



DECISION

Complaint No. : POS/TTA/43/2025

Name and address of the complainant : Mr. Ali Muhammad s/o Maaman Helayo,
R/o Goth Muhammad Yousuf Helayo,
P.O. Kenjhar, Taluka & District Thatta

Name of the Agency Complained against : Sindh Tourism Development Corporation

Name & Designation of Investigating Officer : Mr. Haroon Ahmed Khan,
Regional Director, Thatta

Vetted by : Mr. Shahid Ahmed Hashmi,
Consultant-Legal

Subject : **DELAY IN ISSUANCE OF RETIREMENT ORDER
AND APPOINTMENT OF THE SON OF THE
COMPLAINANT AGAINST SON QUOTA.**

THE COMPLAINT:

Mr. Ali Muhammad s/o Maaman Helayo filed a complaint dated 06.02.2025, alleging therein that he has been working in the Sindh Tourism Development Corporation as "Chowkidar" for the last 34 years. As per his CNIC, he has attained the age of 60 years but due to non-issuance of his retirement order his settlement is still pending. Moreover, his son is not being appointed despite promises made by his seniors. Hence, he has filed this complaint.

PROCEEDINGS:

2. The complaint was admitted. Notice was issued to the Managing Director, Sindh Tourism Development Corporation (STDC). The Agency through the Managing Director (STDC) submitted a report dated 26.03.2025, informing that the complainant was appointed as Chowkidar as a work charged contingent paid employee. Throughout his service he remained as worked charge employee. His services are not entitled to the pensionary benefits. In case of work charged employee, issuance of notification on attaining the age of superannuation is not required at all under the law. The report denies about existence of any provision in their law for son quota. As regards to non-regularization of complainant's services the agency relied upon the Sindh (Regularization Of Adhoc & Contract Employees) Act, 2013.

3. The complainant in his rejoinder dated 26.05.2025 confronted the report and argued that due to 30 years' service on work charge basis, he is entitled for EOBI Pension and Group Insurance in accordance with labour laws.

FINDINGS:

4. I have examined the case and found that the complainant was appointed on work-charged basis and as such in that capacity; he is not entitled for any service/pensionary settlements. The Act, 2013 does not have any provision for regularization of services of the employees who were / are working as worked charge basis. Thus, non-issuance of retirement order could not be attributed as an act of mal-administration on the part of the Agency.

(2)

DECISION:

5. In view of the above, the instant complaint stands dismissed.

Given under my hand & seal of office



Sd /-
(MUHAMMAD SOHAIL RAJPUT)
Sitara-e-Imtiaz, PAS
Ombudsman Sindh
Karachi, Dated 5th August, 2025

