHR Diary No. 2 Dated 02-02-2022

I am directed to refer to your letter No. 2(2) 2022-Legal/(NCHR) dated 21.01.2022 on the subject and to enclose herewith the requisite documents, as detailed below:

i) Recruitment policy for the Federal Services/ Autonomous Bodies/ Corporations issued vide Establishment Division's O.M. No. 53/1/2008-SP dated 22-10-2014 (this policy is not specific for minorities but calls for observance of minority quota in recruitments). **(Annex-I).**

ii) Reservation of 5% Quota for Employment of Minorities (Non-Muslims) Across the Board in Federal services/ Jobs issued vide this Division's OM. No. 4/15/94-R-II dated 26-05-2009 **(Annex-II).**

iii) Observance of 5% Minorities Quota in Federal Government issued vide Establishment Division's OM. No. 4/15/94-R-II dated 13-09-2021(for advertising and hiring of sanitary workers) **(Annex-III).**

iv) Data reflecting status of number of posts filled-in against 5% minority quota as provided by Pakistan Public Administration Research Centre **(Annex-IV).**

Encl: As above

(Zafar Ismail)
Deputy Secretar (R-I)
Phone: 9206885

Put consolidate 8/2

Annexure

IMMEDIATE

GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION
****

No.F.53/1/2008-SP

Islamabad, the 22nd October, 2014

OFFICE MEMORANDUM

Subject: Recruitment Policy for the Federal Services/Autonomous Bodies/ Corporations

The undersigned is directed to refer to this Division's O.M.No.4/1/93-R.I dated 25-9-2014 regarding lifting of ban on recruitment under the Federal Government and to state that Ministries/Divisions/Attached Departments/Subordinate Offices/Autonomous Bodies/Semi-Autonomous Bodies/Corporations/Companies/Authorities etc are required to follow the recruitment policy as under:-

(i) Recruitment to posts in BPS-16 and above shall continue to be made through the Federal Public Service Commission as hitherto fore.

(ii) Initial appointment to posts which are required to be made on All-Pakistan basis shall be made under rule-14 of the Civil Servants (Appointment, Promotion & Transfer) Rules, 1973.

(iii) Initial appointment to posts in BPS-3 to BPS-15 and equivalent in offices which are required to serve only in a particular Province/Region shall be filled by appointment of persons domiciled in the Province/Region concerned under rule-15 of the Civil Servants (Appointment, Promotion & Transfer) Rules, 1973.

(iv) Vacancies in posts in BPS-1 and BPS-2 and equivalent shall ordinarily be filled on local basis under rule-16 of the Civil Servants (Appointment, Promotion & Transfer) Rules, 1973.

(v) Initial appointment shall be made strictly in accordance with the provisions contained in the Recruitment Rules of the post concerned. In the absence of Recruitment Rules, Ministries/Divisions/Attached Departments/Subordinate Offices/Autonomous Bodies/Semi-Autonomous Bodies/Corporations/Companies/Authorities etc are first required to frame the Recruitment Rules and lay down the eligibility conditions for such appointments. No recruitment shall be made in the absence of approved Recruitment Rules.

(vi) NOC from the Surplus Pool of Establishment Division shall continue to be obtained for all recruitment.

(vii) The vacancies in each Ministry/Division/Department/Autonomous Body/Corporation, as per the Provincial/Regional quota etc, shall be advertised through widely published National/Provincial/Regional newspapers.

contd...p/2

(viii) Minimum of 15-days' time limit may be given for receipt of applications.

(ix) Applicants may be required to apply on a prescribed format without being asked for copies of educational qualification etc. However, at the time of written test/interview, the candidates may be asked to bring with them original certificates/documents for satisfaction of the authority.

(x) Regional/Provincial quota, Women quota, Minorities (Non-Muslim) quota and Disabled Persons quota, or any other quota prescribed from time to time, should expressly and clearly be indicated against the vacant post(s) advertised.

(xi) Required qualification and age limit as provided in the Recruitment Rules, including general age relaxation, should also be clearly laid down in the advertisement.

(xii) Vacancies in posts should be filled only against the approved sanctioned strength of the said category.

(xiii) Ministries/Divisions/Departments/Attached Departments/Sub-ordinate Offices/Autonomous Bodies/Semi-Autonomous Bodies/Corporations/ Authorities etc are required to finalize the recruitment within 60 days from the date of advertisement.

(xiv) Deficiency in the existing Provincial/Regional representation, if any, in the Federal Services including Autonomous/Semi-Autonomous Bodies may be adjusted.

(xv) Administrative Ministries/Divisions shall ensure merit and transparency in the recruitment process at all levels.

(xvi) The candidates using or attempting to use any extraneous influence at any level shall be liable to be disqualified.

(xvii) Draft advertisements to be published for recruitment may be submitted to Establishment Division for routing of same to Ministry of Information, Broadcasting and National Heritage. No direct advertisements would be placed by any organization.

2. The above decisions are being circulated for strict compliance and for taking necessary action in the matter.

(Atiq Hussain Khokhar)
Director General-V
Management Services Wing
Tel: 051-9103482

All Ministries/Divisions,
Rawalpindi/Islamabad

Annexii

GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION

No.4/15/94-R-2 Islamabad, the 26th May, 2009

OFFICE MEMORANDUM

Subject: **RESERVATION OF 05% QUOTA FOR EMPLOYMENT OF MINORITIES (NON MUSLIMS) ACROSS THE BOARD IN FEDERAL GOVERNMENT SERVICES / JOBS**

The undersigned is directed to state that it has been decided by the Federal Government to reserve, with immediate effect, 05% quota for employment of Minorities (Non-Muslims), as defined in Article 260(3)(b) of the Constitution of the Islamic Republic of Pakistan 1973, to all posts across the board in the Federal Government Services/jobs to be filled by direct recruitment including CSS, in addition to their participation in the open merit.

2. This reservation will have the same parameters as were prescribed for reservation of quota for women vide Establishment Division's O.M.No.4/15/2006-R.2 dated 22.5.2007 and will count as part of overall provincial allocation as contained in the Establishment Division's O.M.No.4/10/2006 R-2, dated 12.2.2007 and will be calculated against the quota of the province of origin of the Minority (Non-Muslim) candidate concerned.

3. The above reservation will not apply to:-

i). the percentage of vacancies reserved for recruitment on the basis of merit;
ii). recruitment made by promotion or transfer in accordance with the relevant rules.
iii). short terms vacancies likely to last for less than six months; and
iv). isolated posts in which vacancies occur only occasionally;

4. The vacancies reserved for Minorities (Non-Muslims) for which qualified candidates are not available shall be carried forward and filled by Minority (Non-Muslim) candidates.

5. These orders shall also apply to initial appointments in all attached departments/autonomous/semi autonomous bodies/corporations/Public corporations and Companies etc. administratively controlled by the Federal Government.

6. Ministries/Divisions are requested to kindly bring the above instructions to the notice of all concerned for information and compliance while making future recruitment.

7. For removal of any difficulty the interpretation of the Establishment Division shall be final.

(Riaz Hussain)
Deputy Secretary

ALL SECRETARIES/ADDITIONAL SECRETARIES INCHARGE MINISTRIES/DIVISIONS.

Annexure

GOVERNMENT OF PAKISTAN.
CABINET SECRETARIAT
ESTABLISHMENT DIVISION

****

No. 4/15/94-R-II

Islamabad, the 13th September, 2021

OFFICE MEMORANDUM

SUBJECT:- OBSERVANCE OF 5% 'MINORITIES QUOTA' IN FEDERAL GOVERNMENT

The undersigned is directed to state that in order to ensure full compliance and observance of 5% 'Minority Quota' in vacancies across the board in Federal Government Ministries / Divisions/ Attached Departments / Subordinate offices / Autonomous Bodies / Semi-autonomous Bodies and Corporations, etc, following instructions may be adhered to:-

i) Observance of 5% 'Minorities Quota' across the board including posts to be filled in through Competitive Examination, in addition to their participation in the open merit.

ii) Ensure filling of all vacancies of "Minority Quota" in Federal Government Ministries / Divisions Attached Departments / Subordinate offices Autonomous Bodies / Semi-autonomous Bodies and Corporations, etc.

iii) Refrain from publishing discriminatory advertisements that indicate that only non-Muslims would be considered for certain BS-1 level positions i.e. Sweepers / Sanitary Workers. This is clarified that "Minority Quota" applies across the board and not meant only for aforementioned specific posts.

iv) All Federal Government Ministries / Divisions/ Attached Departments / Subordinate offices / Autonomous Bodies / Semi-autonomous Bodies and Corporations etc. whilst advertising vacancies, should make sure that the 'Minority Quota' is properly calculated and reflected in the advertisements, to enable all eligible candidates to apply against the quota.

2. These instructions are circulated for strict compliance.

(Muhammad Ijaz Khan)
Section Officer (R-II)

All Secretaries / Additional Secretaries In-charge
Of Ministries / Divisions, Islamabad / Rawalpindi

DETAIL OF IDENTIFIED VACANT POSTS AND NOMENCLATURE OF VACANT POSTS AGAINST 5 % MINORITY QUOTA IN MINISTRIES/ DIVISIONS/ ATTACHED DEPARTMENTS/ CONSTITUTIONAL BODIES/ AUTONOMOUS BODIES

Divisions	Attached Department / Autonomous Bodies	Identified Vacant Posts/ Under process	Nomenclature of vacant posts against 5 % minority quota
1. Cabinet Division	Main, Islamabad	0	-
Attached Departments	Department of Communications Security, Islamabad	0	Nil
Corporations / Autonomous Bodies	Abandoned Properties Organization (APO), Islamabad, Karachi.	0	-
	Frequency Allocation Board, Islamabad.	0	-
	Oil and Gas Regulatory Authority, Islamabad.	1	1. Office Attendent
	Pakistan Tourism Development Corporation, Rawalpindi, Lahore, Islamabad.	4	1. ATO (G-V) 2. Clerk (G-III) 3. Sanitary Worker (G-1)
	Printing Corporation of Pakistan (Pvt.) Ltd., Islamabad.	0	7 employees are in surplus.
	Public Procurement Regulatory Authority, Islamabad.	4	1. Assistant 2. Stenotypist
	Naya Pakistan Housing & Development Authority		Nil
2. Climate Change Division	Main, Islamabad.	0	-
3. Commerce Division	Main, Islamabad.	16	-
Attached Departments	Directorate General of Trade Organizations, Islamabad.	0	-
	Pakistan Institute of Trade and Development, Islamabad.	0	-
	Trade Development Authority of Pakistan, Karachi.	2	-
Corporations / Autonomous Bodies	Intellectual Property Organization of Pakistan (The Patent Office + Trade Marks Registry + Central Copy Right Office), Islamabad.	0	-
	National Insurance Company Limited, Karachi.	0	-
	National Tariff Commission, Islamabad.	0	-
	Pakistan Horticulture Development and Export Company, Islamabad.		Nil
	State Life Insurance Corporation of Pakistan, Karachi.	0	-
	Pakistan Expo Centre Private Limited	1	-
	Trade Dispute Resolution Organization		Nil
	Trading Corporation of Pakistan (Pvt.) Ltd., Karachi.	8	-
4. Communications Division	Main, Islamabad.	0	

Attached Departments	National Highways & Motorways Police, Islamabad.	91	1. Doctor (BS-18) 2. Computer Operator (BS-16) 3. Helper/ Cook (BS-01) 4. Washerman (BS-01) 5. Barber (BS-01) 6. Helper (BS-01)
	National Transport Research Centre, Islamabad	3	
	National Highway Authority, Islamabad.	41	1. Dy. Director (Engr) (BS-18) 2. Asst Director (Engr) (BS-17) 3. Inspector (BS-16) 4. APS (BS-16) 5. Office Assistant (BS-15) 6 Computer Operator (BS-14) 7. Stenotypist (BS-14) 8. Lab. Tech. (BS-11) 9. UDC (BS-11) 10. LDC (BS-09) 11. Patwari (BS-05) 12. Driver / DR (BS-04 13. Naib Qasid (BS-02)
	Directorate General, Pakistan Post	389	-
5. Defence Division	Main, Rawalpindi.	1	-
6. Defence Production	Main, Rawalpindi.		
Corporations / Autonomous Bodies	Heavy Industries Taxila Board, Taxila Cantt.	65	
	Heavy Industries Taxila Board, Taxila.		
	Pakistan Aeronautical Complex Board, Kamra.		
	Pakistan Ordnance Factories Board, Wah Cantt.	124	-
7. Economic Affairs Division, Islamabad.		2	1. Stenotypist (BS-14) 2. UDC (BS-11)
8. Establishment Division	Main, Islamabad.	2	1. Assistant (BS-15) 2. Stenotypist (BS-14)
Attached Departments	Akhtar Hameed Khan National Centre for Rural Development, Islamabad.	0	-
	M S, Wing, Establishment Division, Islamabad.	0	-
	Federal Public Service Commission, Islamabad.	1	1. Stenotypist (BS-14) (Advertised)
	Secretariat Training Institute, Islamabad.		
	Staff Welfare Organization, Islamabad.	3	Instructor (BS-11) Offer letter issued
9. Finance Division	Main, Islamabad.	0	-
Attached Departments	Finance (Military), Rawalpindi.	0	-
	Central Directorate of National Savings, Islamabad.	64	-

	Controller General of Accounts HQ, Islamabad.		
	Federal Treasury Office, Islamabad		
	Office of the Auditor General of Pakistan HQ, Islamabad.	78	-
	Pakistan Mint, Lahore.	0	-
Corporations / Autonomous Bodies	Competition Commission of Pakistan, Islamabad.	1	-
	Financial Monitoring Unit, Karachi.	0	-
	First Women Bank Limited, Karachi.	0	-
	House Building Finance Company Limited, Karachi	3	-
	Securities & Exchange Commission of Pakistan, Islamabad.	12	-
	S.M.E. Bank Ltd., Islamabad.	13	-
	State Bank of Pakistan, Karachi.	15	-
10. Foreign Affairs Division Main, (Including Pakistan Missions Abroad), Islamabad.		48	-
11. Industries & Production Division	Main, Islamabad.	0	-
Attached Departments	Department of Explosives HQ, Rawalpindi.		
Corporations / Autonomous Bodies	Engineering Development Board, Islamabad.	0	-
	Export Processing Zones Authority, Karachi.	0	-
	National Productivity Organization, Islamabad.	0	-
	Pakistan Industrial Technical Assistance Centre, Lahore.	0	-
	Small and Medium Enterprise Development Authority, Lahore.	0	-
	Pakistan Steel Mills, Karachi.	0	-
	National Industrial Parks Development & Management Company	0	-
	Heavy Electrical Complex A Unit of State Enginering Corporation	0	-
12. Information Technology and Telecommunications Division	Main, Islamabad.	0	-
Attached Departments	National Information Technology Board , Islamabad.	0	-
	IGNITE (National Technology Fund), Islamabad		

Corporations / Autonomous Bodies	National Telecommunication Corporation, Islamabad	0	-
	Pakistan Telecommunication Employees Trust, Islamabad.		
	Pakistan Software Export Board, Islamabad	0	-
	Special Communication Organization Base Sihala	0	
13. Inter Provincial Coordination Division	Main, Islamabad.	0	-
Attached Departments	Department of Tourist Services, Islamabad.	0	-
	Federal Land Commission, Islamabad.	1	1. Sweeper (BS-01)
	Inter Board Committee of Chairman, Islamabad.		
	National Internship Programme, Islamabad.	0	-
Corporations / Autonomous Bodies	Pakistan Cricket Board, Lahore.		
	Pakistan Sports Board, Islamabad.	0	-
	Pakistan Veterinary Medical Council, Islamabad.	0	-
14. Interior Division	Main, Islamabad.	3	-
15. Kashmir Affairs & Gilgit Baltistan Division	Main, Islamabad.	1	1. Stenotypist (BS-14)
Attached Departments	Directorate of Health Services AK, Rawalpindi.	6	-
	Jammu and Kashmir Refugees Rehabilitation Organization, Islamabad.	6	-
	Office of the Administrator J & K State Property in Pakistan, Lahore.	0	-
16. Law & Justice Division	Main, Islamabad.		
	Law & Justice Commission of Pakistan, Islamabad.	0	-
Corporations / Autonomous Bodies	Federal Judicial Academy, Islamabad.		Nil
17. National Heritage & Culture Division	Main, Islamabad.	0	-
Attached Departments	Department of Archaeology & Museums, Islamabad.	0	-
	National Language Promotion Department, Islamabad.	0	-
	National Library of Pakistan, Islamabad.	0	-
	Quaid-i-Azam Academy, Islamabad, Karachi.	0	-
	Urdu Dictionary Board, Karachi.	0	-
	Urdu Science Board, Lahore.	0	-
Corporations / Autonomous Bodies	Aiwan-e-Iqbal Complex, Lahore.	0	-
	Iqbal Academy Pakistan, Lahore.	0	-

	National Institute of Folk & Traditional Heritage (Lokvirsa), Islamabad	2	-
	Pakistan Academy of Letters, Islamabad	5	-
	Pakistan National Council of the Arts, Islamabad	0	-
	National Academy of Performing Arts (NAPA)	0	-
	National Museum of Pakistan	0	-
	Quaid-i-Azam Mazar Management Board, Karachi.	0	-
18. Parliamentary Affairs Division, Islamabad.		1	-
19. Planning Development and Special Initiatives Division	Main, Islamabad.	6	1. APS (BS-16) 2. Stenotypist (BS-14) 3. Driver (BS-04)
Attached Departments	Jawaid Azfar Computer Centre, Islamabad.	0	**Nil**
	Pakistan Bureau of Statistics, Islamabad.	46	-
Corporations / Autonomous Bodies	Pakistan Environmental Planning and Architectural Consultants Limited, Islamabad.	0	-
20. Poverty Alleviation and Social Safety Division			
Corporations / Autonomous Bodies	Benazir Income Support Programme, Islamabad.	43	-
	Pakistan Bait-ul-Mall, Islamabad.	12	-
21. Power Division Islamabad.			
	Pakistan Electric Power Company (Pvt.) Limited, Lahore.	2785	-
22. Privatization Division, Islamabad.		0	-
Corporations / Autonomous Bodies	Privatization Commission, Islamabad.	1	Telephone Operator (PC-09)
22. Religious Affairs and Inter-faith Harmony Division	Main, Islamabad.	0	-
Attached Departments	Directorate of Hajj, (Over all Pakistan).	0	-
Corporations / Autonomous Bodies	Evacuee Trust Property Board, Lahore.	0	-
23. Revenue Division	Main, Islamabad.		
Attached Departments	Federal Board of Revenue Including (Customs, Central Excise Sales Tax & Incom Tax Departments), HQ, Islamabad.	0	-

24. Science & Technology Division, Islamabad.		0	-
Corporations / Autonomous Bodies	Council for Works & Housing Research, Karachi		
	COMSATS University, Islamabad	0	CUI, there are no seats reserved/ allocated for direct recruitment under 5% minority quota.
	National Institute of Electronics, Islamabad.	4	-
	National Institute of Oceanography, Karachi.	0	-
	Pakistan Council of Scientific & Industrial Research, Islamabad.	45	
	Pakistan Council of Renewable Energy Technologies, Islamabad.	9	Recently 01 A.D (T), BS-17 appointed through direct recruitment under minority quota has resigned due to moving abroad and 01 Sweeper, BS-01 has been superannuated. Moreover, PCRET has strictly followed 5 % minority quota in his upcoming recruitment and advertisement have been submitted for seeking NOC from Establishment Division.
	Pakistan Council of Research in Water Resources, Islamabad.	6	-
	Pakistan Council for Science & Technology, Islamabad.	0	-
	Pakistan Engineering Council, Islamabad.	9	-
	Pakistan Museum of Natural History, Islamabad.	0	-
	Pakistan National Accreditation Council, Islamabad.	0	-
	Pakistan Science Foundation, Islamabad.	0	-
	Pakistan Scientific and Technological Information Centre, Islamabad.	0	-
	Pakistan Standards & Quality Control Authority, Karachi.	1	1. Field Officer (BS-17)
	STEDEC Technology Commercialization Corporation of Pakistan (Pvt.) Limited, Lahore.	0	-
25. States and Frontier Regions Division	Main, Islamabad.		
Attached Departments	Chief Commissioner for Afghan Refugees, Islamabad, Lahore, Karachi, Quetta, Peshawar.		-
Corporations / Autonomous Bodies	Cadet College, Razmak (NWA).		
26. Water Resources Division	Main, Islamabad.		
Attached Departments	Office of the Chief Engineering Adviser Chairman Federal Flood Commission, Islamabad.	1	-
	Pakistan Commissioner for Indus Waters, Lahore.	1	-
Corporations / Autonomous Bodies	Indus River System Authority, Islamabad.	1	-

	Water & Power Development Authority, Lahore	0	-
Sub Total I			
27. President's Secretariat (Public), Islamabad.			
Corporations / Autonomous Bodies	National Disaster Management Authority, Islamabad.		
28. President's Secretariat (Personal), Islamabad.	-	0	-
29. Prime Minister's Office (Public)	Main, Islamabad.	4	1. APS (BS-16) 2. Driver (BS-04) 3. Naib Qasid (BS-01)
	Board of Investment, Islamabad.		
	Prime Minister's Inspection Commission, Islamabad.		
30. Prime Minister's Office (Internal), Islamabad.		0	
31. Council of Islamic Ideology, Islamabad.		0	
32. Election Commission of Pakistan	Main, Islamabad.	7	1. AD (EX-Cadre) (BS-17) 2. JPA (BS-14) 3. Sub-Assistant (BS-09) 4. Naib Qasid (BS-04)
	Provincial Election Commissioner, Punjab, Lahore	9	1. Election Officer (BS-17) 2. Junior P.A (BS-14) 3. Chowkidar (BS-01)
	Provincial Election Commissioner, Sindh, Karachi	12	
	Provincial Election Commissioner, KPK, Peshawar.	16	1. EO (BS-17) 2. JPA (BS-14) 3. DEO (BS-14) 4.Sub Assistant (BS-09) 5. Driver (BS-05) 6. Naib Qasid (BS-02) 7. Chowkidar (BS-02)
	Provincial Election Commissioner, Balochistan, Quetta.	9	1. Election Officer (BS-17) 2. DEO (BS-14) 3. Jr. Assistant (BS-11) 4. Staff Car Driver (BS-06) 5. Naib Qasid (BS-02)
33. Wafaqi Mohtasib (Ombudsman)'s Secretariat, Islamabad.		4	1. APS (16) 2. Stenotypist (BS-14) 3 UDC (BS11) 4. LDC (BS-09)
34. National Assembly Secretariat			5% Quoa is not tenable in this secretariat.
Grand Total		**3655**	-

No. SO(HR)HR&MA/1-7(P-VI)/2021 - 236
GOVERNMENT OF THE PUNJAB
HUMAN RIGHTS & MINORITIES AFFAIRS DEPARTMENT
National Tower, Opposite Aiwan-e-Iqbal,
28-Egerton Road, Lahore

Dated Lahore, 17th February, 2022

To

Rabiya Javeri Agha,
The Chairperson,
Government of the Pakistan,
National Commission for Human Rights,
5th Floor, Evacuee Trust Complex,
F-5/1, Agha Khan Road,
Islamabad.

Subject: **URGENT APPEAL TO END DISCRIMINATION AGAINST MINORITY CITIZENS OF PAKISTAN.**

I am directed to refer to your office letter No. 2(113)2021-(NCHR) dated 27th January, 2022 on the subject cited above and to state that Government of the Punjab, Regulations Wing, S&GAD vide letter No. SOR-IV(S&GAD)10-1/2003, dated 13.02.2009 (**Annex-A**) has already issued instructions to all Appointing Authorities that recruitment may be made in accordance with the provisions of recruitment policy and contract appointment policy, 2004 and attentions were also invited to article 27 of the constitution of Pakistan which stands incorporated in para 9 (i) of the recruitment policy 2004.

2. The Government of the Punjab has again vide letter No.SO(HR)HR&MA/1-7/2021(P-VI), dated 10.02.2022 **(Annexure-B)**, requested all appointing authorities to make sure the stoppage of Faith Based Discrimination for recruitment of Sanitary Workers and other such like practices.

Tahmood
SECTION OFFICER (HR)
17/2/2022

CC

A copy is forwarded for information to:-

1. The Registrar, One Man Commission, Office # 406(A) Evacuee Trust complex, 4th floor F-5/1, Agha khan Road, Islamabad.
2. The Additional Secretary (Staff) to Chief Secretary, Punjab.
3. The Section Officer (FG-I), I&C Wing, S&GAD w.r.t letter No. SO(FG-I) 3-23/2022 dated 04.02.2022.
4. PS to Secretary, HR&MA.

No.SOR-IV(S&GAD)10-1/2003

GOVERNMENT OF THE PUNJAB
SERVICES AND GENERAL ADMINISTRATION DEPARTMENT (REGULATIONS WING)

Dated, Lahore the 13th February, 2009

To

1. All Provincial Ministers, Punjab.
2. The Senior Member, Board of Revenue, Punjab.
3. The Chairman, Planning & Development Board, Punjab.
4. All the Administrative Secretaries in the Punjab.
5. The Provincial Police Officer, Punjab.
6. The Registrar, Lahore High Court, Lahore.
7. All Heads of Attached Departments in the Punjab.
8. All Commissioners in the Punjab.
9. All District Coordination Officers in the Punjab.
10. All Heads of Autonomous Bodies in the Punjab.
11. The Secretary, Punjab Public Service Commission, Lahore.
12. The Secretary Ombudsman, Punjab, Lahore
13. The Registrar, Punjab Service Tribunal, Lahore.
14. The Secretary, Chief Minister's Inspection Team, Lahore.

SUBJECT: RECRUITMENT AGAINST POSTS IN BS-1 TO 5 — LIFTING OF B

In continuation of this Department's letter of even number dated 03.02.2009 the subject cited above, I am to request that due publicity be given to the recruitment process

2. It is also reiterated that recruitment may kindly be made in accordance w the provisions of Recruitment Policy and Contract Appointment Policy — 2004. Attention also invited to Article 27 of the Constitution of Pakistan, which stands incorporated para 9(i) of the Recruitment Policy — 2004, which reads as under:-

> "9(i) Article 27 of the Constitution of Islamic Republic of Pakistan provides that no citizen, otherwise qualified for appointment in the Service of Pakistan (which includes Federal as well as Provincial Service) shall be discriminated against in respect of any such appointment on the ground of race, religion, caste, sex, residence or place of birth."

3. In view of the above, all appointing authorities are requested to ensure th while advertising the posts of Sanitary Workers, no specific category of persons is mentioned as eligible for such posts in order to avoid possible adverse affect on sensibilities

O/C SECTION OFFICER (REG-IV)
13-02-09

PC:

1. The Principal Secretary to the Governor Punjab.
2. The Secretary to Chief Minister, Punjab.
3. PS to Chief Secretary, Punjab.
4. PSO to Additional Chief Secretary, Punjab, Lahore.
5. The Superintendent, Government Printing Press, Punjab, Lahore. He is requested to publish this letter in the official gazette and provide a copy of the same to this Department.

Scanned with CamScanner

Court case
Time limit

No. SO(HR)HR&MA/1-7/2021(P-VI) – 196
GOVERNMENT OF THE PUNJAB
HUMAN RIGHTS & MINORITIES AFFAIRS DEPARTMENT
National Tower, Opposite Aiwan-e-Iqbal,
28-Egerton Road, Lahore

Dated Lahore, 10th February, 2022

To

i) The Senior Member Board of Revenue, Punjab, Lahore.
ii) The Inspector General of Police, Punjab, Lahore.
iii) All Administrative Secretaries, Govt. of the Punjab.
iv) All Divisional Commissioners, Punjab
v) All Deputy Commissioners, Punjab

Subject: **FAITH-BASED DISCRIMINATION.**

I am directed to refer to the subject cited above and to enclose herewith a Letter No.1(2)/2020-OMC(Comp/Sindh) dated 30.12.2021 received from One Man Commission, Islamabad stating that faith-based discriminatory advertisements for recruitment of sanitary workers or other, through repeatedly and categorically discouraged, keeping surfacing in the print media which have triggered a widespread concern and condemnation in the social media by the Christian Community as well as the Human Rights defenders. The faith-based discriminatory advertisements are also violative of fundamental rights enshrined in articles 18, 25 and 27 of the Constitution of Islamic Republic of Pakistan practices for good.

2. I am further directed to state that the Competent Authority has desired to make sure the stoppage of faith-based discrimination for recruitment of sanitary workers and other such like practices.

O/C

SECTION OFFICER (HR)
10/2/2022

CC

A copy is forwarded for information and necessary action to:-

1. The Registrar, One Man Commission, Office # 406(A) Evacuee Trust complex, 4th floor F-5/1, Agha khan Road, Islamabad with reference to his letter No.1(2)/2020-OMC(Comp/Sindh) dated 30th December, 2021.
2. The Additional Secretary (Staff) to Chief Secretary, Punjab.
3. PS to Secretary, HR&MA.

MOST URGENT
REMINDER-I

No. SO (C-II)/SGA&CD/2-58/2019
GOVERNMENT OF SINDH
SERVICES, GENERAL ADMINISTRATION & COORDINATION DEPARTMENT
Karachi, dated the 8th March, 2022

To,

The Secretary to Government of Sindh,
Human Rights Department,
Karachi.

Subject: **URGENT APPEAL TO END DISCRIMINATION AGAINST MINORITY CITIZENS OF PAKISTAN**

Chairman NCHR
Diary No. 323
Dated 18-3-2022

I am directed to refer to this department's letter of even number dated 7th February 2022, and to enclose herewith copy of a letter F.No.3(10)2022-DD(HR-II), dated 28th January 2022, received from the Secretary, Ministry of Human Rights, Government of Pakistan, Islamabad, on the subject captioned above. The subject reference has already been transmitted to you by the office of Chief Secretary Sindh vide diary No.2777, dated 01-02-2022.

2. I am further directed to request you once again to ensure necessary action in the matter, as directed by worthy Chief Secretary Sindh, under intimation to this department.

Enclosures: (As Above)

(ASAD AZIZ SIDDIQUI)
SECTION OFFICER (C-II)
(PH#021-99222841)

A copy is forwarded for information to: -

- The Chairperson, National Commission for Human Rights, Government of Pakistan, 5th Floor, Evacuee Trust Complex, F-5/1, Agha Khan Road, Islamabad, with reference to her letter No.2(113)2021-(NCHR), dated 27th January 2022.
- The Secretary, Ministry of Human Rights, Government of Pakistan, 9th Floor, Kohsar Block, Constitution Avenue, Islamabad.
- **The Secretary, Local Government & HTP Department, Govt. of Sindh, Karachi, along-with its enclosures, for similar action.**
- PS to Chief Secretary Sindh Karachi.
- PS to Secretary (I&C), SGA&CD, Govt. of Sindh Karachi.
- Master File.

Phone: 99203114
Fax: 99203115

No. SO(ADMN)/HR/435/2020/1745
HUMAN RIGHTS DEPARTMENT
GOVERNMENT OF SINDH
Karachi dated the 18th March, 2022.

To,

The Section Officer (C-II),
Services General a dministration &
Coordination Department,
Government of Sindh.
Karachi.

Chairman NCHR
Diary No. 325
Dated 29-3-2022

SUBJECT: URGENT APPEAL TO END DISCRIMINATION AGAINST MINORITY CITIZENS OF PAKISTAN.

I am directed to refer your letter No.SO (C-II) SGA&CD/2-58/2019 dated 08.03.2022, on the subject cited above and to state that Human Rights Department, Government of Sindh has already been moved a Summary to Chief Minister, Sindh in this regard.

This is for kind information.

Deputy Secretary (Admin)

P/keep on file
5/4.
M.M.

C.C.to:-

1. The Chairperson, National Commission for Human Rights, Govt. of Pakistan.
2. The Secretary, Ministry of Human Rights, Govt. of Pakistan.
3. The P.S to Chief Secretary, Sindh, Karachi.
4. The P.S to Secretary (I&C), SGA&CD, Govt. of Sindh, Karachi.
5. The P.S to Secretary, Human Rights, Department Government of Sindh, Karachi.
6. Office Record.

Deputy Secretary (Admin)

GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT

No. SO(POLICY)/E&AD/1-11/Minority/2021
Dated Peshawar, the **February 03, 2022**

To

The Chairperson,
Government of Pakistan,
National Commission for Human Rights,
(5th Floor, Evacuee Trust Complex,F-5/1,
Agha Khan Road, Islamabad.

Subject: - **PROVISION OF INFORMATION REGARDING MINORITY QUOTA AND RECRUITMENT RULES, POLICIES ADMINISTRATIVE ORDERS WITH REGARDS TO ADVERTISEMENT AND RECRUITMENT OF SANITARY WORKERS**

Dear Sir,

I am directed to refer to Government of Pakistan, National Commission for Human Rights, Islamabad letter 2(2)2022-Legal(NCHR) dated 21-01-2022 on the subject and to state that Rule-10(7) of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 provides "Notwithstanding anything contained in any rule for the time being in force, 5 percent of all the posts in each basic pay scale to be filled in by initial recruitment shall be reserved for candidates belonging to minorities in addition to their participation in the open merit" **(copy enclosed).**

Chairman Diary No. 261 Dated 8-Feb-22

I am further directed to state that minority quota reserved for minority in initial recruitment was enhanced from 0.5% to 1% in 2013, in 2014 the quota was again enhanced from 1% to 3% and in 2019 the quota was further enhanced from 3% to 5% in order to facilitate the minorities and give them due right in recruitment despite of the fact that as per Population Censes 2017 total population of minorities in Khyber Pakhtunkhwa was 72,414 which come to 0.020% of the total population of the Khyber Pakhtunkhwa i.e. 35,501,964 **(copy enclosed).** However, instructions are also being issued from time to time with regard to implementation of the said quota in letter and spirit.

It is also worth mentioning that the present Provincial Government has taken another landmark decision and allow 5% automatic age relaxation to candidates belonging to minority **(copy enclosed).**

I am further directed to inform that recently a reference was received from the Registrar, Dr. Shoaib Suddle Commission regarding Faith-Based Discrimination, which was circulated accordingly for strict compliance **(copy enclosed).**Furthermore, instructions have already been circulated vide this Department's letters dated 20.3.2019 and 19.5.2021 that several departments/ attached departments advertise the posts with further breakup of minority quota on the basis of religion, which is not covered under the rules and shall not be practised **(copies enclosed).**

Yours faithfully,

SECTION OFFICER (POLICY)

Encl: as above.

Endst of even No. & date

Copy is forwarded to PS to Secretary Establishment.

SECTION OFFICER (POLICY)

UPDATED VERSION OF THE KHYBER PAKHTUNKHWA CIVIL SERVANTS (APPOINTMENT, PROMOTION &TRANSFER) RULES, 1989 [UPTO 31.1.2018]

PART-I

GENERAL

1. **Short title and commencement:** - (1) These rules may be called the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989.

(2) They shall come into force at once.

2. **Definitions:**-(1) In these rules, unless the context otherwise requires:-

(a) "Appointing Authority" in relation to a post, means the persons authorized under rule 4 to make appointment to that post;

(b) "Basic Pay Scale" means the Basic Pay Scale for the time being sanctioned by Government, in which a post or a group of posts is placed;

(c) "Commission" means the Khyber Pakhtunkhwa Public Service Commission;

[1] (d) "Departmental Promotion Committee" means a committee constituted for making selection for promotion or transfer to such posts under a Department, or offices of Government, which do not fall within the purview of the Provincial Selection Board;

[2] (dd)"Departmental Selection Board" means a Board constituted for the purpose of making selection for initial recruitment /appointment to posts under a Department or office of Government in Basic Pay Scale 17 not falling within the purview of the Commission:

Provided that more than one such committees may be constituted for civil servants holding different scales of pay".

(e) "Departmental Selection Committee" means a committee constituted for the purpose of making selection for initial appointment to posts under a department, or office of Government [in Basic Pay Scale 17 and below not falling within the purview of the Commission];

(f) "Post" means a post sanctioned in connection with the affairs of the Province, but not allocated to all Pakistan Unified Grades ; and

[3](g) "Provincial Selection Board" means the Board constituted by Government for the purpose of selection of civil servants for promotion or transfer to posts in respect

---

1 Substituted by Clause (d) of sub-rule (1) of Rule 2 vide Notification No. SOR-I (S&GAD) 4-1/80 (Vol-II) dated 14-01-92.

2 Clause (dd) added by Notification No. SOR-III (S&GAD) 2-7/86, dated 8-12-1994

3 Clause (g) substituted by Notification No. SOR-I(S&GAD) 4-1/80/II, dated 14-01-1992.

suitable officer drawing pay in the basic scale in which the post exists is available in that category to fill the post and it is expedient to fill the post, it may appoint to that post on acting charge basis the most senior officer otherwise eligible for promotion in the organization, cadre or service, as the case may be, in excess of the promotion quota.

(4) Acting charge appointment shall be made against posts which are likely to fall vacant for period of six months or more. Against vacancies occurring for less than six months, current charge appointment may be made according to the orders issued from time to time.

(5) Appointment on acting charge basis shall be made on the recommendations of the Departmental Promotion Committee or the Provincial Selection Board, as the case may be.

(6) Acting charge appointment shall not confer any vested right for regular promotion to the post held on acting charge basis.

PART-III

INITIAL APPOINTMENT

10. **Appointment by Initial Recruitment** :-(1) Initial appointment to posts [15][*in* various basic pay scales] shall be made-

(a) if the post falls within the purview of the Commission, on the basis of Examination or test to be conducted by the Commission; or

(b) if the post does not fall within the purview of the Commission, in the manner as may be determined by Government.

[16](2) Initial recruitment to posts which do not fall within the purview of the Commission shall be made on the recommendation of the Departmental Selection Committee, after vacancies have been advertised in newspapers.

[17]Provided that nothing contained in this sub-rule shall apply to the household staff of the Chief Minister House Peshawar, Frontier House Islamabad, Frontier Rest Houses Bannu, Swat and Abbottabad, Frontier House Nathia Galli and Shahi Mehman Khana, Peshawar and any other House to be established by the Government:

[18]Provided further that the appointment in Basic Pay Scale [19][03 to 05] shall be made on the recommendations of the Departmental Selection Committee through

---

15 The words in basic pay scale-16 to 21 substituted by Notification No. SOR-I(S&GAD)1-117/91 (C), dated 12-10-1993.

16 Sub rule (2) of Rule-10 substituted by Notification No. SOR-I(S&GAD) 1-117/91 (C), dated 12-10-1993.

17 Proviso added vide Notification No. SOR-VI(E&AD)1-3/2003 (VI) dated 03-07-2003.

18 Proviso added vide Notification No. SOR-VI(E&AD)1-3/2003 (VI) dated 16-03-2004

the District Employment Exchange concerned, [20][or, where in a District, the office of the Employment Exchange does not exist, after advertising the posts in the leading newspapers] [21][ ]

(3) A candidate for initial appointment to a post must possess the educational qualification or technical qualifications and experience and except as provided in the rules framed for the purpose of relaxation of age limit, must be within the age limit as laid down for the post, provided that-

(i) [22]where recruitment is to be made on the basis of written examination, then, notwithstanding anything to the contrary contained in any other rules for the time being in force, age shall be reckoned on 1st January of the year in which the examination is proposed to be held;

(ii) in other cases as on the last date fixed for submission of applications for appointment.

[23](4) Where a civil servant dies or is rendered incapacitated/invalidated permanently during service or retired on medical board notwithstanding the procedure provided for in sub-rule(2), the appointing authority may appoint one of the children such civil servant or if the child has not attained the age prescribed for appointment in Government service, the widow or wife as the case may be, of such civil servant, to a post in any of the Basic Pay Scales 3 to 11 in provincial cadre post and Basic Pay Scales 3 to 12 in District cadre posts:

Provided that the child, widow or wife, as the case may be, possesses the minimum qualification prescribed for appointment to the post:

Provided further that if there are two widows/wives of the deceased/incapacitated/invalidated civil servant, as the case may be, preference shall be given to the elder widow/wife:

Provided also that the appointment under this sub-rule is subject to availability of a vacancy and if more than one vacancies, in different pay scales, are available at a time and the child or the widow or wife, as the case may be, possesses the qualifications eligible for appointment in more than one post, such child or the widow or wife, as the case may be, shall ordinarily be appointed to the post carrying higher pay scale:

Provided also that the provision of this sub-rule shall not be applicable to posts falling within the purview of the commission.

---

19 The Figures and word "1 to 2" substituted with figures and word "3 to 5 by Notification No. SOR VI/E&AD/1-3/2015 dated 19.04.2016

20 Sentence added in the Proviso vide Notification No. SOR-VI(E&AD)1-3/2003 (VI) dated 23-01-2006.

21 2nd Proviso in sub- rule (2) of Rule 10 was deleted vide Notification No. SOR-VI(E&AD)1-3/2008 dated 09-05-2008 and added again vide Notification No. SOR-VI(E&AD)1-3/2008 dated 03-1 2008.

22 Clause (i) substituted vide Notification No. SOR-I(S&GAD)4-1/80, dated 17-5-1989.

23 Sub rule (4) substituted vide Notification No. SOR-VI/E&AD/1-3/2015 dated 19.04.2016.

[24](5) Notwithstanding anything contained in any rule for the time being in force, two percent of all posts in each basic pay scale to be filled in by initial recruitment shall be reserved for disabled candidates and ten percent of all posts meant for initial recruitment shall be reserved for female candidates:

Explanation-I---For the purpose of reservation under this sub-rule "disability" does not include such disability which hampers in the smooth performance of the duties required of a disabled candidate.

Explanation-II---Ten per cent quota reserved above shall be in addition to the posts exclusively reserved for female candidates.

(6) [25][ ]

(7) Notwithstanding anything contained in any rule for the time being in force, [26][five] percent of all the posts in each basic pay scale to be filled in by initial recruitment shall be reserved for candidates belonging to minorities in addition to their participation in the open merit:

Provided that, the reservation shall not apply to—

(i) the percentage of vacancies reserved for recruitment on merit;
(ii) short term vacancies likely to last for less than one year; and
(iii) isolated posts in which vacancies occur only occasionally.

11. **Eligibility.** (1) A candidate for appointment shall be a citizen of Pakistan and bona fide resident of the Khyber Pakhtunkhwa.

Provided that for reasons to be recorded in writing, Government may, in a particular case, relax this restriction.

(2) [27][ ]

(3) No person, not already in Government service, shall be appointed to a post unless he produces a certificate of character from the principal, academic officer of the academic institution last attended and also certificates of character from two responsible persons, not being his relatives, who are well acquainted with his character and antecedents.

---

24 Sub rule (5) substituted vide Notification No. SOR-VI (E&AD)1-10/03 (VI), dated 04-12-2007.

25 The 5% quota reserved for earth quack affectees stand deleted vide circular letter No. SOR-VI(E&AD)1-3/2005 dated 17.06.2015

26 The word "three" substituted with word "five" by vide Notification No.SO(Policy)E&AD/1-11/2019 dated 02.08.2019

27 Sub rule (2) of rule-11 deleted vide Notification No. SOR-VI(E&AD)1-3/08, dated 17-06-2008

GOVERNMENT OF KHYBER PAKHTU
ESTABLISHMENT DEPARTMEN.
(REGULATION WING)

146

NOTIFICATION

Peshawar dated the 04.09.2013.

No.SORVI/E&AD/1-10(Minority)/2008:- In exercise of the powers conferred by section 26 of the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No.XVII of 1973), the Chief Minister of the Khyber Pakhtunkhwa is pleased to direct that in the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the following further amendment shall be made, namely:

AMENDMENT

In rule 10, in sub-rule (7), for the figure "0.5", the word "One" shall be substituted.

CHIEF SECRETARY TO GOVERNMENT OF
KHYBER PAKHTUNKHWA.

ENDST: NO & EVEN DATE.

A copy is forwarded to:-

1. Addl: Chief Secretary, Govt. of Khyber Pakhtunkhwa, Planning & Development Department.
2. Addl: Chief Secretary, Govt. of Khyber Pakhtunkhwa, Finance Department.
3. Addl: Chief Secretary (FATA), FATA Secretariat Peshawar.
4. The Senior Member Board of Revenue, Khyber Pakhtunkhwa.
5. All Administrative Secretaries to Govt. of Khyber Pakhtunkhwa.
6. The Principal Secretary to Governor, Khyber Pakhtunkhwa.
7. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
8. All Divisional Commissioners in Khyber Pakhtunkhwa.
9. All heads of Attached Departments in Khyber Pakhtunkhwa.
10. All Autonomous/Semi Autonomous Bodies in Khyber Pakhtunkhwa.
11. All Deputy Commissioners in Khyber Pakhtunkhwa and Political Agents in FATA.
12. The Registrar Peshawar High Court, Peshawar.
13. The Registrar, Khyber Pakhtunkhwa Service Tribunal, Peshawar.
14. The Secretary, Khyber Pakhtunkhwa Public Service Commission, Peshawar.
15. All Additional Secretaries, Deputy Secretaries and Section Officers in Establishment & Administration Department.
16. The Director Staff Training Institute (STI), Peshawar.
17. The Deputy Director (IT), Computer Cell Establishment & Administration Department.
18. Copy to Appointment, Promotion & Transfer Rules File SORVI-E&AD 3/2009 Vol 8

SECTION OFFICER (REG-VI)

GOVE HYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
(REGULATION WING)

147

NOTIFICATION

Peshawar dated the 08.01.2014.

No.SORVI/E&AD/1-10 (Minority)/2008:- In exercise of the powers conferred by section 26 of the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No.XVII of 1973), the Chief Minister of the Khyber Pakhtunkhwa is pleased to direct that in the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the following further amendment shall be made, namely:

AMENDMENT

In rule 10 sub-rule (7), for the word "One", the word "Three" shall be substituted.

CHIEF SECRETARY TO GOVERNMENT OF
KHYBER PAKHTUNKHWA.

ENDST: NO & EVEN DATE:

A copy is forwarded to:-

1. Addl: Chief Secretary, Govt. of Khyber Pakhtunkhwa, Planning & Development Department.
2. Addl: Chief Secretary (FATA), FATA Secretariat Peshawar.
3. The Senior Member Board of Revenue, Khyber Pakhtunkhwa.
4. All Administrative Secretaries to Govt. of Khyber Pakhtunkhwa.
5. The Principal Secretary to Governor, Khyber Pakhtunkhwa.
6. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
7. All Divisional Commissioners in Khyber Pakhtunkhwa.
8. All heads of Attached Departments in Khyber Pakhtunkhwa.
9. All Heads of Autonomous/Semi Autonomous Bodies in Khyber Pakhtunkhwa.
10. All Deputy Commissioners in Khyber Pakhtunkhwa and Political Agents in FATA.
11. The Registrar Peshawar High Court, Peshawar.
12. The Registrar, Khyber Pakhtunkhwa Service Tribunal, Peshawar.
13. The Secretary, Khyber Pakhtunkhwa Public Service Commission, Peshawar.
14. All Additional Secretaries, Deputy Secretaries and Section Officers in Establishment & Administration Department.
15. The Director Staff Training Institute (STI), Peshawar.
16. Deputy Secretary (Establishment/ Focal Person), E&A Department.
17. The Deputy Director (IT), Computer Cell E & A Department with the request to kindly upload on official website of E&A Department.

ZIRA 08.01.14

SECTION OFFICER (REG-VI)

10-1-14

GOVERNMENT OF
KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
(REGULATION WING)

NOTIFICATION

Peshawar, dated the 02.08.2019

No.SO(Policy)E&AD/1-11/2019. In exercise of the powers conferred by section 26 of the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No.XVIII of 1973), the Chief Minister of the Khyber Pakhtunkhwa is pleased to direct that in the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the following further amendment shall be made, namely:

AMENDMENT

In rule 10, in sub-rule (7), for the word "three", the word "five" shall be substituted.

CHIEF SECRETARY TO GOVT. OF
KHYBER PAKHTUNKHWA

ENDST: NO & EVEN DATE

Copy is forwarded to:-

1. Additional Chief Secretary, Govt. of Khyber Pakhtunkhwa, P&D Department.
2. Additional Chief Secretary (Merged Areas Secretariat) Peshawar.
3. The Senior Member Board of Revenue, Khyber Pakhtunkhwa.
4. All Administrative Secretaries to Govt. of Khyber Pakhtunkhwa.
5. The Principal Secretary to Governor, Khyber Pakhtunkhwa.
6. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
7. All Divisional Commissioners in Khyber Pakhtunkhwa.
8. All Heads of Attached Departments in Khyber Pakhtunkhwa.
9. All Autonomous/Semi Autonomous Bodies in Khyber Pakhtunkhwa.
10. All Deputy Commissioners in Khyber Pakhtunkhwa.
11. The Registrar Peshawar High Court, Peshawar.
12. The Registrar, Khyber Pakhtunkhwa Service Tribunal, Peshawar.
13. The Secretary, Khyber Pakhtunkhwa Public Service Commission, Peshawar.
14. All Additional Secretaries, Deputy Secretaries, Deputy Director (IT) and Section Officers in Establishment & Administration Department.

SECTION OFFICER (POLICY)

Population Census 2017
District/Religion Wise Population of Khyber Pakhtunkhwa

(Numbers)

S.No.	District	Total	Muslim	Christian	Hindus	Qadiani/Ahma	Scheduled	Others
1	Abbottabad	1,333,089	1,329,917	2,605	37	63	43	424
2	Bannu	1,167,071	1,164,955	1,484	199	320	73	40
3	Battagram	476,749	476,588	45	88	26	2	-
4	Buner	895,460	894,058	23	132	260	114	873
5	Charsadda	1,610,960	1,610,087	518	2	316	36	1
6	Chitral	447,625	443,682	190	4	3	7	3,739
7	DIK	1,625,088	1,621,941	2,276	493	180	140	58
8	Hangu	518,811	517,878	543	147	68	4	171
9	Haripur	1,001,515	1,000,322	829	3	179	10	172
10	Karak	705,362	705,077	145	3	130	4	3
11	Kohat	992,427	987,928	3,174	909	256	92	68
12	Kohistan	784,711	784,672	15	-	1	11	12
13	Lakki	875,744	875,570	30	-	128	16	-
14	Dir (Lower)	1,436,082	1,435,332	385	29	274	16	46
15	Malakand	717,806	717,335	283	73	92	4	19
16	Mansehra	1,555,742	1,555,315	163	13	56	15	180
17	Mardan	2,373,399	2,370,304	2,021	269	585	60	160
18	Nowshera	1,520,995	1,513,899	5,663	873	465	23	72
19	Peshawar	4,267,198	4,236,182	25,125	1,709	1,524	97	2,561
20	Shangla	759,609	759,379	17	4	169	10	30
21	Swabi	1,625,477	1,624,391	542	72	388	16	68
22	Swat	2,308,624	2,306,813	502	169	597	31	512
23	Tank	390,626	390,140	255	1	53	4	173
24	Tor Ghar	171,349	171,327	5	-	17	-	-
25	Dir (Upper)	947,401	947,164	41	1	178	15	2
26	Bajaur	1,090,987	1,090,639	165	1	149	15	18
27	Khyber	984,246	982,973	1,002	1	185	71	14
28	Kurram	615,372	614,468	725	45	107	8	19
29	Mohmand	474,345	473,964	253	1	118	9	-
30	NWA	540,546	540,374		34	125	8	5
31	SWA	675,215	674,853	219	3	106	14	20
32	Orakzai	254,303	254,127	52	67	34	3	20
33	TSD Bannu	43,112	43,099	10	-	-	3	-
34	TSD DIK	68,506	68,495	2	9	-	-	-
35	TSD Kohat	118,839	118,781	16	1	36	2	3
36	TSD Lakki	26,394	26,362	13	-	10	-	9
37	TSD Peshawar	64,761	64,755	-	-	1	5	-
38	TSD Tank	36,418	36,401	12	-	5	-	-
Total		**35,501,964**	**35,429,547**	**49,348**	**5,392**	**7,204**	**981**	**9,492**

3016

Minority Total 72414

GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT & ADMINISTRATION DEPARTMENT
(ESTABLISHMENT)
Email: soeiiisection@gmail.com

091-9210524

NOTIFICATION

Peshawar, dated the 20th December, 2021

No. SOE-III(E&AD)2-1/2021: In exercise of the powers conferred by section 26 of the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No. XVIII of 1973), the Chief Minister of Khyber Pakhtunkhwa is pleased to direct that in the Khyber Pakhtunkhwa Initial Appointment to Civil Posts (Relaxation of Upper Age Limit) Rules, 2008, the following further amendments, shall be made, namely:

AMENDMENTS

1. In rule 3, in clause (I), in the table, after Serial No. vi, the following new entries shall be added in the respective Columns, namely;

1	2	3
"vii.	Minorities	Five (05) years automatic relaxation."

2. In rule-4, for the existing proviso, the following shall be substituted, namely:

"Provided that the candidates from backward areas and minorities, in addition to automatic relaxation of three years under category (ii) and five years under category (vii), respectively, specified in rule 3, shall be entitled to one of the relaxations available to Government servants, general or disabled candidates, whichever is relevant and applicable to them."

CHIEF SECRETARY,
GOVERNMENT OF THE KHYBER PAKHTUNKHWA

Endst: No. SOE-III(E&AD)2-1/2021 · Dated Peshawar the 20th December, 2021

Copy forwarded to:

1. The Additional Chief Secretary Planning & Development Department
2. All Administrative Secretaries to Government of Khyber Pakhtunkhwa
3. The Secretary to Governor, Khyber Pakhtunkhwa.
4. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
5. All Heads of Attached Departments in Khyber Pakhtunkhwa.
6. All District Coordination Officers in Khyber Pakhtunkhwa.
7. The Registrar, Peshawar High Court, Peshawar.
8. The Secretary, Board of Revenue, Khyber Pakhtunkhwa, Peshawar.
9. The Director, Anti-Corruption Establishment, Khyber Pakhtunkhwa, Peshawar.
10. The Secretary, Khyber Pakhtunkhwa Public Service Commission, Peshawar.
11. The Registrar, Khyber Pakhtunkhwa Service Tribunal, Peshawar.
12. The Manager, Government Printing Press, Peshawar for publication in the Government Gazette. He is requested to provide 30 copies of printed notification to this Department.

21/12/21

O/C

20/12/21

(SANA HAFEEZ)
Section Officer (E-III)

GOVT. OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT

No. SO(Policy)/E&AD/3-2/2012/2018
Dated Peshawar, the **November 19, 2020**

To

1. The Additional Chief Secretary, Planning & Development Department.
2. The Senior Member Board of Revenue.
3. All Administrative Secretaries to Govt. of Khyber Pakhtunkhwa.
4. All Divisional Commissioners in Khyber Pakhtunkhwa.
5. All Heads of Attached Departments in Khyber Pakhtunkhwa.
6. All Deputy Commissioner in Khyber Pakhtunkhwa.

Subject: - **NON OBSERVANCE OF DISABLED AND MINORITIES QUOTAS.**

Dear Sir,

I am directed to refer to this department Notifications No.SOR-VI(E&AD)1-10/2003 VOL-VI dated 4.12.2007 and No.SO(Policy)E&AD/1-11/2019 dated 2.8.2019 on the subject and to state that while taking serious notice of non-observance of 2% quota reserved for disabled persons and 5% quota reserved for minorities in recruitment, the competent authority has directed that instructions may be issued to all concerned **for strict observance of 2% quota in employment reserved for disabled persons and 5% quota reserved for minorities by the Provincial Government**.

2. I am further directed to state that while giving advertisement in the newspapers the office concerned should clearly mention the number(s) of post falling in the share of each of the above quotas.

3. The said instructions may be brought into the notice of all concerned for strict compliance. In case of failure strict disciplinary action should be initiated against the officer/official held responsible.

Yours faithfully,

SECTION OFFICER (POLICY)

MOST IMMEDIATE

GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT

No. SO(POLICY)/E&AD/1-11/Minority/2020
Dated Peshawar, **the January 06, 2021**

To

1. The Additional Chief Secretary, Khyber Pakhtunkhwa, Planning & Development Department.
2. The Senior Member Board of Revenue, Khyber Pakhtunkhwa, Peshawar
3. All Administrative Secretaries, to Government of Khyber Pakhtunkhwa.
4. All Divisional Commissioners in Khyber Pakhtunkhwa.
5. All Heads of Attached Departments in Khyber Pakhtunkhwa.
6. All Deputy Commissioners in Khyber Pakhtunkhwa.

Subject: **FAITH-BASED DISCREMINATION**

Dear Sir,

I am directed to refer to the subject and to forward herewith a copy of self-explanatory letter bearing No. 1(2)2020-OMC(Comp/Sindh) dated 30-12-2021, received from Registrar Dr. Shoaib Suddle Commission alongwith its enclosures, for strict compliance.

Yours faithfully,

SECTION OFFICER (POLICY)

Endst. Of even No. & date;

Copy forwarded to:

1. Registrar, Dr. Shoaib Suddle Commission, Office # 406(A), evacuee Trust Complex, 4th Floor F-5/1 Agha Khan Road, Islamabad.
2. PSO to Chief Secretary Khyber Pakhtunkhwa.
3. PS to Secretary, Establishment Department.
4. PSs to Special Secretary (Reg/Estab), Establishment Department.
5. PA to Additional Secretary (Establishment), Establishment Department.
6. PA to Additional Secretary (Reg-II), Establishment Department.
7. PA to Deputy Secretary (Policy), Establishment Department.

SECTION OFFICER (POLICY)

PS/SS (E) E&AD
Diary No 6316
05/1/022

PS/C.S Khyber Pakhtunkhwa
Diary No 5013 (w/e)
Date: 31.12.2021

FTS No. 7101
Date 31-12-21
MOST IMMEDIATE/ BY FAX

Dr. Shoaib Suddle Commission

Established pursuant to the Order of the Supreme Court dated 8th January 2019 for the implementation of Minorities Rights Judgment in S.M.C. No.1 of 2014 (PLD 2014 SC 6)99)
Office # 406(A), Evacuee Trust Complex, 4th Floor, F-5/1, Agha Khan Road, Islamabad

No.1(2)/2020-OMC(Comp/Sindh)

Islamabad the December 30, 2021

Dy. No. Spl. Secretary (Regulation) Establishment Department
D.No 06 w/e
Date 03-1-2022

1. The Secretary, Establishment Division, Islamabad.
2. The Secretary, Ministry of Defence, Rawalpindi.
3. The Chief Secretary, Punjab, Lahore.
4. The Chief Secretary, Sindh, Karachi.
5. The Chief Secretary KP, Peshawar.
6. The Chief Secretary, Balochistan, Quetta.
7. The Chief Secretary Gilgit Baltistan, Gilgit.
8. The Chief Commissioner, Islamabad.

Subject: **FAITH–BASED DISCRIMINATION**

Faith-based discriminatory advertisements for recruitment of sanitary workers, though repeatedly and categorically discouraged, keep surfacing in the print media (example advertisements relating to Ministry of Defence and Chief Secretary Sindh attached). Such advertisement are violative of fundamental rights enshrined in Articles 18, 25 and 27 of the Constitution of Islamic Republic of Pakistan, as also the judgment of the Hon'ble Supreme Court in SMC 1 of 2014. (A similar advertisement for recruitment in the Mujahid Force also appeared in June 2019 and regrettably the practice has continued despite direction to the contrary).

2. Both the – attached – advertisements have triggered a widespread concern and condemnation in the social media by the Christian community as well as the human rights defenders. **There is no justification, whatsoever, for reserving the jobs of sanitary workers only for non-Muslims.**

3. Keeping the above in view, it is required that the referred advertisements be immediately withdrawn and stern instructions on the subject be issued to all Divisions/ Departments/autonomous organizations/attached Departments, etc., under your control to ensure the stoppage of faith–based discriminatory practices for good, under intimation to this Secretariat, for placing a report before the Hon'ble Supreme Court of Pakistan pursuant to para 37(vii) of the Supreme Court of Pakistan's judgment in SMC No.1 of June, 2014, in the next hearing.

4. It is also required to ensure that all unskilled minority workers are paid a minimum wage @ Rs.25,000/- per month in Sindh and at least Rs.20,000/- per month or at the rate applicable elsewhere in Pakistan, along with the registration with EOBI, etc., and provision of admissible leave, medical facilities, etc., as per law/rules, under intimation to this Secretariat.

Encl: as above.

(ABDULLAH SHAH)
Registrar
Ph & Fax: 051-9202916
Mob: 0321-5010651

Secretary
Khyber Pakhtunkhwa

Daily



شمولیت اختیار کیجیے

مجاہد فورس میں بحیثیت سپاہی بھرتی

پاک آرمی کی مجاہد فورس میں شامل ہو کر ملک اور قوم کی خدمت کا مقدس فریضہ سرانجام دیں

پاک آرمی کی مجاہد فورس میں سپاہی کی بھرتی کے لیے مطلوبہ قابلیت کے حامل حضرات سے درخواستیں مطلوب ہیں۔

اہلیت

سپاہی (جنرل ڈیوٹی)

پاکستانی (ضلع شیخوپورہ، نارووال، گوجرانوالہ، سیالکوٹ، حافظ آباد اور لاہور) کے مرد شہری

تعلیم: میٹرک یا مساوی

عمر: 18 سال سے 23 سال (یکم فروری 2022ء بتسب)

قد: 5 فٹ 6 انچ (168 سینٹی میٹر)

کُک (یونٹ)

تعلیم: مڈل

عمر: 18 سال سے 25 سال (یکم فروری 2022ء بتسب)

قد: 5 فٹ 4 انچ (164 سینٹی میٹر)

سینٹری ورکر (کچن)

تعلیم: پرائمری

عمر: 18 سال سے 30 سال (یکم فروری 2022ء بتسب)

قد: 5 فٹ 4 انچ (164 سینٹی میٹر)

ضروری کاغذات

اصل اسناد مع ایک عدد تصدیق شدہ فوٹو کاپی اپنا کمپیوٹرائزڈ قومی شناختی کارڈ، والد کے قومی شناختی کارڈ کی تصدیق شدہ فوٹو کاپی ڈومیسائل اور باشندہ ریاست سرٹیفکیٹ (آزاد کشمیر والوں کے لیے) چار عدد پاسپورٹ سائز تصاویر تمام کاغذات تعلیمی اسناد اور دستاویزات کی اعلیٰ سرکاری افسر سے تصدیق ہونی چاہیے۔

نوٹ:

کے بچے یا بھائی اپنے ساتھ شہداء کے کاغذات اور ڈیتھ سرٹیفکیٹ متعلقہ سینٹر سولجر بورڈ سے تصدیق کروا کر لائیں۔

فوجی حضرات کے بچے اپنے والد کی ڈسچارج بک کی فوٹو کاپی سولجر بورڈ سے تصدیق کروا کر لائیں اور حاضر سروس آرمی / مجاہد فورس) حضرات کے بچے اپنے والد کی متعلقہ یونٹ سے اتھارٹی لیٹر ساتھ لے کر آئیں۔

بھرتی پروگرام

رتیاں کینٹ یکم تا 15 جنوری 2022

رابطہ نمبر 0340-4595851

GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT

No. SO(POLICY)/E&AD/1-11/Minority/2018
Dated Peshawar, the **March 20, 2019**

To

The All Administrative Secretaries,
Govt. of Khyber Pakhtunkhwa.

Subject: - **POLICY REGARDING IMPLEMENTATION OF MINORITY QUOTA.**

Dear Sir,

I am directed to refer to the subject noted above and to state that Rule-10 sub-rule (7) of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfer) Rules, 1989 has been amended vide Notification No. SOR-VI/E&AD/1-10 (Minorities)/2008 dated 08.01.2014 and 3 percent of all the posts in each basic pay scale, to be filled in by the initial recruitment, has been reserved for candidates belonging to minorities in addition to their participation in the open merit, irrespective of their religion or caste. However, it has been observed that several departments/attached departments advertise the posts with further breakup of minority quota on the basis of religion, which is not covered under the rules and shall not be practised.

I am further directed to request that above instructions may be brought into the notice of all concerned for information and strict compliance.

Yours faithfully,

(MISBAH RIAZ)
SECTION OFFICER (POLICY)

Endst. Of even No. & date
Copy forwarded to:

1. PS to Secretary, Establishment Department.
2. PS to Special Secretary (Reg), Establishment Department.
3. PA to Deputy Secretary (Policy), Establishment Department.

SECTION OFFICER (POLICY)

GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT

No. SO(POLICY)/E&AD/1-11/Minority/2020
Dated Peshawar, the **May 19, 2021**

To

1. The Additional Chief Secretary,
   Planning & Development Department.
2. The Senior Member Board of Revenue,
   Khyber Pakhtunkhwa, Peshawar.
3. The All Administrative Secretaries,
   Govt. of Khyber Pakhtunkhwa.
4. All Heads of Attached Departments in Khyber Pakhtunkhwa.
5. All Divisional Commissioners in Khyber Pakhtunkhwa.

Subject: - **POLICY REGARDING IMPLEMENTATION OF MINORITY QUOTA.**

Dear Sir,

I am directed to refer to the subject noted above and to state that Rule-10 sub-rule (7) of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfer) Rules, 1989 has been amended vide Notification No. SO (Policy)E&AD/1-11/2019 dated 02-08-2019 and 05 percent of all the posts in each basic pay scale, to be filled in by the initial recruitment, have been reserved for candidates belonging to minorities in addition to their participation in the open merit, irrespective of their religion or caste. However, it has been observed that several departments/attached departments advertise the posts with further breakup of minority quota specifically mentioning the religion which has created inconvenience and hardships in the service rules, and shall not be practised.

I am further directed to request that above instructions may be brought into the notice of all concerned to revisit their service rules and remove inconsistency, hardships and rigidity for information and compliance.

Yours faithfully,

SECTION OFFICER (POLICY)

Endst. Of even No. & date
Copy forwarded to:

1. Mr. Rizwan Ullah Shah, Coordinator, Government of Pakistan, National Commission for Human Rights, 1st Floor, Benevolent Building, Sadar Road, Peshawar w/r to his letter No. 71/21/COMP/NCHR dated 12-04-2021.
2. PS to Secretary, Establishment Department.
3. PS to Special Secretary (Reg-II), Establishment Department.

SECTION OFFICER (POLICY)

GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT

No. SO(POLICY)/E&AD/1-11/Minority/2021
Dated Peshawar, the **March 14, 2022**

To

The Chairperson,
Government of Pakistan,
National Commission for Human Rights,
(5th Floor, Evacuee Trust Complex,F-5/1,
Agha Khan Road, Islamabad.

Subject: - **URGENT APPEAL TO END DISCRIMINATION AGAINST MINORITY CITIZENS OF PAKISTAN.**

Chairman NCHR
Diary No. 312
Dated 16-3-22

Dear Madam,

In continuation of this Department's letter of even No. dated 03.02.2022 **(copy enclosed)**, on the subject and to state that instructions have already been issued to all the Administrative Departments, Attached Departments, Divisional Commissioners and Deputy Commissioners of concerned districts for refraining from faith based discrimination in floating advertisements by circulating a reference received from Dr. Shoaib Suddle, One Man Commission. Moreover, instructions have also been issued from time to time for observance of 5% quota reserved for Minorities in recruitment in addition to their participation in open competition.

The present Provincial Government has taken another landmark decision and has allowed 5 years automatic age relaxation to candidates belonging to minorities. Furthermore, instructions have already been circulated vide this Department's letters dated 20.3.2019 and 19.5.2021, that several departments/ attached departments advertise the posts with further breakup of minority quota on the basis of religion, which is not covered under the rules and shall not be practiced.

Yours faithfully,

SECTION OFFICER (POLICY)

16/3

Encl: as above.
Endst of even No. & date

Copy is forwarded to PS to Secretary Establishment.

SECTION OFFICER (POLICY)

34

GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT

No. SO(POLICY)/E&AD/1-11/Minority/2021
Dated Peshawar, the **February 03, 2022**

To

BY hand
Annex N/Q
03-02-2022

The Chairperson,
Government of Pakistan,
National Commission for Human Rights,
(5th Floor, Evacuee Trust Complex,F-5/1,
Agha Khan Road, Islamabad.

Subject: - **PROVISION OF INFORMATION REGARDING MINORITY QUOTA AND RECRUITMENT RULES, POLICIES ADMINISTRATIVE ORDERS WITH REGARDS TO ADVERTISEMENT AND RECRUITMENT OF SANITARY WORKERS**

Dear Sir,

I am directed to refer to Government of Pakistan, National Commission for Human Rights, Islamabad letter 2(2)2022-Legal(NCHR) dated 21-01-2022 on the subject and to state that Rule-10(7) of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 provides "Notwithstanding anything contained in any rule for the time being in force, 5 percent of all the posts in each basic pay scale to be filled in by initial recruitment shall be reserved for candidates belonging to minorities in addition to their participation in the open merit" **(copy enclosed).**

I am further directed to state that minority quota reserved for minority in initial recruitment was enhanced from 0.5% to 1% in 2013, in 2014 the quota was again enhanced from 1% to 3% and in 2019 the quota was further enhanced from 3% to 5% in order to facilitate the minorities and give them due right in recruitment despite of the fact that as per Population Censes 2017 total population of minorities in Khyber Pakhtunkhwa was 72,414 which come to 0.020% of the total population of the Khyber Pakhtunkhwa i.e. 35,501,964 **(copy enclosed).** However, instructions are also being issued from time to time with regard to implementation of the said quota in letter and spirit.

It is also worth mentioning that the present Provincial Government has taken another landmark decision and allow 5 years automatic age relaxation to candidates belonging to minority **(copy enclosed).**

I am further directed to inform that recently a reference was received from the Registrar, Dr. Shoaib Suddle Commission regarding Faith-Based Discrimination, which was circulated accordingly for strict compliance **(copy enclosed).**Furthermore, instructions have already been circulated vide this Department's letters dated 20.3.2019 and 19.5.2021 that several departments/ attached departments advertise the posts with further breakup of minority quota on the basis of religion, which is not covered under the rules and shall not be practised **(copies enclosed).**

Yours faithfully,

SECTION OFFICER (POLICY)

Encl: as above.

Endst of even No. & date

Copy is forwarded to PS to Secretary Establishment.

SECTION OFFICER (POLICY)

ANNEXURE E

List of Legal Instruments and Policies Violated Through Discrimination in the Minority Quota (Non Exhaustive List)

I Constitutional Violations

Discriminatory advertisements for government employment as evidenced in this report violate Articles 9, 14, 18, 25, 27, 33, 26, and 37 of the Constitution of the Republic of Pakistan.

II Violations of Domestic Legislation

The working conditions of Non Muslim sanitary workers in Pakistan also violate the following Domestic legislations:

a. Punjab Labour Policy 2018
b. Punjab Occupational Safety and Health Act 2019 (the "POSH Act")
c. Sindh Occupational Safety and Health Act 2017 (the "SOSH Act")
d. The Worker's Compensation Act 1923 (the "WCA Punjab") (also in Sindh, KP)

III Violations of International Law

a. Article 1 of the Universal Declaration of Human Rights
b. Articles 1, 2, 3 &4 of the Intl Convention on the Elimination of All Forms of Racial Discrimination 1966
c. Articles 4(1) and (5) of Declaration on the Rights of Persons Belonging to National or Ethnic, Religious, or Linguistic Minorities 1992
d. Article 25 & 26 of Intl Convention on Civil and Political Rights 1976
e. Article 2, 6, & 7 of Intl Covenant on Economic, Social and Cultural Rights 1976
f. Article 2 of Universal Declaration of Human Rights 1947
g. Article 14 of European Declaration of Human Rights 1950
h. Article 13 of Cairo Declaration on Human Rights 1990
i. Article 3 (c) and (d) of Convention 111 of the ILO

ANNEXURE F

Daily Express
October 26, 2011

راولپنڈی میڈیکل کالج' راولپنڈی

درخواستوں کی وصولی کی تاریخ میں توسیع

صوبہ پنجاب میں ڈینگی مرض کی وبا کے پیش نظر درخواستوں کی وصولی اور انٹرویو کی تاریخ میں توسیع کی جارہی ہے۔لہٰذا ایسے امیدوار جو وقت پر درخواستیں جمع نہ کرا سکے ہوں وہ راولپنڈی میڈیکل کالج راولپنڈی میں ایک سالہ کنٹریکٹ (قابل تجدید) کی بنیاد پر مندرجہ ذیل آسامیوں پر تعیناتی کیلئے صوبہ پنجاب کے ڈومیسائل کے حامل ہوں مجوزہ فارم پر درخواستیں جمع کرا سکتے ہیں۔درخواست فارم کے ساتھ دو عدد تازہ ترین تصاویر پاسپورٹ سائز' ڈومیسائل' تعلیمی اسناد' شناختی کارڈ اور متعلقہ فیلڈ میں تجربہ کے سرٹیفکیٹ کی مصدقہ نقول لف کریں۔تمام درخواستیں (دستی اور بذریعہ ڈاک) راولپنڈی میڈیکل کالج' ٹیپو روڈ' راولپنڈی میں مورخہ 15-11-2011 تک موصول ہو جانی چاہئیں۔اس کے بعد موصول ہونے والی درخواستیں زیر غور نہیں آئیں گی۔درخواست فارم راولپنڈی میڈیکل کالج' ٹیپو روڈ' راولپنڈی سے دفتری اوقات کار میں حاصل کئے جاسکتے ہیں۔جن امیدواروں نے ان آسامیوں کیلئے پہلے سے درخواستیں جمع کروائی ہوئی ہیں ان کو دوبارہ درخواست دینے کی ضرورت نہیں ہے۔

نمبر شمار	نام آسامی	تنخواہ کا بنیادی سکیل	تعداد آسامی	تعلیم' قابلیت و تجربہ	عمر	انٹرویو کی تاریخ/ ٹیسٹ
1	لیبارٹری ٹیکنیشن	09	01	1۔گورنمنٹ سے منظور شدہ بورڈ سے میٹرک سائنس مضامین کے ساتھ' 2۔پنجاب میڈیکل فیکلٹی یا گورنمنٹ سے منظور شدہ ادارے سے لیبارٹری ٹیکنیشن میں ڈپلومہ' 3۔نیز متعلقہ شعبہ میں اعلیٰ فنی تعلیم کے حامل افراد کو ترجیح دی جائیگی	18-25 سال	26-11-2011 بوقت 8:00 بجے
2	ہیڈ لیبارٹری اسسٹنٹ	06	01	1۔گورنمنٹ سے منظور شدہ بورڈ سے میٹرک سائنس مضامین کے ساتھ' 2۔پنجاب میڈیکل فیکلٹی یا گورنمنٹ سے منظور شدہ ادارے سے لیبارٹری اسسٹنٹ کورس میں ڈپلومہ' 3۔متعلقہ شعبہ میں دو سال کا تجربہ' 4۔نیز متعلقہ شعبہ میں اعلیٰ فنی تعلیم کے حامل افراد کو ترجیح دی جائیگی	ایضاً	ایضاً
3	لیبارٹری اسسٹنٹ	05	02	1۔گورنمنٹ سے منظور شدہ بورڈ سے میٹرک سائنس مضامین کے ساتھ' 2۔پنجاب میڈیکل فیکلٹی یا گورنمنٹ سے منظور شدہ ادارے سے لیبارٹری اسسٹنٹ کورس سرٹیفکیٹ/ڈپلومہ' 3۔نیز متعلقہ شعبہ میں اعلیٰ فنی تعلیم کے حامل افراد کو ترجیح دی جائیگی	ایضاً	ایضاً
4	کک	01	02	گورنمنٹ سے منظور شدہ سکول سے پرائمری پاس	ایضاً	ایضاً
5	مالی	01	02	گورنمنٹ سے منظور شدہ سکول سے پرائمری پاس	ایضاً	28-11-2011 بوقت 8:00 بجے
6	واٹرمین	01	01	گورنمنٹ سے منظور شدہ سکول سے پرائمری پاس	ایضاً	ایضاً
7	گیٹ مین	01	02	گورنمنٹ سے منظور شدہ سکول سے پرائمری پاس	ایضاً	ایضاً
8	چوکیدار	01	15	گورنمنٹ سے منظور شدہ سکول سے پرائمری پاس	ایضاً	29-11-2011 بوقت 8:00 بجے
9	سویپر	01	10	گورنمنٹ سے منظور شدہ سکول سے پرائمری پاس/غیر مسلم	ایضاً	30-11-2011 بوقت 8:00 بجے

1۔بھرتیاں میرٹ کی بنیاد پر سرکاری پالیسی کے مطابق کی جائیں گی۔2۔صرف مطلوبہ معیار اور تجربہ پر پورا اترنے والے امیدوار ہی درخواستیں دیں۔3۔نامکمل اور مقررہ تاریخ کے بعد وصول ہونے والی درخواستوں پر غور نہیں ہوگا۔4۔سرکاری پالیسی کے مطابق عمر کی بالائی حد 25 سال ہے۔5۔جبکہ اس میں 5 سال کی مزید رعایت بھی دی جائے گی۔6۔سرکاری ملازمین محکمانہ توسط سے درخواستیں دیں منتخب ہونے کی صورت میں چھٹی یا ڈیپوٹیشن کا خود بندوبست کرنا ہوگا۔7۔ادارہ ہذا کے ملازمین کے بچوں کیلئے 20% برائے آسامی (BPS-1 to 5)' اقلیتوں کیلئے 5%' خواتین کیلئے 5% اور معذور افراد کیلئے 2% کوٹہ مقرر ہے۔بمطابق مروجہ قوانین گورنمنٹ آف پنجاب معذور افراد کی عمر میں 10 سال کی رعایت دے کر 35 سال تک عمر مقررہ کی گئی ہے۔8۔آسامیوں کی تعداد میں کمی بیشی کی جا سکتی ہے۔9۔اصل اسناد' ڈومیسائل' شناختی کارڈ اور تجربہ کے سرٹیفکیٹ انٹرویو والے دن ہمراہ لائیں۔10۔کوئی ٹی اے/ڈی اے نہیں دیا جائیگا۔

پرنسپل راولپنڈی میڈیکل کالج' راولپنڈی IPL-12374

Daily Nawai-e-Waqt
March 1, 2012

محکمہ صحت ضلعی حکومت سیالکوٹ

آسامیاں خالی ہیں

ضلع سیالکوٹ کے مختلف ہسپتالوں، دیہی مراکز صحت، بنیادی مراکز صحت میں مختلف کی بنیاد پر مقرر کئے جانے والی آسامیوں کیلئے مطلوبہ قابلیت کے حامل افراد سے درخواستیں مطلوب ہیں۔

نمبر شمار	نام آسامی	بنیادی سکیل	عمر کی حد	تعداد آسامیاں	مطلوبہ قابلیت
1۔	لیبارٹری اٹینڈنٹ	02	25 تا 38 سال	ملازمان ہسپتال سیالکوٹ (1) مول ہسپتال ڈسکہ (1) سردار بیگم ہسپتال سیالکوٹ (1) (ٹوٹل 3)	میٹرک معہ سائنس یا متعلقہ شعبہ
2۔	نائب قاصد / آیا / خاکروب	03	25 تا 38 سال	دیکھ بھال مرکز صحت مزرعہ (ٹوٹل 1)	میٹرک یا متعلقہ شعبہ / امیدوار غیر شادی شدہ ہو تو کم از کم 03 سال تجربہ
3۔	نائب قاصد	01	25 تا 38 سال	مول ہسپتال ڈسکہ (2) BHU ڈھیری (1) BHU ڈھیری (1) BHU آلو مہار (1) BHU جرائوالی (1) تحصیل ہیڈ کوارٹر ہسپتال سمبڑیال (1) (ٹوٹل 7)	غیر شادی شدہ / شادی شدہ مرد / خاتون
4۔	چوکیدار	01	25 تا 38 سال	تحصیل ہیڈ کوارٹر ہسپتال سمبڑیال (1) RHC کوٹلی لوہاراں (1) BHU ڈسکہ (1) BHU ساگے (1) BHU پسرور (1) BHU سنگھ نوالی (1) BHU قلعہ کلالاں والی (1) BHU میکے (1) (ٹوٹل 7)	پرائمری سکول سرٹیفکیٹ / شادی شدہ / مرد / خاتون
5۔	سینٹری ورکر	01	25 تا 38 سال	RHC کوٹلی لوہاراں (1) RHC پائی (1) تحصیل ہیڈ کوارٹر ہسپتال سمبڑیال (2) مول ہسپتال ڈسکہ (3) (ٹوٹل 6)	پرائمری سکول سرٹیفکیٹ / شادی شدہ مرد (صرف قبر مطلوبہ خواتین دینے کے اہل ہوں گے)
6۔	مالی	01	25 تا 38 سال	RHC کوٹلی لوہاراں (1) ملازمان ہسپتال سیالکوٹ (1) مول ہسپتال ڈسکہ (1) (ٹوٹل 3)	پرائمری سکول سرٹیفکیٹ / شادی شدہ / مرد / خاتون
7۔	ڈرائیور	01	25 تا 38 سال	مول ہسپتال ڈسکہ (1) ہیلتھ آفیسر ڈسکہ (1) (ٹوٹل 2)	پرائمری سکول سرٹیفکیٹ / شادی شدہ / مرد / خاتون
8۔	گیٹ کیپر	01	25 تا 38 سال	مول ہسپتال ڈسکہ (1)	پرائمری سکول سرٹیفکیٹ / شادی شدہ / مرد / خاتون
9۔	دھوبی	01	25 تا 38 سال	ملازمان ہسپتال سیالکوٹ (1) تحصیل ہیڈ کوارٹر ہسپتال سمبڑیال (1) (ٹوٹل 2)	پرائمری سکول سرٹیفکیٹ / شادی شدہ / مرد / خاتون
10۔	سٹریچر بوائے	01	25 تا 38 سال	مول ہسپتال ڈسکہ (2) ملازمان ہسپتال سیالکوٹ (1) (ٹوٹل 3)	پرائمری سکول سرٹیفکیٹ / شادی شدہ / مرد / خاتون
11۔	واٹر مردات	01	25 تا 38 سال	ملازمان ہسپتال سیالکوٹ (1) تحصیل ہیڈ کوارٹر ہسپتال سمبڑیال (1) مول ہسپتال ڈسکہ (10) سردار بیگم ہسپتال سیالکوٹ (4) (ٹوٹل 16)	غیر شادی شدہ / شادی شدہ / مرد / خاتون
12۔	آپریشن تھیٹر اٹینڈنٹ	02	25 تا 38 سال	مول ہسپتال ڈسکہ (1) سردار بیگم ہسپتال سیالکوٹ (1) (ٹوٹل 2)	میٹرک / متعلقہ شعبہ

مخصوص شرائط: 1۔ 5% کوٹہ خواتین کیلئے مختص ہے۔ مضبوط اور مستحکم خواتین کے سٹریکچر سے بنیادی کردار ادا کرنے کی وجہ سے خواتین کے ساتھ منسلک کر دیا گیا ہے۔
2۔ فوجی کیلئے 5% کوٹہ مختص ہے۔ 3۔ 20% کوٹہ محکمہ کے سٹریکچر میں ترقی کے لئے مختص ہے۔ اس ضمن میں محکمہ کا سٹریکچر منسلک کر دیا گیا ہے کامیاب امیدوار کا تقرر ابتدائی طور پر 3 سال کیلئے ہوگا۔ 4۔ 10% کوٹہ خالی آسامیوں کیلئے مختص ہے۔

شرائط: 1۔ درخواستیں ہمراہ تصدیق شدہ کاپیاں سرٹیفکیٹ / ڈگری کے ساتھ پوسٹ میں ڈسٹرکٹ آفیسر ہیلتھ سیالکوٹ میں مورخہ 17-03-2012 تک موصول ہو جانی چاہئیں۔ امیدوار کو گورنمنٹ کی مقرر کردہ میڈیکل کمیٹی کے سامنے پیش ہونا پڑے گا۔ 2۔ انٹرویو کیلئے ڈسٹرکٹ آفیسر ہیلتھ سیالکوٹ میں حاضر ہونا ہوگا۔ انٹرویو مقرر کردہ تاریخوں پر صبح 09:00 بجے شروع ہو جایا کریں گے جس کیلئے کوئی علیحدہ اطلاع نہ دی جائے گی۔ انٹرویو پر آنے والوں کو کوئی TA/DA نہ دیا جائے گا۔ انٹرویو پر امیدوار کو اصل سرٹیفکیٹ ہمراہ لانا ہوں گے۔ امیدوار کا ہیلتھ سیالکوٹ کا ملازم ہونا ضروری ہے۔ عمر کی بالائی حد میں دو سال کی رعایت گورنمنٹ کے مقرر کردہ قواعد کے تحت دی جائے گی۔ مخصوص آسامیوں کیلئے درخواست میں گھر کا پتہ ضروری ہے۔ ایک درخواست صرف ایک آسامی کیلئے قبول کی جائے گی۔ سلیکشن کمیٹی کا فیصلہ حتمی ہوگا۔ تمام آسامیاں ناقابل تبادلہ (Non-Transferable) ہیں۔ پہلے سے ہی کام کرنے والوں کی درخواستوں پر غور نہ ہوگا۔ خالی آسامیوں کی تعداد بڑھانے کا نوٹس دیئے بغیر کمی کی جا سکتی ہے۔

(برائے انٹرویو)

نمبر شمار	کیٹگری	تاریخ انٹرویو	مقام انٹرویو
1۔	آپریشن تھیٹر اٹینڈنٹ، لیبارٹری اٹینڈنٹ، نائب قاصد، چوکیدار، سینٹری ورکر	24-03-2012	DEO (Health) آفس سیالکوٹ
2۔	مالی، دھوبی، گیٹ کیپر، سٹریچر بوائے، واٹر مردات	26-03-2012	DEO (Health) آفس سیالکوٹ

سیکرٹری سلیکشن کمیٹی / ڈسٹرکٹ آفیسر ہیلتھ سیالکوٹ

محکمہ صحت ڈسٹرکٹ گورنمنٹ سیالکوٹ

PL-3121

Daily Jang
March 11, 2013

خالی اسامیاں

آرمی پبلک اسکول اینڈ کالج سیہون/ دادو

مندرجہ ذیل تدریسی اور غیر تدریسی اسامیوں کیلئے مستقل بنیادوں پر مرد و خواتین حضرات کیلئے اسامیاں خالی ہیں۔

نمبر شمار	پوسٹ	کم از کم تعلیمی قابلیت
-1	پرنسپل	ایم اے، ایم ایس سی و ید ایم ایڈ (5 سال کا تجربہ ہونا ضروری ہے)
-2	وائس پرنسپل	ایم اے، ایم ایس سی، ایم ایڈ
-3	سینئر فزکس ٹیچر	ایم ایس سی فزکس
-4	سینئر ریاضی ٹیچر	ایم ایس سی ریاضی
-5	سینئر انگلش ٹیچر	ایم اے انگلش
-6	سینئر کیمسٹری ٹیچر	ایم ایس سی کیمسٹری
-7	سینئر اردو ٹیچر	ایم اے اردو
-8	نرسری ٹیچر (صرف خواتین)	ایم اے، ایم ایس سی (مونٹیسوری ڈپلومہ والے کو ترجیح دی جائے گی)
-9	جنرل ٹیچر	ایم اے، ایم ایس سی
-10	اکاؤنٹینٹ (غیر تدریسی)	بی اے، بی کام
-11	ڈرائیور	.....
-12	سوئپر (صرف غیر مسلم)	.....

نوٹ :------

☆ کسی اچھے ادارے میں دو سال کا تدریسی تجربہ ضروری ہے۔
☆ M.Ed اور B.Ed کی ڈگریاں رکھنے والے امیدواروں کو ترجیح دی جائے گی
☆ اچھی تنخواہ
☆ طعام، رہائش کی سہولت موجود ہے
☆ سلیکشن کا حتمی فیصلہ ٹیسٹ اور انٹرویو پر کیا جائے گا۔
☆ تمام افراد جو مندرجہ بالا شرائط پر پورے اترتے ہوں اپنی CV خود یا بذریعہ ڈاک 30/ مارچ 2013ء تک بھجوا سکتے ہیں۔

رابطہ :------

سیکرٹری آرمی پبلک اسکول اینڈ کالج سیہون/ دادو، پنارو کیمپ (0331-5533232)
پرنسپل آرمی پبلک اسکول اینڈ کالج دادو، جوہی چوک، دادو (0300-3432050)
پرنسپل آرمی پبلک اسکول اینڈ کالج سیہون، لال باغ سیہون (0343-3803284)
اکاؤنٹینٹ آرمی پبلک اسکول اینڈ کالج سیہون/ دادو، پنارو کیمپ (0344-3384623)

The News
April 3, 2014

JOB OPPORTUNITIES
KING EDWARD MEDICAL UNIVERSITY, LAHORE.

KEMU is looking for appointment of suitable candidates (Resident of Punjab) against the following vacant posts in different departments of the University on regular basis.

Sr. #	Post	BPS	Age	Qualification/Eligibility
1.	Assistant	14	18-25 Years	• Graduation or equivalent qualification from a recognized institute. • Two year experience in the relevant field. • Computer literate will be preferred. • Preference will be given to the candidates having experience of working in a medical institution.
2.	Assistant Hospitality Manager	14	21-40 Years	• Intermediate /Matric with 5 year experience in any well reputed Hotel/Restaurant or Government Organization as Assistant Manager Hospitality.
3.	Stenographer	14	18-25 Years	• Intermediate from a recognized institute. • 80 WPM in short hand and 35 WPM in typewriting. • Preference shall be given to the computer literate person. • Preference will be given to the candidates having experience of working in a medical institution.
4.	Assistant Librarian	14	18-25 Years	• Intermediate or equivalent qualification from recognized institute. • Certificate in Library Science from a recognized. • Preference will be given to the candidates having experience of working in a medical institution.
5.	Audit Assistant	14	18-25 Years	• B.Com with computer course. • Two year experience in Audit and Accounts. • Preference will be given to the candidates having experience of working in a medical institution.
6.	Computer Operator	12	18-25 Years	• ICS or equivalent qualifications form a recognized Board/University. • At least Two years experience in the field of computer work. • Preference will be given to the candidates having experience of working in a medical institution.
7.	Data Entry Operator	12	18-25 Years	• BCS or equivalent qualification from recognized institute. • Preference will be given to the candidates having experience of working in a medical institution.
8.	Sub Engineer Civil	11	18-25 Years	• Matric with science from a recognized Board. • 03 years diploma in Civil Engineering from a recognized institute. • 02 years experience in relevant field. • Preference will be given to the candidates having experience of working in a medical institution.
9.	Sub Engineer Electric	11	18-25 Years	• Matric with science from a recognized Board. • 03 years diploma in Electric Engineering from a recognized institute. • 02 years experience in relevant field. • Preference will be given to the candidates having experience of working in a medical institution.
10.	Lab Technician	09	18-25 Years	• Matric with science from a recognized Board. • Diploma in Laboratory Technician Course from Punjab Medical Faculty Lahore or any other recognized Institute. • One year experience in this field. • Preference will be given to the candidates having experience of working in a medical institution.
11.	Telephone Supervisor	11	18-25 Years	• Matric with science from recognized board. • 03 years Diploma of Associate Engineer from Technical board or an equivalent qualification from any recognized institute with one year experience in the relevant field. • Preference shall be given to the computer literate persons. • Preference will be given to the candidates having experience of working in a medical institution.
12.	Female Warden	10	18-25 Years	• B.A from H E C recognized university/ institution. • 3 years experience as a house keeper will be preferred. • Preference will be given to the candidates having experience of working in a medical institution.
13.	Female House Keeper	09	18-25 Years	• Intermediate from a recognized board. • 2 years experience in the relevant field will be preferred. • Preference will be given to the candidates having experience of working in a medical institution.
14.	Projectionist	09	18-25 Years	• F.Sc. from a recognized Board /institute. • At least two year experience in technical field of Audio visual equipment. • Preference will be given to the candidates having experience of working in a medical institution.
15.	Junior Technician (Radiology Technology)	9	18-25 Years	• F.Sc Pre-medical from a recognized Board. • Two years Diploma in X-Ray technician course from Punjab medical faculty Lahore or from any other recognized institute with two years experience in the relevant field. • Preference will be given to the candidates having experience of working in a medical institution.
16.	Junior Clerk	07	18-25 Years	• Matric or equivalent qualification from a recognized institute. • A speed of 25WPM in type writing. • Preference shall be given to the computer literate person. • Preference will be given to the candidates having experience of working in a medical institution.
17.	Electrician	07	18-25 Years	• Matric with Science from a recognized board. • Diploma in electrician from vocational institute or from any recognized institute. • 01 year experience. • Preference will be given to the candidates having experience of working in a medical institution.
18.	Telephone Operator	07	18-25 Years	• Matric from a recognized board • 02 years experience in the relevant field. • Preference shall be given to the computer literate persons. • Preference will be given to the candidates having experience of working in a medical institution.
19.	Store Keeper	06	18-25 Years	• Matric from a recognized board. • 03 years experience of handling the store in the relevant field. • Preference will be given to the candidates having experience of working in a medical institution.
20.	Junior Technician (Head Lab Assistant)	06	18-25 Years	• Matric with science from a recognized Board. • Diploma in Laboratory Assistant course form Punjab Medical Faculty Lahore or forma any other recognized institute. • Two years experience in the relevant field. • Preference will be given to the candidates having experience of working in a medical institution.
21.	Air Conditioner Mechanic	05	18-25 Years	• Matric or an equivalent qualification from a recognized Board. • Diploma or training certificate in A.C. Mechanic course from a recognized institute. • 03 year experience in relevant field. • Preference will be given to the candidates having experience of working in a medical institution.
22.	Carpenter	04	18-25 Years	• Matric or an equivalent qualification from a recognized Board. • Diploma or Training Certificate from a recognized Institute in the respective technical field. • 2 year experience in the relevant field. • Preference will be given to the candidates having experience of working in a medical institution.
23.	Embalmer	04	18-25 Years	• Matric or an equivalent qualification from a recognized Board.
24.	Tub well operator	03	18-25 Years	• Matric from a recognized Board • Two Years Experience in the relevant Field • Preference will be given to the candidates having experience working in a medical institution.
25.	Plumber	03	18-25 Years	• Matric or an equivalent qualification from a recognized Board with one year experience in the relevant field. • Preference will be given to the candidates having experience of working in a medical institution.
26.	Head Mali	02	18-25 Years	• Matric or an equivalent qualification from a recognized Board. • Three years experience in the respective fields. • Higher technical qualification holder will be preferred. • Preference will be given to the candidates having experience of working in a medical institution.
27.	Naib Qasid	02	18-25 Years	• Middle school certificate from a Government recognized school. • Preference will be given to the candidates having experience of working in a medical institution
28.	Bearer	02	18-25 Years	• Middle school certificate form a Government recognized school.
29.	Aya	02	18-25 Years	• Middle school certificate from a Government recognized school. • Preference will be given to the candidates having experience of working in a medical institution.
30.	Masalchi	02	18-25 Years	• Primary school Certificate from recognized School. • One year experience in relevant field. • Preference will be given to the candidates having experience of working in a medical institution.
31.	Chowkidar	02	18-25 Years	• Primary school Certificate from recognized School. • Preference will be given to the candidates having experience of working in a medical institution.
32.	Gate Man	02	18-25 Years	• Primary school Certificate from recognized School. • Preference will be given to the candidates having experience of working in a medical institution.
33.	Cook	02	18-25 Years	• Primary school Certificate from recognized School. • One year experience in relevant field. • Preference will be given to the candidates having experience of working in a medical institution.
34.	Helper	02	18-25 Years	• Middle school certificate from a Government recognized school.
35.	Chapatiman	02	18-25 Years	• Primary school Certificate from recognized School. • One year experience in relevant field. • Preference will be given to the candidates having experience of working in a medical institution.
36.	Sewer man	02	18-25 Years	• Middle school certificate form a government recognized school
37.	Sanitary Worker both Male & Female	02	18-25 Years	• Primary school Certificate from recognized School. • Only non Muslims Person who belong to minorities will be accommodated. • Preference will be given to the candidates having experience of working in a medical institution.

- Both Male/Female candidates Domiciled in Province of the Punjab can apply.
- Recruitment will be made according to recruitment policy of Govt. of the Punjab/KEMU, Lahore.
- Govt. servant should apply through proper channel.
- Only short listed candidates will be called for interview.
- Five years relaxation in upper age limit will be allowed across the board. However female candidates will given 8 years relaxation as per government notification.
- Competent authority can further relax the age depending upon the experience and qualification.
- Quota for disabled, minorities and females will be as per government notifications.
- Quota for Retired/Serving, KEMU employee's sons/daughters will as per government notification
- Date and place of interview will be communicated in the interview call after short listing
- Incomplete application will not be entertained in any case.
- Application on plain paper addressing VC, KEMU along with attested copies of all educational and experience certificates, 02 latest photographs, domicile and national ID card can be submitted in the university Office.
- All the degrees and certificate will be verified and candidates who submit Bogus / Fake documents will not be considered and their appointment will be terminated if they have been appointed on the basis of these documents.
- Relevant test for skilled post's will be taken.
- Candidates applying against the reserved quota should mention this in their application.
- Further information can be obtained from the University office.
- Last date for submission of application is **25-04-2014.**
- No TA &DA will be allowed.

VICE CHANCELLOR,
King Edward Medical University,
Nela Gunbad, Anarkali,
Lahore.

IPL-3714

Daily Jang
February 07, 2015

نقل کے ذریعے حاصل شدہ ڈگریاں اداروں کی تباہی کا باعث ہیں

آسامیاں خالی ہیں

پرنسپل میڈیکل کالج لورالائی کو مندرجہ ذیل عارضی آسامیوں پر کنٹریکٹ کی بنیاد پر مندرجہ ذیل آسامیوں پر تعیناتی کیلئے موزوں اُمیدواروں سے درخواستیں مطلوب ہیں۔ درخواستیں جمع کرانے کی آخری تاریخ **2 مارچ 2015** ہے۔ درخواستیں بنام پرنسپل میڈیکل کالج لورالائی دفتر ڈسٹرکٹ ہیلتھ آفیسر لورالائی میں مقررہ تاریخ تک جمع کی جاسکتی ہیں۔ مقررہ تاریخ کے بعد کوئی درخواست وصول نہیں کی جائے گی۔ تمام درخواست دہندگان/اُمیدواروں کا ٹیسٹ/انٹرویو مورخہ **17 تا 19 مارچ 2015** کو دفتر ڈسٹرکٹ ہیلتھ آفیسر لورالائی میں منعقد ہوگا۔ ٹیسٹ انٹرویو کیلئے اُمیدواروں کو علیحدہ اطلاع نہیں دی جائے گی۔ آسامیوں کی تفصیل درجہ ذیل ہے:

نمبر شمار	نام آسامی	گریڈ	تعداد آسامی	مطلوبہ تعلیمی قابلیت	تجربہ
1	اسسٹنٹ پرائیوٹ سیکریٹری	بی۔16	1	بی۔اے کسی بھی منظور شدہ ادارے سے ایک سالہ کمپیوٹر ڈپلومہ۔	متعلقہ شعبے میں دوسالہ تجربہ
2	اکاؤنٹنٹ	بی۔14	1	بی۔اے اکنامکس بطور الیکٹو مظمون بمعہ کسی بھی منظور شدہ ادارے سے ایک سالہ کمپیوٹر ڈپلومہ۔	متعلقہ شعبے میں دو سالہ تجربہ
3	اسسٹنٹ کمپیوٹر آپریٹر	بی۔12	1	ایف۔اے بمعہ کسی بھی منظور شدہ ادارے ایک سالہ کمپیوٹر ڈپلومہ۔	متعلقہ شعبے میں کام کا چار سالہ تجربہ
4	ٹرانسپورٹ سپروائزر	بی۔09	1	ایف۔اے	ٹرانسپورٹ مینجمنٹ میں چار سالہ تجربہ
5	الیکٹریشن	بی۔08	1	میٹرک پاس بمعہ ٹی۔سی یا کسی بھی منظور شدہ ادارے سے الیکٹریشن کا ایک سالہ سرٹیفکیٹ	متعلقہ شعبے میں چار سالہ تجربہ
6	ڈرائیور	بی۔04	2	مڈل پاس بمعہ ہیوی ڈرائیونگ	پانچ سالہ ڈرائیونگ کا تجربہ
7	سیکورٹی گارڈ	بی۔02	3	پرائمری پاس	متعلقہ شعبے میں دوسالہ تجربہ
8	باورچی	بی۔01	2	-	متعلقہ شعبے میں پانچ سالہ تجربہ
9	بیرر/مرد/خواتین	بی۔01	4	-	متعلقہ شعبے میں دوسالہ تجربہ
10	نائب قاصد	بی۔01	10	مڈل پاس	متعلقہ شعبے میں دوسالہ تجربہ
11	چوکیدار	بی۔01	2	مڈل پاس	متعلقہ شعبے میں دوسالہ تجربہ
12	خاکروب (غیر مسلم)	بی۔01	4	-	متعلقہ شعبے میں دوسالہ تجربہ
13	لیبارٹری اٹنڈنٹ	بی۔02	4	مڈل پاس	تجربہ رکھنے والے امیدواروں کو ترجیح دی جائے گی

دیگر شرائط: (1) اُمیدوار کا بلوچستان کا لوکل/ڈومیسائل ہونا چاہئے۔ ڈومیسائل کے اُمیدواروں کو ترجیح دی جائے گی۔ (2) درخواست دہندہ کی عمر 35 سال سے کم ہونی چاہئے تاہم عمر میں رعایت دی جاسکتی ہے۔ (3) تمام درخواست گزار اپنے تعلیمی سرٹیفکیٹ لوکل سرٹیفکیٹ شناختی کارڈ، اور تجربے کی تصدیق شدہ نقول درخواست کے ساتھ منسلک کریں۔ (4) تمام درخواست گزار اپنے اصل تعلیمی سرٹیفکیٹ و دیگر کاغذات انٹرویو کے وقت اپنے ہمراہ لائیں۔ (5) تمام درخواست گزاروں کو کم از کم گریڈ 17 کے گزٹڈ آفیسر کی طرف سے جاری کردہ چال چلن سرٹیفکیٹ درخواست کے ساتھ منسلک کرنا ہوگا۔ (6) ٹیسٹ اور انٹرویو کیلئے آنے والے اُمیدواروں کو کسی قسم کا سفر خرچ کی ادائیگی نہیں کی جائے گی۔

پرنسپل میڈیکل کالج لورالائی

PRQ NO.2123/06-02-15

Daily Express, July 24, 2016

اشتہار برائے بھرتی خالی آسامیاں ضلع لاہور۔

ظہیر حسین ڈسٹرکٹ کوارڈینیٹر ضلع لاہور درج ذیل آسامیوں پر ایک سال کے کنٹریکٹ کی بنیاد پر بھرتی کے لئے مقررہ اہلیت کے حامل امیدواروں سے درخواستیں طلب کرتے ہیں۔ درخواستیں ڈسٹرکٹ ہیلتھ آفس (ہیلتھ) 24- کوپر روڈ لاہور کے دفتر میں مورخہ 01.08.2016 تک دفتری اوقات میں جمع کروائی جا سکتی ہیں۔

نمبر شمار	نام آسامی	گریڈ	تعداد آسامی	مقررہ اہلیت	جمع کروانے کی آخری تاریخ
01	سینئر میڈیکل آفیسر (BPS-17)	35	02	(i) MBBS. (ii). Registration with PM&DC (iii) Regular House Job for one year in a recognized Hospital / Institution.	08-08-2016 بروز پیر ڈی ایچ او (ہیلتھ) 24- کوپر روڈ لاہور
02	میڈیکل آفیسر (BPS-17)	35	04	(i) MBBS. (ii). Registration with PM&DC (iii) Regular House Job for one year in a recognized Hospital / Institution.	ایضاً
03	نرسنگ آفیسر (BPS-16)	19-35	41	(i) BSc Nursing Generic (Four Years) and Valid Registration from Pakistan Nursing Council OR (ii) Diploma in General Nursing and Midwifery and Valid Registration from Pakistan Nursing Council. Note: Preference shall be given to the graduate of Government Institute.	ایضاً
04	Junior Technician Sugrical Technology (O.T Assistant) (BS-09)	18-25	02	FSc (Second Division) from a recognized board having diploma in the relevant Allied Health Sciences Discipline from a recognized board. If none is available then candidated having qualification of Matric (Second Division) with Science from a recognized board along with one or two years diploma in the relevant discipline of Allied Health duly recognized by the Medical Faculty.	12-08-2016
05	Junior Technician MCH Technology (LHV) (BS-09)	18-25	05	FSc (Second Division) from a recognized board having diploma in the relevant Allied Health Sciences Discipline from a recognized board. If none is available then candidated having qualification of Matric (Second Division) with Science from a recognized board along with one or two years diploma in the relevant discipline of Allied Health duly recognized by the Medical Faculty.	ایضاً
06	Junior Technician Health Care Outreach Technology (Vaccinator) (BS-09)	18-25	20	I. Matric (Second Division) with Science from a recognized board and II. Diploma or certificate or Vaccinator Course from Punjab Medical Faculty Lahore or from any other recognized institution. Note If none is available with diploma or certificate, then from amongst the candidateds having training certificate of Vaccintion Course from the Punjab Medical Faculty Lahore.	ایضاً
07	Junior Technician Primary Health Care Multi Purpose Techology (Malaria Inspector) (BS-09)	18-25	01	FSc (Second Division) from a recognized board having diploma in the relevant Allied Health Sciences Discipline from a recognized board. If none is available then candidated having qualification of Matric (Second Division) with Science from a recognized board along with one or two years diploma in the relevant discipline of Allied Health duly recognized by the Medical Faculty.	ایضاً
08	Junior Technician Primary Health Care Multi Purpose Techology (Malaria Inspector) (BS-09)	18-25	01	FSc (Second Division) from a recognized board having diploma in the relevant Allied Health Sciences Discipline from a recognized board. If none is available then candidated having qualification of Matric (Second Division) with Science from a recognized board along with one or two years diploma in the relevant discipline of Allied Health duly recognized by the Medical Faculty.	ایضاً
09	Assistant Sanitray Inspector (BS-08)	18-25	03	Matric with Science from a recognized board and II Diploma / Certificate in Sanitary Inspector Course from Punjab Medical Faculty or any other recognized college / institute.	ایضاً
10	Junior Technician Pharmacy Technology (Dispenser) (BS-09)	18-25	06	FSc (Second Division) from a recognized board having diploma in the relevant Allied Health Sciences Discipline from a recognized board. If none is available then candidated having qualification of Matric (Second Division) with Science from a recognized board along with one or two years diploma in the relevant discipline of Allied Health duly recognized by the Medical Faculty.	ایضاً
11	Junior Technician Pathology Technology (Lab. Assistant) (BS-09)	18-25	01	FSc (Second Division) from a recognized board having diploma in the relevant Allied Health Sciences Discipline from a recognized board. If none is available then candidated having qualification of Matric (Second Division) with Science from a recognized board along with one or two years diploma in the relevant discipline of Allied Health duly recognized by the Medical Faculty.	ایضاً
12	Black Smith (BS-05)	18-25	01	Matric or an equivalent qualification from a recognized board and II Diploma or training certificated from a recognized istitute in the respected technical filed with one year experience in the relevant field.	16-08-2016
13	Marks Man (BS-05)	18-25	01	Retired Constable, Hawaldar, Lance Naik (Shooting Expert) holding valid armed license.	ایضاً
14	ڈرائیور (BPS-04)	18-25	02	(i). Middle School Certificate from a recognized School and (ii). LTV Driving License issued from the licensing authority with at least five years experience in the line.	ایضاً
15	سٹور کیپر (BPS-06)	18-25	01	Matric from a recognized board with three experience of handling the Store in the relevant field. Note: Higher Technical Qualification holder will be preferred.	ایضاً
16	داسہ بردار (BPS-01)	18-25	05	Middle School Certificate from a government recognized School	ایضاً
17	چوکیدار (BPS-01)	18-25	15	Primary School Certificate from a recognized School. Note: Only non Muslims / Persons who belong to Minorities will be encouroaged	19-08-2016
18	نائب قاصد (BPS-01)	18-25	06	Middle School Certificate from a government recognized School	ایضاً
19	مالی (BPS-01)	18-25	02	Primary School Certificate from a recognized School.	ایضاً
20	گیٹ کیپر (BPS-01)	18-25	01	Primary School Certificate from a recognized School.	ایضاً
21	مالی (BPS-01)	18-25	01	Primary School Certificate from a recognized School.	ایضاً
22	چوکیدار (BPS-01)	18-25	02	Primary School Certificate from a recognized School.	ایضاً
23	سویپر (BPS-01)	18-25	01	Primary School Certificate from a recognized School.	ایضاً
24	دائی (BPS-01)	18-25	01	Primary School Certificate from a recognized School.	ایضاً
25	ٹیکنیشن (BPS-03)	18-25	01	Matric or an equivalent qualification from recognized board.	ایضاً
26	لیڈی ہیلتھ وزیٹر (BPS-05)	18-35	05	Secondary School Certificate (2nd Division) or an equivalent qualification from a recognized Board with Diploma or Certificate in Midwifery course of communlty Midwifery course from a recognized Institiulion.	ایضاً
27	Anti Malaria Baildar (BS-01)	18-25	14	Middle School Certificate from a government recognized School	ایضاً
28	Dai (BS-01)	18-25	16	Matric or an equivalent qualification from recognized board having a certificate from a recognized institution / hospital.	ایضاً

بھرتی کی شرائط نمایاں خصوصیات

۱۔ ماہانہ تنخواہ آسامیوں کے بنیادی سکیل کے مطابق ہوگی۔ دیگر شرائط بعد از تعیناتی حکومت کے تجویز و قواعد و ضوابط کے مطابق ہوگی اور تعیناتی کے آرڈر میں درج ہوگی۔ ۲۔ ایک سال کنٹریکٹ ملازمت کا دورانیہ ۱ سال کے لیے ہوگا۔ اور یہ آسامی ناقابل ٹرانسفر ہوگی۔ ۳۔ حاضری ناگزیر کی صورت میں ملازمت سے فوراً علیحدگی بغیر کسی نوٹس کے کی جائے گی۔ ۴۔ ضلع لاہور کے مقامی امیدواروں کو ترجیح دی جائے گی۔ تاہم دیگر اضلاع کے امیدواران کی بھرتی پر بھرتی کی جائے گی۔ ۵۔ کسی گزیٹڈ آفیسر سے تصدیق شدہ اسناد حاصل کردہ نمبروں کا تعین کوالیفکیشن اور تجربہ کے سرٹیفکیٹ، ڈومیسائل وڈومی شناختی کارڈ (کمپیوٹرائزڈ) سند وری کا سرٹیفکیٹ اور دیگر کاغذات وفتراً ڈی۔او (ہیلتھ) 24- کوپر روڈ لاہور میں 01-08-2016 تک جمع کروانا ہوں گے۔ ۶۔ امیدواران درخواست فارم (جو کہ دفتر ڈی۔او (ہیلتھ) سے دستیاب ہیں) پر بھرتی کے لیے درخواست دیں۔ ۷۔ ایک آسامی کے لیے ایک درخواست ہوگی۔ ۸۔ انٹرویو کے لیے کوئی علیحدہ کال لیٹر جاری نہیں کیے جائیں گے۔ اور انٹرویو کے لیے آنے جانے کا کوئی خرچہ نہیں دیا جائے گا۔ بروقت انٹرویو امیدواران اپنے اصل کاغذات ہمراہ لائیں گے۔ بصورت دیگر انٹرویو کے اہل نہ ہوں گے۔ ۹۔ معذور افراد کے لیے جاب سیٹ ریزرو کا سرٹیفکیٹ ہونا لازم ہے۔ درخواست کو میرٹ میں شامل نہ کیا جائے گا۔ ۱۰۔ مختص کردہ خصوصی کوٹہ جات پر کوٹہ شرائط کی وضع کردہ مناسب کے مطابق بھرتیاں کی جائیں گی۔ ۱۱۔ تمام بھرتی کوٹہ شرائط کی وضع کردہ ایچ پاک انسٹرکشن یا پالیسی اور ہدایات کے مطابق ہوگی۔ ۱۲۔ نامکمل یا تاخیر سے موصول ہونے والی درخواستوں پر غور نہیں کیا جائے گا۔ ۱۳۔ آسامیوں کی تعداد کم یا زیادہ ہو سکتی ہے۔

ڈاکٹر ذوالفقار علی
ایگزیکٹو ڈسٹرکٹ آفیسر (ہیلتھ) لاہور

IPL-8861

Daily Jang
February 15, 2017

”منشیات سے انکار“

درخواستیں مطلوب ہیں

میڈیکل کالج لورالائی کیلئے درج ذیل آسامیوں پر بلوچستان کے لوکل اڈومیسائل سے درخواستیں مطلوب ہیں شرائط:۔ 1) ضلع لورالائی کے اُمیدواروں کو ترجیح دی جائیگی ۔ 2) شارٹ لسٹ شدہ اُمیدواروں کا ٹیسٹ/انٹرویو تشکیل شدہ کمیٹی کے ذریعے لیا جائے گا ۔ 3) درخواستیں بنام پرنسپل میڈیکل کالج لورالائی دفتر ڈسٹرکٹ ہیلتھ آفیسر لورالائی اور پراجیکٹ ڈائریکٹر سول ورکس بمقام جناح ٹاؤن سمنگلی روڈ کے پاس 27 فروری 2017ء تک وصول کی جائیگی ۔ 4) مقررہ تاریخ کے بعد کوئی درخواست وصول نہیں کی جائیگی ۔ 5) تمام درخواست دہندگان اُمیدواروں کا ٹیسٹ/انٹرویو مورخہ 13 مارچ تا 15 مارچ 2017ء کو دفتر پرنسپل بمقام ڈسٹرکٹ ہیلتھ آفیسر لورالائی اور دفتر پراجیکٹ ڈائریکٹر سول ورکس بمقام جناح ٹاؤن سمنگلی روڈ کوئٹہ میں منعقد ہوگا ۔ ٹیسٹ/انٹرویو کیلئے اُمیدواروں کو علیحدہ اطلاع نہیں دی جائیگی ۔ 6) درخواست گزار کی عمر 18 سے کم 40 سال سے زیادہ نہ ہو ۔ پہلے سے سرکاری ملازمین اپنی درخواستیں محکمے کے توسط سے بمعہ این او سی جمع کرائیں ۔ درخواست کے ساتھ ایک عدد تازہ ترین تصویر جمع کرانا لازمی ہوگا ۔ 7) ایک اُمیدوار صرف ایک آسامی پر درخواست دینے کا اہل ہوگا ۔ 8) ٹیسٹ انٹرویو پر آنے والے اُمیدوار کو کسی قسم کی سفری خرچ نہیں دیا جائے گا ۔ 9) تمام درخواست گزار اپنے اصل تعلیمی سرٹیفکیٹ و دیگر کاغذات انٹرویو/ٹیسٹ کے وقت اپنے ہمراہ لائیں ۔

نمبر شمار	نام عہدہ	گریڈ	تعداد	مطلوبہ تعلیمی قابلیت
1	اکاؤنٹنٹ	B-14	01	بی اے اکنامکس/بی کام متعلقہ شعبہ میں دو سال تجربہ ۔ کسی منظور شدہ ادارے سے ایک سالہ کمپیوٹر کورس
2	اسسٹنٹ کمپیوٹر آپریٹر	B-12	01	ایف اے/ایف ایس سی بمعہ ایک سالہ کمپیوٹر کورس کسی رجسٹرڈ ادارے سے متعلقہ شعبے میں کام کا دو سالہ تجربہ
3	ٹرانسپورٹ سپروائزر	B-09	01	ایف اے/ایف ایس سی جسمانی طور پر تندرست ۔ ٹرانسپورٹ مینجمنٹ میں دو سالہ تجربہ
-4	الیکٹریشن	B-08	01	میٹرک پاس بمعہ ٹی ٹی سی یا کسی بھی منظور شدہ ادارے سے ایک سالہ الیکٹریشن کا سرٹیفکیٹ ۔ متعلقہ شعبے میں چار سالہ تجربہ
-5	ڈرائیور	B-04	02	کم از کم مڈل پاس ہیوی ڈرائیونگ لائسنس متعلقہ شعبے میں پانچ سالہ تجربہ
-6	سیکورٹی گارڈ	B-02	03	پرائمری پاس متعلقہ شعبے میں دو سالہ تجربہ
-7	لیب اٹینڈنٹ	B-02	04	متعلقہ شعبہ میں تجربہ رکھنے والے کو ترجیح دی جائے گی ۔
-8	نائب قاصد	B-01	10	مڈل پاس متعلقہ شعبے میں دو سالہ تجربہ
-9	بیئرر (مرد)	B-01	02	پرائمری پاس متعلقہ شعبے میں دو سالہ تجربہ
-10	بیئرر (خواتین)	B-01	02	متعلقہ شعبہ میں دو سالہ تجربہ
-11	چوکیدار	B-01	02	مڈل پاس متعلقہ شعبے میں دو سالہ تجربہ جسمانی طور پر تندرست ہو
-12	باروچی	B-01	02	پرائمری پاس متعلقہ شعبے میں پانچ سالہ تجربہ
-13	سویپر	B-01	04	متعلقہ شعبے میں دو سالہ تجربہ (صرف غیر مسلم درخواست دے سکتے ہیں جسمانی طور پر تندرست ہو۔

پرنسپل میڈیکل کالج لورالائی

PRQ No.1959 /13-02-17

Dawn
January 1, 2018

OFFICE OF THE MEDICAL SUPERINTENDENT
GHULAM MUHAMMAD MAHAR MEDICAL COLLEGE HOSPITAL SUKKUR

PHONE NO: 071-9310213 — FAX NO: 9310119

NO: MS/GMCHS/SUKKUR/24 DATED: 01-01-2018

JOB OPPORTUNITIES

Applications are required for the Vacant Posts from the respective domicile holders as mentioned below:-

S. No.	Name of Post	BPS	Age	Domicile	Qualification / Eligibility
01.	Sub-Engineer	11	30	Sukkur Division	1. Diploma in Civil Engineering 2. Relevant Experience of atleast three years preferably in Health Sector.
02.	Statistical Assistant	11	28	—do—	Graduate, preferably B.Sc from HEC recognized university.
03.	O.T. Technician	9	28	—do—	Intermediate, Certificate of O.T Technician from Sindh Medical Faculty Karachi.
04.	X-Ray Technician	9	28	—do—	Intermediate, Certificate of X-Ray Technician from Sindh Medical Faculty Karachi.
05.	Ultrasound Technician	9	28	—do—	Intermediate, Certificate of Ultrasound Technician from Sindh Medical Faculty Karachi.
06.	ECG Technician	9	28	—do—	Intermediate, Certificate of ECG Technician from Sindh Medical Faculty Karachi.
07.	CT Scan Technician	9	28	—do—	i. Intermediate preferably graduate from any recognized University. ii. CT Scan Technician Course from Sindh Medical Faculty Karachi. iii. Five years experience in relevant field and preferably have working experience in Teaching Hospital. iv. Any other extra Training / Course of CT Scan & MRI Training from a reputable Organization. v. The candidate shall be bound to give practical Demonstration / Demo on CT Scan Machine to show his skill.
08.	MRI Technician	9	28	—do—	i. Intermediate preferably graduate from any recognized University. ii. MRI Technician Course / CT Scan Technician Course from Sindh Medical Faculty Karachi. iii. Five years experience in relevant field and preferably have working experience in teaching hospital. iv. Any other extra Training / course of CT Scan & MRI Training from a reputable Organization. v. The candidate shall be bound to give practical Demonstration / Demo on MRI Machine to show his skill.
09.	Anesthesia Technician	9	28	—do—	Intermediate, Certificate of Anesthesia Technician from Sindh Medical Faculty Karachi.
10.	Dispenser	9	28	—do—	Intermediate, Certificate of Dispenser from Sindh Medical Faculty Karachi.
11.	ICU Technician	9	28	—do—	Intermediate, Certificate of ICU Technician from Sindh Medical Faculty Karachi.
12.	Physiotherapy Technician	9	28	—do—	Intermediate, Certificate of Physiotherapy Technician from Sindh Medical Faculty Karachi.
13.	Bio Medical Technician	9	28	—do—	Diploma in Bio Medical Engineering.
14.	Electrician	6	28	—do—	Matriculation, Diploma in Electrical Engineering.
15.	X-Ray Assistant	6	28	—do—	Intermediate with X-Ray Technician from Sindh Medical Faculty Karachi.
16.	Supervisor	6	28	—do—	Matriculation
17.	O.T Assistant	6	28	—do—	Matriculation with X-Ray Course from Sindh Medical Faculty Karachi.
18.	Nursing Orderly	4	28	—do—	Matriculation
19.	O.T. Attendant	3	28	—do—	Matriculation
20.	Ward Servant	2	28	—do—	Matriculation
21.	Lab Attendant	2	28	—do—	Matriculation
22.	Plumber	2	25	—do—	Literate with relevant experience
23.	Chowkidar	1	25	—do—	Literate
24.	Sanitary Worker	1	25	—do—	Scheduled Caste / Minority

The applications should be submitted in the office of Medical Superintendent on or before 19.01.2018 with the following documents.

1. Application in the name of Medical Superintendent showing complete Bio-Data.
2. Attested CNIC
3. Attested Photocopies of Domicile and PRC.
4. Two fresh passport size photographs.
5. Attested photocopies of Qualification certificate as per post applied for.
6. In service candidates should apply through proper channel.

Instructions:

1. The Medical Superintendent GMMMC Hospital reserves the right to accept / reject any application without assigning any reason.
2. There will be walk in interview for the posts of BPS-01 to 05, at 10.00 AM on 29.01.2018 in the office of the Medical Superintendent GMMMC Hospital Sukkur.
3. There shall be third party written test from BPS-06 to 11 according to required qualification as per schedule to be announced before the closing date.
4. Candidates should bring all original documents at the time of interview.
5. No. TA/DA shall be given for interview.
6. Age relaxation as per Govt Policy.
7. Incomplete application shall be rejected. Only short listed candidates fullfiling eligibility shall be called for written test or interview.

Say No to Corruption

ہم دہشتگردی کے خلاف متحد ہیں۔

INF-KRY: No. 43/18

MEDICAL SUPERINTENDENT
GMMMC HOSPITAL SUKKUR

Dawn
January 17, 2019

OFFICE OF THE DISTRICT HEALTH OFFICER, SUJAWAL
HEALTH DEPARTMENT, GOVERNMENT OF SINDH
Premises of Taluka Hospital Sujawal
Phone No. 0298-510173 — Email: healthsujawal2014@gmail.com

No. DHO/SUJ/( )/-247 **SAY NO TO CORRUPTION** Dated: 14-01-2019

RECRUITMENT OF STAFF FROM BPS-01 TO BPS-05

Applications are invited from the candidates possessing the undermentioned qualification:-

Sr. #	Name of Post	BPS	Qualification	Age Limit	No. of Post advertised	Remarks
1.	Ophthalmologist Assistant	05	• Matriculate with Professional Certificate in relevant field	18-28	01	
2.	Ultrasound Assistant	05	• Matriculate with Professional Certificate in relevant field	18-28	01	
3.	ECG Assistant	05	• Matriculate with Professional Certificate in relevant field	18-28	01	
4.	Dental Assistant	05	• Matriculate with Professional Certificate in relevant field	18-28	01	
5.	OT Assistant	05	• Matriculate with Professional Certificate in relevant field	18-28	01	
6.	Lab Assistant	05	• Matriculate with Professional Certificate in relevant field	18-28	01	
7.	Driver	04	• Must have valid LTV / HTV driving licence • Must be able to maintain Log Book • Experience in Driving will be preferred	18-28	05	
8.	Generator Operator	04	• Middle Pass with Professional Certificate in relevant field	18-28	01	
9.	Aya / Dai	02	• Non-Matric • Preferably Literate	18-28	03	
10.	Anaesthesia Attendant	02	• Non-Matric • Preferably Literate	18-28	05	
11.	Ultrasound Attendant	02	• Non-Matric • Preferably Literate	18-28	02	
12.	Attendant	02	• Non-Matric • Preferably Literate	18-28	02	
13.	ECG Attendant	02	• Non-Matric • Preferably Literate	18-28	03	Permission for age relaxation accorded by the competent authority is admissible. Minority Quota / Women Quota / Disabled Quota are applicable.
14.	Lab Attendant	02	• Non-Matric • Preferably Literate	18-28	03	
15.	Dental Attendant	02	• Non-Matric • Preferably Literate	18-28	01	
16.	Ophthalmic Attendant	02	• Non-Matric • Preferably Literate	18-28	02	
17.	X-Ray Attendant	02	• Non-Matric • Preferably Literate	18-28	02	
18.	Ward Servant	02	• Non-Matric • Preferably Literate	18-28	04	
19.	Ward Boy	02	• Non-Matric • Preferably Literate	18-28	03	
20.	Chowkidar	01	• Non-Matric • Preferably Literate	18-28	16	
21.	Malhi	01	• Non-Matric • Preferably Literate	18-28	10	
22.	Naib Qasid	01	• Non-Matric • Preferably Literate	18-28	13	
23.	Sanitary Worker	01	• Non-Matric • Preferably Literate • Non-Muslim	18-28	28	
24.	Bhishti	01	• Non-Matric • Preferably Literate	18-28	02	
25.	Cook	01	• Non-Matric • Preferably Literate	18-28	03	
26.	Sanitary Patrol	01	• Non-Matric • Preferably Literate	18-28	01	
27.	Security Guard	01	• Non-Matric • Preferably Literate	18-28	06	
28.	Dhobhi / Washerman	01	• Non-Matric • Preferably Literate	18-28	01	
				GRAND TOTAL =	**121**	

Jobz.pk

All posts are not transferable and temporary.

- After Selection / Appointment on the post the successful candidates will be posted in their district preferably near position of their address.
- The application should accompany with attested photocopies of qualification i.e. Matriculation Certificate, Domicile Certificate (showing date of birth) PRC and CNIC and other related documents.
- All applications should reach the undersigned within 15 days from the publication of this advertisement.
- The candidates already in service should apply through proper channel.
- No T.A. / D.A. will be admissible.

ہم دہشتگردی کے خلاف ہیں۔

- The number of posts in any case may vary according to availability.
- The candidates are eligible to apply against the posts of their district of Domicile.
- Incomplete applications cannot be entertained.
- After due date the application cannot be entertained.
- Candidates applying for more than one position need to apply separately for each position.
- Candidates should write their Cell No. and mailing address in legible hand writing on their CVs / applications.

INF-KRY No. 218/19

DISTRICT HEALTH OFFICER
DISTRICT SUJAWAL

Daily Express
June 7, 2020

ڈسٹرکٹ میونسپل کارپوریشن (ویسٹ) کراچی

سیکٹر E-11 شاہراہ اورنگی کراچی فون نمبر 021-36660102,0216762520

حوالہ نمبر: ڈائریکٹر ایڈمن / ڈی ایم سی / ویسٹ / 170 / 2020 تاریخ : 01-06-2020

درخواستیں مطلوب ہیں

مجاز اتھارٹی کی منظوری سے بلدیہ غربی کراچی کے مختلف شعبہ جات میں درج ذیل خالی اسامیوں پر مقامی ڈومیسائل، پی آر سی اور مطلوبہ اہلیت کے حامل افراد سے درخواستیں مطلوب ہیں۔

نمبر شمار	اسامی	اسکیل	تعداد	عمر	قابلیت
01	02	03	04	05	06
1	مالی	4	1	28-18	پرائمری پاس اور متعلقہ شعبے میں معلومات
2	ہیڈ مالی	4	4	28-18	عہدے کیلئے موزوں
3	وائرمین	4	4	28-18	وائرمین شپ کا سرٹیفکیٹ
4	اسکاؤٹ "کمی"	4	2	28-18	۱۔ پرائمری پاس ۲۔ پروفیشنل سرٹیفکیٹ متعلقہ شعبے میں کم از کم 2 تا 4 سالہ تجربہ
5	مشین مین	4	1	28-18	شائد و پرائمری پاس قابل ترجیح بمعہ متعلقہ شعبے کا سرٹیفکیٹ
6	فٹر	4	1	28-18	میٹرک بمعہ متعلقہ شعبے میں سرٹیفکیٹ
7	نشی	4	2	28-18	منظور شدہ بورڈ سے میٹرک پاس
8	وارڈ بوائے	3	10	28-18	عہدے کیلئے موزوں
9	ہاورچی	3	7	28-18	عہدے کیلئے موزوں
10	مقدم	3	10	28-18	میٹرک بمعہ متعلقہ شعبے میں تجربہ قابل ترجیح
11	وال مین	3	3	28-18	میٹرک بمعہ متعلقہ شعبے میں تجربہ قابل ترجیح
12	ہیڈ مالی ۲	3	5	28-18	قوائد و پرائمری پاس قابل ترجیح
13	آیا	2	11	28-18	عہدے کیلئے موزوں
14	خلاصہ	2	9	28-18	میٹرک یا مساوی تعلیم، منظور شدہ تعلیمی بورڈ سے
15	چمدار	2	2	28-18	قوائد و پرائمری پاس قابل ترجیح
16	دھوبی	2	6	28-18	قوائد و پرائمری پاس قابل ترجیح
17	دفتری	2	3	28-18	قوائد و پرائمری پاس قابل ترجیح
18	گیٹ کیپر	2	1	28-18	میٹرک چاک و چوبند
19	معاون	2	14	28-18	قوائد و پرائمری پاس اور سرٹیفکیٹ کے حامل قابل ترجیح
20	لیبر ہیلپر	2	1	28-18	قوائد و پرائمری پاس اور سرٹیفکیٹ کے حامل قابل ترجیح
21	ورک مین	1	26	28-18	عہدے کیلئے موزوں
22	نائب قاصد	1	35	28-18	لکھنا اور پڑھنا جانتا ہو
23	خادم	1	1	28-18	میٹرک بمعہ متعلقہ شعبے میں تجربہ
24	چوکیدار	1	65	28-18	عہدے کیلئے موزوں
25	بھشتی / ریکنڈ کلی	1	1	28-18	قوائد و پرائمری قابل ترجیح متعلقہ شعبے میں تجربہ
26	بیلدار	1	4	28-18	قوائد و پرائمری قابل ترجیح متعلقہ شعبے میں تجربہ
27	وائرمین	1	1	28-18	قوائد و پرائمری قابل ترجیح
28	سینٹری ورکر (نان مسلم)	1	350	28-18	عہدے کیلئے موزوں

شرائط و ضوابط:

(i) درخواستیں مندرجہ ذیل دستاویزات کو منسلک کے ساتھ پیش کی جائیں گی۔

(A) (i) نمایاں میں اسامی کا نام ٹیکنکل یا نان ٹیکنکل تحریر کیا جائے گا جس کیلئے درخواست دی جائے (ii) مکمل نام (iii) والد / شوہر کا نام (iv) تعلیمی قابلیت (v) پیشہ ورانہ قابلیت / تعلیم / تجربہ (اگر مطلوب ہو تو) (vi) قومی شناختی کارڈ (vii) تاریخ پیدائش (viii) ڈومیسائل کے اجراء کا مقام، پی آر سی، اے کا مقامی پتہ اور فون نمبر۔

(B) تعلیمی اسناد کی نقل (C) پیشہ ورانہ اسناد / اہلیت / تجربہ کی نقل (اگر مطلوب ہو تو) (D) تجربہ کی سند (اگر مطلوب ہو تو) (E) شناختی کارڈ کی نقل (F) ڈومیسائل کی نقل، (G) پی آر سی کی نقل (H) تین عدد پاسپورٹ سائز صدقہ تصاویر

-2 درخواستیں زیر تعلیمی کے دفتر میں اشتہار ہذا کی اشاعت کے 15 یوم (15 دن) کے اندر اندر وصول ہو جانا چاہئیں۔

-3 نامکمل اور مقررہ مدت کے بعد موصول شدہ درخواستیں زیر غور نہیں لائی جائیں گی۔

-4 حکومت سندھ کے نوٹیفکیشن کے مطابق بالائی عمر کی حد میں رعایت کی اجازت ہے۔

-5 حکومت سندھ کے نوٹیفکیشن / متعلقہ قوانین کے مطابق خواتین / معذور افراد کو دوران اسامیوں میں کوٹہ دیا جائے گا۔

-6 ٹیسٹ / انٹرویو کیلئے سلیکشن بورڈ / سلیکشن کمیٹی صرف اہل و منتخب امیدواروں کو ہی طلب کرے گی جنہیں کوئی DA/TA نہیں دیا جائے گا۔

-7 بلدیہ غربی کراچی کو یہ حق حاصل ہے کہ وہ مشتہر کردہ جگہوں (Vacancy Position) / کیٹگری (category) میں اضافہ کردے / حذف (Deleted) کردے یا اشتہار ہذا کے تحت بھرتیوں کے عمل کو منسوخ یا معطل کردے۔

-8 اہل و منتخب (شارٹ لسٹڈ) امیدواروں کی فہرست بلدیہ غربی کراچی کے مرکزی دفتر ہذا میں آویزاں کی جائیں گی۔

ڈائریکٹر ایڈمن
ڈی ایم سی ویسٹ

سیکٹر E-11 شاہراہ اورنگی کراچی فون نمبر 021-36660102,0216762520

Reference No.Director Admin/DMC/West/170/2020

jobz.pk

Daily Express
January 29, 2021

محکمہ تعلیم ضلع چکوال کے دفاتر / سکولوں میں ملازمین درجہ چہارم کی بھرتی

محکمہ تعلیم ضلع چکوال کے زیر انتظام دفاتر / سکولوں میں 20 عدد ملازمین درجہ چہارم (C-IV(BS-01 کی خالی آسامیوں کے لئے ضلع چکوال کے ڈومیسائل کے حامل افراد سے 3 سالہ کنٹریکٹ کی بنیاد پر بھرتی کیلئے مرد / خواتین امیدواروں سے درخواستیں مطلوب ہیں۔ مقررہ فارم پر درخواست کے ہمراہ تعلیمی قابلیت، ڈومیسائل، شناختی کارڈ، سابقہ فوجی، حافظ قرآن اور تجربہ وغیرہ کی مصدقہ نقول کا منسلک ہونا ضروری ہے، آسامیوں کی تحصیل مع تعلیمی قابلیت حسب ذیل ہے۔

نمبر شمار	نام دفتر / سکول	نام آسامی	اوپن میرٹ	ملازمین کوٹہ	خواتین کوٹہ	اقلیتی کوٹہ	تعلیمی و پیشہ ورانہ قابلیت	عمر کی حد
1	ڈسٹرکٹ ایجوکیشن آفیسر (سیکنڈری / ایلیمنٹری مردانہ / ایلیمنٹری زنانہ) چکوال کے زیر انتظام بوائز و گرلز ہائی / ہائیر سیکنڈری سکولز، بوائز و گرلز ایلیمنٹری سکولز / دفاتر	نائب قاصد / بلاوی / چوکیدار / مالی سویپر (BS-01)	14	03	02	01	خواندہ موزوں	18 تا 40 سال

آسامیوں کی تفصیل حسب ذیل ہے۔

نمبر شمار	EMIS کوڈ	نام دفتر / سکول	تحصیل	نام آسامی	تعداد آسامی	کوٹہ
1	———	دفتر ڈسٹرکٹ ایجوکیشن آفیسر (مردانہ ایلیمنٹری) چکوال	چکوال	نائب قاصد	1	اوپن میرٹ
2	37410015	گورنمنٹ ہائی سکول منگوال	چکوال	نائب قاصد	1	اوپن میرٹ
3	37410101	گورنمنٹ ہائی سکول، بکھاری کلاں	چکوال	چوکیدار	1	اوپن میرٹ
4	37410148	گورنمنٹ گرلز ہائی سکول دھیدوال	چکوال	نائب قاصد	1	اوپن میرٹ
5	37420046	گورنمنٹ گرلز ہائی سکول سکھر	تلہ گنگ	نائب قاصد	1	اوپن میرٹ
6	37420056	گورنمنٹ ہائی سکول ڈھوک معصاحب	تلہ گنگ	چوکیدار	1	اوپن میرٹ
7	37420084	گورنمنٹ گرلز ہائی سکول شاہ محمد والی	تلہ گنگ	چوکیدار	1	اوپن میرٹ
8	37420002	گورنمنٹ ہائیر سیکنڈری سکول وندہ شاہ بلاول	لاوہ	چوکیدار	1	اوپن میرٹ
9	37420018	گورنمنٹ ہائیر سیکنڈری سکول پنیچہ	لاوہ	مالی	1	اوپن میرٹ
10	37440666	گورنمنٹ گرلز ہائی سکول کھوکھر بالا	کلر کہار	نائب قاصد	1	اوپن میرٹ
11	37440662	گورنمنٹ گرلز ہائی سکول سرکلاں	کلر کہار	نائب قاصد	1	اوپن میرٹ
12	37430010	گورنمنٹ گرلز ہائی سکول ڈنڈوت	چوآسیدن شاہ	نائب قاصد	1	اوپن میرٹ
13	37410050	گورنمنٹ ہائی سکول، بیلہ	چکوال	چوکیدار	1	اوپن میرٹ
14	37430013	گورنمنٹ گرلز ہائی سکول، بشارت	چوآسیدن شاہ	نائب قاصد	1	ملازمین کوٹہ
15	———	دفتر ڈسٹرکٹ ایجوکیشن آفیسر (سیکنڈری) چکوال	چکوال	نائب قاصد	1	ملازمین کوٹہ
16	———	دفتر ڈپٹی ڈسٹرکٹ ایجوکیشن آفیسر (مردانہ۔ ایلیمنٹری) تلہ گنگ	تلہ گنگ	چوکیدار	1	ملازمین کوٹہ
17	37410120	گورنمنٹ ہائی سکول میرہ بیلو	چکوال	مالی	1	اوپن میرٹ
18	37410076	گورنمنٹ گرلز ہائی سکول طبال مغلاں	چکوال	بلاوی	1	خواتین کوٹہ
19	37410607	گورنمنٹ گرلز ایلیمنٹری سکول، ڈھوک ڈیری	چکوال	بلاوی	1	خواتین کوٹہ
20	37410011	گورنمنٹ ہائی سکول نمبر 1 چکوال	چکوال	سویپر	1	اقلیتی کوٹہ

شرائط و ضوابط:۔ (1) امیدواروں کو عمر کی بالائی حد میں رعایت (5 سال) مروجہ قوانین کے مطابق ہوگی۔ خواتین کو اس کے علاوہ مزید 3 سال (کل 8 سال تک) عمر کی بالائی حد میں رعایت ہوگی۔ (2) بیس (20) فیصد کوٹہ سکیل 1 تا 5 کے محکمہ تعلیم حکومت پنجاب کے حاضر سروس / ریٹائرڈ ملازمین کے بچوں کیلئے مختص ہے۔ (3) پندرہ (15) فیصد کوٹہ خواتین کے لئے مختص ہے۔ (4) پانچ (5) فیصد کوٹہ اقلیتی امیدواروں کے لئے مختص ہے۔ تاہم اقلیتی امیدوار میسر نہ ہونے کی صورت میں اقلیتی کوٹہ کی آسامی Carry forward کر دی جائے گی۔ (5) جعلی کاغذات جمع کرانے والے امیدوار کے خلاف ایف آئی آر درج کرائی جائے گی۔ (6) انٹرویو سے غیر حاضر امیدوار تقرری کیلئے نااہل ہوں گے۔ (7) کوٹہ کے لئے درخواست دینے کی صورت میں درخواست پر نمایاں طور پر کوٹہ کا نام لکھیں۔ جس کے لئے درخواست دے رہے ہیں، نیز کوٹہ کے کلیم کے لئے تصدیق شدہ اضافی دستاویزات درخواست کے ہمراہ منسلک کریں۔ (8) بھرتی کنٹریکٹ ریکروٹمنٹ پالیسی 2004ء اور اس میں ترامیم کی روشنی میں روبہ عمل میں لائی جائے گی۔ (9) محکمہ کو اختیار حاصل ہوگا کہ وہ بغیر وجہ بتائے مشتہر کردہ تمام آسامیاں یا کسی بھی آسامی کو مسترد / تبدیل / کینسل کر دے۔ یا آسامیوں کی تعداد میں کمی و بیشی کر دے۔ (10) بلاوی اور خواتین کوٹہ کی آسامیوں کے لئے صرف خواتین امیدوار درخواست دینے کی اہل ہیں۔ (11) مقررہ فارم پر درخواستیں مورخہ 13-02-2021 تک بوائز / گرلز ہائی / ہائیر سیکنڈری سکولوں / دفتر ڈسٹرکٹ ایجوکیشن آفیسر (سیکنڈری) چکوال کی آسامیوں کے لئے ڈسٹرکٹ ایجوکیشن آفیسر (سیکنڈری) چکوال، ڈسٹرکٹ ایجوکیشن آفیسر / ڈپٹی ڈسٹرکٹ ایجوکیشن آفیسر (ایلیمنٹری مردانہ) کے دفاتر کے لئے ڈسٹرکٹ ایجوکیشن آفیسر (ایلیمنٹری مردانہ) چکوال کے دفاتر میں جمع کرانا ہوں گی۔ مقررہ تاریخ کے بعد موصول ہونے والی درخواستیں قابل قبول نہ ہوں گی۔ (12) پری انٹرویو لسٹ انٹرویو سے ایک قبل آویزاں کر دی جائے گی اور امیدوار اپنے اعتراضات 27-02-2021 تک انٹرویو سے قبل جمع کرا سکتے ہیں۔ انٹرویو مندرجہ ذیل شیڈول کے مطابق ہوں گے۔ جس کے لئے علیحدہ سے کوئی اطلاع نہیں دی جائے گی۔

نمبر شمار	نام تحصیل	تاریخ انٹرویو	مقام انٹرویو
1	تحصیل چکوال کے تمام امیدواروں انٹرویو	01-03-2021	گورنمنٹ بوائز اسلامیہ ہائی سکول بھون روڈ چکوال
2	تحصیل تلہ گنگ کے تمام امیدواروں کا انٹرویو	02-03-2021	گورنمنٹ بوائز ہائی سکول نمبر 1 تلہ گنگ
3	تحصیل لاوہ کے تمام امیدواروں کا انٹرویو	03-03-2021	گورنمنٹ بوائز ہائیر سیکنڈری سکول، لاوہ
4	تحصیل چوآسیدن شاہ کے تمام امیدواروں کا انٹرویو	04-03-2021	گورنمنٹ بوائز ہائیر سیکنڈری سکول، چوآسیدن شاہ
5	تحصیل کلر کہار کے تمام امیدواروں کا انٹرویو	05-03-2021	گورنمنٹ بوائز ہائیر سیکنڈری سکول، کلر کہار

IPL-945

(افتخار احمد نواز ورک)

چیف ایگزیکٹو آفیسر، ڈسٹرکٹ ایجوکیشن اتھارٹی، چکوال

Dawn
August 15, 2021

KARNAL SHER KHAN CADET COLLEGE SWABI
FACULTY / STAFF REQUIRED

1. Applications are invited from competent and energetic candidates for the College:-

Ser	Name of Post	Age Limit	Qualification / Experience
a.	Lecturer English (CPS-17)	25 to 35 years	a. MA / M.Sc (at least 1st Division) in relevant subject from recognized university with at least 3 years of relevant experience. b. B.Ed, M.Ed
b.	Lecturer Urdu (CPS-17)		
c.	Lecturer Chemistry (CPS-17)		
d.	Lecturer Physics (CPS-17)		
e.	Lecturer Biology (CPS-17)		
f.	Lecturer Maths (CPS-17)		
g.	Lecturer Pak Study (CPS-17)		
h.	Lecturer Islamiyat (CPS-17)		
i.	Lecturer Computer Cum IT Incharge (CPS-17)	25 to 35 years	a. Master's Degree in IT, Computer Science, Software Engineering, Information Technology. b. Technical Qualification / Experience. (1) CCNA (Cisco Certificate). (2) MCSE (Microsoft Certificate). (3) Software development tools.
j.	Bursar (CPS-17)	30 to 45 years	M.Com/MBA (Finance) from a recognized University with at least 7 years of relevant experience.
k.	Psychologist (Male / Female) CPS-17	25 to 35 years	M.Sc / Higher degree in psychology from recognized university with at least 3 years of relevant experience.
l.	Drill and PT Instructors (CPS-12)	25 to 45 years	Retired Armed Forces Personnel with requisite qualifications / Course from PMA / ASPT/ Regimental Centers.
m.	Lab Assistant (Phy, Bio & Chem) CPS-7	25 to 35 years	Intermediate from a recognized board.
n.	Nursing Assistant (CPS-6)	35 to 50 years	Retired Armed Forces Personnel of Army Medical Corps with requisite experience.
o.	Mess Assistant Supervisor (CPS-5)	35 to 50 years	Retired JCO/NCO from Armed Forces with requisite experience.
p.	Drivers (CPS-5)	21 to 40 years	a. Retired from Pakistan Army. b. Must have LTV / HTV license with at least five years relevant experience.
q.	Mess Cook (CPS-3)	25 to 35 years	Literate with five years of relevant experience.
r.	Security Supervisor (CPS-5)	45 to 50 years	Retired JCO from Fighting Army
s.	Security Guard (CPS-2)	35 to 45 years	Retired Army Personnel (Fighting Army only)
t.	Sweeper (CPS - 2)	21 to 30 years	Non Muslim

2. Attractive salary package for faculty and married accommodation (3 bedrooms semi furnished house).
3. Individual with higher qualification and experience shall be incentivized through addition increments.
4. Experienced faculty members with age beyond 35 may be afforded age waiver, through the BOG.
5. Only short listed Individuals will be called for interview. No TA/DA is admissible; the individuals will come at their own expense.
6. Principal reserves the right to reject any application without assigning reasons.
7. Applicants should forward their CV's along with attested copies of degrees / certificates and a passport size photograph on the under mentioned address or e-mail at **KSKCCS@gmail.com**
8. Applications along with CV must reach latest by **31 August 2021**.
9. Only serious applicants should apply for the posts.

Principal karnal Sher Khan Cadet College, Ismaila Swabi
Tel: 0938-430535, Email. kskccs@gmail.com,
website: www.kskccs.edu.pk

NATIONAL COMMISSION
FOR HUMAN RIGHTS

EUROPEAN UNION

Developed with the support of the European Union

051 9216771 | 5th Floor Evacuee Trust Complex, Agha Khan Road, Islamabad | www.nchr.gov.pk