

GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION

No.34/3/86-R-V

Islamabad, the 18th June 2021

OFFICE MEMORANDUM

Subject: - **UNIFORM INSTRUCTIONS ON 2% DISABILITY QUOTA**

The undersigned is directed to refer to the subject cited above and to say that at present the quota reserved for "Person with Disabilities" (PWD's) is reserved at 2% in the Federal Government. The Prime Minister has been pleased to direct that the said quota of 2% is to be implemented against total strength of Ministries/Divisions/Departments. It is further stated: -

- a. Disabled Persons (Employment and Rehabilitation) Ordinance, 1981 and now **"ICT Rights of Person with Disabilities Act 2020"**, promulgated on 23rd September 2020 provides reservation of quota on the total number of persons employed by an establishment (on the overall strength of the organization concerned and not against each basic scale).
 - b. The total number of persons employed means the total sanctioned posts of the establishment, that is, an Organization, Authority, Department or Ministry. This should apply such that 2% of the total sanctioned posts or workforce of the establishment becomes the Disability Quota for that establishment.
2. All the instructions, issued by the Establishment Division on the subject from time to time, may be deemed to have been superseded.



(Ms. Ramish Hassan Rana)
Section Officer (R-V)

All Ministries / Division / Departments,