



Sindh Technical Education &  
Vocational Training Authority (STEVTA)  
Government of Sindh



Endtt. No. STEVTA/HQ/HR/Boards/34/ 4814 /2024/Dated: 17-12-2024

S #	Name	Designation
01	Mr. Noor Ahmed Samoo	Secretary Information Science & Technology Department, Government of Sindh.
02	Mr. Manzoor Ahmed Kanrani	Adl. Secretary, Universities & Boards Dept. Government of Sindh.
03	Dr. Fouzia Khan	Chief Executive Adviser, School Education Department Government of Sindh.
04	Mr. Yaseen Sabzoi	Deputy Secretary, Labour and Human Resource Department
05	Mr. Muzaffar Ali Bhutto	Chairman, Sindh Board of Technical Education, Sindh
06	Mr. Mahmood-ur-Rehman	Director, Social Welfare Department, Government of Sindh.
07	Mr. Muhammad Kamran Arabi	Ex-President Site Association Karachi - Industrial Community
08	Mr. Shaheen Sarwana	Ex-President, Site superhighways -Industrial Community
09	Professor Abdul Sattar Larik	Dean, Mehran University of Eng & Tech, Jamshoro
10	Mr. Abdul Razaque Memon	Deputy Director, Regional Office, NAVTTC

**SUBJECT: FINAL MINUTES OF 34<sup>th</sup> MEETING OF SINDH TEVTA BOARD OF GOVERNORS.**

I am directed to inform you that, the draft minutes of 34<sup>th</sup> meeting of Board of Governors, STEVTA held on Tuesday, 3<sup>rd</sup> December, 2024 were shared with all participating members for perusal, and board members have endorsed the decisions as reflected in draft minutes.

Accordingly, as per section 6(5) of STEVTA Act, the minutes of 34<sup>th</sup> meeting of Board of Governors, STEVTA have been finalized and same are enclosed herewith for information, please.

  
(ZULIFQUAR ALI JATOI)  
Director (HR)

Copy for information to:

1. Directors (All), STEVTA, HQ, Karachi (for implementation and necessary action, if any)
2. PS to Special Assistant to Chief Minister/ Chairman, STEVTA, Karachi.
3. PS to Managing Director, STEVTA, Karachi.



**MINUTES OF 34<sup>TH</sup> MEETING OF STEVTA BOARD  
HELD on 3<sup>rd</sup> DECEMBER, 2024**

The 34<sup>th</sup> Meeting of STEVTA Board was held on 3<sup>rd</sup> December, 2024, at Hotel Avari Towers, Karachi & attended by the following members:

S #	Name	Designation
01	Mr. Junaid Buland	Special Assistant to Chief Minister Sindh/ Chairman, STEVTA
02	Mr. Noor Ahmed Samoo	Secretary Information Science & Technology Department, Government of Sindh.
03	Mr. Manzoor Ahmed Kanrani	Adl. Secretary, Universities & Boards Dept. Government of Sindh.
04	Dr. Fouzia Khan	Chief Executive Adviser, School Education Department Government of Sindh.
05	Mr. Yaseen Sabzoi	Deputy Secretary, Labour and Human Resource Department, Government of Sindh.
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07	Mr. Mahmood-ur-Rehman	Director, Social Welfare Department, Government of Sindh.
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09	Mr. Shaheen Sarwana	Ex-President, Site superhighways -Industrial Community
10	Professor Abdul Sattar Larik	Dean, Mehran University of Eng & Tech, Jamshoro
11	Abdul Razaque Memon	Deputy Director, Regional Office, NAVTTC
12	Mr. Munawar Ali Mithani	Managing Director, STEVTA

2. The meeting started with recitation of the verses from Holy Quran. The Managing Director, STEVTA welcomed the Board members, formerly opened the forum with the permission of the Chair and requested the members for introduction.

3. The Chairman appreciated the presence of the members from private and agriculture sector and remarked that it is an honour to have members from different sectors as Board members. He added that we value their time and believe that without their support and contribution, it is difficult to bring transformation in TVET Sector. He further highlighted the role of the Technical Education and Vocational Training to reduce the poverty in the province by producing the skilled workforce.

3. The Managing Director expressed his firm commitment for transformation of training institutions into model TVET institutions in close coordination and collaboration with the industries by imparting their role in the development of institutes through the Institute Management Committees.

4. The agenda items of 34<sup>th</sup> Meeting are discussed and decided as mentioned hereunder:



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No.	Agenda Items	Discussion / Observations	Decision																																																												
01	Confirmation of the minutes of 33 <sup>rd</sup> BoG meeting.	<p>The Managing Director, briefed the members about progress upon the decisions made in 33<sup>rd</sup> meeting of STEVTA Board and requested the forum for the confirmation of 33<sup>rd</sup> STEVTA Board Meeting Minutes.</p> <p>Mr. Noor Ahmed Samoo, Secretary IS&amp;TD, GoS requested the MD STEVTA to describe the reason of delay to sign the minutes of the last meeting, whereby the Managing Director briefed that, due to the transfer of the then Managing Director, the minutes of the last BOG meeting were signed after lapse of considerable time.</p> <p>Further on review of the progress report of the last BOG meeting, Mr. Samoo enquired the Status of the additional agenda No.3 of the 33<sup>rd</sup> BoG, regarding service absorption of Mr. Alamgher Memon, wherein, it was intimated that, the incumbent officer himself had withdrawn his request.</p>	<p>After a detailed discussion, the board confirmed the minutes of the 33<sup>rd</sup> BoG meeting and decided that, last meeting's progress report/ compliance shall be incorporated in the working paper of upcoming BOG alongwith the documents to properly adhere the progress.</p>																																																												
02	Approval of STEVTA Budget for FY 2024-25 and revised budget with re-appropriations for FY 2023-24.	<p>The Managing Director briefed that the STEVTA Budget mainly depends upon Government Grant and Budget Document comprised of Two volumes. The Volume-I pertains to STEVTA HQ Budget and Volume-II pertains to STEVTA Institutes Budget. Break-up of both the Volumes given as under: <b>STEVTA HQ Budget (Volume-I)</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Object Classification</th> <th>R.E 2023-24</th> <th>B.E 2024-25</th> </tr> </thead> <tbody> <tr> <td>ESTIMATED</td> <td></td> <td></td> </tr> <tr> <td>A) Provincial Government</td> <td style="text-align: right;">2,130.000</td> <td style="text-align: right;">2,135.000</td> </tr> <tr> <td>B) STEVTA Other</td> <td style="text-align: right;">407.077</td> <td style="text-align: right;">411.027</td> </tr> <tr> <td>Grand Total (Receipts) :-</td> <td style="text-align: right;">2,537.077</td> <td style="text-align: right;">2,546.067</td> </tr> <tr> <td>ALLOCATIONS FOR</td> <td></td> <td></td> </tr> <tr> <td>1. Financial Assistance to families of decease</td> <td style="text-align: right;">50.000</td> <td style="text-align: right;">55.000</td> </tr> <tr> <td>2. Public Private Partnership (Institutes)</td> <td style="text-align: right;">434.381</td> <td style="text-align: right;">130.000</td> </tr> <tr> <td>3. STEVTA - Employees Related Expenses</td> <td style="text-align: right;">2,015.968</td> <td style="text-align: right;">2,535.384</td> </tr> <tr> <td>4. Repair &amp; Maintenance for Inst: Buildings</td> <td style="text-align: right;">500.000</td> <td style="text-align: right;">500.000</td> </tr> <tr> <td>5. Printing of Technical Manuals .</td> <td style="text-align: right;">70.000</td> <td style="text-align: right;">70.000</td> </tr> <tr> <td>6. Operating Expenses - HQ &amp; Regional offices</td> <td style="text-align: right;">494.900</td> <td style="text-align: right;">318.000</td> </tr> <tr> <td>7. Upgradation of Labs: at STEVTA Institutes.</td> <td style="text-align: right;">200.000</td> <td style="text-align: right;">200.000</td> </tr> <tr> <td>8. Machinery/Equipment for Labs. at Institutes.</td> <td style="text-align: right;">200.000</td> <td style="text-align: right;">200.000</td> </tr> <tr> <td>9. Smart Labs / Simulators at Institutes</td> <td style="text-align: center;">---</td> <td style="text-align: right;">150.000</td> </tr> <tr> <td>10. Visiting Faculty for</td> <td style="text-align: center;">---</td> <td style="text-align: right;">160.000</td> </tr> <tr> <td>11. Workplace Based Trg;</td> <td style="text-align: center;">---</td> <td style="text-align: right;">50.000</td> </tr> <tr> <td>12. Reg: of Privately Managed Institutes.</td> <td style="text-align: right;">6.000</td> <td style="text-align: right;">3.500</td> </tr> <tr> <td>Total</td> <td style="text-align: right;">3,971.249</td> <td style="text-align: right;">4,371.884</td> </tr> <tr> <td>Surplus / (Deficit) :-</td> <td style="text-align: right;">(1,434.172)</td> <td style="text-align: right;">(1,825.857)</td> </tr> </tbody> </table>	Object Classification	R.E 2023-24	B.E 2024-25	ESTIMATED			A) Provincial Government	2,130.000	2,135.000	B) STEVTA Other	407.077	411.027	Grand Total (Receipts) :-	2,537.077	2,546.067	ALLOCATIONS FOR			1. Financial Assistance to families of decease	50.000	55.000	2. Public Private Partnership (Institutes)	434.381	130.000	3. STEVTA - Employees Related Expenses	2,015.968	2,535.384	4. Repair & Maintenance for Inst: Buildings	500.000	500.000	5. Printing of Technical Manuals .	70.000	70.000	6. Operating Expenses - HQ & Regional offices	494.900	318.000	7. Upgradation of Labs: at STEVTA Institutes.	200.000	200.000	8. Machinery/Equipment for Labs. at Institutes.	200.000	200.000	9. Smart Labs / Simulators at Institutes	---	150.000	10. Visiting Faculty for	---	160.000	11. Workplace Based Trg;	---	50.000	12. Reg: of Privately Managed Institutes.	6.000	3.500	Total	3,971.249	4,371.884	Surplus / (Deficit) :-	(1,434.172)	(1,825.857)	<p>1) Board approved the STEVTA Revised Estimates for FY 2023-24, with re-appropriations as follows:</p> <ul style="list-style-type: none"> <li>• Revenue Rs.2,537.077 M</li> <li>• Allocations Rs.3,971.249 M</li> </ul> <p>Deficit :- (1,434.172)M</p> <p>2) Board approved the STEVTA Budget Estimates for FY 2024-25, as follows:</p> <p><b>STEVTA HQ (Vol-I)</b></p> <ul style="list-style-type: none"> <li>• Revenue Rs.2,546.027 M</li> <li>• Allocations Rs.4,371.884 M</li> </ul> <p>Deficit :- (1,825.857)M</p> <p><b>STEVTA Institutes (Vol-II)</b></p> <ul style="list-style-type: none"> <li>• Revenue Rs. 270.623 M</li> <li>• Allocations Rs. 243.081 M</li> </ul> <p>Surplus :- Rs. 27.542 M</p> <p>3) Board accorded post-facto approval of the expenditure amounting Rs.533.009 million incurred on salaries and other operational expenses by STEVTA HQ during 1st Quarter FY 2024-25.</p>
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STEVTA Institutes Budget (Volume-II)		
	CLASSIFICATION	Amount
REVENUE/RECEIPTS:		(in million)
	1) Regular Morning Program	82.362
	2) Regular Morning Program	4.875
	3) Regular Morning Program	4.450
	4) Programs under IMC	2.805
	5) Printing & Graphic Unit (at	8.700
	6) Self Help Basis Program	
	a) Accumulated Savings	52.171
	b) Annual Fee	115.260
	Grand Total (Receipts) :-	270.623
ALLOCATIONS /		
	1) Regular Morning Program	82.362
	2) Regular Morning Program	4.875
	3) Regular Morning Program	4.450
	4) Programs under IMC	2.805
	5) Printing & Graphic Unit (at	8.200
	6) Self Help Basis Program	
	a) Accumulated Savings	41.000
	b) Annual Fee	99.389
	Total (Expenditure) :-	243.081
	Surplus(+) / Deficit (-) :-	27.542

The Board was also apprised that an expenditure amounting Rs.533.009 million has been made during 1st Quarter FY 2024-25 on payment of salaries, contingencies, utilities and other operational expenses and requested the Board to accord post-facto approval in this regard.

Mr. Kamran Arabi and Mr. Shaheen Ilyas emphasized to work-out the proportion of budget allocation for the teaching faculty / academia and also per student cost; specifically on faculty & admn. point of view. The Managing Director ensured that the details of such budget allocation and student cost ratio details shall be placed before the BoG in its upcoming meeting.

03 **Approval to Invite Bids from Chartered Accountant Firms to Get Audit the 'STEVTA' Accounts.**

The Managing Director, STEVTA informed the board that according to Sub-Section-3 of the Section-13 of "STEVTA Act 2009", the accounts of the authority are required to be annually audited through external Chartered Accountant firm approved by the Board and the report of the Chartered Accountant along with audited accounts shall be presented to the Government.

It has also been added that the STEVTA Board in its 22<sup>nd</sup> meeting decided that the STEVTA Accounts shall be audited from an 'A' Category Audit firm, however, such firms were found highly expensive and limited in number. Therefore, the Board is requested to accord approval for the audit of STEVTA accounts from external chartered firm of any

The board after detailed deliberation decided that the external audit should be carried out by the A category firm through competitive process to conduct the external audit of all the remaining financial years and place the year-wise report before the BOG.



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		<p>category in accordance with the section 13 (3) of STEVTA ACT, 2009.</p> <p>Mr. Shaheen Sarwana, representative of Site Super Highways industrial community, suggested that, the external audit of all the remaining years may be carried out from A category firm.</p>	<p>The board further directed to place the earlier external audit reports and the last year audit report carried out by the Accountant General Sindh in the upcoming BoG meeting.</p>
04	<p><b>Approval of SOPs/ Policy in Respect of STEVTA Production cum Training Unit</b></p>	<p>The board was apprised that the Technical and Vocational Education in Sindh is subsidized being a social sector and largely depends on the government budget allocation. This burden on the national exchequer can be reduced if the expertise and resources of the institutes are used on commercial basis by converting the institutes into Production-Cum-Training units. This will not only enhance the skills of the trainees, but will also further improve sustainable development goals.</p> <p>The Honorable High Court of Sindh in a petition also ordered the establishment of Production Units. Therefore, STEVTA planned to set up Production-cum-Training Units in its institutes which aim to bridge the industry-academia gap while producing a skilled workforce aligned with market demands.</p> <p>The board discussed the salient features of the policy and appreciated the efforts and idea of production cum training unit.</p> <p>Mr. Shaheen, suggested to ensure its external audit from the A Category firm being hired by STEVTA but Mr. Kamran Arbi, representative from SITE Association proposed to conduct its audit from AG Sindh instead of A Category chartered accountant firm initially, which shall cause less financial implication.</p>	<p>The board after discussing upon each salient feature of the SOP approved the proposal and directed to conduct its annual audit from Accountant General, as suggested.</p>
05	<p><b>Approval for Operationalization of Twelve (12) Newly Established Office/ Institutes of Sindh TEVTA</b></p>	<p>The MD STEVTA apprised the forum that Sindh TEVTA has completed the construction of 12 newly established institutes / offices which are to be provided the human resource, equipment, machineries and SNE of 327 posts (for 12 institutes/ offices) to get them operationalized in different areas of the province. For the same an additional budget estimate of about Rs. 126,327,634/- shall be requested from Finance Dept. GoS under the Cost Centre KQ1841 (Sindh TEVTA)</p> <p>Mr. Noor Muhammad Samoo, desired the details of each institute and Mr. Shaheen desired the trades going to be offered and emphasized to offer the trades of new demand driven technologies instead of conventional ones.</p> <p>Mr. Shaheen Sarwana also emphasized that STEVTA should align its training programs with current and area-specific</p>	<p>The board appreciated the efforts towards the expansion of technical and vocational education / training at each corner of the province and unanimously approved the agenda as proposed.</p>



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		<p>requirements. For instance, offering Motor Mechanic courses for electric vehicles in urban areas and Diesel/Petrol Engine Mechanic courses in rural areas. Additionally, he highlighted the need to incorporate emerging technologies, such as drip irrigation systems and agro-tech advancements, into the curriculum, and explore partnerships with International Organizations, such as Norway, China, Korea, and the European Union, to sponsor local training and development programs. Moreover, he stated that to establish an R&amp;D department to drive innovation and improvement in STEVETA's programs and services, as nowadays there is high demand in USA, Australia and European countries for Hospitality Staff, Hospital Staff and Agriculture Farms. If anyone goes to the current business news channels, he would find lot of trades in current and future demand.</p> <p>Mr. M. Kamran Arbi highlighted that STEVTA should prioritize upgrading existing centers rather than establishing new ones. He also suggested considering the establishment of an institution along the SITE Superhighway.</p> <p>The MD STEVTA apprised the board about trades / technologies which are going to be offered and also ensured that the trades shall be as per the demand of the local industry of the area / premises.</p>	
06	<p><b>Approval(S) for Implementation of Justice Salahuddin's 20 Recommendations.</b></p> <p><i>M</i></p>	<p>The MD informed the August forum that the Honorable High Court of Sindh passed an order regarding the reforms in Educational and Technical Sectors of Sindh Province, wherein, also directed the MD STEVTA to strictly ensure the compliance.</p> <p>The court constituted an Educational Reforms Committee which identified the twenty (20) gaps / challenges and proposed their recommendations for bringing reforms in the TVET Sector of the province.</p> <p>In a recommendation the court ordered to introduce the mandatory licensing &amp; registration of skilled workers across the sector, while there is no such powers delegated to register and license the skilled workers. Therefore, it has been requested from the forum to delegate such powers to STEVTA to register and license the skilled workforce in the province.</p> <p>In addition, it has been informed to the forum that the following four recommendations may be forwarded to the Govt. of Sindh for further implementation and necessary action:</p> <ul style="list-style-type: none"><li>• Review and amendment in existing rules and regulations for authorizing STEVTA for control on the transfer, posting, promotions, appointment and other service matters of BS-17 and above staff (Civil and Public Servants to make it autonomous in performing its functions.</li><li>• Proposal of merging TTB with SBTE under the administrative control of STEVTA (as of Punjab model).</li></ul>	<p>The board after thorough discussion decided that the Trade Testing Board under the administrative control of Sindh TEVTA may be authorized and allowed to register and license the skilled workers in Sindh Province.</p> <p>Moreover, the board endorsed that, the four recommendations which are beyond the scope of the Managing Director be forwarded to Government of Sindh for implementation.</p>



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		<ul style="list-style-type: none"> <li>• Re-composition of SBTE Board.</li> <li>• Provision of budget and finance in accordance with STEVTA Act to make authority financially autonomous.</li> </ul> <p>Mr. Noor Ahmed Samoo, recommended that, the facilitators and regulators needs to be kept separate.</p> <p>Mr. Muzaffar Ali Bhutto, Chairman, SBTE informed that the license and registration of the skilled workers comes under the domain of Trade Testing Board under STEVTA.</p>															
07	<b>Solarization (Solar Electricity Generation) of Sindh TEVTA Institutes/ Offices</b>	<p>The MD STEVTA informed the board that the ongoing load shedding of electricity is hindering the practical work / classes at TVET Institutions &amp; STEVTA intends to cater such issue with solarization in public interest, it will not only work as backup but also extend economic and environmental benefits.</p> <p>Therefore, STEVTA intends phase wise implementation of such facility, phase-I shall cover about 20 TVET institutes / offices including 04 GCTs &amp; GPIs at different districts while in Phase-II remaining GPIs and GVTIs and other institutes shall be solarized in close coordination with Energy Dept. GoS on priority basis.</p>	The forum accorded the approval unanimously to proceed in the matter on priority with coordination and concurrence of Energy Dept. GoS.														
08	<b>Constitution of Sindh TEVTA Public Private Partnership "Node"</b>	<p>The MD STEVTA made a request before the board that the STEVTA has to facilitate Public Private Partnership Collaborations for furtherance of technical education and vocational training in the province.</p> <p>The Law Dept. GoS also advised the Sindh TEVTA to follow the Sindh PPP Act, 2010 in Public Private Collaboration in the concerned matters.</p> <p>Under PPP Act 2010, the Administrative head of the Authority shall form a PPP Node with the approval of the concerned Minister consisting of officers from within the Authority or other organizations as the case may be, which may include representatives from Finance Dept. GoS and independent technical and legal experts to develop the project as the ToRs of the Node are defined under section 07(2) of the act ibid therefore, the following formation of the STEVTA-PPP Node is proposed as follows:</p> <table border="0"> <tr> <td>1. Director (PPP, IL, M&amp;E)</td> <td>Convener</td> </tr> <tr> <td>2. Representative of Fin Dept. GoS (Not Below the BS-18)</td> <td>Member</td> </tr> <tr> <td>3. Financial Expert/Consultant (To be hired under the rules)</td> <td>Member</td> </tr> <tr> <td>4. Legal Expert / Advisor, STEVTA</td> <td>Member</td> </tr> <tr> <td>5. Director (A&amp;T)</td> <td>Member</td> </tr> <tr> <td>6. Director (WSP)</td> <td>Member</td> </tr> <tr> <td>7. Addl. Director (PPP&amp; IL)</td> <td>Member/ Secretary</td> </tr> </table>	1. Director (PPP, IL, M&E)	Convener	2. Representative of Fin Dept. GoS (Not Below the BS-18)	Member	3. Financial Expert/Consultant (To be hired under the rules)	Member	4. Legal Expert / Advisor, STEVTA	Member	5. Director (A&T)	Member	6. Director (WSP)	Member	7. Addl. Director (PPP& IL)	Member/ Secretary	<p>The board had an extensive discussion upon different aspects of the proposal and accorded approval in principle and decided that, henceforth, no STEVTA institute shall be transferred to any third party except as provided within the framework of the Sindh PPP Act, 2010</p> <p>STEVTA will initiate request to Administrative Department for approval of the node.</p>
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09	<b>Public Private Partnership Ventures STEVTA Institutes of</b>	<p>The MD STEVTA apprised the board that the Hon. Chief Minister Sindh has directed to process the requests of the Members of Provincial Assembly for adopting the STEVTA institutes by the SZABIST-SZABTech, The Hunar Foundation, Qalandar Shahbaz University and Sukkur IBA University as detailed below:</p> <p><b><u>SUKKUR IBA UNIVERSITY-GMI SEHWAN:</u></b></p> <p>It has been proposed to transform the GMI Sehwan into an IBA Community College, intending to expand educational access in Sehwan. GMI established in 1999, spans 6,462 sq. yards and offers DAE programs which is serving around 112 students, supported by the GoS having budget allocation of Rs. 6.825M for FY 2024-25. The institute is playing a vital role in extending technical and vocational education to Sehwan's young population, which comprises about 60% of the local community. Concerns have been raised that repurposing (converting from Technical Education to General Education) may reduce TVET options, impacting local youth employability and economic stability.</p> <p><b><u>THE HUNAR FOUNDATION - GPI ASSU GOTH</u></b></p> <p>The adoption of GPI Assu Goth by The Hunar Foundation which is offering DAE programs to around 437 students in Malir. With a budget allocation of Rs. 7.531M for FY 2024-25, the institute provides a significant educational resource in the region. This adoption proposal, if processed under the PPP Act, could improve training opportunities and align with STEVTA's mandate to foster public-private collaborations for vocational education.</p> <p><b><u>SZABIST-ZABTECH - GPI MEHAR</u></b></p> <p>The GPI Mehar, was established GMI in 1989 and upgraded in 2003 to offer DAE programs in Civil and Auto &amp; Diesel Technologies which is currently serving around 271 students and has a government allocation of Rs. 24.747M for FY 2024-25. It is noteworthy that SZABIST-ZBTECH is already managing STEVTA's institute in Azam Basti, Karachi. The SZABIST-ZABTECH has presented a project proposal worth Rs. 830 M to support this adoption.</p> <p><b><u>QALANDAR SHAHBAZ UNIVERSITY OF MODERN SCIENCES, TO IMPART TECHNICAL, VOCATIONAL AND HIGHER EDUCATION TO YOUTH OF SINDH @ GMI TANDO JAM AND GPI TM KHAN</u></b></p> <p>The Qalandar Shahbaz University of Modern Sciences (QSUMS) seeks to adopt the GMI Tando Jam and GPI TM Khan to expand Technical, Vocational, and higher education options in these areas. These institutes enrolled sufficient students of DAE programs and received funding from Government of Sindh.</p>	Board extended permission to initiate the process in accordance with the PPP Act, 2010 in public interest.
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<p>10</p>	<p><b>Post Facto Approval of MoUs</b></p>	<p>The MD STEVTA apprised that for the betterment of skills delivery and enhancing the training and educational facilities towards the TVET students of the province, the STEVTA had several non-binding and non-financial involved MoUs with different government / non-government and renowned national / international organizations / institutes in best public interest, which needs to be approved by the board post facto.</p> <p>Mr. Noor Ahmed Samoo, enquired whether the approval of such MOU's has been sought by the Chairman and has been vetted by the Law department.</p> <p>The MD informed that, the MOUs were signed in exercise of powers conferred under section 9 (e) of Sindh TEVTA Act 2010 subject to post facto approval of the BoG.</p> <p>Mr. Kamran Arbi, requested that the board may be informed regarding the need of initiation of such collaboration and exigency in the matter.</p> <p>The Managing Director apprised that, the MOUs were non-binding / having no financial implication and were made in the public interest.</p>	<p>The board after extensive deliberations granted the post-facto approval of the MoUs for the betterment of the TVET sector.</p>
<p>11</p>	<p><b>Harmonizing TEVT Structure in Pakistan – Placement of STEVTA Under the Administrative Control of Industries Department.</b></p>	<p>The MD STEVTA informed that under STEVTA Act 2010 the significance of close coordination with the industry in Sindh that a primary function of STEVTA is to develop technical and vocational training policies in collaboration with NAVTTC and ensure that its programs align with current industry needs.</p> <p>NAVTTC has been pleased to advise the Sindh Government to place the STEVTA under the administrative control of Industries Department which would lead to improve coordination with industries and employers in developing market-driven and responsive skill training in the province.</p> <p>The Secretary IT, emphasized that, after 18<sup>th</sup> amendment the TEVTA is a provincial subject and Sindh Govt. is not bound to follow the recommendations of the NAVTTC.</p> <p>Mr. Shaheen Ilyas added that, the proposal should be reviewed as all the trades offered by the Sindh TEVTA are not consistent with the industries, as well as there will be no direct impact on STEVTA.</p> <p>Dr. Fozia stated that, STEVTA pertains to education sector therefore, the proposal is not suitable to be placed under the administrative control of Industries Department, the alignment of STEVTA may be preferred to continue with Universities &amp; Boards Department.</p> <p>Mr. Shaheen Ilyas, recommended to constitute the committee to work-out/ evaluate the impact of proposal and submit its report to the BOG for further decision.</p>	<p>The Board deferred the agenda item with the advice to deliberate the pros and cons by constituting the committee.</p>



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		<p>The Chairman, seconded the recommendation and proposed the committee as follows:</p> <ol style="list-style-type: none"><li>1. The MD, STEVTA Convener</li><li>2. The Director (HR) Member</li><li>3. The Director (IL/PPP/M&amp;E) Member</li><li>4. The Director (A&amp;T) Member</li><li>5. A rep. of U&amp;B not below BS-18 Member</li><li>6. A rep. of Industries Member</li><li>7. A rep. of NAVTTC Member</li></ol>	
12	<b>Free Skill Education &amp; Text Books.</b>	<p>The MD STEVTA presented the board members that the Access and equity for the Technical, Commercial &amp; Vocational Training Institutes could only be enhanced once the financial barriers at least for the employable skills be removed and trainees may be offered "Free Trainings" and provided "Free Training Material / Text Books". Similar to general education in the province, the skill education and training be made free.</p> <p>The August Forum is requested to approve the provision of free skill education including waiver of registration and exam fees charged by SBTE &amp; S-TTB for all STEVTA institutes, along with free textbooks through funding and support from the Government of Sindh.</p> <p>The Secretary IT, stated that, it's the mandate of Universities &amp; Boards Department, this forum is not competent to discuss the proposal.</p> <p>The Chairman, SBTE stated that, the board is based upon the receipts on account of fees, therefore, the board shall face the financial hardship.</p>	<p>The Board deferred the agenda item being administrative matter of Universities and boards Department.</p>
13	<b>Stipend for the Students of STEVTA</b>	<p>The MD STEVTA informed the forum that financial barrier of the TVET seekers belonging to the areas of less economic advantages is the major obstacle in getting technical knowledge and continuing their improvement of skills which has to be addressed to meet the mission of the enhancement of TVET Education.</p> <p>The provision of stipend shall aim to empower students to focus on their studies and skill development and deserving students can also have access to receive vocational &amp; technical training</p> <p>The financial support for stipends needs to be borne by the Zakat and Bait-ul-mal Department.</p> <p>A three (3) members committee is hereby proposed to shortlist/ recommend the poor and deserving candidates for awarding the stipend:</p> <ol style="list-style-type: none"><li>1. RD (Concerned) Convener</li><li>2. Chairman (IMC) (Concerned) Member</li><li>3. Principal/ HOI (Concerned) Member/ Secretary</li></ol>	<p>The board approved the proposal unanimously.</p>



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14	Approval for Engagement of Visiting Faculty	The MD STEVTA informed that the TVET institutes throughout the province are facing acute shortage of teaching staff and having about 60% shortfall of teachers due to massive retirements and suspended recruitment process since years. To address this challenge, a unified decentralized visiting faculty engagement Policy is proposed to make our institutes functional. To ensure its transparency, the process shall be carried out with the approval of concerned IMC.	The board approved the policy as proposed and directed to ensure the engagement of visiting faculty purely on temporary basis and may be paid on hourly basis charges against the services rendered, further STEVTA has to ensure that, their services shall not be liable for regularization or any claim of service benefits in any court of law.
15	Revision of Admission Policy: Introduction of Self-Help Basis Seating Policy & Rationalization Training Delivery Mechanism	The MD STEVTA elaborated that, aims to introduce a “Self-Help Basis Seating Policy” within regular programs to improve the quality of training delivery and address resource challenges, particularly in human resources. This revised seating policy will enable institutes to efficiently manage faculty while maintaining high standards of teaching. In order to implement the revised Seating Policy, the Self-Help Basis Evening Programme ceased and launched new Seating Policy to accommodate in the regular programme similar to existing practices in the universities.	The board appreciated and approved the proposal as it will support the effective human resource management and reduce the financial impact.
16	Establishment of the STEVTA Skill Development Fund (SSDF) for Income Generation and Placement Opportunities	The MD STEVTA emphasized the Govt’s slogan of the STEVTA “ <i>Employment through skills</i> ”. For meeting such goal STEVTA intends to develop a fund of Rs. 100M called “ <i>STEVTA Skill Development Fund (SSDF)</i> ” which aims to provide the seed money for establishing of income generation units for STEVTA alumni under third party disbursement program and shall be identified through IMC.	The Board after detailed discussion approved the agenda in Principle and further decided to constitute an inhouse committee to develop the comprehensive policy and approach the government for allocation of Rs. 500 Million as an endowment fund.  In addition, the board directed to approach the different donor agencies e.g Akhuwat, SRSO etc for provision of funds to STEVTA pass out trainees/ student to start small businesses as a pilot project.
17	Approval of appointment of Ms. Farzana D/o Muhammad Ishaque in	The MD STEVTA stated that, Ms. Farzana Soormo initially worked as a Junior Mistress on voluntary basis starting in December 2006 and was appointed in March 2009, however her salaries were not released. In 2011 the Honorable Court ordered an enquiry to verify her order, which was found genuine by District Education Officer. In 2017, it was	The board granted approval for the fresh appointment of Ms. Farzana against the post of Vocational Teacher after ensuring the



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	<p><b>pursuance of CP.D-591/2011.</b></p>	<p>acknowledged that her appointment was valid and high court directed for her appointment. Ms. Farzana Soormo has since submitted an affidavit stating her right to reinstatement and has requested a fresh appointment based on her case history, choosing to withdraw her contempt application without pursuing any arrears.</p> <p>The Board being competent authority is requested to accord approval for issuance of fresh appointment order to Ms. Farzana for the post of Vocational Teacher BS-08, to avoid the contempt of court proceeding.</p>	<p>fulfillment of required qualification and eligibility criteria subject to condition that no previous service benefits and remuneration will be claimed by her.</p>
18	<p><b>Post-Facto Approval of appointment of Differently -abled persons in compliance with the order of honorable High court of Sindh Bench at Sukkur CP no. D-1556 of 2021</b></p>	<p>The board was informed that a committee was formed by the SGA&amp;CD on February 6, 2019, to fill positions under the 05% reserved quota for differently-abled persons (DAPs) in Sindh, resulting in approximately 4,644 applications were received and scrutinized by Deputy Commissioners. On July 15, 2021, the Chief Minister Sindh approved the appointment of five individuals at the Government College of Technology, Khairpur (now Benazir Bhutto Shaheed University of Technology and Skill Development), but they were not allowed to join due to STEVTA rules stating that the Deputy Commissioner lacked the authority to appoint them. The affected individuals filed a petition in court (CP D-1556 of 2021), leading to a ruling on May 29, 2024, by Honorable Judge, which emphasized that their applications had been duly recommended and approved by the Chief Minister, thereby, directed the Managing Director STEVTA for issuance of appointment letters. Consequently, five DAPs received offers of appointment, with four accepting the jobs, while one declined due to an existing appointment in another department, the board was requested to accord post-facto approval.</p>	<p>The board granted the post-facto approval of appointment of 04 persons in compliance with the court orders against disabled quota.</p>
19	<p><b>Post Facto Approval of Regularization of Miss Amna Abro, in Compliance with the order of Honorable High Court of Sindh Bench at Sukkur CP No. D-3107 of 2015</b></p>	<p>The MD STEVTA apprised that, Ms. Amna Abro, D/o Muhammad Siddique Abro, was engaged as a Career Counselor w.e.f 10-12-2009, alongwith other contingent (contractual) staff.</p> <p>With the approval of the STEVTA Board of Governors (BoG) in its 9th Meeting all contractual employees were regularized in different pay scales.</p> <p>Miss Amna Abro submitted an application dated 04/05/2012, stating that, her services be regularized. Based on her application and in continuation of the above-referred letter, STEVTA issued an office order on 05/07/2012, regularized her services with immediate effect.</p> <p>Subsequently, Miss Amna Abro requested pay fixation, which was ordered but later withdrawn, and the matter was referred to the Provincial Ombudsman.</p> <p>Later, Miss Amna Abro filed CP.No.3107/2015 in the Honorable High Court of Sindh at the Sukkur Bench. The Court directed STEVTA to "release the salaries of the</p>	<p>The board accorded post-facto approval of the release of salaries.</p>



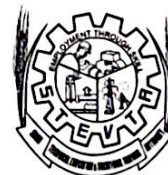
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		<p><b>Petitioner without any delay."</b> Accordingly, STEVTA issued Notification dated 20th January 2023 &amp; released the salaries of Miss Amna Abro (Assistant DP, BS-16). The board was requested to accord post-facto approval of the release of salaries.</p> <p>Mr. M. Kamran Arbi &amp; Mr Shaheen Sarwana raised point that re-induction or regularization of STEVTA employees (under Grade 18) seems to be a purely Administrative and HR related matter, and as such the BoG need not be involved in resolving these issues as they are unaware and ill prepared to take an informed decision</p>	
<p>20</p>	<p><b>Review of Agenda Item No. 06 of 22<sup>nd</sup> BoG Meeting</b></p> <p>M.</p>	<p>MD STEVTA briefed the board that the STEVTA made appointments in 2012 after conducting written test and interview as laid down under STEVTA APT Rules, 2012.</p> <p>However, on the basis of various complaints, the matter was investigated by the various agencies but no adverse action was recommended by Anti-Corruption Establishment, Govt. of Sindh, Chief Minister's Enquiries and Inspection Team (CMIT) (2nd Report).</p> <p>However, Provincial Ombudsman's adverse decision was reversed by High Court.</p> <p>Meanwhile, STEVTA BoG in its 16<sup>th</sup> meeting ratified the shortlisting criteria exercised by the Managing Director under Section 9(e) of STEVTA Act 2009 which he followed in absence of any passing marks in APT rules. It was later reversed in 22<sup>nd</sup> meeting of BoG due to NAB investigation affecting the appointments of about 98 officials.</p> <p>The affected employees filed petitions in the High Court of law at Karachi, Hyderabad and Sukkur which have been pending for last 06 years.</p> <p>Recently, the NAB Court vide order dated 06-06-2024 remanded the reference with the observation that there is no financial corruption, and it is beyond the ambit of NAB.</p> <p>At present, more than 12 years have passed and employees have been serving diligently and created a vested right upon the department.</p> <p>Board was further informed that, the opinion from the legal consultant has been sought, whereby he has stated that:</p> <p><b>"It is the matter of record that appointments were made through advertisement under STEVTA APT rules and all the employees are serving in the department since 12 years, till date department has not proceeded against them, and has further stated that, at this point there are three judgments of Honorable Supreme Court which are</b></p>	<p>The Board advised to place Agenda item in next BoG meeting after seeking opinion from Law Department.</p>



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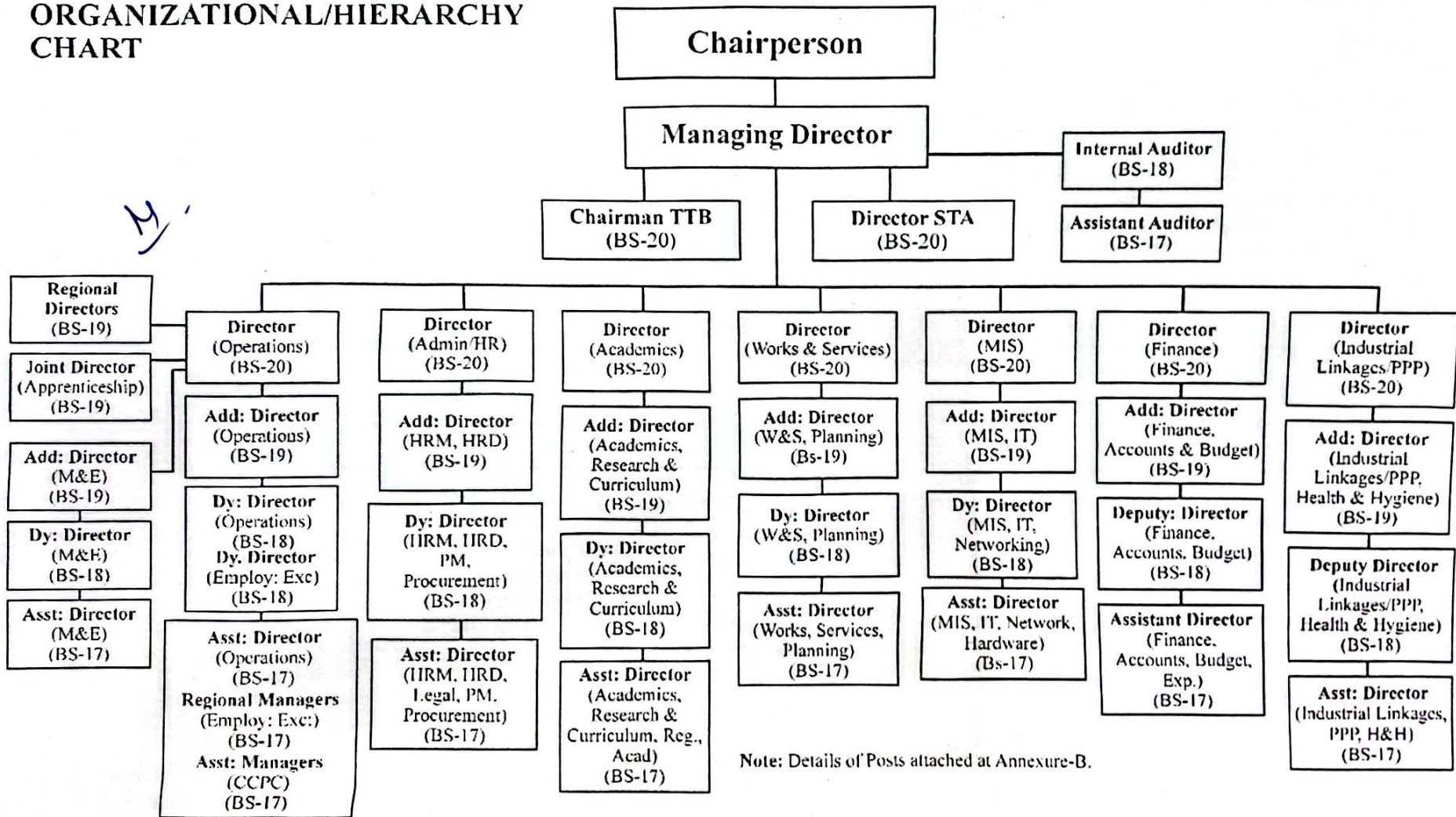


		<p>relevant, as per recent judgement of supreme court in the case reported as 2024 PLC (CS) 938” vested right has been created, in light of 2017 PLC (CS)1270 department cannot scrap or undo the entire process and 2023 SCMR 217” their employment is protected by the doctrine of legitimate expectations.”</p> <p>The Chairman STEVTA, stated that, amongst effected employees, teaching faculty is 70%, whereas STEVTA already faces an acute shortage of teaching faculty. He emphasized that the matter of effected employees be regularized in the best interest of STEVTA.</p> <p>The Secretary IT, stated that, the opinion has been sought from STEVTA legal consultant. Therefore, the clarification/ guidance may be sought from the Law department GoS.</p>	
	<p><b>Any other agenda with the approval of Chair</b></p> <p><b>1. Revision of STEVTA Organogram</b></p>	<p>The MD apprised that, the current organogram does not define the reporting line of sub-ordinate units such as Trade Testing Board, Staff Training Academy and field offices which causes ambiguity in coordination and work flow resultantly affecting efficiency and accountability. Moreover, nomenclature of some departments/ posts is not consistent with the existing STEVTA APT Rules 2012, such as Skill information Analysis and Reforms Department and Human Resource Department. Moreover, the Audit section has been incorporated in the Finance Department which has created anomaly to ensure transparency of Internal Audit/ financial work flow.</p> <p>The Operation Department has been skipped from the organogram of the authority which need to be properly placed in the structure of authority, as the functions of the authority have been compromised.</p> <p>The Managing Director, presented the proposed organizational structure / hierarchy for Sindh TEVTA for approval accordingly the employees holding designated positions shall be entitled for privileges as per the relevant rules within their respective streams or department in the best interest of authority.</p> <p>Dr. Fozia, pointed that, the post of PRO/PS/PA may be placed under the admin/HR department instead of placing them above the Directors to maintain the discipline of the organization.</p> <p>Mr. Noor Ahmed Samoo, proposed that, the bifurcation with colors and their definitions may be omitted.</p>	<p>The Board unanimously approved the revised organogram subject to incorporating the recommendations of the members, and in organogram if new post(s) are to be created it has to be in STEVTA (Public) mode with the concurrence of BoG.</p>

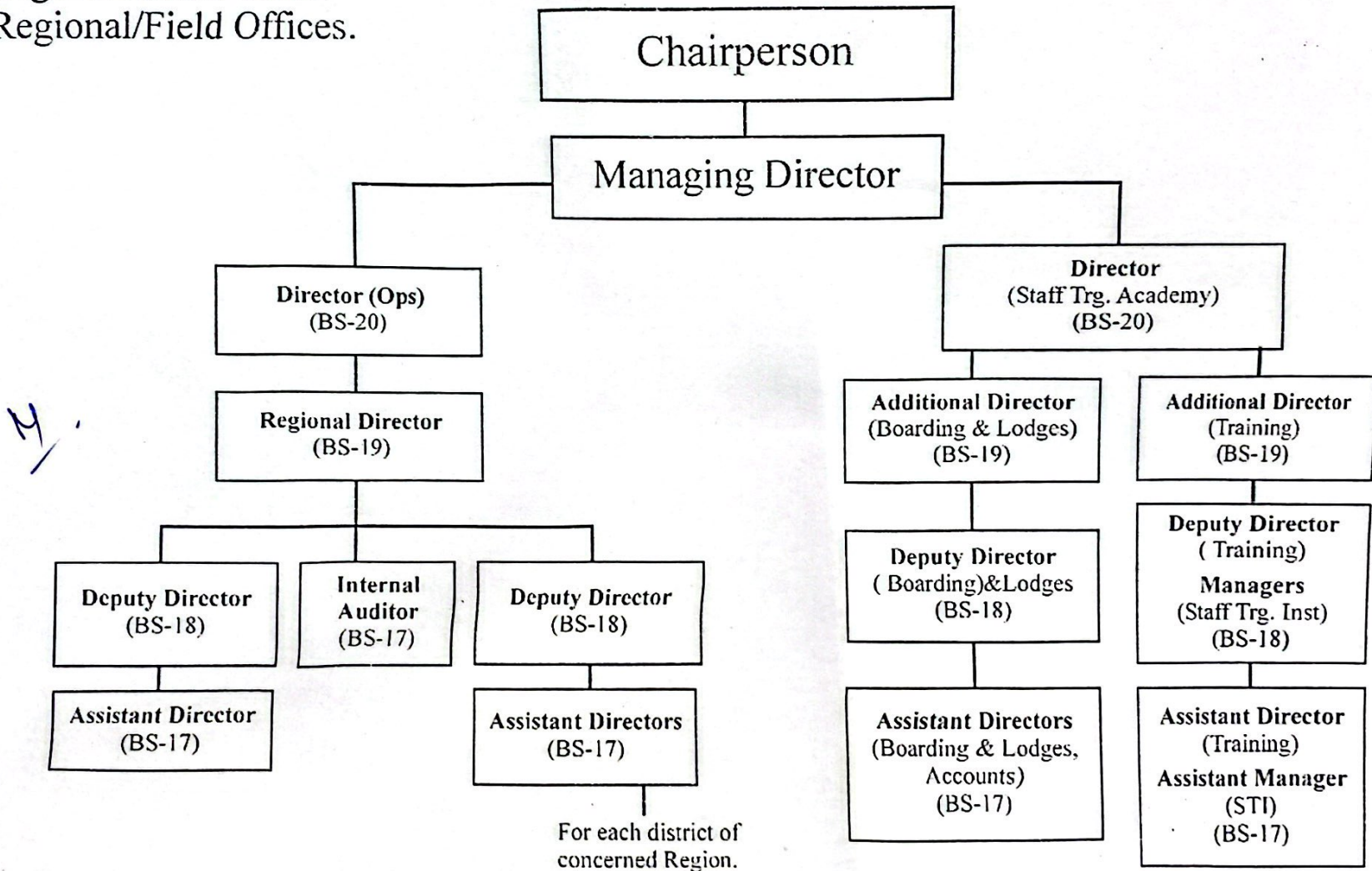
The meeting ended with the vote of thanks to and from the Chair.

**(MUNAWAR ALI MITHANI)**  
MANAGING DIRECTOR

**STEVTA H.Q.  
ORGANIZATIONAL/HIERARCHY  
CHART**



STEVTA  
Organizational Chart  
Regional/Field Offices.



**Note:**  
Regional Organizational Chart.  
Applicable to all Regional Directorate (STEVTA).  
The responsibilities of Deputy Directors & Assistant Directors  
has been assign by concerned Regional Director on need basis.