

MOST IMMEDIATE

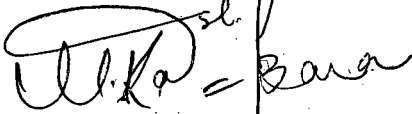
**GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION**



Subject:- **OBSERVANCE & IMPLEMENTATION OF 2% DISABILITY QUOTA**

Reference Establishment Division's OM No.34/3/86-R-V dated 23rd December, 2022 on the above noted subject.

2. It is to inform that there are nine (09) sanctioned posts of 2% quota for Persons with Disabilities in this Division. Out of nine (09), six (06) posts are filled and three (03) are vacant. At present, recruitment process against the posts of Data Entry Operator (BS-14) and Statistical Assistant (BS-15), meant for 6% Balochistan Quota, is underway. The short fall of three (03) vacant posts, under 2% quota for Persons with Disabilities, shall be filled in the next phase of recruitment.


(Muhammad Kashif Bara)
Section Officer (Admn-II)

The Section Officer (R-V), Establishment Division, Islamabad
Establishment Division's U.O. No.2/22/2014-Admn-II dated 06-01-2023.

Copy to: -

- ✓ ➤ Director (IT), with the request to upload HR plan, against three (03) vacant posts of 2% quota for Persons with Disabilities, on the website of Establishment Division by 10th January, 2023.

GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION

F.No.34/3/86-R-V

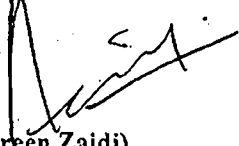
Islamabad, the 23rd December, 2022.

OFFICE MEMORANDUM

Subject: **OBSERVANCE & IMPLEMENTATION OF 2% DISABILITY QUOTA**

In continuation to this Division's earlier O.M of even number dated 25th November, 2022, on the subject, it is stated that in compliance to the Islamabad High Court's order in the matter, a meeting was convened on 14.12.2022 under the Chairmanship of Special Secretary, Establishment Division. The following decisions were taken in the meeting: -

- i. The Ministries/Divisions to regularly send quarterly reports to PPARC, Establishment Division providing the updated status of the observance of 2% disability quota. The 1st quarterly report should be submitted by 15th April, 2023 for the period of January –March, 2023.
 - ii. A representative from Council on Rights on Persons with Disabilities (CRPD), Ministry of Human Rights to be included as co-opted member in the selection/recruitment committee for all recruitments against Disability Quota.
 - iii. The Ministries / Divisions to post the HR Plan for recruitment against Disability Quota on their respective websites by 10th January, 2023. The HR Plan to include total sanctioned strength, quota against disability already filled, shortfall in observance of Disability Quota, timeframe in which the shortfall shall be filled by each Ministry/Division/Department. The said website to be updated on quarterly basis.
2. It is requested that necessary compliance to above should be ensured by the Ministries/Divisions/Departments


(Ambreen Zaidi)
Section Officer

All Ministries / Divisions

Copy to :- Additional Attorney General of Pakistan, Islamabad.

GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION

F.No. 34/3/86-R-V

Islamabad, the 25th November, 2022

OFFICE MEMORANDUM

Subject: **OBSERVANCE & IMPLEMENTATION OF 2% DISABILITY QUOTA**

The undersigned is directed to refer to subject cited above and to invite attention towards orders dated 19-10-2022, passed by the Honorable Islamabad High Court, Islamabad in Writ Petition No. 1949/2021 titled Tahir Mehmood vs Election Commission of Pakistan & Others. Para – 2 and 3 of the said orders are being reproduced below for ready reference:

"Para – 2 – The perusal of the provisions of Sections 10 and 28 of the Act reflect that the quota for employment of specially-abled persons needs to be maintained across all public sector entities and not just Federal Ministries. The report*** submitted does not state whether the said law is being implemented in relation to all public sector entities within the control of the Federal Government. It also appears that there is need to exercise the legislative authority vested in the Federal Government and the Council** under Sections 33 and 34 of the Act to put in place a roadmap with specific timelines to ensure the rights promised to specially-abled persons under the Act are given effect."*

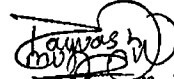
"Para – 3 – The Council in consultation with the Establishment Division would need to ensure that every public sector organization comes up with its own HR plan to give effect to provisions of the Act, which plan is then published on the website of the respective organization for purposes of awareness and to inform specially-abled persons regarding job opportunities within such organizations. Such HR plans would need to be developed in consultation with Council, which would be able to inform the respective public sector organization as to the level of skill set of specially-abled persons as certified by the Medical Board to fictile identification of posts against which such persons can serve."

Note: * The Act refers to "ICT Rights of Persons with Disabilities Act, 2020"
** The Council refers to "The Council on the Rights of Persons with Disabilities (CRPD)" under the Ministry of Human Rights.
*** The Report submitted by CRPD.

2. In view of the above referred task of utmost significance that has been entrusted to Establishment Division, all Ministries & Divisions are requested to nominate a focal person (of the level of Joint Secretary/BS-20) with directions to respective focal persons to ensure execution of following tasks: -

- i. Data reconciliation in consultation with the **Council on Rights of Persons with Disabilities (CRPD)** Human Rights Division & Pakistan Public Administration Research Center (Establishment Division) to identify shortfall falling under the **2% disability quota reserved for Persons With Disabilities (PWDs) in employment.**
- ii. To ensure that any shortfall identified during the course of exercise at "No.i" above, is filled latest by 15th of January, 2023.

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- iii. A certificate to this effect is required to be furnished by each Ministry / Division to the CRPD, Human Rights Division, being the custodian of 2% disability quota reserved for Persons With Disabilities (PWDs); under intimation to Establishment Division.
 - iv. It is also informed that a Medical Assessment Board under the CRPD examines and provides "Disability Certificates" to the declared / eligible PWDs on fortnightly basis. Therefore, necessary awareness while advertising posts to be filled through disability quota may also be given. The Focal Person in this regard in the CRPD is Rana Saeed Ramzan, contact No.051/9255929 & 0307-5000500, address: CRPD, NARC Building, Gate No.2, Park Road, Islamabad.
 - v. Further, the status of observance of disability quota as per record maintained by Pakistan Public Administration Research Center (PPARC) regarding your Ministry is also enclosed for reference purpose. (Focal person at PPARC is Mr. Shahid Satti, Director Tele No. 051-9252101).


(Palwasha Muzaffar Shah)
Section Officer (R-V)

All Secretaries of Ministries/Divisions

- Copy to :-
1. JS (Admn), Ministry of Human Rights, Government of Pakistan, Islamabad.
 2. DG (PPARC), Islamabad.
 3. Deputy Attorney General, Islamabad High Court, Islamabad.

GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION

16th

No.34/3/86-R-V

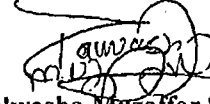
Islamabad, the September, 2022

OFFICE MEMORANDUM

Subject: - UNIFORM INSTRUCTIONS ON 2% DISABILITY QUOTA

The undersigned is directed to refer to the earlier instructions issued dated 18th June, 2021 (copy enclosed) on the subject and to state that it has been observed that the Ministries/Divisions are observing subject quota against the posts in BPS 1-15, whereas, the same is not being implemented against the posts in BPS-16 and above. Therefore, it has been felt necessary to reemphasize the following:-

- a. The quota for "Persons with Disabilities (P.W.Ds)" has been reserved at 2% in the Federal Government with the approval of Prime Minister.
 - b. This quota is to be implemented against total sanctioned strength in Ministries /Divisions/Attached Departments/Organizations/Authorities.
 - c. These instructions shall apply only to initial appointment in Ministries /Divisions/Attached Departments/Organizations/Authorities.
 - d. It is further stated that the advertisement in this regard should clearly mention the quota for "Persons with Disabilities (P.W.Ds)".
2. Ministries/Divisions are hereby, requested to ensure implementation/observance of above mentioned in true spirit.



Palwasha Muzaffar Shah
Section Officer (R-V)

All Ministries/Divisions/Departments