

GOVERNMENT OF PAKISTAN  
CABINET SECRETARIAT  
ESTABLISHMENT DIVISION  
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No.34/3/86-R-V

Islamabad, the 28<sup>th</sup> December, 2018

CIRCULAR

Subject: - IMPLEMENTATION OF 2% QUOTA FOR PERSONS WITH DISABILITIES ON THE TOTAL STRENGTH.

The undersigned is directed to refer to this Division's d.o letter of even no. dated 10<sup>th</sup> February, 2015 in which Federal Government has issued instructions regarding implementation of 2% employment quota for disable persons (copy enclosed).

2. Directives received from Prime Minister's Office on quota for disable persons are as under:-

"It has been observed that the quota is calculated against the posts being advertised/fixed at particular point in time. This leads to negligible appointment against disable quota. Whereas the quota needs to be worked out against total strength of the Division/Department etc."

3. All the Ministries/Divisions/Departments should implement 2% disable quota on the total strength of the Ministries /Divisions/Departments. Moreover, the above-mentioned orders may also be brought to the notice of the Organizations under the administrative control of respective Ministries/Divisions, for implementation / strict compliance.

  
(Ihsan ul Din)  
Section Officer

All Ministries / Divisions.

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GOVERNMENT OF PAKISTAN  
CABINET SECRETARIAT  
ESTABLISHMENT DIVISION  
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No.34/3/86-R-5

Islamabad, the 3<sup>rd</sup> January, 2019

**CIRCULAR**

Subject: - **IMPLEMENTATION OF 2% QUOTA FOR PERSONS WITH DISABILITIES ON THE TOTAL STRENGTH.**

The undersigned is directed to refer to Ministry of Federal Education & Professional Training d.o letter.No. F-17/2000-NCRDP, dated 31<sup>st</sup> December, 2018 wherein it has been requested in the light of orders of Supreme Court of Pakistan dated 20<sup>th</sup> December, 2018 in constitution petition No. 64 of 2013 filed by Dr. Shahnawaz Munami and others that necessary instructions may kindly be issued to all Federal Ministries / Divisions / Departments regarding observance of 2% disabled quota and placing advertisements to fill the vacant posts immediately, as indicated in their affidavit, submitted to the Hon'able Court. A copy of the advertisements, may also be provided to Ministry of Federal Education and Professional Training by 7<sup>th</sup> January, 2018 for onward submission to the Hon'able Supreme Court of Pakistan.

2. In the above context in continuation of this Division of Circular of even number, dated 28<sup>th</sup> December, 2018 (copy enclosed) it is advised to implement the orders of Honorable Supreme Court of Pakistan in letter and spirit till 05<sup>th</sup> January, 2019, positively and provide copies of advisement to Ministry of Federal Education and Professional Training.

  
(Tahir Jamil Ahmad)  
Deputy Secretary (R-II)

**All Ministries / Divisions**

CC:-

- i. Secretary, Ministry of Federal Education & Professional Training with request to this d.o. letter dated 31.12.2018.
- ii. SO (Surplus Pool), Establishment Division, Islamabad to ensure observance of 2% quota of disabled persons while approving the advertisement of Ministries / Divisions in this regard.

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GOVERNMENT OF PAKISTAN  
CABINET SECRETARIAT  
ESTABLISHMENT DIVISION

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No.34/3/86-R-V

Islamabad, the 1<sup>st</sup> March, 2019

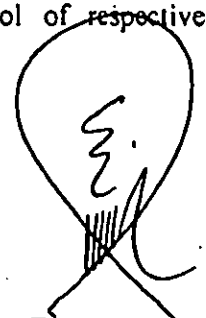
OFFICE MEMORANDUM

Subject:- IMPLEMENTATION OF 2% QUOTA FOR PERSONS WITH DISABILITIES ON THE TOTAL STRENGTH.

The undersigned is directed to refer to this Division's circular of even no dated 28.12.2018 (copy enclosed) on the subject noted above and to state that Establishment Division has following views in the matter:-

- (i) Disabled Persons (Employment and Rehabilitation) Ordinance, 1981 provides reservation of quota on the total number of persons employed by an establishment (on the overall strength of the organization concerned and not against each basic scale). It should not be less than one percent. At present Establishment Division vide its administrative instructions has issued instructions for appointment of disabled persons against posts to be filled by initial appointment in BS-15 and below which is 2% on the directions of Prime Minister Office.
- (ii) The Ordinance ibid does not place any bar on appointment of disabled persons against posts in BS-01 to BS-22.
- (iii) The disabled persons have to be medically fit in terms of Rule 17 of the Civil Servants (Appointment, Promotion & Transfer) Rules, 1973.

2. Implementation 2% disable quota should be on the total strength of Ministries/Divisions/Departments. Moreover, the above-mentioned instructions may also be brought to the notice of Organizations under the administrative control of respective Ministries/Divisions, for strict compliance.

  
(Dr. Ejaz Ahmed)  
Section Officer (R-V)  
Tel. 9207199

01-02-19

All Ministries/Divisions/ All Chief Secretaries.

Copy for information;

SPS to Secretary Establishment Division, Islamabad.