

REPORT
ON
THE OBSERVANCE AND IMPLEMENTATION
OF THE
PRINCIPLES OF POLICY

IN RELATION TO THE AFFAIRS
OF THE
KHYBER PAKHTUNKHWA PROVINCE
FOR THE YEAR
2018



ESTABLISHMENT AND ADMINISTRATION DEPARTMENT
(CABINET WING)
GOVERNMENT OF KHYBER PAKHTUNKHWA

PREAMBLE

In Part-II, Chapter 2, Articles 29 to 40 of the Constitution of the Islamic Republic of Pakistan 1973, Principles of Policy to be followed and implemented by various organs of the state have been laid down. As per the provision of Clause 3 of Article 29, in respect of each year, the President in relation to the affairs of the Federation, and the Governor of each Province, in relation to the affairs of his Province, shall cause to be prepared and laid before the respective Legislature, a report on the observance and implementation of the Principles of Policy for discussion.

Report on Observance and Implementation of the Principles of Policy for the year 2018 has been compiled by the Administration Department on the basis of information received from all the Administrative Departments concerned to be submitted to the Provincial Assembly of Khyber Pakhtunkhwa for discussion.

PRINCIPLES OF POLICY

Article-31(1)

ISLAMIC WAY OF LIFE,

(Steps shall be taken to enable the Muslims of Pakistan, individually and collectively, to order their lives in accordance with the fundamental principles and basic concepts of Islam and to provide facilities whereby they may be enabled to understand the meaning of life according to the Holy Quran and Sunnah.)

The Government of Khyber Pakhtunkhwa has ensured the creation of an environment where the Muslims should feel that they are living in an Islamic society/state. The people are facilitated to practice their religion without fear or hindrance. The people of this province are traditionally religious and adopt measures to mould their lives in accordance with the Islamic principles. The communities at the mohallah and village levels construct mosques and madaris through donations and also organize Friday, Trawoeh and Eid congregations at their own. The provincial government also facilitates the public in this regard by way of giving financial grants for construction of places of worship, making arrangements for sighting of Ramadan and Eid moon, training of intending pilgrims at Hajj Complex, Hayat Abad Peshawar and making arrangements for easy availability of sacrificial animals on the occasion of Eid-ul-Azha. Apart from this, arrangements are in place in all government offices/ organizations for Zohar and Friday prayers. The government also strictly implements the Ehteram-i-Ramadan Ordinance, so that the society presents an Islamic look. It also ensures that there is no obscenity in public, like displaying of objectionable bill boards/posters and screening of obscene films in the cinema houses.

The government is fully committed to protect the honour and dignity of womenfolk for this purpose laws have been enacted, which are duly implemented. A new law namely Protection against Harassment of Women at Workplaces has been enacted by the government, so that womenfolk working in offices, industrial units, and other commercial outfits are given proper respect, in keeping with the standards of an Islamic society.

Article 31(2) (a)

THE STATE SHALL ENDEAVOUR, AS RESPECTS THE MUSLIMS OF PAKISTAN,

(To make the teaching of the Holy Qur'an and Islamiat compulsory, to encourage and facilitate the learning of Arabic language and to secure correct and exact printing and publishing of the Holy Qur'an);

Whereas the people of Khyber Pakhtunkhwa by tradition teach the Holy Quran to their children in their mosques and madaris, however the Elementary and Secondary Education Department has also been taken the following steps in this context:-

- i) The school day starts with recitation of few verses from the Holy Quran followed by National Anthem and Dua.

- ii). Qirat has been allocated two periods in the weekly timetable from 6th to 8th class.
- iii). Arabic language is taught as an elective subject from Class-VI onward, besides this Islamiyat and Qirat are also being taught in schools and Arabic Teacher, Theology Teacher and Qari provided in Middle and High Schools.

In order to ensure the correct and exact printing of the Holy Quran, Auqaf Department, Khyber Pakhtunkhwa has constituted a committee of Prominent Huffaz to ensure error free printing of Holy Quran. Provincial Hifz-o-Qirat competition, Seerat Conference and Mehfil-e-Shabina are regularly celebrated throughout the province under the auspices of Provincial Auqaf Department.

Article 31(2)(b)

THE STATE SHALL ENDEAVOUR AS RESPECTS THE MUSLIMS OF PAKISTAN,

(To promote unity and the observance of the Islamic moral standards:)

The Government of Khyber Pakhtunkhwa has all along been striving to foster unity and Islamic brotherhood among the people belonging to various sects in the province. Whereas certain anti-state elements have been trying to create a wedge between the two main sects i.e. Sunnis and Shias for the past few years, however through resolute policies of the provincial government and strict security measures, no untoward incident occurred in the province during the preceding year. Leaders and elders of all religious sects were engaged in talks at all levels, even at the level of Chief Minister which helped in creating harmony and peace during Moharram. The District Khateebis and Tehsil Khateebis of the province, numbering around 50 who are on the payroll of the provincial Auqaf Department, delivered unabated sermons especially during Friday congregations, on subjects like Islamic brotherhood, unity and adherence to moral standards as ordained in the Quran and Ahadees. The teachings in all government schools, collages and universities also focus on character building and observance of moral standards.

Auqaf Department during the financial year 2017-18 awarded scholarships amounting to Rs. 25,000/-, Rs. 20,000/- and Rs. 15,000/- to 15 Madrass students who secured 1st, 2nd and 3rd position in Shahadat-e-Alamia respectively and also arranged Seerat un Nabi Conference during the year 2018, which was chaired by Minister for Auqaf, Hajj & Religious Affairs wherein the Ulema speakers highlighted various aspects of Seerat-e-Tayyaba of our Holy prophet (S.A.W.S) and stressed the need to adhere to the teachings of Islam.

Article 31(2)(c)

THE STATE SHALL ENDEAVOUR, AS RESPECTS THE MUSLIMS OF PAKISTAN,

(To secure the proper organization of Zakat, Ushr, Auqaf and mosques).

In order to secure the proper organization of Zakat & Ushr, the Govt: of Khyber Pakhtunkhwa has enforced the Khyber Pakhtunkhwa Zakat & Ushr Act, 2011 on 06.10.2011 for the assessment, collection and disbursement of Zakat & Ushr in the Province.

The Government of Khyber Pakhtunkhwa has established on 10.09.2013 the Provincial Zakat Council Khyber Pakhtunkhwa to exercise general supervision & control over matters relating to Zakat & Ushr, particularly Zakat fund in the province and the maintenance of the account in the prescribed manner. The council has completed its three years tenure and has been re-appointed for another term of three years on 05.09.2016, which is due to expire in September, 2019. However, in the meanwhile the Chairman and 01 members of the Council have tendered their resignations. The appointment of the new Chairman and 04 members of the Council for the unexpired terms of their predecessors are being processed.

Composition of the Provincial Zakat & Ushr Council

1. Chairman
2. Five Persons of whom two shall be Islamic Scholars,
3. Two women, who shall not be less than forty-five years of age
4. Secretary Finance Department
5. Secretary Health Department
6. Secretary Zakat, Ushr & Social Welfare, Special Education & Women Empowerment Department
7. Chief Administrator, who shall also be Secretary of the Council.

2) DISTRICT ZAKAT & USHR COMMITTEE

The District Zakat & Ushr Committee has been established in the following Districts:

S#	Name of District	S#	Name of District
1	Abbottabad	14	Kohistan
2	Bannu	15	Lakki Marwat
3	Battagram	16	Malakand
4	Buner	17	Mansehra
5	Charsadda	18	Mardan
6	Chitral	19	Nowshera
7	Dir Lower	20	Peshawar
8	Dir Upper	21	Swabi
9	D.I.Khan	22	Shangla
10	Haripur	23	Swat
11	Hangu	24	Tank
12	Karak	25	Tor Ghar
13	Kohat		

3) LOCAL ZAKAT COMMITTEE:

The Local Zakat Committees comprising 9 (membership) have been constituted. District wise position are as under:-

S#	Name of District	Number of Local Zakat Committee	S#	Name of District	Number of Local Zakat Committee
1	Abbotabad	194	14	Kohistan	2015
2	Bannu	141	15	Lakki Marwat	105
3	Battagram	103	16	Malakand	56
4	Buner	63	17	Mansehra	189
5	Charsadda	268	18	Mardan	222
6	Chitral	92	19	Nowshera	236
7	D.I.Khan	181	20	Peshawar	501
8	Dir Lower	154	21	Shangla	44
9	Dir Upper	122	22	Swabi	191
10	Hangu	85	23	Swat	192
11	Haripur	142	24	Tank	58
12	Karak	128	25	Tor Ghar	65
13	Kohat	163			
TOTAL:					3896

4) KEY REFORMS INITIATIVE(S) WITH PROGRESS

S. No	Reforms Initiatives	Progress Report																				
1.	Framing / amending rules / procedure in the existing Zakat Laws, Rules and Procedures.	<p>i. The Khyber Pakhtunkhwa Zakat & Ushr (Amendment) Act, 2014 was passed by the Provincial Assembly and promulgated on 19.11.2014.</p> <p>ii. The Khyber Pakhtunkhwa Zakat & Ushr Rules, 2017 were made and notified on 14.06.2017.</p> <p>iii. The Khyber Pakhtunkhwa Ushr (Assessment and Collection) Rules, 2017 were made and notified on 14.06.2017.</p> <p>iv. Zakat Disbursement Procedure has been revised and approved by the Khyber Pakhtunkhwa, Zakat & Ushr Council.</p>																				
2	Mechanism of assessment collection and disbursement of Ushr.	After the promulgation of Khyber Pakhtunkhwa Zakat & Ushr (Amendment) Act, 2014, Ushr Cell was created in the Department. The staff for the Cell is being appointed, where-after the Cell shall be fully functional in all Districts. This development shall enhance the recovery of Ushr proceeds in the Province.																				
3	Increase in the amount of Zakat Funded Programs.	<p>Considering the growing inflation and financial problems of the poor segments of the society, the Zakat & Ushr Department enhanced the rates of Zakat Assistance under various heads as per following details:</p> <table border="1"> <thead> <tr> <th>SS#</th> <th>Head</th> <th>Previous Rate</th> <th>Enhanced Rate</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Guzara Allowance</td> <td>Rs.500/- p.m Per Mustahiq</td> <td>Rs.1000/- p.m Per Mustahiq</td> </tr> <tr> <td>2.</td> <td>Health Care</td> <td>a) Rs.1000/- per patient for OPD b) Rs.2000/- per patient for indoor treatment.</td> <td>Rs.5000/- per patient for OPD Rs.10000/- per patient for indoor treatment.</td> </tr> <tr> <td>3</td> <td>Marriage Assistance</td> <td>Rs.10000/- per Mustahiq</td> <td>Rs.20000/- per mustahiq</td> </tr> <tr> <td>4.</td> <td>Educational Stipend</td> <td>a) Rs.112/- p.m per student for under Metric b) Rs.375/- p.m per student for F.A/F.Sc c) Rs.750/- p.m per student for</td> <td>Rs.600/- p.m per student for under metric. Rs.1000/- p.m per student for F.A/F.Sc</td> </tr> </tbody> </table>	SS#	Head	Previous Rate	Enhanced Rate	1.	Guzara Allowance	Rs.500/- p.m Per Mustahiq	Rs.1000/- p.m Per Mustahiq	2.	Health Care	a) Rs.1000/- per patient for OPD b) Rs.2000/- per patient for indoor treatment.	Rs.5000/- per patient for OPD Rs.10000/- per patient for indoor treatment.	3	Marriage Assistance	Rs.10000/- per Mustahiq	Rs.20000/- per mustahiq	4.	Educational Stipend	a) Rs.112/- p.m per student for under Metric b) Rs.375/- p.m per student for F.A/F.Sc c) Rs.750/- p.m per student for	Rs.600/- p.m per student for under metric. Rs.1000/- p.m per student for F.A/F.Sc
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			post-graduate d) Rs.875/- p.m per student for Professional	Rs.2000/- p.m per student for Post-Graduate Rs.3000/- p.m per student for Professional
	5.	Deeni Madaris	i. Primary to Metric Rs.500/- p.m. per student ii. Above Metric and upto B.A or equivalent Rs.750/- iii. M.A (or equivalent) and above Rs.1000/- p.m. per student iv. Hifz o Nazira Rs.150/- p.m. per student. v. Mouqoof Aleh 375/- p.m. per student. vi. Daura Hadith- 750/- p.m. per student.	Scholarship at the following flat rates have been approved:- a. Rs.2000/- p.m. for resident students. b. Rs.1000/- for non residents students.
4	Special Provision for Health Care	The Khyber Pakhtunkhwa Zakat & Ushr Council has started Special Health Care Programme with the allocation of Rs 45 Million for Mustahiqeen-e-Zakat patient who are suffering from chronic diseases i.e. Cardiac, Hepatitis and Kidney etc; for which usually regular Zakat fund are not available / insufficient in Provincial level Hospitals / Institution.		
5	Establishment of Complaint Cell.	Complaint Cell has been created under the Chairmanship of Deputy Secretary (Audit) Zakat.		
6	Nomination of Public Information Officer.	Public Information Officers (PIOs) have been notified.		
7	Notification of Services and time limit under the Khyber Pakhtunkhwa Right to Public Services Act, 2014.	Notification under Section-4 of the Khyber Pakhtunkhwa Right to Public Service Act, 2014 regarding provision of services, time limit designated officers and appellate authorities has been issued on 18.12.2014.		

5). ZAKAT FUNDED PROGRAMMES & ESTIMATED HEADWISE NUMBER OF BENEFICIARIES 2018-19 (1st Installment) IN KHYBER PAKHTUNKHWA

	Zakat Programs.	Amount Released from PZA (HQ) 1 st Installment	Amount Utilized	Balance	Total Number of Beneficiaries	Male	Female
1	Guzzara Allowance	207,600,000	0	207,600,000	0	0	0
2	Educational Stipends(Acd)	17,300,000	0	17,300,000	0	0	0
3	Educational Stipends (Prof)	17,300,000	0	17,300,000	0	0	0
4	Deeni Madaris	34,600,000	0	34,600,000	0	0	0
5	Health Care District Level	27,680,000	27,680,000	0	4,613	1,153	3,460
6	Health Care Provincial Level	33,000,000	33,000,000	0	4,400	1,100	3,300
7	Marriage Assistance	41,520,000	0	41,520,000	0	0	0
8	Dower Fund/ Jahaiz for boys	20,000,000	0	20,000,000	0	0	0
9	Blood Transfusion	1,500,000	1,500,000	0	500	250	250
10	Technical Education	50,000,000	0	50,000,000	0	0	0
11	Special Fund for Health	45,000,000	18481880	26,518,120	110	55	55
12	Administrative Expenditure	42,702,000	36,858,000	5,844,000	0	0	0
	Total	538,202,000	117,519,880	420,682,120	9,623	1558	7065

Article 32**PROMOTION OF LOCAL GOVERNMENT INSTITUTIONS.**

(The state shall encourage local Government institutions composed of elected representatives of the areas concerned and in such institutions special representation will be given to peasants, workers & women).

The Provincial Government of Khyber Pakhtunkhwa has devolved its financial, political, and administrative powers to elect representatives. Recently the Local Government Department has passed the new Local Government Act, 2019 from the Provincial Assembly of Khyber Pakhtunkhwa under which more powers conferred to the local elected representatives at Tehsil and Village/Neighborhood levels.

Article 33**PAROCHIAL AND OTHER SIMILAR PREJUDICES TO BE DISCOURAGED.**

(The state shall discourage parochial, racial, tribal, sectarian and provincial prejudices among the citizens).

Pakistan has a heterogeneous society which is laden with prejudices and discriminations based on caste, creed, race, tribe, sex, wealth language etc. So under these circumstances Pakistani nationalism is the only binding force for the Pakistani nation. The Provincial government has taken cognizance of this fact and takes consistent measures to curb these unhealthy tendencies. The government takes special measures during Ramadan and Moharram and other religious occasions to ensure peace and harmony among various sects. It is, however, a matter of satisfaction that parochial, racial and tribal prejudices have never been in the province. There is complete harmony between people of different races and languages living in the province, like the Pashtoons, Hindko and Sarraiki speaking, Kohistani and Chitralis etc. Similarly people belonging to other provinces living in Khyber Pakhtunkhwa enjoy full freedom and respect.

Article 34**FULL PARTICIPATION OF WOMEN IN NATIONAL LIFE.**

(Steps shall be taken to ensure full participation of women in all spheres of national life).

The Provincial Government ensures that opportunities are provided to the womenfolk to fully participate in all walks of life. Women are encouraged to join government service through competition; however 10% quota has been reserved for female candidates in all government jobs. In addition, being a signatory to the United Nation's Sustainable Development Goals (SDGs), the department provides full opportunity to women to contribute as skilled health professionals. The Government of Khyber Pakhtunkhwa has deployed Lady Health Workers (LHWs), Lady Health Visitors (LHVs) and Community Midwives (CMWs) at the grass root level.

Apart from a full-fledged Girls Medical college the Government has set up multiple nursing schools and institutes for LHVs. Besides, admission in medical institutions is not gender

based and on open merit. During recent years, female have surpassed the male as students of medical colleges. The participation of women as Health Workers is encouraged by the Government.

The nurses are recruited not only to cover the deficiency of nurses in Health sector but to create job opportunities for females, thus contributing to provincial and national economic growth. Moreover, the government has encouraged recruitment of lady doctors as specialists and Women Medical Officers in remote areas of the province.

The main employer of womenfolk is the Health Department where being a signatory to MDG's, females are provided full opportunity to contribute as skilled health professionals. Every year they graduate from educational/training institutions and are given jobs in Health, Education and other departments as per demand.

The P&D Department included some developmental projects in the ADP 2017-18 to ensure gender equality and women empowerment in which due preference is given to the remote and backward areas.

The Elementary & Secondary Education Department have introduced gender-balanced management structure at the district and circle levels (50% female). 70% developmental funds are allocated for Female Schools/ Girls Education. Basic facilities like water supply, group latrines and boundary wall are provided in girls schools on priority basis. 2000 Teacher of HSS for English & Maths trained. Girls student from class-VI to Class-X are provided stipend amounting to Rs. 200/- per month in 25 Districts of Khyber Pakhtunkhwa. Text books are provided free to male/female students from class I to XII in order to ensure full participation of women in education. 2139 Science Teachers provided in all High/Higher Secondary Schools and 150 SS Urdu and 100 SS Pashto posts in High/Higher Secondary Schools.

The Elementary & Secondary Education Department have also introduced teachers Upgradation and promotion policy. The Khyber Pakhtunkhwa enacted Promotion of Regional Languages Authority Act, 2011. The Khyber Pakhtunkhwa enacted Supervision of Curriculum, Textbooks and Maintenance of Standard of Education Act, 2011. The Khyber Pakhtunkhwa enacted Private School Regulatory Authority Bill, 2012, and the Khyber Pakhtunkhwa (Appointments, Deputation, Posting and Transfer of Teachers, Lecturers, Instructors and Doctors) Regulatory Act, 2011.

To ensure participation of women in Higher Education, female colleges have been established even in the remotest regions of Khyber Pakhtunkhwa. 05 Government Colleges of Commerce and 99 General Colleges for women are working under the administrative control of the Directorate General of Commerce Education & Management Sciences and Directorate of Higher Education. Furthermore, 05 Government Colleges of Management Sciences are working in

FATA Jamrud, Ghallani, Khar, Parachinar and Miranshah. In 15 Commerce and Management Colleges namely GCMS, GT Road Peshawar, GCC No.2 Ring road, GCC Women Arbab Road and Dalazak Road, GCMS, DIKhan, Dir (Lower), Nowshera, Kohat, Haripur, Lakki Marwat, Karak, Kohat, Thana (Malakand), Sangota (Swat) a scheme was reflected in the ADP 2015-16 through college committees.

The Government Colleges of Commerce/Management Sciences (Male/Female) in Khyber Pakhtunkhwa a scheme was reflected for the Construction and Re-Construction of Boundary Walls in eight colleges, while Construction of Auditorium at GCC(W) Dalazak Road, Peshawar, Establishment of GCC(W) Mardan and repair/purchase of equipments for GCMSs(Boys), Swabi, Haripur & Kohat, were included and completed working under the administrative control of the Directorate General of Commerce Education and Management Sciences Khyber Pakhtunkhwa. The above mentioned schemes clearly shows that female colleges were given their due right and share in order to fully implement the Article-34.

To encourage women to get benefits from services rendered by this office in field of Archives & Libraries. A separate section called Ladies and Children Section has been established exclusively for women and children below the age of 16 years. The response of women & Children are very encouraging in this regard. Furthermore, in selection/appointment the female quota has also been observed.

Female teachers & students are allowed to participate in all spheres of National life. For this purpose debate competitions over National issues etc are held in Female Colleges of the Province. Department of Gender studies has been established in GPGC, Haripur.

A Women's University has been established in 2004 and 4 years Degree Program has also been started in Colleges of the Province. In order to promote higher education in females and to provide them a congenial atmosphere for research activities, female students are given admission in Master's Degree Courses in postgraduate Colleges and Universities. In some cases, female students out-number male students and excel in academics.

Women are provided preferential opportunities in recruitment as Prosecutors and ministerial staff. There are 79 female probationers/juveniles on strength for reformation with Directorate of Reclamation & Probation, Khyber Pakhtunkhwa. Moreover 06 female Probation Officers are working in the Province for the benefit of female offenders/prisoners. In the year 2018, the Provincial Government has created many posts for the Directorate of Prosecution as well as District formation and also amended Service Rules, 2010.

The womenfolk living in the rural areas of Khyber Pakhtunkhwa have been fully engaged by the Agriculture Department in activities like planting and breeding, processing of agriculture products, feeding, grazing/milking of animals and to create degree in marketing

agricultural products. In this regard the Agriculture Department has chalked out a number of activities like kitchen gardening programs, water shed management, dry land cultivation, horticulture and animal husbandry. These programmes are aimed at empowerment of womenfolk by providing them opportunities to participate fully in national life. The Agriculture Department in all its development programmes has taken the following steps:-

- The Department understands that women participation is essential in economic development, especially in rural and agricultural economies. We have also learned that by bringing an awareness of gender issues to the development process, we ensure that interventions produce sustainable results for women and men.
- Women folks are mostly engaged in agricultural field work, especially planting and weeding, processing of agricultural products, feeding, grazing, milking and shearing of animals and to a great degree in marketing of agricultural products.
- To promote agriculture, the Department's activities include (a) Kitchen Gardening Program, (b) Cash Crop (c) Watershed management (d) Dry land cultivation (e) Horticulture (f) Fisheries (g) Animal husbandry etc. These interventions empower women and give them opportunities to participate fully in the national life.
- The Department in all its development programmes has taken steps to:
 - a. Strengthen gender-mainstreaming in all social and economic programs to ensure social sustainability.
 - b. Create job-placement opportunities and recruit women.
 - c. Strengthen the implementation of labour and employment policies for women ensuring gender equality in accessing job opportunities; safeguard suitable working conditions for women and equal income and social welfare.
 - d. Strengthen women's access to economic resources such as land, credit, techniques, information, labour market and agricultural extension.
 - e. Strengthen and improve the quality of agriculture programmes by continuing and expanding the campaign of women's participation in household-economics' development.
 - f. Wherever applicable, the women have been given due share in departmental activities viz Seminars, Workshops, Trainings and Laboratory assignments etc. There are more than 580 Female employees in various cadres from BPS-1 to 18 working in Agriculture Department.
 - g. 10% reserved quota for women in all jobs is strictly adhered to. Instructions have been issued to mention the same in all advertisements published for jobs in the Department.

The Cooperative Societies are organized by the Cooperative Department, attached to the Agriculture Department. These Societies give equal opportunities to all segments of the society including peasant, workers and women. Poor class of the society, especially women are encouraged to register themselves as members of these societies for their socio-economic uplift. The Cooperative Women Handicrafts Societies / centers cater for the training needs of women folk. These Cooperative Women Handicrafts Associations have represented this province in various export exhibitions at national level and have won awards.

In order to ensure maximum participation and for the development of women folk in the province, SIDB is operating the following training centers in the province during the year under report:

1. Readymade Garments Centre Peshawar.
2. Readymade Garments Centre Nowshera.
3. Readymade Garments Centre Abbottabad.
4. Handicrafts Development Centre for Female Booni Chitral.
5. Readymade Garments/Embroidery & Knitting Centre for Female Bannu City.
6. Readymade Garments Centre for Female Karak.
7. Readymade Garments Centre for female at Jareed District Manshra.
8. Readymade Garments Centre for female at Talata District Mansehra.
9. Readymade Garments Centre for female in Rented Building at Ultranzai District Charsadda.
10. Readymade Garments Centre for Female in Rented Building at Timergara Dir Lower.
11. Readymade Garments Centre for Female in Rented Building at Tank.
12. RMGC for female at Bakot Distt: Abbottabad.
13. Readymade Garments Centre for Female in Rented Building at Tordher, District Swabi.
14. Readymade Garments Centre for Female in Rented Building at Village Kota, District Swabi.
15. Readymade Garments Centre for Female in Rented Building at Tarnao Shabaan UC, Fazzagram Dir Lower.
16. Readymade Garments Centre for Female in Rented Building at Village & Post Office Gandigar, Tehsil Dir District Upper Dir.
17. Readymade Garments Centre for Female in Rented Building at Nasir Kili, District Nowshera.
18. Readymade Garments Centre for Female in Rented Building at Badrashi, District Nowshera.
19. Readymade Garments Centre for Female in Rented Building at Pahari Katti Khel, District Nowshera (CM's Directive).
20. Readymade Garments Centre for Female in Rented Building at Amanghar, District Nowshera.
21. Readymade Garments Centre for Female in Rented Building at Akora Khattak, District Nowshera.
22. Readymade Garments Centre for Female in Rented Building at Nandrak U/C Mughalki, District Nowhera.
23. Readymade Garments Centre for Female in Rented Building at Singoor, District Chitral.
24. Women Training leading to entrepreneurship in Gems & Gemology.

In the private sector too, women are playing their due role in nation building activities through various NGOs and business outfits, like the Khyber Pakhtunkhwa Chamber of Commerce and Industry. A provincial Commission on the status of women is also in place which works for safeguarding the rights of women and ensures that due status is given to women in the society. The provincial government recently enacted a law for the protection of women against harassment at work places, which is being strictly implemented.

Article 35**PROTECTION OF FAMILY ETC.****(The State shall protect the marriage, the family, the mother and the child).**

Mother and Child health is main priority of Health Department Khyber Pakhtunkhwa. It is evident through various dedicated Projects and Programs. To enhance the coverage, integration of four vertical programs inter alia, Mother Neonatal & Child Health Program (MNCHP), Lady Health Worker's program (LHW), Expanded Program of Immunization (EPI) and Provincial Nutrition Program (PNP) is being executed into one Integrated Health Project (IHP). In addition to this, separate hospitals for Women and Children have been established in Charsadda, Mardan and Peshawar.

Chief Ministers Special Health initiatives are continued to support mother and child health requirements through cash money encouraging the utilization of Healthcare and thus improving health of the mother and child.

Khyber Pakhtunkhwa Integrated Development Strategy (IDS 2014-2018) focuses on Maternal and child health through its third pillar, related with "Progress in Social sectors including Health and education".

Minimum Health Service Delivery Package (MHSDP) is under implementation in 19 districts. In this package main focus is on Maternal, Newborn and Child health for which standards are set at the Primary Health care level to ensure that the poor health indicators are improved.

Provincial Health and Nutrition Program (PHNP) is being implemented to decrease malnutrition in women and children, hence to make them healthy & integral part of the society.

Immunization of pregnant women and children through Expanded Program on Immunization (EPI) is a major program to ensure prevention of 09 vaccine preventable diseases in children and women.

The Higher Education Department is cognizant of importance of protection of family life and care is taken to implement spouse policy where possible. This facility has been extended to female employees whose spouses work in other provinces and vice versa by inserting a clause under Deputation Policy. Moreover child/Day care centers for small children of female staff in 05-Female Colleges are being setup in the colleges under ADP Scheme, in addition to the existing 14-Colleges.

A mother is considered part of a family of a Government servant and gets free treatment in Govt. Hospitals as well as receives due share from the pension of her deceased son/daughter. It was due to the untiring efforts of the department that medical cover was extended to the parents of both married/un-married women working in the University of Peshawar and is being adopted by other universities.

In the deceased son quota widow is also incorporated for appointment.
Maternity leave is granted as per law/rules.

Due attention is being given to protect and safeguard the marriage, the family, the mother and the child through an ADP scheme No.52-160088, sponsored by the provincial government for marriage grant, medical grant, financial assistance for widows of the minorities communities i.e. namely "Medical Assistance, Marriage Grant & Financial Assistance for widows in Khyber Pakhtunkhwa".

Under the Rules of Business, 1985, the Peshawar High Court is implementing laws regarding the marriage, the family, the mother and the child through the family courts established in all districts of the province.

Article 36

PROTECTION OF MINORITIES.

(The state shall safeguard the legitimate rights and interests of minorities, including their due representation in the Federal and Provincial services).

Full protection is being provided to minorities in the province of Khyber Pakhtunkhwa. Whereas appointments in provincial services are made on the basis of merit, however, 0.5 % quota has further been reserved for candidates belonging to minorities in all the provincial services which are filled in through initial recruitment, in addition to their participation in the open merit.

To protect the rights of minorities in Khyber Pakhtunkhwa, the subject of Minority Affairs has been added to the portfolio of Provincial Auqaf Department under the Rules of Business, 1985.

The Government of Khyber Pakhtunkhwa religiously safeguards the legitimate rights and interests of minorities and provides them with equal opportunities in all walks of life. Christians, Hindus and Sikhs are given special leave to celebrate their religious days like Christmas, Easter and Diwali etc. Similarly, there is no discrimination while giving treatment to the patients in the health facilities of the government, or receiving education in government educational institutions.

Grant in aid is being provided to missionary schools for improvement of the standard of education and for payment of salaries to the theology teachers in such schools. As regards recruitment in schools all the posts are filled up on the basis of qualification and domicile and not on the basis of religion. The government of Khyber Pakhtunkhwa has all along provided necessary security to the worship places of minorities like Churches, Gurdwaras. In order to create harmony among the people of different religions, the Auqaf Department regularly arranges inter faith dialogues at Peshawar.

The minorities have been given due representation in the Provincial Assembly. Presently three members from the minority community are sitting members of the Provincial

Assembly. The Pakistan Minorities Coordination Party of Khyber Pakhtunkhwa is fully functional in the province with Mr. Ajeet Bahadar as the Coordinator of its Khyber Pakhtunkhwa Chapter.

Due attention is being given to protect and safeguard the rights of minorities. A series of joint meetings/seminars between Muslims and minority communities were held to maintain religious harmony. Leaders of both sides agreed to work together for peace and harmony in the Province.

The Provincial Government executed many developmental schemes for uplift of minorities. Besides, the Provincial Government has earmarked a significant amount of Rs.165.729 Million in its ADP for the financial year 2018-19, so as to ensure legitimate rights and interests of the minority community of Khyber Pakhtunkhwa. On the eve of Christmas, Dewali, birth anniversary of Baba Gurunanak, Easter, Dewali and Chelum-Jusht functions in the year 2017, the Auqaf, Hajj, Religious & Minority Affairs Department allocated Rs. 10.00 million as well as arranging various items for minority community worship places and visit of Sikh yatrees to birth places of Baba Gurunanak to Sheikhpura, Punjab. Similarly an amount of Rs. 6.00 million has been distributed in the year 2018 as grant-in-aid for its disbursement amongst poor and needy minority's community persons through their respective MPAs, while the remaining amount will be distributed on such like occasions. The said scheme, like in the past; is a permanent/regular feature of the current-side allocation aiming at alleviating poverty amongst minority community.

Besides, the Provincial Government as part of its drive for Provincialisation of legislation devolved to the province as a result of abolition of Concurrent Legislative list after 18th constitutional amendments, passed the following laws to secure the rights of minority community:-

1. Khyber Pakhtunkhwa Protection of Communal Properties of Minorities Act, 2014.
2. Khyber Pakhtunkhwa Evacuee Trust Properties (Management & Disposal) Act, 2014.

The Hindu Marriage Act, 2017 passed by the Parliament (Majlis-e-Shoora) has been sent to the Local Government Elections & Rural Development Department for implementation.

Article 37(a)

PROMOTION OF SOCIAL JUSTICE AND ERADICATION OF SOCIAL EVILS.
(The State shall promote, with special care, the educational and economic interests of backward classes or areas.

Government of Khyber Pakhtunkhwa has been endeavoring to promote the educational and economic interests of the backward classes or areas of the Province. In this context the improved distribution of resources between the Federation and Provinces is the main focus of the Provincial Government during the finalization of National Finance Commission. As a result of enhancement in the share of Khyber Pakhtunkhwa in the 9th NFC Award, the Government of Khyber Pakhtunkhwa has raised the Annual Development Programs own portfolio to a huge

amount which has been allocated to Education sector and for the affairs/Services and Economic Affairs respectively during the previous financial years, which will promote the educational and economic interests of backward classes/ areas in Khyber Pakhtunkhwa.

The Government of Khyber Pakhtunkhwa established Hydel Development Fund in 1992 with an initial allocation of Rs.50 million. The Fund was provided with legal cover through enactment namely Khyber Pakhtunkhwa, Hydel Development Fund Ordinance, 2001. The objective of the Fund is to develop Hydel capacity of the Province. The Provincial Government has contributed a sum of Rs.51,509.900 million (as equity) in the Fund added an un-appropriated profit of Rs.17,158.180 million. A sum of Rs.18,899.240 has been utilized so far for the development of Hydel Power. Net worth of the Fund will be Rs.34,768.84 million upto 30th June, 2018.

The Fund is controlled by a Management Board headed by the Chief Minister, Khyber Pakhtunkhwa and supported by an Investment Committee under the Chairmanship of the Chief Secretary, Khyber Pakhtunkhwa.

The original size of the ADP 2017-18 was Rs.208,000.000 million, which included foreign aid component of Rs.82,000.000 million and provincial government's contribution of Rs.126,000.000 million. The revised allocation for Provincial Components was Rs.111,633.754 Million while revised allocation for Foreign Aid was Rs.38,525.044 Million. The provincial program comprised of 1674 projects including 119/ ongoing, 477 new projects.

Finance Department Khyber Pakhtunkhwa is maintaining official website namely, <http://www.financekpp.gov.pk/>, to upload the information of Public Interest for easy access. The website is being updated regularly by FMIU with the information such as Annual Budget, White Paper, Budget Speech, project wise Development Budget, Releases, Expenditures, updates of financial rules and regulations, Financial Reforms, NFC, PFC etc. Entire Current and Development expenditure/budget are available online on the website to promote E-governance policy of the present Government. The said website revamped and improved in the context of financial information, outlook and user friendly during 2018.

Financial Management Information Unit (FMIU), Finance Department has also developed a module for online Public Grievances Redressal system. The Public Grievances Redressal System can be used online by provincial entities and general public to lodge a complaint or query regarding the Budget, Releases, Receipts, etc. During 2018, 47 complaints/queries were received and the same were addressed /responded accordingly.

Finance Department has established a Virtual Private Network (VPN) for providing connectivity of Financial Accounting and Budgeting System (FABS) to the District Governments. The District Functionality of FABS revitalized and now District Governments are preparing their

budget and uploading it in FABS for execution and expenditure. District Governments have successfully prepared their budget 2018 in the said functionality.

Finance Department has implemented the Organization Management Module which is a landmark achievement in the payroll system. The Module has been configured which creates a link between sanctioned and actual strength of employees. Position codes (integrated codes) are being assigned to all provincial employees, which is helping in elimination of unbudgeted BPS and Designation etc in the Payroll.

Automation of Pension Payment System Project (APPS) was launched in May, 2015 with the aim to computerize record of pensioners and to remove loopholes in pension payment. The major objective of the project is to facilitate pensioners by converting their pensions to computerized Direct Credit System (DCS) so that they can receive their pension at the door steps through Bank Accounts. A lot of Pensioners have been converted to District Credit so far. Besides, a vast number of pensioner's identity cards have been issued to pensioners of the Province of Khyber Pakhtunkhwa.

25 number of budget documents were prepared and compiled. Releases of the allocation budget uploaded in system as per release policy.

To automate and to know the status and location of files, letters, summaries etc, File Tracking System (FTS) was implemented in Finance Department in Nov, 2015. The system also helps the Department to have a consistent watch over the movement of various important Files/ Letters at different levels in the process of decision making. The system is also running smoothly.

In order to provide benefit to the employees of Provincial Government, the Retirement Benefit & Death Compensation (RB&DC) Fund is established under RB&DC Act, 2014. The RB&DC scheme is introduced as a replacement of Group Insurance Scheme. This scheme aims to provide benefit to employees at the time of retirement or in case of death and permanent disability. The Chief Secretary heads the management Board, constituted to manage this Fund.

A separate Fund's Cell has been established in the Finance Department to manage the affairs of these Funds. According to law of the Funds, Director General (Commercial) Audit, Lahore is responsible to carryout audit of the accounts of the Funds. Besides, internal audits are conducted on yearly basis through reputed Chartered Accountants firms. Contribution from the Provincial Govt. employees to the fund has been started which is going to complete.

It is worth mentioning here that there has been a steady growth in funds due to better management. Funds are being managed professionally, diligently and with extreme caution. Diversified portfolios have been developed to align the investment system and draw maximum advantage by minimizing risk factor with best-recognized financial practices.

The management has invested funds in various Fixed Income Securities (FIS). The FIS are those whose returns are predetermined or known at the time of making the investment. The FIS may include the following category of investments:

- Treasury Securities
- Bank Deposits
- National Saving Scheme
- Corporate Bonds

Treasury Securities are issued by the Government of Pakistan and the same are backed by the full faith and credit of the Government. They are considered to be free from credit risk. The treasury issues two distinct types of securities i.e. T Bills and PIBs. T-Bills are sold at a discount to par value and interest is received when the par value is paid at maturity (like zero-coupon bonds).

A Bank deposit is a financial instrument which provides higher rate of return than a regular savings account, until the given maturity date. It may or may not require the creation of a separate account. It is known as a term deposit or time deposit. They are considered to be very safe investments. Term deposits are used to denote a larger class of investments with varying levels of liquidity. The defining criteria for a fixed deposit is that the money cannot be withdrawn before maturity. The tenure can vary from 7, 15 or 45 days to 11/2 years and can be as high as 3 years.

National Savings Certificates, popularly known as NSC is Government Savings Bond, primarily used for small savings and income tax saving investments.

A corporate bond is a bond issued by a corporation in order to raise financing for a variety of reasons such as to ongoing operations, Mergers and Acquisitions (M&A), or to expand business. The term is usually applied to longer-term debt instruments, with maturity of at least one year. Corporate debt instruments with maturity shorter than one year are referred to as commercial paper.

The Provincial Government of Khyber Pakhtunkhwa looks for ways and means and tools and techniques to modernize these Funds and bring them in harmony with innovative creative and novel concepts of investments, while keeping safety of the Funds its top most priority. Regular audits of these are carried out to ensure this objective.

Energy Monitoring Unit has been established exclusively for the purpose of reconciliation, correction of electricity bills, deleting excessive billing made in the past as well and save the limited provincial fiscal resources. Its major achievement can be assessed from the reduction in PESCO's during last twelve years are briefly elaborated as under:-

- i. Preparation of revised correct format of the Assessment & Realization Statement, proper codification of all Govt: connections, Authentication & confirmation of Department-wise Government connections.

- ii. Removal of the Government code from the residences, un-related connections, FATA connections, Levy connections etc. and affecting un-authorized payment made on this account.
- iii. Proper allocation of funds for clearance of electricity dues of Provincial Govt: Depts: Distt: Govt: Departments, Local Bodies and monitoring thereof.
- iv. Establishment of online system with District Governments & preparation of software for the Unit forming small set-up in each district for dealing with PESCO's issues.
- v. Monthly reconciliation of billing with PESCO & clearance of reconciled dues.
- vi. Resolution / finalization of old pending credit cases of Government with PEPCO/PESCO.
- vii. Reversal / challenging of defective decision made in the past which go in favour of PEPCO/PESCO through various forums.
- viii. Harmony / Co-ordination between all the provinces to take-up important issues jointly with the Federal Govt.
- x. Preparation of proposals through Summaries relating to Govt: Depts on the issues pertaining to Electricity dues / billing.
- x. Submission / preparation of different proposals for the Provincial Finance Commission.
- xi. Proper budgetary allocation to districts for the water supply schemes and devise a method for monitoring of electricity consumption on daily basis.
- xii. Resolution of issues of VDO WSS i.e clearance of outstanding dues, correction of wrong and excessive.
- xiii. Settlement of the issue of permanently disconnected connections.
- xiv. Settlement of the issue of Late Payment Surcharge with PESCO.
- xv. Correction of wrong tariffs applied by PEPCO in the past to various connections.
- xvi. Removal of illegal connections from the Government owned transformers
- xvii. Elimination of excess / wrong billing by PESCO.
- xviii. Obtaining credit on account of excess / wrong billing from PESCO as a result of reconciliation.
- xix. Determination of load factor for defective meters and correction of assessment charges levied by PESCO.
- xx. To help PESCO to eliminate direct connections culture and motivate public to pay electricity dues.
- xxi. Billing of provincial government electricity connections in one billing batch
- xxii. Maintenance of log books on each tube well i.e. Irrigation, Scarp and drinking water supply schemes. Proper maintenance of log books and tube wells through random visits.
- xxiii. Timely delivery of bills by PESCO to confirm the payment within due date thus saving of late payment surcharge.

Effective management of public resources is the cornerstone for optimal service delivery which ultimately leads to greater citizens satisfaction viz. a. viz. their expectations from the Government. Hence, public financial management (PFM) includes all components of the province's budget process – both upstream (including strategic planning, medium term fiscal modelling, budget strategy making, issuance of budget guidelines and indicative budgetary ceilings, and scrutiny/review and consolidation of budget proposals through pre-budget hearings) and downstream (including revenue management, procurement, internal controls, accounting, reporting, monitoring and evaluation, audits and oversight). Sound systems of PFM are important for democratic governance, macro-economic stability, effective use of available resources and poverty reduction. A sound PFM system is a precondition for making it possible to effectively channelize resources to service delivery e.g. basic education and health services. The Provincial Government of Khyber Pakhtunkhwa is fully cognizant of the significance of effective PFM systems

and has, therefore, embarked upon significant PFM reforms - lying at the heart of its overall Governance Reforms agenda.

This chapter dwells on some of the key strategic interventions undertaken by the Government of Khyber Pakhtunkhwa as part of its reforms agenda for an open, transparent, accountable, citizen centric participatory Governance for inclusive growth.

The Government of Khyber Pakhtunkhwa adopted Strategic Development Partnership Framework (SDPF) with the development partners with the aim of creating synergies for gearing up the socio-economic development of the province through concerted efforts by the Government and its development partners. SDPF drives on the Government's Agenda of transformational development which provides the platform for establishing development pacts building around the principles of inclusive and accelerated socio-economic growth and good governance based on the premise of enhanced social services delivery.

The SDPF laid a solid foundation for aligning the donor financial assistance with the country policies and priorities as well as country system. However, to operationalize the SDPF and to realign government policies/priorities and to consolidate the earlier work (Comprehensive Development Strategy, Economic Growth Strategy, and Post Crises Needs Assessment); the Government formulated Integrated Development Strategy (IDS). The IDS comprehensively articulates the strategic objectives of SDPF by elaborating sector plans thereby identifying initiatives/tasks to be undertaken in various sectors of the Government. The IDS provides a roadmap for operationalizing the transformational reforms agenda through a consistent and robust approach for creating linkages amongst the sector strategies.

Under the overall umbrella for a paradigm shift in development agenda of the government of Khyber Pakhtunkhwa, set through the Strategic Development Partnership (SDPF) and Integrated Development Strategy (IDS), the Government has further deepened its strategic drifts through expansion and elaboration of policy directions set in the twin strategy documents (SDPF & IDS) through Medium Term Strategy for Inclusive Growth. This Strategy recognizes the ever pressing growth challenges faced by the Province with domestic, regional and international constraints limiting the capacity of the Province to optimally exploit its economic potential.

Thus this Strategy sets realistic growth benchmarks based on the federal government's projections of national growth. The parameters for the emerging growth drivers include urbanization, regional trade and connectivity and increased federal fiscal transfers, whereas, the priority growth sectors identified are manufacturing and construction, agriculture and livestock, mining, and tourism. The Strategy realizes that without health and education little success can be made in impacting growth in the target sectors in line with overarching objectives of inclusive growth in KP.

Finance Department with the support of SNG programme and Omar Asghar Khan Foundation conducted a Budget Transparency Review in March 2014. The objective was to establish a baseline for effectively responding to the KP Right to Information and Right to Services Acts by bringing the elements of transparency and accountability in budgetary processes at par with international best practices.

This Budget Transparency Review (BTR) uses the Open Budget Survey methodology to assess the contents and timely release of eight key budget documents in Khyber Pakhtunkhwa. All governments should issue these documents at different points in the budget cycle, according to generally accepted good practice criteria for public financial management. Most of these criteria are drawn from those developed by multilateral organizations, such as the International Monetary Fund's Code of Good Practices on Fiscal Transparency, the Organization for Economic Co-operation and Development's (OECD) Best Practices for Fiscal Transparency, and the International Organization of Supreme Audit Institutions' (INTOSAI) Lima Declaration of Guidelines on Auditing Precepts. The strength of such guidelines lies in their universal applicability to different budget systems around the world and to countries with different income levels.

As part of the Sub-National Governance Programme (SNG), the District Delivery Challenge Fund (DDCF) is a GBP 2.7 million (approx. PKR 450m) fund aimed to identify and finance viable innovative pilot interventions from the open market that are designed to improve public service delivery and can later on be incorporated into the provincial and district budgets. The DDCF is initially focusing on primary education and health in the six districts of Buner, Haripur, Nowshera, Karak, Lakki Marwat, and D.I Khan.

The Fund is operated and managed by SNG under the supervision of a Sub-Committee and Working Group constituted by the provincial government; whereas, the Provincial Steering Committee of SNG provides an overall guidance and direction to DDCF. The pilot projects generally ensure to:

- a. work in partnership with government on improving service delivery,
- b. contribute directly in increased access to services or improved quality of services that benefit poor people,
- c. demonstrate equitable access to women and marginalized groups,
- d. be implemented in the six target districts in priority sectors,
- e. be able to have potential of scaling up, e) be concluded within 12 to 18 months; and
- f. be of unconventional nature and not easily supported by other sources of finance.

A comprehensive communication, monitoring, evaluation and physical and financial progress review mechanism has been designed for the execution of the fund. Further details of the DDCF can be obtained from <http://pk-sng.org/challenge-fund/>

Following is a short summary of the five projects being implemented through round one:

1. Learning Boost: Under this grant quality education is imparted and objective evaluation of the students' abilities and teachers' skills through the usage of bespoke information technology tools. (District Haripur)
2. Science Camp: This grant supports innovative methods of learning science by conducting simple experiments. (District Nowshera)
3. Broad-Class: Radio broadcasts through local FM channel are used to impart quality lessons to students of primary schools (District Haripur)
4. Improved Governance of Primary Education: Through this grant the communities and education department are linked for the purpose of improved accountability and governance of the primary education department. (District Lakki, DI Khan, Karak, Haripur, and Buner)
5. Education Quality Assurance: This grant supports objective assessment of primary schools' students learning milestones. (District Lakki)

The following ADP Schemes under Finance Sector have been regularized through "Regularization of Service Act, 2018" and converted/sifted to current budget:-

Scheme #	Name of Scheme	Approved Cost	Total Expenditure against the Cost
120895	Automation of Pension Payment System	96.350	81.709
140342	Establishment of Retirement Benefit & Death Compensation Cell	50.000	21.084
120668	Establishment of Energy Monitoring Unit in Finance Department	160.390	160.190

In order to ensure smooth performance of the Departments concerned and facilitate people of different areas in the Province, a number of posts have been created in the Public Health Engg., C&W and Housing Departments :-

i). Public Health Engineering Department.

S.#	Name of Post	BPS	Number of Post.
1	Laboratory Assistant	08	06
2	Pipe Fitter	06	02
3	Laboratory Attendant	03	06
4	Operator-cum-Chowkidar	03	179
5	Volverman-cum-Chowkidar	03	19
6	Chowkidar	03	06

ii) C&W Department

S.#	Name of Post	BPS	No. of Post.
1	Director I.T.	19	01

iii) Housing Department

S.#	Name of Post	BPS	No. of Post.
1	Assistant	16	02
2	Personal Assistant	16	01
3	Junior Clerk	11	02
4	Driver	06	01
5	Naib Qasid	03	04

iv. Elementary & Secondary Education Department.

S#	Designation	No. of post
1.	Principal (BPS-18)	31
2.	Subject Specialist (BPS-17)	550
3.	DPE (BPS-17)	55

4.	Head Master (BPS-17)	59
5.	SET (BPS-16)	177
6.	Senior Clerk (BPS-14)	55
7.	Qari/Qaria (BPS-12)	59
8.	Junior Cler (BPS-11)	59
9.	Lab Assistant (BPS-7)	55
10.	Lab Attendant (BPS-3)	114
11.	Naib Qasid (BPS-3)	55
12.	Chowkidar (BPS-3)	55
13.	Sweeper (BPS-3)	114
14.	Cook (BPS-3)	30
15.	Bearer (BPS-3)	2
16.	Tube Well Operator (BPS-3)	2
17.	Warden (BPS-9)	1
Total		11421

Two projects of ST&IT Department namely "E-Office" and "ICT Infrastructure" have been regularized under the Khyber Pakhtunkhwa Employees (Regularization of Services) Act, 2018. Accordingly, 45 posts of various categories have been created on current side. Besides above one post of Director General Protocol (BPS-20), four posts of Additional Private Secretary (BPS-19) and one of Nurse (BS-16) have been created in Establishment and Administration Department for IT professional Training Center regularized under the aforementioned act.

Executive Allowance:- 1.5 Basic Pay Scale (BPS-17 to BPS-21) at the rate of Rs.400,000/- to Chief Secretary Khyber Pakhtunkhwa and Rs.375,000/- to the Inspector General of Police Khyber Pakhtunkhwa has been sanctioned.

S#	Pay Scale	Initial Basic Pay	Rate of Executive Allow: per month
1	PAS/PCS/PMS Officers in BS-21	Rs.76,720/-	Rs.1,15,080/-
2	PAS/PCS/PMS Officers in BS-20	Rs.69,090/-	Rs.1,03,635/-
3	PAS/PCS/PMS Officers in BS-19	Rs.59,210/-	Rs.88,815/-
4	PAS/PCS/PMS Officers in BS-18	Rs.38,350/-	Rs.57,525/-
5	PAS/PCS/PMS Officers in BS-17	Rs.30,370/-	Rs.45,550/-

Due preference is being given to the remote and backward areas. 70% of the science labs in the Province under a project are being constructed in Rural and backward areas. Additionally cluster hostels are being constructed in rural areas to provide accommodation and pick and drop facility to teachers facilitate teaching learning process in the backward areas.

In ADP the backward and Militancy Hit Areas/Districts are given due share for their development requirements, the donor agencies are also approached /encouraged to provide assistance for the development of these areas to bring them at par with rest of the province. Various development initiatives taken under ADP 2017-18 as well as Areas Development Projects, packages and programmes, which mainly add to focus on economic uplift of different backward areas are listed below:-

S#	Name of scheme
1.	140814 - Development activities in militancy hit areas of Koh-e-Daman, District Peshawar.

2.	151067 - Special ent Package for Militancy & Flood hit area in PK 86, District Swat.
3.	120806 - Southern Area Development Project (MDTF Assisted).
4.	140412 - Water for Livelihood Phase-II (SDC Assisted).
5.	140720 - Infrastructure Development Support to Khyber Pakhtunkhwa (KFW Assisted)
6.	160491 - SDGs Unit in Khyber Pakhtunkhwa (UNDP Assisted)
7.	170291 - Khyber Pakhtunkhwa Stunting Prevention and Rehabilitation Integrated Nutrition Gain (KP SPRING Project) (SDGs)
8.	170340 - Special Development Package, District Torghar (Phase-II)
9.	180670 - Special Development Package for Militancy hit/backward areas of Swat.
10.	110603 - Public Policy and Social Protection Reforms Unit.
11.	140803 - Piloting Innovative Ideas to address key issues of Khyber Pakhtunkhwa: Tele-Farming-100m, Tele-Medicine-100m, Digitizing GoKP Payments-10m, One-Touch Rescue-5m, Satellite remote sensing of minerals-9m, Youth Facilitation Center-10m and others.

Special care in the society may be promoted and social evils be eradicated in the educational and economic sectors to safe guard the interest of the backward classes. This function is primarily related with Education Department. The policies of Transport department also considers the said article, and endeavors to provide safe, affordable transport services to poor.

The Mines & Mineral Development Department, Khyber Pakhtunkhwa has established Mines Rescue, Safety & Training Centre at District Nowshera which conducts regular and repeated training courses for the mines workers specially belonging to backward mountainous areas of the Province to promote education amongst the labour class. These training courses are basically meant for capacity building, producing skilled and technical workforce which results in educational and economic uplift for the people of backward areas.

In order to promote the educational and economic interests of the backward areas and to provide equal opportunities of employment to the people of those areas, 03 years automatic age relaxation in the upper age limit is allowed to the candidates applying for vacancies from the backward areas besides 10 years age relaxation allowed to other categories.

Article 37(b)

PROMOTION OF SOCIAL JUSTICE AND ERADICATION OF SOCIAL EVILS.
(The State shall remove illiteracy and provide free and compulsory secondary education within minimum possible period

Provision of free education along with free textbooks up to secondary level has been ensured through E&SE Department and sufficient funds allocated in development budget every year. Monthly stipend to Secondary level girls students is also being provided.

E&SE Department has mandate to remove illiteracy and provide free and compulsory secondary education. M&E office has generated 18 reports for improvement in the development portfolio of E&SE department. Reportedly, the E&SE Department has allocated Rs. 300 million for Financial Year 2017-18 to increase the enrolment of children with disabilities, children from religious minorities and from economically-disadvantaged households. E&SE Department has efficiently utilized the funds released for development projects in 2017-18.

However, result of the Secondary school Certificate examinations has not achieved the desired level besides that the Primary Schools lacks the basic facilities. Coordination among parents, teachers and students is also weak despite the fact that it plays key role in obtaining the best results from the students.

In the development activities of Higher Education Department special emphasis has been given to female and backward areas education in the province. In the financial years 2018-19 a handsome amount has been allocated for the Higher Education, Archives & Libraries Department, with the help of which the following activities have been carried out:

1. 06 new Govt. Colleges (02 Male & 04 Female) have been completed in calendar year 2018, where as 10 more Colleges (01 Male & 09 Female) will be completed by June-2019. Moreover, 60 more Govt. Colleges (26 Male, 34 Female) are in pipeline.
2. For the human resource development in the college sector an amount of Rs. 60.00 million has been allocated for the teachers training in the current financial year.
3. An amount of Rs.720.00 million has been allocated for Strengthening of BS program in Govt. Colleges of Khyber Pakhtunkhwa.
4. An amount of Rs.95.808 million has been allocated for Strengthening of BS program in Govt. Colleges of Commerce & Management Sciences of Khyber Pakhtunkhwa
5. Construction work on at Nowshera is in progress and will be completed by June 2019.
6. BS Blocks in 09 colleges have been completed in the current calendar year, whereas 03 more will be completed upto June 2019. For the purpose an amount of Rs. 65.540 million have been allocated in the current financial year.
7. One Public Library at Charsadda has been completed in the calendar year 2018, whereas 03 others will be completed by June 2019.
8. An amount of Rs. 160.00 million has been allocated for the strengthening/development, repair & maintenance of the existing public libraries in Khyber Pakhtunkhwa.
9. Construction work on 05 Govt. Commerce Colleges (Male-Female) is in progress.
10. An amount of Rs.613.530 million has been provided to various Public Sector Universities.
11. For the enhancement of quality and standards in Higher Education, A quality assurance cell has been established in the Department. For the purpose Rs. 15.00 million has been allocated in the current financial year.

The state has established 38 colleges throughout the province including 05 in FATA and 01 each in Jhang, Balakote and Chitral to promote the educational and economic interests of backward classes or areas.

Higher Education Department has established a network of Public Libraries throughout the Province in phase manner to attain the following objectives :-

- To provide equal opportunities to develop of reading habits among all classes of a society irrespective of their age, gender, language, race, color and religion.
- To provide material for the improvement of formal, informal and self education amongst all segment of society.
- To provide latest and up to date material to professionals from all walks of life for conducting research and getting acquaintance of latest developments in their respective fields/professions.

In this regard public libraries at Peshawar Mardan, Abbottabad, Bannu, D.I.Khan, Swabi, Swat, Haripur, Timergara, Kohat, Larki Marwat, Chitral and Akora Khattak are fully

functional. Construction work on four new Public Libraries one each at District Mansehra, Charsadda, Buner and one at Tehsil Ghazi is in progress. The construction work of Charsadda and Ghazi Public Libraries has been completed and are ready for operation. Books, furniture, machinery and equipment for these libraries have also been purchased.

Thus establishment of Public Libraries at each and every district will provide equal opportunities to the residents of remote and backward areas of the Province to promote their formal, informal and self-education.

Some other important functions assigned to this Directorate by the Government are preservation of historical record, promotion of research and providing research material from the available record to the research scholars students and general public. This office is utilizing all its potentialities in support of Government Policies and efforts for the eradication of illiteracy from the Province. In this regard, during 2018 more than 615 bonafide research scholars and thousands of library members and general visitors were provided research material from the available records, newspapers, periodicals and Microfilms.

The Public Libraries being run by this Directorate at Peshawar, Mardan, Bannu, D.I.Khan, Swat, Swabi, Abbottabad, Haripur, Timergara, Kohat, Lakki Marwat, Chitral and Akora Khattak are effectively providing reading material to the students, educated public and research scholars throughout the week from 9.00 am to 8.00 pm daily- (Saturday & Sunday from 9.00 am to 5.00 pm) Addition of new books on all subjects for Peshawar and all other Public Libraries is a regular process. New books worth Rs. 24.00 million have been purchased during 2018 for these public libraries. Furthermore, furniture, machinery & equipment have also been provided to all Public Libraries situated at the above slated districts.

Digital Libraries net work at the Shuhada-e-APS Public Library Peshawar, Mardan, Akora Khattak, Swat, Swabi, Haripur are fully functional and providing services to local public.

Preservation of historical record is a permanent job assigned to this office, in this regard 4,813 files, 10,365 books and 350 periodicals have been repaired and preserved on scientific grounds. 380 monthly volumes of different newspapers (each containing 30/31 newspapers) have been bounded and preserved for future reference.

Record of different Departments of Secretariat, Government of Khyber Pakhtunkhwa have been weeded out, categorized and shifted to this office for permanent preservation.

The Higher Education has established an academy for in-service training i.e. "Higher Education Teachers' Training Academy, Hayatabad, Peshawar", to impart necessary training to the college teachers, principals and other staff in education related fields. This is mandatory for the promotion of teachers, principals and other staff. The Academy has been

conducted 45 successfully Trainings so far. Total **1768** (Male 1067 & female 701) of College Cadres have been Trained by this Academy.

The Higher Education Department has provided opportunity of Higher Education to the people of the backward areas of the Province. Besides, these special seats of admission have also been created for the students of such areas in Male and Female Colleges of the nearest districts i.e. Abbottabad and Mansehra.

The Higher Education Department has established Monitoring Cell at the Directorate level in order to facilitate students and teachers as well as redress public grievances. For this purpose, zonal inspection committees, under the chairmanship of the senior most Principal (BPS-20) in the division have also been constituted at divisional level so as to facilitate expeditious disposal of its business to meet the burning issues of the public at a sharp speed. The Department has introduced BS 04 year Degree programme in certain Government Colleges (Male and Female) which is flourishing with success.

The Directorate of Higher Education has introduced three times reforms in Government Colleges (Male and Female) throughout the Province for effective mechanism of administration during the year 2012. These reforms are as under:-

- a) College Council at the level of College Administration;
- b) Joint Management Council (JMC) at the level of District under the coordination-ship of senior most principal of District Headquarter College;
- c) Provincial Management Council (PMC) at the level of Province under the control of Secretary, Higher Education, Archives and Libraries, Govt. of Khyber Pakhtunkhwa;
- d) The Directorate of Higher Education has introduced wearing of Black Gowns by the teaching staff and various colours of caps by Class-IV employees in all Govt. Colleges (Male/Female).
- e) The Directorate of Higher Education, Khyber Pakhtunkhwa has established Litigation and Academic Cells for the smooth conduct of official business.
- f) Biometric system has been introduced to ensure the punctuality and regularity of the teaching staff.
- g) Online Admission System has been commenced to facilitate the students, living in far flung areas as well as to bring transparency in the admission process. Internal exams for Inter and Degree levels would be held in the 2nd week of March and the 2nd week of April respectively from the academic session, 2018.
- h) Students holding first three positions in Inter level would be given special prizes every year for motivation and academic progress.
- i) Best Teachers Awards will be given annually to the best teachers.

Article 37(c)

PROMOTION OF SOCIAL JUSTICE AND ERADICATION OF SOCIAL EVILS.

(The State shall make technical and professional education generally available and higher education equally accessible to all on the basis of merit)

During the period under report, with a view to making the Technical Education generally available, the following schemes were approved for improvement/expansion of Technical Education in the province:

S.No.	Name of Scheme
1	Construction of building GTVC(W) Nowshera
2	Construction of building GTVC(B) Jehangira Nowshera
3	Construction of building GTVC (W) District Bannu.
4	Establishment of GTVC (B) Bakhshali Mandan.
5	Establishment of GTVC(B) Badhabher Peshawar
6	Construction of building GTVC(B) Gadoon(Swabi)
7	Construction of building GTVC(B) Yar Hussasin(Swabi)
8	Establishment of GTVC (B) Bannu.
9	Establishment of Computer Labs in all Vocational Institutes.
10	Construction of B-Tech Blocks in GCT, Nowshera, Swabi, Takht Bhai and D.I.Khan.
11	Establishment of GPI at Chitral.
12	Establishment of GTVC (B) Mirzadher & Umerzai Charsadda.

The Khyber Pakhtunkhwa Small Industries Development Board is mainly responsible for the development and promotion of small/cottage industries in the province. To achieve these objectives the SIDB has established training centers as mentioned below.

Model Pilot Projects/Service Centers:

1. Pak-German Wood Working Centre Peshawar.
2. Wood Working Centre D.I.Khan.
3. Wood Working Centre Karak.
4. Wood Working Centre Mansehra.
5. Wood Working Centre Chitral.
6. Wood Working Centre Timergara.
7. Wood Working Centre Jared (Kaghan) Mansehra.
8. Wood Working Centre Haripur.
9. Leather Goods Service Centre Haripur.
10. Marble Handicrafts development center at Havalian.

Marketing Channels.

In order to display and sell products produced by the SIDB Centers/Projects and to provide marketing facilities and financial assistance to the craftsmen/artisans in the province, the SIDB has established the following marketing galleries:

1. Arts & Crafts Gallery at Islamabad.
2. Arts & Crafts Gallery at Peshawar.

SIDB is participating in various exhibitions for years with a view to promote Khyber Pakhtunkhwa handicrafts/products produced by SIDB Centers/Projects as well as other artisans of the province:-

- i. Horse & Cattle Show Lahore
- ii. National Industrial Exhibition
- iii. Jashan-e-Peshawar
- iv. Industrial Exhibition Peshawar
- v. Jashan-e-Bolan
- vi. Expo Karachi
- vii. Khanpur Dam Festival, Kaghan Festival, Shandoor Mala and Lokversa exhibition etc. organized by Sarhad Tourism Corporation.

Another field of activity of the Small Industries Development Board is the provision and maintenance of industrial infrastructure at various places in the province, in order to provide

a sort of growth pole for the establishment of small scale units. For this purpose SIDB has established the following Small Industries Estates, wherein fully developed factory plots are provided to the prospective small industrialists on 99-years lease basis, with basic essential amenities like roads, water, power, sewerage and gas etc.

Sr. No.	Location of Small Industries Estates	Total Area (Acres)	No. of Units Operational
1.	Mansehra.	20.00	47
2.	Abbottabad.	20.00	74
3.	Khalabat.	20.00	03
4.	Mardan Phase-I & II.	70.00	164
5.	Charsadda.	30.00	02
6.	Peshawar.	54.41	145
7.	Kohat.	35.00	04
8.	Bannu.	59.03	58
9.	D.I.Khan.	30.00	13
10.	Karek	30.00	06
Total:-			625

1. Small Industrial Estate Mardan Phase III (40 Acre))
2. Small Industrial Estate Abbottabad-2 (Land 372 Kanal))
3. Small Industries Estate Dargai (Malakand) (Land 243 Kanal)) Under Implementation.
4. Small Industrial Estate Swat (Land 362 Kanal)) Land acquisition
5. Small Industrial Estate Peshawar II.)

SIDB APPROVED DEVELOPMENT SCHEMES 2017-18

Sr No.	Name of Schemes
On Going Schemes	
1.	Acquisition of land and Establishment of Small Industrial Estate at Swat.
2.	Establishment of Small Industrial Estate Abbottabad-2.
3.	Handicrafts Development Centre Havelian Abbottabad.
4.	Provision of Gas & Independent Electric Feeder in Existing SIE(s) in Khyber Pakhtunkhwa.
5.	Rehabilitation of Existing SIDB Small Industries Estates(D.I.Khan, Bannu, Kohat and Mansehra)
6.	KP Women Skill & Entrepreneurship Dev: Programme (KPWEDP) & RMGCs Industry.
New Schemes	
7.	Purchase of Land for 2 nd Small Industrial Estate Peshawar-2.

Training & Skill Up-Gradation through SIDB Training Centres.

Training & Skill Up-Gradation through SIDB training centres is one of the most important activities of SIDB. Under this program SIDB has imparted training to approx. 40,387 young boys & girls in the following fields through SIDB Training-cum-Development Centers scattered throughout the Province:

Sr. No.	Fields of Training	Nos. of Passed out Trainees
1.	Carpet Weaving & Designing.	11,672

2.	Textile/Patti Weaving & Handicrafts.	2,940
3.	Embroidery & Knitting.	2,820
4.	Tailoring.	3,424
5.	Wood technology/Sports Goods	622
6.	Leather Goods	889
7.	Light Engineering, Welding & Sheet Metal	10,489
8.	Automotive.	7,104
9.	Electronic (I.T)	4,600
	Total:-	44,560

The trainees in the above fields have been paid a suitable monthly stipend. The passed out trainees have either established their own small units or got employment in public as well as private sector organization. Some of them got employment abroad specially in Middle East countries and earning foreign exchange for the country. Hence all these individuals in various professions are now contributing to the national economy besides earning a livelihood for their families.

The passed out trainees are awarded with SIDB certificates. In order to equip SIDB trainee with a competitive degree, SIDB has applied for registration of its centers with Trade Testing Board.

Article 37(d)

PROMOTION OF SOCIAL JUSTICE AND ERADICATION OF SOCIAL EVILS. **(The State shall ensure inexpensive and expeditious justice.**

According to this clause, the Provincial Government has promulgated the Khyber Pakhtunkhwa Prosecution Service (Constitution, Functions & Powers) Act, 2005. The object of the Act *ibid* is to deliver speedy and inexpensive justice to the citizens, right from the stage of registration of the case till the conclusion of trial and submission of appeals/ revisions in higher forum.

To achieve this objective enhanced powers have been conferred upon the District Public Prosecutors to issue guidance to the Investigation Agency on various issues, to ensure that real culprit be punished and innocent people are not dragged into unnecessary criminal litigation. In cases of compromises between the parties in which the sentence is 7-years or below are dealt by the District Public Prosecutor in pursuance to the powers under section 4(c)i provided by the Khyber Pakhtunkhwa Prosecution Service (Constitution, Functions & Powers) Act, 2005, after arriving at a conclusion that the compromise is genuine, such cases are forwarded to court for disposal on the basis of compromise. Similarly, under section 4(c)ii of the Act *ibid*, weak and malafide registered cases are recommended to courts for the purpose of discharge, resultantly burden on courts has been reduced to some extent and the Litigants get relief effectively, promptly and without the burden of engaging advocates.

- The Prosecutors throughout the Province are conducting criminal cases against the criminals and thereby supporting the cause of the State is working under the

- Administrative control of this Directorate and Home Department. Similarly, legal opinions are being solicited to the local police in cases of public importance.
- The Directorate remained an active part in war against terrorism by providing capable prosecutors to Anti-Terrorism Courts throughout the Province, a monitoring cell for Anti-Terrorism Cases has also been created in the Directorate of Prosecution, Khyber Pakhtunkhwa comprising of senior officers.
 - This Directorate has nominated Prosecutors for advocacy and special training courses to enhance their capacity building with the goal to provide speedy justice in best interest of public.
 - Coordination in between Police and Prosecution has been established at the Provincial level as well as at District level.
 - Reference & Research Cell has already been established in the Directorate and the same is providing updated case laws to all District formations in Khyber Pakhtunkhwa in support of prosecution cases.
 - Monitoring system has already been streamlined.
 - The Provincial Government has already created the following posts of officers.
 - Regional Directors (BPS-20) (7)
 - Deputy Public Prosecutor (BS-17) (12)
 - Assistant Public Prosecutor (BS-16) (89)
 - The Provincial Government has promoted (22) Public Prosecutors to the post of Senior Public Prosecutors/District Public Prosecutors on regular basis w.e.f 02-05-2017.
 - 11 Senior Clerks (BPS-14) Promoted to the Post of Assistant (BPS-16).
 - 17 Junior Clerks (BPS-11) Promoted to the Post Senior Clerks (BPS-14).
 - Requisition of 25 Assistant Public Prosecutor (BPS-17) sent to Khyber Pakhtunkhwa Public Service Commission, Peshawar.
 - Requisition of 13 Computer Operator (BPS-16) sent to Khyber Pakhtunkhwa Public Service Commission, Peshawar.
 - Requisition of 01 Stenographer (BPS-14) sent to Khyber Pakhtunkhwa Public Service Commission, Peshawar.
 - 05 Superintendent Posts created.
 - 05 Senior Clerk Posts created.
 - 02 Junior Clerks were appointed against deceased quota.
 - 04 Naib Qasids were appointed against son quota.
 - In order to establish co-ordination with Police Department, meetings with Addl: I.G (Investigation) are held regularly.
 - Liaison/Interaction with Donors (U.S Department of Justice, DFID(Aitebaar), UNDP, UNODC, British High Commission, European Union for carrying out various activities).
 - Amendment in the Prosecution Service Rules has been processed to the Standing Service Rules Committee. In the proposed Rules the post of Regional Director (BPS-20) has been included and also proposed amendments took place in lieu of the up-gradation of ministerial staff i.e. Superintendent, Office Assistant, Senior Clerk and Junior Clerk.
 - Conviction ratio has been considerably increased. The performance for the year 2017 is reflected as below:

SESSIONS COURTS

Total Number of Trial Concluded	Convicted	Acquitted	Compounded	Consigned to Record Room U/S 249 & 512 Cr:P.C	Appeal Preferred
16100	6878	3681	4199	1034	982
%Age	42.7%	22.9%	27.9%	6.4%	

JUDICIAL MAGISTRATES COURTS

Total Number of Trial Concluded	Convicted	Acquitted	Compounded	Consigned to Record Room U/S 249 & 512 Cr:P.C	Appeal Preferred
112706	98231	4081	6435	3959	264
%Age	87.2%	3.6%	5.7%	3.5%	

CONSOLIDATED DATA OF SESSIONS + JUDICIAL MAGISTRATES

Total	Total Number of Trial Concluded	Convicted	Acquitted	Compounded	Consigned to Record Room U/S 249 & 512 Cr:P.C	Appeal Preferred
SESSIONS	16100	6878	3681	4499	1034	982
MAGISTRATE	112706	98231	4081	6435	3959	264
G/Total	128806	105109	7762	10934	4993	1246
% Age		81.6%	6.0%	8.5%	3.9%	

APPEALS RECEIVED IN 2017

Year	Total Nos of Appeals (in ordinary cases) received	Total Nos of Appeals (in ordinary cases) declared Unfit	Total Nos of Appeals (in AT Cases) received	Total Nos Of Appeals (In AT Cases) Declared Unfit
2017	578	171	52	02

DATA OF BCAs RECEIVED IN THE YEAR 2017.

Year	Total Nos of BCAs (in ordinary cases) received	Total Nos of BCAs (in ordinary cases) declared Unfit	Total Nos of BCAs (in AT Cases) received	Total Nos Of BCAs (In AT Cases) Declared Unfit
2017	221	61	09	03

DATA OF WRIT PETITION RECEIVED IN THE YEAR 2017

Year	Total Nos of w/p (in ordinary cases) received	Total Nos of w/p (in ordinary cases) declared Unfit	Total Nos of w/p (in AT Cases) received	Total Nos Of w/p (In AT Cases) Declared Unfit
2017	77	13	13	01

DATA OF DAR-UL-OAZA IN THE YEAR 2017

Year	Total Nos of appeals (in ordinary cases) received	Total Nos of Appeals (in AT cases) received
2017	153	08

The Provincial Government has promulgated the Khyber Pakhtunkhwa Police Act 2017. The object of the Act is to deliver speedy and inexpensive justice to the citizens, right from the stage of registration of complaint till redressal. To achieve this objective enhanced powers have been conferred upon the District Public Safety Commissions to issue guidance to inquiry officer on various issues, to ensure that real lawbreaker/wrongdoer be punished and innocent people are not dragged into unnecessary litigation. Resultantly burden on courts has been reduced to some extent and the Complainants get relief effectively, promptly and without the burden of engaging advocates.

The members of the commissions and Police Complaints authorities throughout the province are conducting inquiries of various cases on registration of complaints and thereby supporting the cause of the State is working under the Administrative control of this Directorate and Home Department. Similarly, legal opinions are being solicited to the local police in cases of public importance.

In order to ensure the establishment of various legal bodies under the Khyber Pakhtunkhwa Police Act, 2017 the Implementation Commissioner has appointed by the Provincial Government.

Article 37(e)

PROMOTION OF SOCIAL JUSTICE AND ERADICATION OF SOCIAL EVILS.

(The State shall make provision for securing just and humane conditions of work ensuring that children and women are not employed in vocations unsuited to their age or sex and for maternity benefits for women in employment;

The P&D department strictly observes this principle in accordance with the rules, regulations and policy framed by Federal as well as the Provincial government.

The Government of Khyber Pakhtunkhwa through its Labour Department is constantly working to protect the rights of women and children so as to ensure that they are not employed in vocations unsuited to their age or sex and monitors the implementation of the Employment of Children Act, 1991. Some of the activities relates to the Workers' Welfare Board and Workers' Children Education Board. During the year, 147 numbers of cases were in the courts of Commissioner's Worker' Compensation under the Khyber Pakhtunkhwa Workers' Compensation Act, 2013. Out of which, 81 numbers of cases were decided and an amount of **Rs. 18,614,350/-** was recovered and paid to the workers.

Women are fully encouraged to participate in the working of the Commission and play their due role for uplift of the nation. All vacant posts which are meant for initial recruitment are duly advertised inviting applications from male and female and both sexes are encouraged to compete for the vacant posts. The Commission has already adopted gender friendly policy in its office by appointing the following female staff:

One Member, two lady officers i.e Senior Psychologist (BPS-19) and Psychologist (BPS-18), two office Assistant (BPS-14), five Junior Clerks (BPS-07) and one Naib Qasid (BPS-01).

Article 37(f)

PROMOTION OF SOCIAL JUSTICE AND ERADICATION OF SOCIAL EVILS.

(The State shall enable the people of different areas, through education, training, agricultural and industrial development and other methods, to participate fully in all forms of national activities, including employment in the service of Pakistan.

Due to deregulation, most of the functions of this Directorate have been dispensed with and supposed to perform the following functions:-

1. Studies as may be assigned by Provincial Government and Federal Ministry of Industries, Commerce etc. on matter of performance, activities, protection, economics and technical aspects of development taxation. Reporting on the implementation of projects sanctioned by various financial institutions as well as Provincial and Federal Governments.
2. Solution of problems faced by the new industrial units at various stages of implementation by coordination with the concerned Government Departments.
3. Suggestions to the Government for provision of various incentives in view of Peculiar conditions of the province in the face of war on Terror & Devastating Flood.
4. Provision of material for formulation of 5-years plan, industrial policies and development programme.
5. Collection of license fee for registration of power crushers under the Khyber Pakhtunkhwa, Finance Act, 1995.
6. Collection of material from various sources for trade with Afghanistan and CARs through land route.
7. Registration, Inspection and hydraulic test of Boilers, Administration and implementation of the provisions of the Khyber Pakhtunkhwa Boilers & Pressure Vessels Act, 2016, rules and regulations made there under in the province of Khyber Pakhtunkhwa. Surprise visits to the Industries using boilers to check their working condition, attendance, advice regarding structural alterations to the boilers, feed water and its treatment to minimize scaling and improve the efficiency of the boilers. Approval of plans before manufacturing of boilers, to search unregistered boilers, takes necessary action against defaulters under provision of the law. Member of the Boilers and Pressure Vessels Safety Board.
8. Registration of Firms under the Partnership Act, 1932 (amended, 2015).
9. Registration of Societies (including Deeni Madaris) under the societies Act, 1860.
10. Registration of Non-Trading Companies within Khyber Pakhtunkhwa under the Companies Ordinance, 1984.
11. Collection of Industrial Statistics under the Industrial Statistical Act, 1942.
12. Assisting Federal Government in formulation of its trade policies keeping in view the geographical location of Khyber Pakhtunkhwa.
13. Liaison with the Chamber of Commerce & Industry, All Pakistan Commercial Exporters Association (APCEA), Petroleum Dealers Association and the Federal Government for their day-to-day affairs of above agencies with respect to trade and commerce.
14. Collection of Government Revenue.
15. Implementation of Consumers Protection Act, 1997 (Amended, 2015).
 - i. To protect and safeguard the Consumers rights.
 - ii. To provide a platform for formulation of policies for promotion of fair trade practices.
 - iii. To provide a platform for coordinating between manufacturers, wholesalers, retailers and consumers.
 - iv. To redress the grievances of consumes through Consumer Courts and offices of Assistant Director, Consumer Protection Council.
 - v. To restrict unfair trade practices.
16. Consumer Protection Act provides mechanism of redressal for consumers' grievances. In this regards 17-Consumers Courts have been established to provide relief. The Courts can award punished and fine to violators. In this regard, power has been delegated to Assistant Directors CPC/IDO to implement the Consumer Protection Act at District level. Assistant Director CPC /IDO have empowered to fine from Rs.5000/- to Rs.50000/- in case of any violation.

17. Monitoring prices and supply position of Essential Commodities are controlled in the province under the West Pakistan Food Stuff Act, 1958 notified by the Government of Khyber Pakhtunkhwa (Administered by Food Department), Price Control and Prevention of Profiteering and Hoarding Act, 1977 (Administered by the Ministry of Industries and Production Islamabad). Regular reports on the prices trend are submitted to the Provincial and Federal Government. Besides regular contacts and liaison are kept with the District Administration in maintaining, stability in supply and prices of essential commodities in the districts. Proposal for National Trade Policy.
18. Issues related to Liquid Petroleum Gas, Compressed Natural Gas, Views and Comments on Draft Bilateral Trade Agreements / MoU.

Various policy matters regarding industrial policy package etc. received from Federal and Provincial Government are scrutinized in the Directorate and comments / reports / recommendations thereon are submitted to the quarter concerned. Such as:

1. Matters relating to Custom duties / taxes.
2. Incentives / concessions given to industrial sector.
3. Study on regional industrial potential.
4. Present/future industrial development plans/program i.e. industrial strategies sectorial studies.
5. Material for Pakistan Economic Survey.
6. Removal of imbalanced industrialization of certain areas as compared to rest of the Country.

IMPORTANT LAWS BEING IMPLEMENTED BY THE DIRECTORATE OF INDUSTRIES AND COMMERCE, KHYBER PAKHTUNKHWA.

INDUSTRIES AND COMMERCE LAWS:

1. Industrial Statistics Act, 1942;
2. Partnership Act, 1932 (amended in 2015);
3. Societies Registration Act, 1860.
4. Companies Ordinance, 1984;
5. Khyber Pakhtunkhwa, Boilers & Pressure Vessels Act, 2016;
6. West Pakistan Industrial (Control on Establishment & Enlargement) Ordinance, 1963;
7. Consumers Protection Act, 1997 (Amended 2015).
8. Finance Act, 1995.

REFORM INITIATIVE OF THE DIRECTORATE OF INDUSTRIES & COMMERCE

The Directorate having mandate in the afore mentioned laws, however a close look of these enactment and practical experience reveals that some of those are out dated and needs amendment to facilitate the general public.

1. Established of HR Database.
2. File Tracking System activated.
3. Computerization of Data in consultation with Khyber Pakhtunkhwa IT Board of Registration of Firms & Societies established.
4. Establishment of Consumer Facilitation center (Pilot Project) in Peshawar.
5. Extension of Consumer Facilitation Centers in all DC Offices of the Province.
6. Establishment of Boiler Engineer examination Board in the Directorate.
7. Restructuring of Consumer Protection Council is under process.

Article 37(g)

PROMOTION OF SOCIAL JUSTICE AND ERADICATION OF SOCIAL EVILS.
(The State shall prevent prostitution, gambling and taking of injurious drugs, printing, publication, circulation and display of obscene literature and advertisements.

The Government of Khyber Pakhtunkhwa through its existing system of crime control and prosecution constantly takes measures to prevent prostitution, gambling and taking of injurious drugs by the people. The police force is always on the watch out to nab anti-social elements and carry out raids on the prostitution/gambling dens through the concerned SHOs in the districts on regular basis. Similarly the police is always on the hunt to arrest anti social elements especially drug peddlers and smugglers. Cases are regularly being registered against such elements who are duly tried by the courts of criminal jurisdiction and awarded punishments according to law.

Moreover, circulation of obscene and objectionable literature is strictly prohibited in jail. Besides, female and juvenile population is strictly segregated in jail to save them from exploitation by other inmates. Prison Psychologists do counseling/psychotherapy regarding the ethical, moral and religious aspects of prostitution or any other illicit act i.e gambling, injurious drugs addiction inhabitant, who are involved in such activities with an aim to reform them.

In order to rid the society of the menace of drugs and liquor a conscious drive was started by the Home Department which resulted in the arrest of many drug smugglers, and seizure of 34136 kg. Of heroin, opium and other drugs. Similarly large consignments of liquor were also seized. More than 1,44,000 units of illegal arms, explosives and lethal weapons like rocket launchers, machine guns and mines etc. were recovered. As many as 9429 proclaimed offenders were nabbed dead or alive through 203 Police encounters.

Article 37(h)

PROMOTION OF SOCIAL JUSTICE AND ERADICATION OF SOCIAL EVILS.
(The State shall prevent the consumption of alcoholic liquor otherwise than for medicinal and, in the case of non-muslims, religious purposes.

The Government of Khyber Pakhtunkhwa ensures strict implementation of the law which bans the sale and use of alcoholic liquor by Muslims. For this purpose the Hadood Ordinance promulgated in 1979 is strictly being implemented. The government maintains a strict vigil on the sale of liquor in hotels/clubs etc. Non-Muslims however can use the same through a special license.

Article 37(i)

PROMOTION OF SOCIAL JUSTICE AND ERADICATION OF SOCIAL EVILS.
(The State shall decentralize the government administration so as to facilitate expeditious disposal of its business to meet the convenience and requirements of the public.

In order to improve governance and ensure efficient public service delivery, the system of District Government was introduced in the country in 2001 through the Local

Government Ordinance 2001. The Provincial Government implemented this policy to access the convenience and requirement of the public.

Monitoring & Evaluation is the core function of Planning and Development department to inform Management on progress and being transparency, accountability and governance through comprehensive data collection and sharing observations & recommendations for improved services provision and bring reforms in Departments on the basis of lesson learnt. The improvement in policy making, planning and budgeting achieved through connecting allocation of resources and feedback mechanism in to policy and development planning. Monitoring & Evaluation is a powerful tool through which the core activities of Departments are assessed.

The working of the department/attached department/authorities function in decentralized environment is the spirit of this article. As far as the Transport Department is concerned, now it is in the process to establish its District Transport Offices for efficient service delivery at district level.

Besides the Government has enacted laws to secure just humane conditions of work in the workplace and also to provide for maternity benefits to the women workers. The Khyber Pakhtunkhwa Factories Act, 2013 contains provisions to regulate the working environment in factories with the main object to protect human beings from working long hours which put adverse effects on the mental and physical conditions of workers. It also ensures healthy and sanitary conditions and aim at the general welfare of workers i.e. conditions of safe working, weekly and annual holidays. The Khyber Pakhtunkhwa Industrial and Commercial Employment (Standing Orders) Act, 2013 determines the terms and conditions of service of workers at workplace.

The newly passed KPK Shops and Establishment Act, 2015 is meant to consolidate the law relating to the employees working in the shops and commercial establishments. The KPK Industrial relations Act, 2013 aims to consolidate the law relating to the formation of Trade Unions or regulation of relations between employer and employees and the avoidance and settlement of disputes arising between them. There are 567 registered unions in the province having membership of 68032 and 551 registered associations having membership 41051 and 20 registered federations. The KPK standard weights and measures enforcement Act, 1976 provides for prohibition of dealing in old standard of weights and measures in all transactions of trade and commerce etc and required to use the international weights to be checked, passed and stamped by the authorized inspectors periodically under the said Act for the well-being of the common man. During the year this Directorate verified common man and 121947 weighing measuring instruments against the standard one and also verified 6095 dispensing units, in the POL and CNG filling stations and 1676 tankers used in the transportation of POL products. Besides this

Directorate carried out 1541 number of prosecutions during the period while the courts decided 1626 number of cases and a fine of Rs. 3343400 was imposed.

The Government has also established a minimum wages board under the KPK minimum wages Act, 2013 to formulate minimum rates of wages for different categories of workers working in the industrial and commercial establishment. Due representation has been provided for in the board to both the workers and employer while making recommendations to the provincial government for the fixation and notification of minimum rates of wages. During the period the board enhanced the minimum wages rates for un-skilled workers to Rs. 15000/- per month. Performance under the minimum wages Act, 2013 is provided in the following table.

During the year 2018							
No. of inspection	No. of Irregularities detected	No. of cases lodged	Previous pending cases in the court	Total cases in the Court	Cases decide by the court	Fine imposed	Cases pending at the end of the year
17821	4260	3261	6959	10220	3253	5101679	6967

Article 38(a)

PROMOTION OF SOCIAL AND ECONOMIC WELL-BEING OF THE PEOPLE.

(The state shall secure the well-being of the people, irrespective of sex, caste, creed or race, by raising their standard of living, by preventing the concentration of wealth and means of production and distribution of equitable adjustment of rights between employers and employees, and landlords and tenants);

The Government of Khyber Pakhtunkhwa has recommended the following number of officers for promotion to the next higher pay scale during the year 2016:-

<u>No. of PSB meeting held during the year 2016</u>		<u>06</u>
i.	Promotion of Suptt./PS/Tehsildar to PMS BS-17	45
ii.	Promotion to BS-18	1450
iii.	Promotion to BS-19	572
iv.	Promotion to BS-20	214
v.	Promotion to BS-21	05
	Total	2292

Article 38(b)

PROMOTION OF SOCIAL AND ECONOMIC WELL-BEING OF THE PEOPLE.

(The state shall provide for all citizens, within the available resources of the country, facilities for work and adequate livelihood with reasonable rest and leisure);

Free Education to the Children of Shuhada.

1. The said package is admissible only to those children of Shuhada who get admission on merit in Public Sector Medical and Engineering Institutions in Khyber Pakhtunkhwa.
2. The said package is not admissible to Private/and Engineering Institutions in Khyber Pakhtunkhwa.
3. The continuation of package would be subject to qualifying the midterm semester examination during period of studies/sessions in those institutions.
4. All other condition of pervious package dated 25.11.2010 will remain intact.

Simplification of pension process/documents for provincial government employees.

- i. Doing away with condition of creating separate Bank Account for pension.
- ii. Retirement notification of an employee is to be should at least one year or six month before his/her retirement.
- iii. Eighty percent (80%) anticipatory pension may be allowed pensioners in cases where no demands certificate or any other deficiencies are not complete with pension papers the deficiencies, if any, shall invariably be made up within six month of the sanction of the anticipatory pension.
- iv. The officers/officials of all Administrative Department dealing with pension matters may properly be trained to fill up the pension form correctly.
- v. A comparison page of pension calculation with the Accountant General Office may also be added in the system developed by PMRU.
- vi. The entire process may be completed in two months instead of one year.

Financial assistance to the family of a civil servant who dies while in service.

BPS	Existing package	Revised package
1-4	Rs.2,00,000/-	Rs.6,00,000/-
5-10	Rs.3,00,000/-	Rs.9,00,000/-
11-15	Rs.4,00,000/-	Rs.12,00,000/-
16-17	Rs.5,00,000/-	Rs.15,00,000/-
18-19	Rs.8,00,000/-	Rs.24,00,000/-
20 & above	10,00,000/-	Rs.3,00,000/-

Towards Gender Equality – From Policy to Practice:

Amongst other challenges, Khyber Pakhtunkhwa still lags behind in securing positive results for women and girls to contribute to the socio-economic development of the Province. As highlighted in the Government of Khyber Pakhtunkhwa's IDS, equal rights and opportunities – to education, healthcare, and economic opportunity – for all citizens, including men, women and children – are key to reducing poverty and inclusive growth. The IDS outlines gender equity and equality as a core pillar to help enable improved governance including better budgeting and planning to promote the rights of women, girls and other marginalized groups.

Further strengthening this commitment, the then Chief Minister of Khyber Pakhtunkhwa, Pervez Khattak, launched the Khyber Pakhtunkhwa Women's Empowerment Policy. The policy framework was formulated by Provincial Commission on Status of Women (PCSW) in collaboration with the Social Welfare Department.

The policy framework provides for the empowerment of women in socio-economic, legal and political spheres of life and is seen as a milestone for empowering women in the Province. To enable smooth implementation of the framework, the CM announced autonomy to the Provincial Commission on the Status of Women, Khyber Pakhtunkhwa (PCSW-KP).

To support the GoKP's commitments to gender equality, PFM reforms have demonstrated practical ways to ensure responsiveness and address issues of equity. Small steps include the very integration of gender and social development concerns at the policy and implementation levels. As with most PFM reform programmes, results in gender and social

development can be slow to be seen. Some examples of gender sensitive planning and budgeting, achieved with the support of SNG Programme, include:

- Strengthening the Gender Sectoral Coordination Committee under the Strategic Development Partnership Framework (SDPF).
- The District level Performance Framework ensures that sectors other than health and education also track results for women, girls and marginalized groups.
- Focus on women, girls and marginalized groups in key policy and planning documents: Citizen's Budget, the White Paper, PFM Reform Strategy, Budget Call Circular, and Output Based Budget.
- The district needs assessment exercise has contributed towards the realization of overarching social development and gender mainstreaming objectives of the government. Concerted efforts were made to ensure the needs assessment adequately reflected gaps in service delivery for girls and women.

Pre-budget consultations included the representation of civil society organizations and NGOs working on gender equality and women's empowerment. Questionnaires developed for these workshops contained specific provisions for understanding the concerns and priorities of girls and women. Representatives of the Social Welfare and Women Development Department identified proposals related to gender mainstreaming and women's empowerment.

Internal Audit Function in Departments of Khyber Pakhtunkhwa

Internal Audit Function is a management utility to exercise greater control over financial management and administration. Internal audit function not only ensures to strengthen the systems and processes in place at the organization but also serves the entry point for external audit. Though there are functions in place to curb any potential for misuse of the public resources, the strengthening of the systems are critical in identifying the weak areas which are susceptible for comprising for unwanted interests. The key point, therefore, is that public sector audit activities must be configured appropriately to enable public sector entities to fulfill their duty to be accountable and transparent to the public while achieving their objectives effectively, efficiently, economically and ethically. Internal audit facilitates those responsible for the affairs of the public organizations to exercise their obligated role of financial proprietorship.

Internal controls were identified as an area of high risk and low confidence in the pre-award assessment of the Government of Khyber Pakhtunkhwa (GoKP). In this context, the Government of Khyber Pakhtunkhwa (GoKP) took several initiatives in order to be more responsive, responsible and accountable. One of these initiatives was the establishment of internal audit function across the Provincial Government departments, offices, organizations, autonomous bodies, etc.

Finance Department initially started with an audit of Pension & Payroll first. Technical assistance was then sought from Assessment & Strengthening Program –RSPN for implementation of this reform agenda. The idea was to establish internal audit functions within

three departments on a pilot basis (Health, Education, and Communications & Works) and equip them with the latest tools and technologies tailored to the needs of the local environment and enabling them to achieve their intended objectives.

The Government has strived to institutionalize and built upon successful reform initiatives especially those contributing towards fostering good governance. Given the due significance, and having assessed the results of the initial test at the three departments, the government has sanctioned posts for creation of Internal Audit Cells in 06 departments (i.e. Energy & Power, Higher Education Archives and Libraries, Public Health Engineering, Industries Commerce and Technical Education, Agriculture Livestock and Cooperatives, and Irrigation) in the budget for 2015-16.

The following general policies have been introduced during the financial year, 2018:-

- i. Adhoc Relief Allowance 2018 @ has been frozen at the level of its admissibility as on 30-06-2018. Furthermore, an adhoc Relief Allowance has been granted @ 10 of the running basic pay to all government employees w.e.f 01.07.2018.
- ii. Unfreezing of 30% special allowance granted the same on running Basic Pay to the employees of Civil Secretariat, Chief Minister Secretariat, Governor's House Secretariat, Khyber Pakhtunkhwa.
- iii. Unfreezing of Judicial Allowance granted the same on running Basic Pay to the employees Peshawar High Court.
- iv. Unfreezing of Advocate General, Khyber Pakhtunkhwa employee allowance and granted the same on running basic pay.
- v. Usual increment has been granted to all the Provincial Government Employees who have been reached the maximum of pay scales 1994.

Different posts of the following departments have been upgraded:-

Directorate General Excise & Taxation		
S#	Existing nomenclature of post with BPS	Proposed nomenclature with BPS
1	Deputy Director BPS-18	Director BPS-19
2	Excise & Taxation Officer BPS-17	Excise & Taxation Officer BPS-18
3	Assistant ETO BPS-16	Assistant ETO BPS-17
4	Excise Inspector BPS-15	Excise Inspector BPS-16
5	Sub-Inspector BPS-10	Sub-Inspector BPS-14
6	Assistant Sub-Inspector BPS-08	Assistant Sub-Inspector BPS-11
Police Department		
1	Constable BPS-05	BPS-07
2	Head Constable BPS-07	BPS-09
3	Assistant Sub-Inspector BPS-09	BPS-11

148 posts have been created in different categories in the security side/sector of the Police Department.

3614 posts have been created of different categories in Elementary and Secondary Education Department for the year, 2018.

Besides above, the Local Government Department upgraded the post of Village Neighbourhood Council Secretaries in the following manner:-

Total sanctioned strength of village Neighbourhood Council Secretaries (BPS-7)	Number of village/Neighbourhood Council Secretaries upgraded from BPS-07 to BPs-09 having less than 10 years of service.	Number of posts upgraded from BPS-07 to BPS-11 and re-designated as Senior Secretaries Village / Neighbourhood/ Council having at least 10 years or more service.
3501	2651	850
Total sanctioned strength of Supervisor (BPS-09)		Number of posts upgraded to BPS-14 with same nomenclature of the posts
89		89

- The upgradation of pay scale of the post of Accounts Clerk from BPS-09/BPS-10 to BPS-14 in all the Government Department of Khyber Pakhtunkhwa.
- The post of Sub-Engineers from BPS-11/12 to BPS-16 (one time) as personal to the incumbents having 10 or more than 10 year service in the same scale in all the Government Department of Khyber Pakhtunkhwa.
- The post of Deputy District Sports Officer/District Sports Officer (BPS-16) to the post of District Sports Officer (BPS-17) in the Directorate General of Sports Khyber Pakhtunkhwa on permanent basis.
- The post of Librarian from BPS-17 to BPS-18 as personal to Mr. Ishfaq Ali office of Advocate General Khyber Pakhtunkhwa w.e.f 24.10.2014 in light of the court order. The post shall automatically stand downgraded as and when vacated by the said incumbent.
- The post of Comptroller from BPS-18 to BPS-19 in respect of Mian Asim Ismail as personal to him presently working as Chief of Section P & D Department. The post shall automatically stand downgraded as and when the officer retires.
- Upgrade & re-designation one post of Clerk of Court (BPS-11) to Superintendent (BS-17) one post of Reader (BS-11) to Assistant (BS-16) and one post of Accountant (BS-08) to Accounts Assistant (BS-16).
- Upgraded the post of Administrative Officer and Budget & Accounts Officer from BPS-16 to BPS-17 in the Director General Mines & Minerals Development Department.
- Upgraded the post of Administrative Officer from BPS-16 to BPS-17 in the Directorate General Information & Public Relations.

Internal Audit Function is a management utility to exercise greater control over financial management and administration. Internal audit function not only ensures to strengthen the systems and processes in place at the organization but also serves the entry point for external audit. Though there are functions in place to curb any potential for misuse of the public resources, the strengthening of the systems are critical in identifying the weak areas which are susceptible for comprising for unwanted interests.

Finance Department initially started with an audit of Pension & Payroll first. Technical assistance was then sought from Assessment & Strengthening Program –RSPN for implementation of this reform agenda. The idea was to establish internal audit functions within three departments on a pilot basis (Health, Education, and Communications & Works) and equip

them with the latest tools and technologies tailored to the needs of the local environment and enabling them to achieve their intended objectives.

The Government has strived to institutionalize and built upon successful reform initiatives especially those contributing towards fostering good governance. Given the due significance, and having assessed the results of the initial test at the three departments, the government has sanctioned posts for creation of Internal Audit Cells in 06 departments (i.e. Energy & Power, Higher Education Archives and Libraries, Public Health Engineering, Industries Commerce and Technical Education, Agriculture Livestock and Cooperatives, and Irrigation) in the budget for 2015-16.

Moreover, for the financial year (2016-17) the Government has created the following job opportunities in various categories in different departments which will go along way in improving the standard of life of those being recruited against these posts in order to improve matter of service delivery of the Government Departments:-

S#	Department	0
1	General Administration	28
2	Higher Education	267
3	Public Health Engineering	58
4	Jails & Convicts & Settlement	8
5	Health	14942
6	Industries	136
7	Population Welfare	12
8	Excise & Taxation Department	151
9	Local Government	5
10	Labour Department	99
11	Elementary & Secondary Education	13190
12	Agriculture & Animal Husbandry	644
13	Administration of Justice	63
14	Environment, Forestry, Wildlife & Fisheries	181
15	Social Welfare	29
16	Irrigation	15
17	Finance & Treasury	99
18	Mineral	28
19	Zakat & Ushr	45
20	Sports	66
21	Relief, Rehabilitation & Settlement	36
22	State Trading in Food Grains & Sugar	136
	Total:	30238

The Government of Khyber Pakhtunkhwa is constantly working for the welfare of the people irrespective of sex, caste, creed or race by raising their standard of living. Paying of Gratuity on retirement or death have provided relief and social security to the families of

government servants. 2% quota for disabled persons has also been reserved for all employments in government departments. The provincial government has also announced a relief package for government servants who are killed in acts of terrorism.

The Provincial Government is pursuing a strategy to remove disparity in the income and the earnings of individuals and various classes. The provincial government recently allocated an additional amount of Rs.21.000 billion as 50% increase in the salaries of the government employees to enable them to cope with inflation.

Special Package for the Police personnel as well as other civil servants martyred during the performance of their duties has been approved by the Government to ensure that the families of Shuhada are properly looked after. Similarly, 50% increase in the pay of Police force has also been approved by the Government.

The Government of Khyber Pakhtunkhwa is encouraging Mineral Development and small and medium term industries to create opportunities of income generation for lower and middle class of the society. 28 crore 79 lacs of rupees were transferred to the Mineral Department for the welfare of the workers working for the exploration of minerals.

In order to provide relief to the families of deceased civil servants, adequate provisions for recruitment of their children and spouses have been made. To facilitate immediate succor to the bereaved families, requirement of NOC from the surplus pool of the Establishment Department for recruitment of children and spouses of deceased civil servants has been done away with. Besides, two percent of all posts in each basic pay scale to be filled in by initial recruitment have been reserved for disabled candidates. Similarly 25% quota of vacant posts has been fixed for retiring class-IV employees.

Provincial Housing Authority have been designed in a way that will raise the living standards of the inhabitants. The future planning efforts will further strengthen this aim and goal. The Provincial Housing Authority as per its preamble is created to establish a comprehensive system of Town Planning at different levels in the province to ensure systematic integrated growth of Urban and Rural areas and to achieve the object of "Housing for All" including housing for shelter-less Government Servants.

As per the allotment rules of Provincial Housing Authority every domiciled holder of Province of KPK i.e. the Government Servants and General Public including employees of the Federal Government who served or serving in the province (for 05 years) irrespective of cast, race and religion are eligible for allotment in PHA sponsored Housing Schemes. Further to regulate the creation of housing schemes at District level besides to approve various models for joint venture with the land owners so as to restrict the private sector land speculators from profiteering.

For the initial appointment to civil post, 10 years relaxation in upper age limit is being granted to Government servants who have completed 02 years continuous service, disable person and general candidates. Discretion has also been given to appointing authority to grant age relaxation in upper age limit to widow, son or daughter of deceased civil servant who died during service on case to case basis.

The Khyber Pakhtunkhwa Public Service Commission being Constitutional Body is making selections for appointment against various posts of the Provincial Government. It makes selection purely on merit and strictly in accordance with quotas specified under the law for women, minorities, disabled persons and respective zones of the Province. Parochial, racial, tribal or sectarian prejudices are discouraged.

Women are fully encouraged to participate in the working of the Commission and play their due role for uplift of the nation. All vacant posts which are meant for initial recruitment are duly advertised inviting applications from male and female and both sexes are encouraged to compete for the vacant posts. The Commission has already adopted gender friendly policy in its office by appointing female staff One Member, two lady officers i.e Senior Psychologist (BPS-19) and Psychologist (BPS-18), two office Assistant (BPS-14), five Junior Clerks (BPS-07) and one Naib Qasid (BPS-01).

The Commission is fully cognizant to safeguard interest of the minorities as provided in article 36 of the constitution. The PSC ensures protection of reserved quota for minorities in all posts advertised and filled by this institution as per instructions of the Provincial Government. Any lag/shortfall currently existing in prevailing numbers will through affirmative actions over the years close such shortfall. There is no bar on their taking part against general vacancies. Both muslims and non-muslims are treated equally on merit on the basis of their performance in tests and interviews. No religious affiliation or discrimination is taken into consideration at the time of selection.

Provide facilities of Housing Scheme for Government Servants and General Public in all Districts of Khyber Pakhtunkhwa. Acquisition/purchase of land for the scheme in various districts of Khyber Pakhtunkhwa and construction of High Rise Flats for Govt. Servants at Hayatabad, Peshawar.

Special provisions against discrimination are inserted in the newly passed labour laws after the 18th amendment and fines have been enhanced to punish the violators. The employers are encouraged to cover all their employees through group insurance and other social safety nets for the benefit of the employees. Payment of minimum wage, bonuses and other emoluments are permissible to all without any discrimination so as to mitigate the economic

inequality between employers and employees. In addition, maternity benefits are available to female workers at work place during pregnancy.

The Provincial Government is bound to provide the basic necessities of life by constitution. It is providing free medical care to the deserving and poor segments of the society that cannot afford to bear the expenses of treatment. Medicines are available at the Health facilities. The poor women are covered through Chief Minister's Special Health Initiative where cash money is given to women who take proper maternal health care. The same is done to immunize children and critically ill patients.

The Provincial Government is pursuing a strategy of reduction of disparity in the income and earnings of various classes. The Provincial Government has provided the following facilities to its employees during the year 2015-16:-

- i. Revision of Basic Pay Scales and Adhoc Relief Allowance -2016 @ 10% of basic pay to all the employees of the Provincial Government w.e.f. 01.07.2016.
- ii. Enhancement of Qualification Pay w.e.f. 01.07.2016.
- iii. Grant of M.Phil Allowance @ Rs.2500 per month.
- iv. Enhance of Deputation / additional Charge allowance / special pay w.e.f. 01.07.2016.
- v. Restoration for Commuted Portion of Pension after restoration to those pensioners who retired on or after 01.12.2001
- vi. Revision in the rate of Conveyance charges for late sitting for BPS-1 to 15
- vii. Revision of the rates of Integrated Washing and Dress allowance.
- viii. Grant of Special Risk Allowance to Bomb disposal unit.
- ix. Increase in Pension: 10% increase in pension for all retired government servants.
- x. Enhancement of Incentive Allowance in respect of paramedics' staff, nursing staff including Central Jail alongwith adhoc doctors BHU 17 Districts.
- xi. Enhancement of Special Tribunal Allowance to the employees of Khyber Pakhtunkhwa Services Tribunal Peshawar.

ARTICLE 38 (c)

**PROMOTION OF SOCIAL AND ECONOMIC WELL-BEING OF THE PEOPLE,
(The state shall provide for all persons employed in the service of Pakistan or otherwise, social security by compulsory social, insurance or other means):**

Compulsory deduction of the General Provident Fund, Benevolent Fund, Group Insurance Scheme and Education Employee Fund and payment of Gratuity on retirement or death have provided relief and social security to the families of Government employees in Provincial Government.

ARTICLE 38 (d)

**PROMOTION OF SOCIAL AND ECONOMIC WELL-BEING OF THE PEOPLE,
(The state shall provide necessities of life, such as food, clothing, housing, education and medical relief, for all such citizens, irrespective of sex, caste, creed or race, as are permanently or temporarily unable to earn their livelihood on account of infirmity, sickness or unemployment):**

The constitutional provisions are being followed in the Elementary & Secondary Education Department. The 2% quota fixed for disabled persons in employment is strictly followed in the Elementary & Secondary Education Department. During 2018-19 100% Development budget has been spent. Moreover there is no discrimination in recruitment of staff in Elementary & Secondary Education Department on the basis of creed, religion and caste.

The Technical Education and skilled development is the backbone of economic growth and social development. The deep-rooted connection of the economic development and poverty alleviation with the help of skilled workforce is now an established fact. The TEVT system in Khyber Pakhtunkhwa is primarily focused on promotion and providing demand-driven technical education and vocational training to the youths of the province

KP-TEVT is keen to offer maximum facilities of Technical Education to the youth folk of the province in order to promote their social and economic well being. In this regard, a scheme has been introduced by the Government of Khyber Pakhtunkhwa titled "**Chief Minister Free Technical Education Program**".

Under this program, free admission is granted to the youth folk in various trades/courses at the selected Technical Education Institutions in the Khyber Pakhtunkhwa as well as in the Technical Education Institution in the province of Punjab.

During the period under report a total Number of **1350** of students/trainees have been granted the facility against a target of **1500** students.

Article 38(e)

PROMOTION OF SOCIAL AND ECONOMIC WELL-BEING OF THE PEOPLE.
(The state shall reduce disparity in the income and earnings of individuals, including persons in various classes of the service of Pakistan;) and

The Provincial Government is pursuing a strategy of reduction of disparity in the income and earnings of various classes. The Provincial Government has provided the following facilities to its employees during the year 2017:-

- i. Adhoc Relief Allowance 2016 @ 10% has been frozen at the level of its admissibility as on 30.06.2017. Furthermore, an Adhoc Relief Allowance has been granted @ 10% of the running basic pay to all government employees w.e.f. 01.07.2017 and Orderly Allowance for BPS-20 to BPS-22 has been increased from Rs.12000/- to Rs.14000/- vide Pay Revision, 2017.
- ii. The Finance Department settled the uniform rates of subscription towards general provident fund (GPF).
- iii. Unfreezing of 30% Special Allowance granted the same on running Basic Pay to the employees of Civil Secretariat, Chief Minister's Secretariat, Governor's House / Secretariat, Khyber Pakhtunkhwa.
- iv. Unfreezing of Judicial Allowance granted the same on running Basic Pay to the employees Peshawar High Court.
- v. Unfreezing of Advocate General, Khyber Pakhtunkhwa employees Allowance and granted the same on running Basic pay.

- vi. Usual increment has been granted to all the Provincial Government Employees who have reached the maximum of pay scales 1994.
- vii. Upgradation of various posts in the Excise, Taxation & Narcotics Control Department.
- viii. Enhancement of Shuhada Package for Police Personnel w.e.f. 06.09.2017 and free Education to the children of Shuhada.
- ix. Enhancement of Financial Assistant to the family of a Civil Servant who dies during the services.
- x. Simplification of pension process/documents for Provincial Government employees.
- xi. Revision in the rate of conveyance charges for late sitting have been increased upto Rs.225/-par day.

Article 39

PARTICIPATION OF PEOPLE IN ARMED FORCES

(The state shall enable people from all parts of Pakistan to participate in the Armed Forces of Pakistan).

The Directorate of Archives and Libraries, Khyber Pakhtunkhwa has a big collection of books having information about the achievement and services rendered by the Pakistan Army in the various field of life. Beside this a good collection of books is available to guide the students how to join the Pakistan Army. The personnel of Army, Navy and Air Force often pay visit to Government colleges for selection of talented students. All students, irrespective of Sex and Sect, are encouraged to join the forces of Pakistan. The people are taking too much interest for joining Armed Forces Services of Pakistan.

Article 40

STRENGTHENING BONDS WITH MUSLIM WORLD AND PROMOTING INTERNATIONAL PEACE.

(The state shall endeavor to preserve and strengthen fraternal relations among Muslim countries based on Islamic unity, support the common interests of the peoples of Asia, Africa and Latin America, promote international peace and security, foster good will and friendly relations among all nations and encourage the settlement of international disputes by peaceful means).

The Provincial Government is striving to promote peace, security and build up friendly relations with all muslim World keeping in view foreign policy. DoST through implementation of its mandate is serving to promote peace, security and build up friendly relation with all Muslim World keeping in view foreign policy.

Furthermore to develop bilateral relation between Government of Pakistan and Government of Afghanistan, Dosti Bus Service is playing on Peshawar to Jalalabad route successfully and there are 20 buses on each on reciprocal basis are operating from both side. The policies of the Transport Department are in line with the article and the Department endorses the MOUs carried out with Muslim countries.

It is worth mentioning that this article doesn't entrust any constitutional obligation directly relating to the nature and type of functions prescribed for the Provincial Government

Department of Rehabilitation & Rural Settlement or attached entities in the relevant laws and rules. However, they have been coordinating with international donor agencies in the interests of people affected from different natural and man-made calamities and crises. Moreover, discrimination free service aides to both bonds with Muslims and Non-Muslims.
