

REGISTERED No. **M - 302**  
**L-7646**

# The Gazette of Pakistan



EXTRAORDINARY  
PUBLISHED BY AUTHORITY

ISLAMABAD, WEDNESDAY, NOVEMBER 27, 2019

## PART II

Statutory Notifications (S. R. O.)

GOVERNMENT OF PAKISTAN  
MINISTRY OF HUMAN RIGHTS

### NOTIFICATION

*Islamabad, the 25th November, 2019*

**S. R. O. 1442(I)/2019.**— In pursuance of sub-rule (2) of rule 3 of the Civil Servants (Appointment, Promotion & Transfer) Rules, 1973 and section 7(1)(b)(i) and (ii) of the Federal Public Service Commission Ordinance, 1977 (XLV of 1977), the following methods, qualification and other conditions are laid down for appointment to the posts, specified in the Table below, in Ministry of Human Rights and its Regional Offices at Provincial Headquarter:—

S. No.	Designation of the Posts	BS
(1)	(2)	(3)
1.	Director General	20
2.	Director	19
3.	Deputy Director	18
4.	Senior Programme Officer	18
5.	Senior Librarian	18
6.	Assistant Director	17
7.	Public Relation Officer	17

2631(1—5)

Price : Rs. 10.00

[1836(2019)/Ex. Gaz.]

**MARYAM ASLAM**  
Section Officer (Admin)  
Ministry of Human Rights  
Islamabad

**METHOD OF APPOINTMENT**

2. The method of appointment to the posts shall be as under:-

S. No.	Designation and BS of the Posts	Method of Appointment	
		By Promotion	By Initial Appointment
(1)	(2)	(3)	(4)
1.	Director General (BS-20)	66.67% (2/3rd)	33.33% (1/3rd)
2.	Director (BS-19)	75%	25%
3.	Deputy Director (BS-18)	20%	80%
4.	Senior Programme Officer (BS-18)	100%	-
5.	Senior Librarian (BS-18)	-	100%
6.	Assistant Director BS-17	25%	75%
7.	Public Relation Officer (BS-17)	-	100%

Provided that if no suitable person is available for promotion, the post or posts reserved for promotion shall be filled in by initial appointment and failing that by transfer.

**CONDITIONS FOR PROMOTION**

3. Promotion to the posts in column (2) of the Table below shall be made by selection from amongst the persons who hold the posts specified in column (3) thereof on regular basis and fulfill the conditions of eligibility as prescribed in column (4):—

S. No.	Designation and BS of the Posts	Persons eligible	Conditions of eligibility
(1)	(2)	(3)	(4)
1.	Director General (BS-20)	Director (BS-19)	17 years service in BS-17 and above. OR 12 years service in BS-18 and above in case of initial appointment in BS-18. OR 05 years service in BS-19 in case of initial appointment in BS-19.
2.	Director (BS-19)	Deputy Director (BS-18)/ Senior Programme officer (BS-18)	12 years service in BS-17 and above. OR 07 years service in BS-18 in case of initial appointment in BS-18.
3.	Deputy Director (BS-18)	Assistant Director (BS-17)	05 years service in BS-17.
4.	Senior Programme Officer (BS-18)	Assistant Director (BS-17)	05 years service in BS-17.
5.	Assistant Director (BS-17)	Superintendent (BS-16)	03 years service in BS-16.

MARYAM ASLAM  
Section Officer (Admin)  
Ministry of Human Rights  
Islamabad



**QUALIFICATION, EXPERIENCE AND AGE-LIMITS FOR INITIAL APPOINTMENT**

4. A candidate for initial appointment must possess the educational qualifications and experience and must be within the age limits as mentioned against the posts concerned in the Schedule to this Notification, provided that—

- (i) "experience" means post-qualification experience gained in a regular full-time paid job after obtaining the required qualification;
- (ii) the period spent by a candidate in obtaining degree of M.Phil or Ph.D in the relevant field shall be treated as practical experience up to a maximum period of two and four years respectively for the purpose of initial appointment, provided that—
  - (a) a candidate who has obtained the degree of M.Phil or Ph.D during service shall not be entitled to a double benefit of counting the said period as service towards experience prescribed for the post; and
  - (b) this concession shall not be available for the posts for which the prescribed qualification is M.Phil or Ph.D; as the case may be.
- (iii) the maximum age limit shall be relaxed in respect of the candidates specified and to the extent indicated in the Initial Appointment to Civil Posts (Relaxation of Upper Age Limit) Rules, 1993 as amended from time to time; and
- (iv) eligibility of candidates shall be reckoned as on the closing date fixed for submission of applications in accordance with this Notification and the instructions issued by the Federal Government and the Federal Public Service Commission from time to time.

**APPOINTMENT BY TRANSFER**

5. Appointment by transfer shall be made by selection from amongst the persons holding appointment on regular basis under the Federal Government in the same basic pay scale in which the post to be filled exists, as per the provisions of Civil Servants (Appointment, Promotion and Transfer) Rules, 1973.

**PROBATION**

6. Persons appointed by initial appointment or promotion or transfer shall be on probation subject to the provisions of the Civil Servants Act, 1973 and rules made thereunder.

7. This Notification issues with the approval of the Establishment Division contained *vide* its O.M. No.7/9/96-R-6, dated 11-03-2019 and with the concurrence of FPSC contained *vide* its letter No. F.12-10/2019-RR, dated 05-11-2019 and supersedes S.R.O. 740(I)/2010, dated 19th July, 2010 and S.R.O. 1182(I)/2010, dated 23rd December, 2010.

  
**MARYAM ASLAM**  
Section Officer (Admin)  
Ministry of Human Rights  
Islamabad

**SCHEDULE**  
(See paragraph- 4)

S. No.	Designation and BS of the Posts	Qualification and Experience	Age Limit	
			Min.	Max.
(1)	(2)	(3)	(4)	(5)
1.	Director General (BS-20)	(a) 2nd Class or Grade "C" Master's degree in Human Rights or Political Science or International Relations or Sociology or Social Work or Public Policy or Public Administration or Women Development or Gender Studies or 2nd or Grade "C" Bachelor's degree in Law or equivalent qualification from a University recognized by HEC; and  (b) 17 years experience of working in the field of Human Rights including Gender, Child, Women, Labour, Religious Minorities, IDPs and Refugees issues in Government or Semi Government or Autonomous Bodies or NGOs or INGOs.	37 years	45 years
2.	Director (BS-19)	(a) 2nd Class or Grade "C" Master's degree in Human Rights or Political Science or International Relations or Sociology or Social Work or Public Policy or Public Administration or Women Development or Gender Studies or 2nd Class or Grade "C" Bachelor's degree in Law or equivalent qualification from a University recognized by HEC; and  (b) 12 years experience of working in the field of Human Rights including Gender, Child, Women, Labour, Religious Minorities, IDPs and Refugees issues in Government or Semi Government or Autonomous Bodies or NGOs or INGOs.	32-years	40-years
3.	Deputy Director (BS-18)	(a) 2nd Class or Grade "C" Master's degree in Human Rights or Political Science or International Relations or Sociology or Social Work or Public Policy or Public Administration or Women Development or Gender Studies or 2nd Class or Grade "C" Bachelor's degree in Law or equivalent qualification from a University recognized by HEC; and  (b) 05 years experience of working in the field of Human Rights including Gender, Child, Women, Labour, Religious Minorities, IDPs and Refugees issues in Government or Semi Government or Autonomous Bodies or NGOs or INGOs.	25 years	35 years

**MARYAM ASLAM**  
Section Officer (Admin)  
Ministry of Human Rights  
Islamabad



4.	Senior Programme Officer (BS-18)	(a) 2nd Class or Grade "C" Master's degree in Human Rights or Political Science or International Relations or Sociology or Social Work or Public Policy or Public Administration or Women Development or Gender Studies or 2nd Class or Grade "C" Bachelor's degree in Law or equivalent qualification from a university recognized by HEC; and  (b) 05 years experience of working in the field of Human Rights including Gender, Child, Women, Labour, Religious Minorities, IDPs and Refugees issues in Government or Semi Government or Autonomous Bodies or NGOs or INGOs.	25 years	35 years
5.	Senior Librarian (BS - 18)	(a) 2nd Class or Grade "C" Master's degree in Library Science or Library and Information Science or equivalent qualification from a University recognized by HEC; and  (b) 05 years experience in the relevant field.	25 years	35 years
6.	Assistant Director (BS-17)	2nd Class or Grade "C" Master's degree in Human Rights or Political Science or International Relations or Sociology or Social Work or Public Policy or Public administration or Women Development or Gender Studies or 2nd Class or Grade "C" Bachelor's degree in Law or equivalent qualification from a University recognized by HEC.	22-years	30-years
7.	Public Relation Officer (BS-17)	2nd Class or Grade "C" Master's degree in Human Rights or Political Science or International Relations or Sociology or Social Work or Public Policy from a University recognized by HEC.	22 years	30 years

[No. 5-4/2007-Admn(Vol-II).]

WAHEED ULLAH KHAN,  
Deputy Secretary (Admin).



**MARYAM ASLAM**  
Section Officer (Admin)  
Ministry of Human Rights  
Islamabad