

MOST IMMEDIATE



**GOVERNMENT OF PAKISTAN
REVENUE DIVISION
FEDERAL BOARD OF REVENUE**

C.No. 7(6)HRMC-IV/2022

Islamabad, the 11th January, 2023

To:

1. All Chief Collectors of Customs,
2. All Directors General of Customs.

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

I am directed to refer and forward a copy of Establishment Division's O.M. No. 34/3/86-R-V dated 23.12.2022 on the subject cited above and to convey the following directions for strict compliance by all Heads of Customs Field Formations of FBR:-

- i) HR Plan for recruitment against prescribed Disability Quota including total sanctioned strength, quota against disability already filled, any shortfall in observance of Disability Quota and the time frame in which the shortfall shall be filled by each office, should reach the Board latest by 20th January, 2023 positively, so that consolidated HR Plan could be placed on the website of FBR latest by 30th January, 2023, as per sub-para (iii) of the above referred O.M. of the Establishment Division.
- ii) 1st quarterly report should be submitted latest by 10th April, 2023 positively, so that consolidated quarterly report may be furnished to the Establishment Division latest by 15th April, 2023, in compliance of sub-Para (i) of the above referred O.M. of the Establishment Division.

Encl: As above.

**(M. Saeed ur Rehman)
Second Secretary (HRMC-IV)
Ph: 9203528**

Copy to:

1. Ms. Ambreen Zaidi, Section Officer, Establishment Division, Islamabad.
2. Chief (Management HR-Customs), FBR.
3. Webmaster for placement on FBR's Notice Board.

GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION

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

Islamabad, the 23rd December, 2022

OFFICE MEMORANDUM

19. ensure compliance in letter & subject

Subject: OBSERVANCE & IMPLEMENTATION OF 2% DISABILITY QUOTA

28 DEC 2022

*C(CRPD)
C(HRMIR)
C(HRMC)*

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: -

*Pr discuss
on 30/12/22
29 DEC 2022
SS-HRMC-IV*

- 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

(Signature)
(Ambreen Zaidi)
Section Officer

All Ministries / Divisions

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

2638708

IBR eCOX Dy.No.
Received in Chairman's Sectt
27 DEC 2022

M (HR-Gps)	
M (HR-P)	
M (Cus-Gps)	
M (Cus-P)	
M (Adm)	✓
M (IT)	
M (PEP)	
M (HR)	
M (PS)	
M (SOS)	
M (SOS)	✓
M (SOS)	