



O/P  
No.4/10/2006-R-2

GOVERNMENT OF PAKISTAN  
ESTABLISHMENT DIVISION  
.....

Immediate



Islamabad, the 16<sup>th</sup> April, 2025

## OFFICE MEMORANDUM

### **SUBJECT: REQUEST FOR OPINION FROM ESTABLISHMENT DIVISION**

The undersigned is directed to refer to Ministry of Interior and Narcotics Controls' O.M. No. 10/302025-Police dated 09-04-2025 on the subject and to state that view of the Establishment Division as under:

- i. The existing quota system in the Federal Government was introduced in the light of Article 27(1) of the Constitution of Islamic Republic of Pakistan, 1973 read with rule 14 of the Civil Servant (Appointment, Promotion & Transfer) Rules, 1973. According to administrative instructions, Establishment Division vide O.M. No.8/9/72-TRV dated 31.08.1973 prescribed regional/provincial quotas for vacancies reserved for direct recruitment to be filled on All Pakistan basis. This regional/provincial allocation was revised in 2007 vide Establishment Division's OM No.4/10/2006-R-II dated 12.02.2007 and 14.02.2020.
- ii. The Supreme Court of Pakistan in CR No. 34/2017 and CR No. 71/2017 dated 06.12.2018, held that the law presently in force is absolutely in consonance with the provisions of Article 27(1) of the Constitution.
- iii. Consequently Rule 14 of Civil Servants (Appointment, Promotion & Transfer) Rules, 1973 was accordingly amended and notified vide Notification dated 24-08-2024.
- iv. Since the quota policy has been incorporated in the rules, therefore, the same is being observed for recruitment in the Federal Government including posts falls in the purview of FPSC.
- v. As per Recruitment Policy of the Federal Government issued vide OM No.53/1/2008-SP dated 22.10.2014, as amended from time to time, observation of regional/provincial quota policy is obligatory. Further, this Division has time and again issued directions to Ministries/Divisions to strictly observe the regional/provincial quota in true letter and spirit while making recruitment in Autonomous/Semi-Autonomous Bodies, Corporations/ Companies /Authorities etc. under their administrative control.

Shoaib Ahmed  
S.O(R-II)

FIA (Wing),  
Fahad Munir  
SO (Police)  
Ministry of Interior, R-Block, Pak Secretariat,  
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