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G A Z E T T E

# **KHYBER PAKHTUNKHWA**

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**GOVERNMENT OF THE KHYBER PAKHTUNKHWA  
LABOUR DEPARTMENT**

## **NOTIFICATION**

Dated Peshawar, the 15<sup>th</sup> September, 2020.

No. SOG(LD)/2-62/2019/5181-5263 --- In exercise of the powers conferred by sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 and in supersession of all previous notifications issued in this behalf, the Labour Department, in consultation with the Establishment and Finance Department, hereby lay down the method of recruitment, qualifications and other conditions specified in Column Nos.1 to 5 of the Appendix to this Notification which shall be applicable to the posts borne in the Directorate of Labour, Khyber Pakhtunkhwa, specified in Column No. 2 of the said Appendix.

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## APPENDIX

S. No.	Nomenclature of the post.	Minimum qualification for appointment by initial recruitment or by transfer.	Age limits.	Method or recruitment.
1.	2.	3.	4.	5.
1.	Director Labour (BPS-19).	---	---	By promotion, on the basis of seniority-cum-fitness, from amongst the Chief Inspectors of Factories, Deputy Directors Labour, Deputy Controller Weights and Measures, Deputy Directors and Deputy Director Labour (Planning) with at least twelve (12) years service in BPS-17 and above:  Provided that if no suitable officer is available for promotion then by transfer from amongst the PAS/PMS officers.
2.	Chief Inspector of Factories (BPS-18).	---	---	By promotion, on the basis of seniority-cum-fitness, from amongst the Inspector of Factories (Technical) with at least five (5) years service as such.
3.	Deputy Director Labour (BPS-18), Deputy Director (BPS-18), Deputy Controller Weights and Measures (BPS-18).	---	---	By promotion, on the basis of seniority-cum-fitness, from amongst the Assistant Directors Labour, Assistant Directors, Assistant Directors Labour (Litigation) and Assistant Controller Weights and Measures with at least five (5) years as such.
4.	Deputy Director Labour Planning (BPS-18).	---	---	By promotion, on the basis of seniority-cum-fitness, from amongst the Planning Officers, Research Officers and Statistical Officers with at least five (5) years service as such.

5.	Assistant Director Labour (BPS-17)/ Assistant Controller Weights and Measures (BPS-17).	<p><b><u>Assistant Director Labour</u></b></p> <p>(i) At least Second Class Master's Degree in any Social Sciences or Business or Public Administration, Statistics or BS (Law) or equivalent qualification in the same disciplines from a recognized University; and</p> <p>(ii) six months certificate in Advance Office Automation from a recognized institute.</p> <p><b><u>Assistant Controller Weights and Measures</u></b></p> <p>(i) First Class Master's Degree in Physics or equivalent qualification in the same discipline from a recognized University; and</p> <p>(ii) six months certificate in Advance Office automation from a recognized Institute.</p>	25 to 35 years.	<p>(a) Thirty percent (30%) by promotion, on the basis of seniority-cum-fitness, from amongst the Labour Officers, Labour Officers (female), Social Mobilizers with at least five (5) years service as such;</p> <p>(b) thirty percent (30%) by promotion, on the basis of seniority-cum-fitness, from amongst the Inspectors Weights and Measures with at least five (5) years service as such; and</p> <p>(c) forty percent (40%) by initial recruitment.</p>
6.	Accounts Officer (BPS-17)	---	---	By deputation of a suitable Accounts Officer from the Accountant General's Office.

7.	Assistant Director (BPS-17).	---	---	By promotion on the basis of seniority-cum-fitness, from amongst the Superintendents with five (5) years service as such.
8.	Superintendent (BPS-17).	---	---	(a) Seventy-five percent (75%) by promotion, on the basis of seniority-cum-fitness, from amongst the Assistants with at least five (5) years service as such; and  (b) twenty-five percent (25%) by promotion, on the basis of seniority-cum-fitness, from amongst the Senior Scale Stenographers with at least five (5) years service as such.
9.	Assistant Director Labour (Litigation) (BPS-17).	(i) Atleast Second Class LLB or BS(Law) Degree or equivalent qualification in the same discipline from a recognized University;  (ii) having been enrolled as practicing lawyer with a bar;  (iii) two years standing experience at a bar; and  (iv) six months certificate in Advance Office automation from a recognize Institute.	25to 35 years	By initial recruitment.



10.	Inspector of Factories (Technical) (BPS-17)	<p>(i) First Class Bachelor's Degree in Mechanical, Electrical, Chemical, Civil, Mining, Electronics or Mechatronics Engineering or equivalent qualification in the same discipline from a recognized University; and</p> <p>(ii) six months certificate in Advance Office automation from a recognized Institute.</p>	25 to 35 years	By initial recruitment.
11.	Statistical Officer (BPS-17).	<p>(i) Atleast Second Class Master's Degree in Statistics, Mathematics or equivalent qualification in the same disciplines from a recognized University; and</p> <p>(ii) six months certificate in Advance Office automation from a recognized Institute.</p>	25 to 35 years	<p>(a) Seventy-five percent (75%) by promotion, on the basis of seniority-cum-fitness, from amongst the Research and Statistical Officers and Statistical Investigators; and</p> <p>(b) twenty-five percent (25%) by initial recruitment.</p>

12.	Planning Officer (BPS-17).	<p>(i) Atleast Second Class Master's Degree in Economics, Rural Planning, Strategic Planning, Business Administration or Public Administration or equivalent qualification in the same disciplines from a recognized University; and</p> <p>(ii) six months certificate in Advance Office automation from a recognized Institute.</p>	25 to 35 years	By initial recruitment.
13.	Research Officer (BPS-17).	<p>(i) Atleast Second Class Master's Degree in Economics, Rural Planning, Strategic Planning, Business Administration or Public Administration or equivalent qualification in the same disciplines from a recognized University; and</p> <p>(ii) six months certificate in Advance Office automation from a recognized Institute.</p>	25 to 35 years	<p>(a) Fifty percent (50%) by promotion, on the basis of seniority-cum-fitness, from amongst the Research Assistants with at least five (5) years service as such; and</p> <p>(b) fifty percent (50%) by initial recruitment.</p>

14.	System Supervisor (BPS-17).	<p>(i) Atleast Second Class Master's Degree in Computer Sciences or Information Technology or equivalent qualification in the same disciplines from a recognized University; and</p> <p>(ii) six months certificate in Advance Office automation from a recognized Institute.</p>	25 to 35 years	<p>(a) Fifty percent (50%) by promotion, on the basis of seniority-cum-fitness, from amongst the Computer Operators with at least five (5) years service as such:</p> <p>Provided that if no suitable person is available for promotion, then by deputation or by transfer; and</p> <p>(b) fifty percent (50%) by initial recruitment.</p>
15.	Labour Officer (BPS-16).	<p>(i) Atleast Second Class LLB or BS (Law) Degree or Second Class Master's Degree in Economics, Business Administration, Public Administration or equivalent qualification in the same disciplines from a recognized University; and</p> <p>(ii) six months certificate in Advance Office automation from a recognized Institute.</p>	25 to 35 years	<p>(a) Fifty percent (50%) by promotion, on the basis of seniority-cum-fitness, from amongst the Assistant Labour Officers with at least five (5) years service as such; and</p> <p>(b) fifty percent (50%) by initial recruitment.</p>
16.	Labour Officer (Female) (BPS-16).	<p>(i) Atleast Second Class LLB or BS (Law) Degree or Second Class Master's Degree in Economics, Business Administration, Public Administration or equivalent qualification in the same</p>	25 to 35 years	By initial recruitment.

		disciplines from a recognized University; and  (ii) six months certificate in Advance Office automation from a recognized Institute.		
17.	Inspector Weights and Measures (BPS-16).	(i) Atleast Second Class Bachelor's Degree with Physics, Electronics or Mathematics as one of the subject or equivalent qualification in the same disciplines from a recognized University; and  (ii) six months certificate in Advance Office automation from a recognized Institute.	25 to 35 years	(a) Five percent (5%) by promotion, on the basis of seniority-cum-fitness, from amongst the Laboratory Assistants with at least five (5) years service as such; and  (b) ninety-five percent (95%) by initial recruitment.
18.	Research and Statistical Officer (BPS-16)/Statistical Investigator (BPS-16)/Research Assistant (BPS-16).	(i) Atleast Second Class BS Degree in Statistics, Mathematics or equivalent qualification in the same disciplines from a recognized University; and  (ii) six months certificate in Advance Office automation from a recognized Institute.	25 to 35 years	(a) Thirty-three percent (33%) by promotion, on the basis of seniority-cum-fitness, from amongst the Statistical Assistant with at least five (5) years service as such; and  (b) sixty-seven percent (67%) by initial recruitment.



19.	Social Mobilizer (BPS-16).	<p>(i) Atleast Second Class BS Degree in social Work/Sociology or Gender Studies as one of the major subject or equivalent qualification in the same disciplines from a recognized University; and</p> <p>(ii) six months certificate in Advance Office automation from a recognized Institute.</p>	25 to 35 years	By initial recruitment.
20.	Assistant (BPS-16)	<p>(i) Atleast Second Class Bachelor's Degree or equivalent qualification from a recognized University; and</p> <p>(ii) six months certificate in Advance Office automation from a recognized Institute.</p>	22 to 32 years	<p>(a) Sixty percent (60%) by promotion, on the basis of seniority-cum-fitness, from amongst the Senior Clerks with at least five (5) years service as such; and</p> <p>(b) forty percent (40%) by initial recruitment.</p>
21.	Computer Operator (BPS-16).	<p>(i) Atleast Second Class Bachelor's Degree in Computer Science/Information Technology (BCS/BIT) four years or equivalent qualification from a recognized University; or</p> <p>(ii) Atleast Second Class Bachelor's Degree or</p>	22 to 32 years.	By initial recruitment.

		equivalent qualification from a recognized University with one year Diploma in Information Technology from a recognized Board of Technical Education.		
22.	Senior Scale Stenographer (BPS-16).	---	---	By promotion on the basis of seniority-cum-fitness, from amongst the Junior Scale Stenographers with at least five (5) years service as such.
23.	Junior Scale Stenographer (BPS-14).	(i) Atleast Second Class Intermediate School Certificate or equivalent qualification from a recognized Board;  (ii) a speed of fifty (50) words per minute in English shorthand and thirty five (35) words per minute in typing; and  (iii) six months certificate in Advance Office automation from a recognized Institute	20 to 30 years	By initial recruitment.
24.	Senior Clerk (BPS-14).	---	---	By promotion on the basis of seniority-cum-fitness, from amongst the Junior Clerks with at least two (2) years service as such.

25.	Assistant Labour Officer (BPS-12).	<p>(i) Atleast Second Class LLB or Bachelor's Degree or equivalent qualification from a recognized University with Economics, Statistics, Mathematics, or Law as one of the subject or in Business Administration; and</p> <p>(ii) six months certificate in Advance Office automation from a recognized Institute.</p>	22 to 32 years	<p>(a) Seventy-five percent (75%) by promotion, on the basis of seniority-cum-fitness, from amongst the Labour Inspectors, with at least five (5) years service as such; and</p> <p>(b) twenty-five percent (25%) by initial recruitment.</p>
26.	Statistical Assistant (BPS-12).	<p>(i) Atleast Second Class Bachelor's Degree with Statistics as one of the subject or equivalent qualification from a recognized University; and</p> <p>(ii) six months certificate in Advance Office automation from a recognized Institute.</p>	22 to 32 years	By initial recruitment.
27.	Laboratory Assistant (BPS-12).	<p>(i) Atleast Second Class Bachelor's Degree with Physics or Chemistry as one of the subject or equivalent qualification from a recognized University; and</p> <p>(ii) six months certificate in Advance Office automation from a recognized Institute.</p>	22 to 32 years.	By initial recruitment.

28.	Junior Clerk (BPS-11).	<p>(i) Atleast Second Class Intermediate School Certificate or equivalent qualification from a recognized Board;</p> <p>(ii) A speed of thirty (30) words per minute in typing; and</p> <p>(iii) six months certificate in Advance Office automation from a recognized Institute.</p>	20 to 30 years	<p>(a) Twenty five percent (25%) by promotion, on the basis of seniority-cum-fitness, from amongst the Manual Assistants who have passed FA/FSc Examination or its equivalent qualification from a recognized Board alongwith six months certificate in advance Office automation from a recognized Institution with three (3) years service as such;</p> <p>(b) seventy-five percent (75%) by initial recruitment:</p> <p><b>Note:-</b></p> <p>(a) If two or more officials have acquired the Intermediate School Certificate or equivalent qualification in the same session, the inter-se-seniority in the lower post shall be maintained for the purpose of determining seniority in the higher post; and</p> <p>(b) where a senior official does not possess the requisite qualification at the time of filling up a vacancy, the official next junior to him possessing the requisite qualification shall be promoted in the preference to the senior official or officials:</p> <p>Provided that the condition of</p>
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				Intermediate or its equivalent qualification from a recognized Board, shall not apply for a period of three (3) years from the date of commencement of this Notification to the existing matriculate incumbents of the post of Manual Assistants for promotion to the post of Junior Clerks (BPS-11)
29.	Labour Inspector (BPS-10).	(i) Atleast Second Class Bachelor's Degree or equivalent qualification from a recognized University; and  (ii) six months certificate in Advance Office automation from a recognized Institute.	22 to 32 years.	By initial recruitment.
30.	Manual Assistant (BPS-6).	(i) Atleast Second Class Matriculate or equivalent qualification from a recognized Board; and  (ii) six months certificate in Advance Office automation from a recognized Institute.	18 to 32 years.	(a) Twenty-five percent (25%) by promotion, on the basis of seniority-cum-fitness, from amongst the Daftari, Naib Qasids, Chowkidars and other equivalent posts having Secondary School Certificate examination with computer literacy and having two (2) years service as such; and  (b) seventy-five percent (75%) by initial recruitment.

31.	Driver (BPS-6).	(i) Atleast Second Class Matriculate or equivalent qualification from a recognized Board; and  (ii) Physically fit, with one year practical experience in driving and possessing a valid LTV/HTV driving license.	20 to 32 years	(a) Twenty percent (20%) by promotion, on the basis of seniority-cum-fitness, from amongst the Class-IV employees having passed Matriculate examination with at least Second Division with valid HTV/LTV driving license or by initial recruitment, if no suitable candidate is available under this quota; and  (b) eighty percent (80%) by initial recruitment.
32.	Naib Qasid (BPS-3).	Literate	18 to 40 years	By initial recruitment.
33.	Chowkidar (BPS-3).	Literate	18 to 40 years	By initial recruitment.
34.	Bahishti( BPS-3).	Literate	18 to 40 years	By initial recruitment.
35.	Sweeper/Sanitary Worker (BPS-3).	Literate	18 to 40 years	By initial recruitment.

SECRETARY TO  
GOVERNMENT OF THE KHYBER PAKHTUNKHWA,  
LABOUR DEPARTMENT.

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