



BIDDING DOCUMENT

for
***OUTSOURCING SERVICES FOR DEPLOYMENT OF VISITING
FACULTY, CONTRACTUAL MANAGERS & OTHER SUPPORT
STAFF***

Bid submission: 12-08-2026 up to 02:00 p.m.
Bid opening: 12-08-2026 at 02:30 p.m.

**Through
National Competitive Bidding**



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



NOTICE INVITING TENDER (NIT)

INVITATION OF BID

OUTSOURCING SERVICES FOR DEPLOYMENT OF VISITING FACULTY, CONTRACTUAL MANAGERS

Sealed bids are invited from eligible firms, companies and service providers for providing / deploying Visiting Faculty, Contractual Managers and Other Support Staff for institutes/Offices across Sindh, registered with Income Tax and Sales Tax authorities.

Procedure of Bidding:	Single Stage – One Envelope.
Cost of Bidding Document:	Rs.2,000/- in form of PO/DD.
Bid Security in the form of PO/DD:	2% (Two Percent)
Tender Document Collection (Start Date):	Hoisting/Publication of Notice.
Tender Document Submission Date & Time:	12-08-2026 up till 02:00 p.m.
Tender/Bid Opening Date & Time	12-08-2026 at 02:30 p.m.

DOCUMENTS COLLECTION:

Tender documents can be downloaded from EPADS <https://portalsindh.eprocure.gov.pk/> and www.stevta.gos.pk website or can be obtained on submission of a written request on company letterhead, during office working hours, on payment of Tender document Cost **Rs.2000/-** (non-refundable/non-transferable) in form of PO/DD in favor of “*Sindh Technical Education & Vocational Training Authority*” from the below address:

Incharge (Procurement)
Sindh Technical Education & Vocational Training Authority (STEVTA)
Street-19, Block-6, Gulshan-e-Iqbal,
Near NIPA Chowrangi, Karachi. Ph: 99244112-7.

NOTES: Eligibility Criteria:

#	Parameter	Yes / No
1	Registration: Having registration documents including required tax documentation (NTN, FBR, SRB etc.) (Evidence of registration shall be required)	
2	Experience: Firms / Organization having a minimum of five years' experience in human resource, recruitment and financial services and must have successfully completed at least three (3) assignments in any technical education / training, education / public or private sector or international organization of well repute.	
3	Financial Strength: Having annual financial turnover of the <u>minimum estimated annual contract value for respective Package</u> during the last 3 years. (Acceptable evidence: Either Audit Report, Income Tax Return, Annual Turn Over certificate issued by Chartered Accountant or Financial Statement submitted to SECP)	
4	Capacity: 1) Profiles of the relevant staff and the key professional; 2) HR outsourcing / manpower supply plan; 3) Capacity to deploy skilled faculty and staff across Sindh, 4) Robust payroll system, 5) monitoring and grievance systems and use of 6) digital tools in managing staff.	
5	Credibility: Firms / Organizations have never been blacklisted or debarred by any law enforcement agency / organizations in Pakistan. (Affidavit on 200/- rupees stamp / bond paper declaring/certifying that the firm has never been blacklisted)	
6	Compliance: The bidder must be listed on the Active Taxpayer List of the FBR and must have filed income tax returns for the last three (3) years	
7	Client List of Services provided in Public/ Private Sector Organization.	

Only bidders fulfilling above technical evaluation criteria shall qualify for Financial Evaluation. Technically qualified and financially lowest bid will be awarded contract.

NOTES:

- Electronic Bids completed in all respects, must be submitted through EPADS <https://portalsindh.eprocure.gov.pk/> only on or before **12-08-2026 upto 02:00 pm** along with a bid security 02% in the shape of Pay Order/Demand Draft in Favor of “*SINDH TECHNICAL EDUCATION & VOCATIONAL TRAINING AUTHORITY*”.
- Bidders are required to upload their bids (duly signed and stamped) with a copy of Earnest Money and all supporting documents) through SPPRA EPADS system (www.eprocure.gov.pk). The original bid security along with the Original Bid Document fees PO/DD and original undertaking of not black listing on Rs.200/- Stamp paper (duly signed and stamped) must be delivered to STEVTA, Karachi on below mentioned address before bid.
- The Proposals/ Bids prepared and submitted in accordance with the instructions given in bidding document will be opened on **12-08-2026 at 02:30 pm** in the presence of Committee Members and representatives of bidders with authorized letter, who wish to attend. The tender will be opened next day in case of holiday declared by Govt. of Sindh.
- STEVTA reserves the right to accept or reject any bid, subject to relevant provisions of Sindh Public Procurement Rules, 2010 (amended 2019).

INCHARGE (PROCUREMENT)



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



SCOPE / SERVICES REQUIREMENTS

Sindh TEVTA invites sealed bids from eligible firms, companies and service providers for providing / deploying Visiting Faculty, Contractual Managers and Other Support Staff for its offices and institutes across Sindh in accordance with the “Faculty & Staff Outsourcing Policy, 2026” (on fixed monthly / hourly basis). Service provider will be responsible for engaging resource persons meeting minimum eligibility requirements as defined in the bidding document and charge Sindh TEVTA the prescribed amount for the resource persons plus a service charge for rendering the required services under this tender for following packages:

Package	Title	Details
1	Provision of Visiting Faculty and Contractual Managers	Appendix -A
2	Provision of Staff for Security Services	Appendix -B
3	Provision of Staff for Driving, Office Attendant, Gardening & Janitorial Services	Appendix -C

Mode of Engagement – Disclaimer

1. All visiting faculty and temporary staff under this tender shall be:
 - 1) engaged by Third-Party Service Provider
 - 2) placed at the disposal of Sindh TEVTA for the defined calendar
 - 3) in accordance with the annual staffing demand in Schedule of requirement
2. No outsourced personnel shall be considered employees of Sindh TEVTA, and claim regularization, pension, or any other service benefits from Sindh TEVTA.
3. Engagement shall be one academic-year based, normally ranging from 9 to 12 months, subject to performance, need, availability of funds, and deemed terminated / considered as expired upon completion of initial period of annual demand until renewed in writing with the outsourcing service provider.
4. Sindh TEVTA retains the right to:
 - a) re-evaluate, endorse, or reject proposed personnel, and
 - b) demand replacement of non-performing or unsuitable staff within 7 days

Service Charges (Good Practice Benchmark)

1. The Service Provider shall be entitled to a service charge over and above the gross monthly and hourly remuneration of deployed personnel.
2. Recommended Benchmark: Upto 15% percent of the gross monthly roll excluding taxes for provision of services, will be paid to service provider for following services (inclusive of all and not limited to the following):
 - a) HR management and hiring
 - b) Payroll processing
 - c) Leave tracking and substitutions
 - d) Administrative overheads
3. The service charge shall:
 - a) be quoted separately in the financial proposal
 - b) remain fixed for the contract period unless revised with the approval of Sindh TEVTA Board.

Financial Responsibilities

1. The Service Provider shall be responsible for timely payment of remuneration to engaged faculty and staff, payment of statutory dues (where applicable) and, insurance, taxes, and other legal obligations preferably by 1st of every month or on a date as mutually agreed in writing.
2. Sindh TEVTA shall not be liable for, any claims, disputes, or liabilities arising from outsourced staff and the service provider shall be liable for such claim.

Billing Procedure

1. The Service Provider shall submit monthly invoices to Sindh TEVTA including:
 - a) Category-wise list of deployed personnel
 - b) Attendance duly verified by Head of Institute or a Sindh TEVTA representative as approved by Managing Director
 - c) Gross remuneration paid through a bank account to engaged personnel.
 - d) Service charges plus applicable taxes
2. Each invoice shall be supported by:
 - a) Payment disbursement proof
 - b) Attendance sheets
 - c) Bank payment evidence
3. Payments shall be released by Sindh TEVTA:
 - a) Within 30 days of verification
 - b) Subject to deductions for absences, penalties, or replacements

Payment Terms

#	Payment Milestone	Amount
1	10% of total cost of contract value (After deployment of staff against performance security in shape of pay order or bank guarantee)	10%
2	Actual monthly invoices Actual Payments Disbursed + Service charges and applicable taxes	90%
3	Release of Performance Security After submission of satisfactory completion report and contract terms and necessary adjustments (if any)	-
		100%

Penalties and Deductions: Sindh TEVTA may impose penalties or deduct full or part payment, in case of:

1. Non-deployment or short deployment
2. Submission of incorrect invoices
3. Non-compliance with any laws
4. Over or invalid claim
5. The rate of penalty shall be calculated @ extent of the damage and / or non-provision / deployment of staff or any extra payment made. Repetition for two consecutive times shall constitute 50% additional penalty at the earlier calculated rate.

Contract Duration & Termination

1. Contract duration shall normally be one academic year starting from the date of signing the agreement, or a date / schedule explicitly mentioned in the contract and may be extended for another academic year with an annual increase of 10% of the total service charges on satisfactory performance.
2. Sindh TEVTA may terminate the contract:
 - a) With 30 days' notice for convenience
 - b) Immediately in case of serious breach or misconduct

INSTRUCTIONS TO BIDDERS

A. INTRODUCTION

Sindh Technical Education & Vocational Training Authority intend for Outsourcing Services for Deployment of Visiting Faculty, Contractual Managers and Other Support Staff at STEVTA Offices/ Institutes across Sindh. for which sufficient funds are available under the relevant heads of account in the approved budget.

Bidder would be hired as per evaluation criteria of this document to provide services as mentioned in Bid document for a period of 12 MONTHS (1 YEAR) may be renewed for next year on mutual consent of both the parties on annual basis, maximum up to three years with the annual increase of 10% subject to satisfactory performance.

01. Source of Funds

1.1 Government of Sindh.

02. Eligible Bidders

2.1 The invitation for Bids is open to all firms/ companies having Pakistani Nationality. Bidders shall be legally established in Pakistan and registered with the relevant tax authorities.

03. Eligible Services

3.1 The related services to be provided under the contracts (such services here in after referred to services).

Cost of Bidding / Contract

4.1 The Bidder shall bear all costs associated with the preparation and submitting of its Bid, and STEVTA will in no case be responsible or liable for those costs.

04. Assurance

5.1 The successful bidder will be required to give satisfactory assurance of its ability and intention to perform the services pursuant of the contract, within the time set forth therein.

B. The Bidding Document

05. Contents of Bidding Documents

6.1 The Service required, bidding procedures and contract terms are prescribed in the bidding documents. In addition to the invitation for Bids, the bidding documents include.

- (a) Instructions to Bidders.
- (b) General Conditions of Contract (GCC).
- (c) Special Conditions of Contract (SCC).
- (d) Technical Specification.
- (e) Sample Forms.
 - i) Bid form and Price Schedule.
 - ii) Bid Security Form.
 - iii) Contract form.
 - iv) Performance Security Form.
 - v) Bank Guarantee Form.

6.2 The Bidder is expected to examine the Bidding Documents, including all instructions, forms, terms, specifications. Failure to furnish all information required by the Bidding Documents or submission of a Bid Not substantially responsive to the Bidding Documents in every respect will result in the rejection of Bid.

06. Clarification of Bidding Documents

Clarification requests shall be submitted through EPADS by the deadline in the BDS. Material clarifications and amendments shall be communicated to all prospective bidders without identifying the requesting bidder.

07. Bid Submission, Modification and Withdrawal

Bids shall be submitted, modified or withdrawn only through EPADS before the deadline. The EPADS timestamp shall control.

No bid received after the deadline shall be considered, except where the platform itself applies a lawfully notified extension.

08. Opening of Technical Proposals

Technical proposals shall be opened at the notified time.

09. Clarification During Evaluation

STEVTA may seek written clarification that does not change the substance, price, ranking or material responsiveness of a bid. Missing mandatory evidence shall not be supplied after the deadline where doing so would confer an unfair advantage.

10. Arithmetic and Financial Evaluation

For percentage-based service charges, the mathematically derived PKR amount shall be checked against the bidder's stated amount. The prescribed precedence rule in the Financial Proposal shall apply. Taxes shall be evaluated consistently for all bidders. Withholding taxes deducted by STEVTA shall not be treated as a reduction in the evaluated bid price.

11. Award and Publication

The Procurement Committee shall recommend award to the lowest evaluated responsive bidder for each package, subject to post-qualification.

STEVTA shall publish the technical and final bid evaluation reports, reasons for acceptance/rejection, contract award information and contract documents in the manner and within the periods required by the applicable SPP Rules and SPPRA instructions.

12. Rejection, Cancellation and Re-Bidding

All bids may be rejected and the process cancelled only in accordance with the applicable SPP Rules, with reasons recorded and communicated/published as required.

13. Documents Establishing Eligibility of the Bidder Services

Documents Establishing the Bidders Qualification to Perform the Contract

The documentary evidence of the bidder's qualifications to perform the Contract, if its Bid is accepted, shall establish to the Procuring Agency's satisfaction prior to award of Contract:

- (a) that the bidder has the financial, and technical capability necessary to perform the Contract.

14. Documents Establishing Eligibility & Conformity to the Bidding Documents

14.1 The Documentary evidence of conformity of Services to the Bidding Documents may be in the form of literature, drawings and data and shall consist of:

- a) A detailed description of the Services performance characteristics.
- b) A detailed schedule of work under the contract (Service schedule) outlining key activities on the schedule which could influence the contract completion date.
- c) a list, giving full particulars, including available sources and current prices, etc.

15. Bid Security

15.1 The bidder shall furnish, as part of its Bid, a bid security in the amount of 2% (Two percent) of the offered value/bid price.

15.2 The Bid security shall be denominated in the currency of the Bid. It shall be valid for a period of Twenty-Eight (28) days beyond the validity of the Bid and shall be in form of Pay Order/Demand Draft/Bank Guarantee.

15.3 Any Bid not secured in accordance will be rejected by the Procuring Agency as non-responsive.

15.4 An unsuccessful Bidder's bid security will be discharged /returned as promptly as possible upon award of Contract, but in any event not later than thirty (30) days after the expiration of the period of bid validity prescribed by the Procuring Agency.

15.5 The successful bidder's bid security will be discharged/returned upon the bidder's executing the Contract, and furnishing the performance security.

15.6 The bid security may be forfeited:

- (a) if a bidder withdraws its Bid during the period of bid validity specified by the bidder on the Bid Form; or
- (b) in the case of a successful bidder, if the bidder fails
 - (i) to sign the Contract; or
 - (ii) to furnish the performance security.

16. Period of Validity of Bid

16.1 Bids shall remain valid for a period not less than 90 days after the date of Bid closing prescribed by the Procuring Agency.

17. Submission of Bids

Tender bids must be submitted electronically through EPADS, any clause in this tender document asking for manual submission must be replaced and read as “through EPADS”.

Bid Document Fees, undertaking on stamp paper that firm is not black listed, the Bid Security Pay Order in favour of Sindh Technical Education & Vocational Training Authority (STEVTA) is to be sent in original on/before the last date & time for electronics bid submission through EPADS.

Incharge (Procurement)
Sindh Technical Education &
Vocational Training Authority (STEVTA) Headquarter,
St-19, Block-06, Gulshan-e-Iqbal, Karachi
Tel. # 99243894, 99243818, Fax: 99243895.

BID DATA SHEET (BDS)

The following specific data shall be complemented, supplement, or amend the provision in the Instructions to Bidders (ITB). Whenever there is a conflict, the provisions herein shall prevail over those in ITB.

INTRODUCTION			
Name of Contract.		OUTSOURCING SERVICES FOR DEPLOYMENT OF VISITING FACULTY, CONTRACTUAL MANAGERS & OTHER SUPPORT STAFF.	
Name of Procurer.		Managing Director, Sindh Technical Education & Vocational Training Authority (STEVTA).	
Procuring Agency' address, Telephone & Fax #.		St-19, Block-06, Gulshan-e-Iqbal, University Road, Karachi-47. Telephone No. 99243894-99243818, Fax: 99243895.	
Language of Bid		The Bid prepared by the Bidder, and all correspondence and documents relating to the Bid exchanged by the Bidder and the Procuring Agency, shall be written in the English language.	
Package	Remuneration Base	Estimate Assumption	Fixed Bid Security (2%)
1	PKR 303,107,000	15% maximum service charge used for security estimate	PKR 6,971,461
2	PKR 53,341,200	15% maximum service charge used for security estimate	PKR 1,226,848
3	PKR 59,764,248	15% maximum service charge used for security estimate	PKR 1,374,578
The fixed amounts above are calculated on the disclosed remuneration base plus the maximum 15% service charges. A bidder participating in multiple packages shall provide separate or clearly divisible security for each package in the shape of a Pay Order, Demand Draft, or Bank Guarantee issued by a scheduled bank in favour of Sindh Technical Education & Vocational Training Authority (STEVTA).			
Bid Currency:		Pak Rupees (PKR).	
Bid Validity Period		90 Days.	
ITB Title Number		STEVTA/Pro/VF/1(1)/2026-2027.	
Deadline for Bid Submission		12-08-2026 up to 02:00 p.m. at STEVTA H.Qs.	
Date, Time & Place for Bid Opening		12-08-2026 at 02:30 p.m. in the Committee room of STEVTA, St-19, Block-6, Gulshan-e-Iqbal, Karachi.	
Procuring Agency's right to increase or decrease the quantities.		The Procuring Agency reserves the right to increase or decrease the number of persons to be deployed, at the time of award of Contract.	

1. All offers be made on Financial Bid Sheet of this document. Additional Pages may be used, if needed.
In order to facilitate Bidders, a price schedule (containing the quantities) has been provided.
2. Amount quoted to cover all expenses including Taxes, and Insurance etc.
3. Services will be required to be provided as per schedule and at Consignee End.

TECHNICAL EVALUATION & QUALIFICATION CRITERIA

BID EVALUATION	
Criteria for Bid Evaluation:	The criteria for Bid Evaluation will be based on the conditions as laid down in this Section,

Preparation & Submission of Bids & Other Documents			Yes/No
Qualifications Requirement:	1	Registration: Having registration documents including required tax documentation (NTN, FBR, SRB etc.) (Evidence of registration shall be required)	
	2	Experience: Firms / Organization having a minimum of five years' experience human resource, recruitment and financial services and must have successfully completed at least three (3) assignments in any technical education / training, education / public or private sector or international organization of well repute.	
	3	Financial Strength: Having annual financial turnover of the <u>minimum estimated annual contract value for respective Package</u> during the last 3 years. (Acceptable evidence: Either Audit Report, Income Tax Return, Annual Turn Over certificate issued by Chartered Accountant or Financial Statement submitted to SECP)	
	4	Capacity: 1) Profiles of the relevant staff and the key professional; 2) HR outsourcing / manpower supply plan; 3) Capacity to deploy skilled faculty and staff across Sindh, 4) Robust payroll system, 5) monitoring and grievance systems and use of 6) digital tools in managing staff.	
	5	Credibility: Firms / Organizations have never been blacklisted or debarred by any law enforcement agency / organizations in Pakistan. (Affidavit on 200/- rupees stamp / bond paper declaring/certifying that the firm has never been blacklisted)	
	6	Compliance: The bidder must be listed on the Active Taxpayer List of the FBR and must have filed income tax returns for the last three (3) years	
	7	Client List of Services provided in Public/ Private Sector Organization.	

Only bidders fulfilling above technical evaluation criteria shall qualify for Financial Evaluation. Technically qualified and financially lowest bid will be awarded contract.

Appendix-A

PROVISION OF VISITING FACULTY AND CONTRACTUAL MANAGERS

1) SELECTION PROCEDURE:

The service provider shall deploy visiting faculty and contractual manager to Sindh TEVTA after conducting:

- 1) third party written test from well reputed public sector university preferably NED University, IBA University, Mehran Engineering & Technology University (Payment of written test shall be charged from applicants interested in for the position)
- 2) Interview (by a panel of experts, which may include academia / industry / trade expert(s), any other member(s) deemed appropriate by the service provider and nominee of Sindh TEVTA, if needed). The interviews shall be held in major cities.
- 3) Final Merit List with pool of selected candidates

2) Performance Management

1. Outsourced faculty and staff shall work in any of the Sindh TEVTA Institute, or in offices under a supervisor, as notified by it.
2. Performance shall be assessed based on 1) attendance and punctuality, 2) teaching quality and trainee outcomes, and 3) professional conduct and discipline.
3. Sindh TEVTA may require replacement without additional cost in case of 1) Poor performance, 2) Misconduct, 3) Unauthorized absence.

3) Eligibility Criteria, Minimum Number of Persons required and Charges:

The contractual managers shall be on monthly fixed charges and faculty on hourly basis as given in Part A and B meeting the eligibility criteria as mentioned below at locations (**Appendix-E1**):

Part A - Contractual Institute Managers (Monthly fixed service charges per person inclusive of all taxes)

#	Persons	Eligibility	Minimum Quantity	Monthly Charges
1	Chief Institute Manager (For Colleges / Polytechnics institutes)	18 years relevant qualification with 10-year industry / management and teaching experience	10	250,000
2	Senior Institute Manager (For Vocational / Commercial and Monotechnic institutes)	18 years relevant qualification with 8-year industry / management and teaching experience	15	200,000

Part B - Visiting Faculty (hourly fixed charges per person – inclusive of all taxes)

#	Persons	Eligibility	Minimum Quantity	Hourly Charges
1	Visiting Senior Instructor	18 years relevant qualification with 5-year industry / teaching experience	10	550
2	Visiting Instructor	16 years relevant qualification with 2-year industry / teaching experience	180	440
3	Visiting Junior Instructor	DAE or Diploma or Bachelors in relevant qualification with 2-year industry / teaching experience	194	410
4	Visiting Vocational Teacher	DAE or one year diploma / certificate with relevant qualification and 1-year industry / teaching experience	55	330

Faculty: Per hour remuneration. Teaching faculty load is normally 26 days x 7 contact hours daily.

The written test shall be mandatory for all above slots / fields, except in Beautician, Dressmaking, Plumbing, Electrician, Welder or any other trade(s) / field(s) as notified by Sindh TEVTA with the approval of Managing Director / Chairperson, Sindh TEVTA and communicated to service provider in advance.

Appendix-B

PROVISION OF STAFF FOR SECURITY SERVICES

1) Selection Procedure: The service provider shall engage and deploy security personnel in any of the Sindh TEVTA office or institute at locations mentioned in (Appendix-E2).

2) Performance Management

1. Outsourced staff shall work in any of the Sindh TEVTA Institute, or in offices under a supervisor, as notified by it.
2. Performance shall be assessed based on 1) attendance and punctuality, 2) professional conduct and discipline.
3. Sindh TEVTA may require replacement without additional cost in case of 1) Poor performance, 2) Misconduct, 3) Unauthorized absence.

3) Eligibility Criteria, Minimum Number of Persons required and Charges:

The security personnel to be engaged and deployed must meet the following eligibility criteria (An additional payment @ Rs. 15,000 per personnel may be paid for the persons officially deputed for duty for 12 hours.):

No of persons required for	Minimum Eligibility Criteria	Tentative to be engaged	Monthly Remuneration
Security Services	Retired Armed / Police / Paramilitary	100	44,451
Total		100	

Appendix-C

PROVISION OF STAFF FOR DRIVING, OFFICE ATTENDANT, GARDENING & JANITORIAL SERVICES

1) Selection Procedure: The service provider shall engage and deploy security personnel in any of the Sindh TEVTA office or institute at locations mentioned in (Appendix-E3).

2) Performance Management

1. Outsourced staff shall work in any of the Sindh TEVTA Institute, or in offices under a supervisor, as notified by it.
2. Performance shall be assessed based on 1) attendance and punctuality, 2) professional conduct and discipline.
3. Sindh TEVTA may require replacement without additional cost in case of 1) Poor performance, 2) Misconduct, 3) Unauthorized absence.

3) Eligibility Criteria, Minimum Number of Persons required and Charges:

The personnel to be engaged and deployed must meet the following eligibility criteria:

No of persons required for	Minimum Eligibility Criteria	Tentative to be engaged	Monthly Remuneration
Office Boys / Girls	Matric + min 1 Year experience	40	44,451
Gardening Services	Experienced	10	43,000
Janitor Services	Experienced	50	43,000
Driving Services	Matric + LTV	14	44,451
Total		114	

Normal Duty time: For Institutes it shall be seven hours and six days. For Offices it shall be eight hours and five days. The service providers shall ensure smooth provision of service, and in case of any absentee or leave, it shall provide substitute for the days. The security personnel in particular and other staff in special cases, may be deputed in any of the day shift including morning, evening or night, as mutually agreed in annual demand as shared by Sindh TEVTA from time to time.

GENERAL CONDITIONS OF CONTRACT (GCC)

18.1 Definitions

Unless the context otherwise requires, the following terms shall have the meanings assigned below:

- a. **"Authority" / "Procuring Agency"** means Sindh Technical Education & Vocational Training Authority (STEVTA).
- b. **"Service Provider" / "Contractor"** means the successful bidder with whom the Contract Agreement is executed.
- d. **"Personnel"** means all Contractual Managers, Visiting Faculty, Technical Staff, Administrative Staff and Support Staff deployed under this Contract.
- e. **"Services"** means all Human Resource Services described in this Tender Document.
- f. **"Contract"** means the Agreement executed between STEVTA and the Service Provider together with all annexures, schedules, work orders, amendments and correspondence forming part thereof.
- g. **"Deployment Order"** means a written instruction issued by STEVTA requiring deployment of personnel.

18.2 Contract Documents

The following documents shall constitute the Contract and shall be read together:

1. Letter of Acceptance
2. Contract Agreement
3. Special Conditions of Contract
4. General Conditions of Contract
5. Technical Proposal
6. Financial Proposal
7. Work Orders
8. Performance Security
9. Any document specifically incorporated into the Contract.

In case of inconsistency, the documents shall prevail in the above order.

18.3 Scope of Contract

The Service Provider shall provide qualified manpower and complete Human Resource Outsourcing Services, including recruitment, testing, verification, deployment, payroll administration, statutory compliance, attendance management, supervision, replacement, reporting, and all ancillary services in accordance with the Contract.

18.4 Contract Period

The Contract shall remain valid for **one (01) year for Non-teaching and 10 Months for Teaching** from the date of signing of unless terminated earlier in accordance with this Contract.

The Contract may be extended, subject to:

- Satisfactory performance.
- Availability of funds.
- Continued operational requirement.
- Approval of the Competent Authority.
- Compliance with applicable SPPRA Rules.

18.5 Performance Security

The successful bidder shall furnish a Performance Security equivalent to **10% of the Contract Price** in the form of an unconditional Bank Guarantee, Pay Order, or Call Deposit from a scheduled bank within Fifteen **(15) working days** of issuance of the Letter of Acceptance.

The Performance Security shall remain valid until **28 days after expiry or completion** of the Contract.

Failure to furnish the Performance Security shall constitute sufficient grounds for cancellation of the award and forfeiture of the Bid Security.

18.6 Service Provider's Obligations

The Service Provider shall:

- a. Develop online timesheet and dashboard
- b. Recruit qualified personnel strictly on merit.
- c. Ensure deployment within the timelines specified by STEVTA.
- d. Maintain an adequate reserve pool of manpower.
- e. Pay salaries through banking channels.
- f. Ensure compliance with all applicable and tax laws.
- g. Maintain complete personnel records.
- h. Replace non-performing personnel promptly.
- i. Submit all reports within the prescribed timelines.
- j. Maintain confidentiality of official information.
- k. Comply with all lawful instructions issued by STEVTA.

18.7 Obligations of STEVTA

STEVTA shall:

- Communicate manpower requirements.
- Verify attendance and deployment.
- Process verified invoices.
- Release payments in accordance with the Contract.
- Monitor the performance of the Service Provider.
- Provide access to institutions for deployment and supervision.
- Facilitate coordination with Heads of Institutions.

18.8 Standard of Performance

The Service Provider shall perform the Services with the highest degree of professional skill, diligence, efficiency, integrity, and care expected from a competent Human Resource Outsourcing organization.

Personnel deployed under the Contract shall maintain discipline, punctuality, professional ethics, and proper conduct at all times.

18.9 Compliance with Laws

The Service Provider shall comply with all applicable laws, rules, regulations, notifications, and Government instructions.

The Service Provider shall be solely responsible for any consequences arising from non-compliance.

18.10 Confidentiality

The Service Provider and its personnel shall maintain strict confidentiality regarding all information, documents, records, software, examination materials, financial information, employee data, trainee records, and any other confidential information obtained during the execution of the Contract.

No information shall be disclosed without prior written approval of STEVTA except where disclosure is required by law.

This obligation shall survive the expiry or termination of the Contract.

18.11 Conflict of Interest

- The Service Provider shall avoid any actual or potential conflict of interest.
- The Service Provider shall immediately disclose any situation that may give rise to a conflict of interest.
- Failure to disclose such conflict shall constitute a material breach of the Contract.

18.12 Fraud and Corruption

The Service Provider shall observe the highest standards of ethics.

The following practices are strictly prohibited:

- Coercion.
- Obstruction.
- Misrepresentation.
- Submission of forged documents.

If any prohibited practice is established, STEVTA may:

- Reject invoices.
- Terminate the Contract.
- Forfeit Performance Security.
- Recommend blacklisting under SPPRA.
- Initiate civil and criminal proceedings.

18.13 Code of Conduct

The Service Provider shall ensure that all deployed personnel:

- Wear prescribed identity cards.
- Maintain professional dress.
- Observe office discipline.
- Protect Government property.
- Avoid political or union activities during duty hours.
- Maintain confidentiality.
- Avoid harassment, discrimination, or abusive behavior.

18.14 Personnel Records

The Service Provider shall maintain complete records of each personnel, including:

- Personal Information.
- CNIC.
- Qualification Certificates.
- Experience Certificates.
- Character Certificate from Police Dept.
- Attendance Records.
- Salary Records.
- Leave Records.
- Performance Reports.
- Disciplinary Proceedings (if any).

These records shall be provided to STEVTA upon request or on completion of tenure.

18.15 Assignment and Subcontracting

The Service Provider shall not assign, transfer or subcontract the whole or any part of the Contract without the prior written approval of STEVTA.

Any unauthorized assignment or subcontracting shall constitute a material breach of the Contract.

18.16 Inspection and Audit

STEVTA, Internal Audit, Auditor General of Pakistan, Government of Sindh, or any authorized authority may inspect and audit the records, systems, payroll, attendance, and deployment of the Service Provider at any time during the Contract and for five (05) years after its completion.

The Service Provider shall provide full cooperation and unrestricted access to all relevant records.

18.17 Intellectual Property

All reports, databases, attendance records, personnel records, manuals, formats, software customizations, training materials, and documents prepared specifically for STEVTA under this Contract shall become the exclusive property of STEVTA unless otherwise agreed in writing.

18.18 Indemnity

The Service Provider shall indemnify and keep indemnified STEVTA, its officers, employees, and representatives against all losses, claims, damages, liabilities, penalties, costs, and expenses arising out of:

- Breach of Contract.
- Negligence.
- Fraud.
- Non-compliance with statutory obligations.
- Employment-related disputes.
- Third-party claims attributable to the Service Provider.

18.19 Force Majeure

Neither Party shall be liable for failure to perform its obligations if such failure results from events beyond its reasonable control, including but not limited to natural disasters, war, civil unrest, epidemic, pandemic, strikes (other than those involving the Service Provider's personnel), governmental restrictions, or other events recognized as Force Majeure.

The affected Party shall notify the other Party in writing within seven (07) days of the occurrence and shall take all reasonable steps to mitigate the effects.

18.20 Notices

All notices under this Contract shall be in writing and shall be delivered by hand, registered post, courier service, or official email to the addresses specified in the Contract Agreement.

A notice shall be deemed received:

- On the date of delivery if delivered by hand.
- On the date acknowledged by the courier or postal service.
- On the date of electronic transmission if sent through official email.

18.21 Governing Law

This Contract shall be governed by and construed in accordance with the laws of the Islamic Republic of Pakistan and the applicable laws and regulations of the Province of Sindh.

18.22 (A) Dispute Resolution

The Parties shall first attempt to resolve disputes amicably through mutual consultation.

If the dispute is not resolved within **thirty (30) days**, it shall be referred to the **Complaint Redressal Committee** constituted under the Sindh Public Procurement Rules, where applicable. Thereafter, unresolved contractual disputes may be referred to arbitration in accordance with the **Arbitration Act, 1940**, unless superseded by applicable law or mutually agreed otherwise.

18.22 (B) Grievance Redressal:

The Service Provider shall establish a grievance redressal mechanism for outsourced staff Sindh TEVTA shall not directly entertain such disputes.

18.23 Amendment to Contract

No amendment, variation, or modification of this Contract shall be valid unless it is:

- In writing;
- Signed by the authorized representatives of both Parties; and
- Approved by the Competent Authority, where required.

18.24 Severability

If any provision of this Contract is declared invalid or unenforceable by a court of competent jurisdiction, the remaining provisions shall remain in full force and effect.

18.25 Waiver

Failure by either Party to enforce any provision of this Contract shall not constitute a waiver of that provision or of any other rights under the Contract.

18.26 Survival

The obligations relating to confidentiality, indemnity, audit, intellectual property, dispute resolution, and any accrued rights or liabilities shall survive the expiry or termination of the Contract.

SPECIAL CONDITIONS OF CONTRACT (SCC)

19.1 General

These Special Conditions of Contract (SCC) shall supplement and, wherever necessary, amend the General Conditions of Contract (GCC). In the event of any conflict or inconsistency between the GCC and the SCC, the provisions of the SCC shall prevail.

19.2 Name of Procuring Agency

Sindh Technical Education & Vocational Training Authority (STEVTA)

Government of Sindh
STEVTA Head Office, Karachi.

19.3 Nature of Contract

The Contract shall be for providing **Third-Party Human Resource Outsourcing Services** including recruitment, deployment, payroll administration, attendance monitoring, statutory compliance, supervision, replacement, and overall management of outsourced personnel for STEVTA Headquarters, Regional Directorates, and all institutions under its administrative control.

19.4 Contract Duration

The Contract shall remain valid for **One (01) Year** from the date of signing.

Subject to:

- satisfactory performance;
- availability of budget;
- operational requirement; and
- approval of the Competent Authority,

the Contract may be extended in accordance with the applicable provisions of rules & policy.

19.5 Estimated Manpower

The manpower requirements provided in the Tender Document are **estimated only**.

STEVTA reserves the right to:

- Increase manpower requirements.
- Decrease manpower requirements.
- Add new institutes.
- Remove institutes.
- Change deployment locations.
- Change categories of staff.

No compensation shall be payable on account of variation in manpower requirements except payment for the actual manpower deployed under approved Deployment Orders.

19.6 Deployment Orders

Deployment shall be made through written Deployment Orders issued by STEVTA.

No person shall be deployed without written approval of the Procuring Agency.

The Service Provider shall complete deployment within **15 calendar days** of receiving the Deployment Order unless a shorter period is specified by STEVTA.

19.7 Deployment Period

The Service Provider shall complete deployment within **Thirty to Sixty (30-60) calendar days** from the date of signing of the Contract (including test and interview etc).

Deployment shall include:

- | | |
|--|----------------|
| • Appointment of Focal Person. | within 05 days |
| • Submission of Deployment Plan / schedule | within 07 days |
| • Placement at the TVET institutes as required by STEVTA | within 30 days |

19.8 Salary Payment

The Service Provider shall:

- Pay salaries through banking channels only.
- Ensure salary is credited not later than the **1st day** of every month.
- Submit proof of salary disbursement before processing the subsequent invoice for a personnel.
- Deductions may only be made with consent and approval of STEVTA.
- Failure to comply shall entail penalties under this Contract.

19.9 Invoice Submission

The Service Provider shall submit monthly invoices not later than the **25th working day** of each month.

Each invoice shall include:

- Invoice.
- Attendance Sheet.
- Bank Transfer Statement.
- Deployment Report.
- Replacement Report.
- Performance Report.

Incomplete invoices shall not be processed.

19.10 Payment Terms

Subject to verification and certification by the authorized officer of STEVTA, payment shall be released within **Fifteen (15) working days** after submission of a complete and correct invoice, subject to the availability of budgetary funds and completion of all contractual formalities.

No advance payment shall be made unless specifically approved by the Competent Authority and provided for in the Contract.

19.11 Performance Monitoring

Performance shall be monitored based upon:

- Attendance monitoring / maintenance
- On time Salary disbursement
- Timely redressals
- Complaints handling
- Recruitment transparencies
- Replacement on time
- Statutory Compliance.
- Quality of Service.
- Institutional Feedback.

Quarterly Performance Evaluation Reports shall be prepared by STEVTA on prescribed proforma at (Annex-F).

19.12 Performance Deductions

Without prejudice to any other remedy available under the Contract, STEVTA may impose the following deductions:

Default	Deduction
Delay in deployment	Service charges per day for a person shall be deducted
Delay in replacement	Remuneration charges per day shall be deducted @ 150% (if exceeding 05 days)
Salary paid after the due date	01% of overall payroll amount for each day after 05 days
Impersonation	Immediate removal without payment and penalty @ 50% of per day remuneration for the relevant period.
False information or forged documents of the service provider	Immediate termination and forfeiture of Performance Security

STEVTA may revise the above deductions through a written amendment to the Contract where required and with mutual consent.

19.13 Reserve Manpower

The Service Provider shall maintain a reserve pool / database to meet the requirements and replacements.

19.14 Uniform and Identity Cards

Where required by STEVTA, the Service Provider shall issue:

- Official Identity Cards (always to be carried by each personnel during duty time).
- All teaching personnel shall wear a gown as designed approved by STEVTA (Cost thereof shall be borne by personnel him/her self)
- Uniforms (for designated categories and shall be provided by service provider).

The cost shall be deemed included in the Service Charge unless otherwise specified.

19.15 Mandatory Verification

No employee shall be deployed unless:

- Educational qualifications shall be verified from concerned awarding bodies.
- Experience may be verified.
- Valid attested copy of Computerized National Identity Card.
- Original character certificate from police department.
- References may be verified.

The Service Provider shall be solely responsible for the genuineness and correctness of all records and documents. All costs and expenses in this regard shall be borne by the concerned personnel. In the event of submission of any forged document or commission of forgery, STEVTA reserves the right to initiate disciplinary and/or legal proceedings against the Service Provider and/or the concerned personnel in accordance with the applicable laws and policy. Furthermore, STEVTA shall not be held responsible or liable for any illegal or misconduct committed by any personnel of the Service Provider during the period of engagement.

19.16 Confidentiality and Data Protection

The Service Provider shall ensure that all employee records, payroll information, institutional data, and official documents are protected from unauthorized access.

No information shall be disclosed to any third party without the prior written approval of STEVTA, except where required by law.

Digital records shall be protected through appropriate access controls, secure storage, and regular backups.

19.17 Contract Administration

The Managing Director STEVTA or any other designated officers with the approval of MD STEVTA shall be authorized for execution of following purposes:

- Issuing deployment instructions
- Verifying manpower deployment.
- Monitoring performance.
- Certifying invoices.
- Coordinating inspections.
- Recommending deductions or incentives (if any).
- Maintaining the Contract file.

19.18 Review Meetings

Monthly review meetings shall be held between STEVTA and the Service Provider or as required.

The Service Provider shall ensure attendance of its authorized representatives and submit action taken reports on observations raised / communicated.

19.19 Liquidated Damages

If the Service Provider fails to perform any material obligation under the Contract within the prescribed timelines, STEVTA may impose **Liquidated Damages up to ten percent (10%) of the monthly invoice value**, depending upon the nature and extent of the default, without prejudice to other contractual remedies.

The aggregate amount of Liquidated Damages shall not exceed **ten percent (10%) of the total Contract Price**, unless the Contract is terminated for default.

19.20 Right to Reject Personnel

STEVTA reserves the absolute right to reject, remove, or require replacement of any deployed person whose:

- Qualifications are inadequate or not verifying.
- Performance is unsatisfactory.
- Conduct is improper.
- Integrity is doubtful.
- Involved in any unlawful activity
- Having any conviction background
- Presence is considered prejudicial to the interests of STEVTA.

The Service Provider shall replace such personnel within the timelines specified in this Tender Document.

19.21 Contract Amendment

Any amendment to the scope of work, deployment strength, service charges, reporting requirements, extension of such contract or any other contractual provision shall be effective only if made in writing and signed by the authorized representatives of both Parties with the approval of the Competent Authority.

19.22 Contract Termination

STEVTA may terminate the Contract, in whole or in part, by written notice of 15 days (or the payment lieu thereof) if the Service Provider:

- Fails to deploy the required manpower despite repeated requests.
- Violates applicable laws or contractual obligations.
- Blacklisted by the competent authority.
- Commits fraud, forgery, corruption, illegal act or any serious misconduct.

- Fails to remedy a material breach within the notice period specified by STEVTA.

Termination shall be without prejudice to STEVTA's right to recover losses, invoke the Performance Security, or pursue any other legal remedy available under the Contract.

19.23 Exit Management

Upon expiry or termination of the Contract, the Service Provider shall:

- Continue services for a transition period of up to **30 days**, if required by STEVTA.
- Handover all records, database of pooling HR, attendance data, payroll records, and other documents relating to the Contract.
- Cooperate with the incoming service provider or STEVTA to ensure an orderly transition.
- Return all STEVTA property, identity cards, access cards, and confidential information.
- No identity pertains to STEVTA shall be usable after contractual period and in case of illegal usage STEVTA shall have the right to proceed legally.

No additional payment shall be made for routine handover activities unless specifically approved by STEVTA.

19.24 Special Provisions

1. Outsourced personnel shall not be treated as employees of STEVTA, and no employer–employee relationship shall arise between STEVTA and such personnel.
2. The Service Provider shall be solely responsible for all employment-related obligations, including salaries, statutory contributions, taxes, benefits, disciplinary matters, and claims.
3. The Service Provider shall comply with all written instructions issued by STEVTA that are consistent with the Contract.
4. Any matter not specifically covered in the SCC shall be governed by the General Conditions of Contract (GCC), the Contract Agreement, and the applicable provisions of the Sindh Public Procurement Rules (SPPRA).

(Appendix-E1):

SCHEDULE OF REQUIREMENT

Important Note:

This is indicative workforce deployment plan. Sindh TEVTA will share final plan and make it part of contract agreement

S #	Institute	10	15	10 Visiting Senior Instructor						27 INSTRUCTOR DMT												
		Chief Institute Manager	Senior Institute Manager	1	5	1	1	1	1	3	2	1	6	2	1	3	3	1	1	1	1	2
				Auto & Diesel	Computer	Minning	Electrical	Electronics	Mechanical	Auto Mechanic	Beautician	Carpentry / Wood Working	Computer	Cooking & Food Preservation	Careworker	Dress Designing & Making (DDM)	Electrician	Industrial Electronics	Machinist	Plumbing	Refrigeration & Air Conditioning	Welding
1	Abdul Salam Thaheem Government Monotechnic Institute (Boys), Shahdampur		1																			
2	Centre Of Excellence, Kotri	1								1			1					1	1	1		1
3	Government Monotechnic Institute Nosheroferoze																					
4	Government College Of Technology (Boys), Qasimabad, Hyderabad			1																		
5	Government Habib College Of Technology (Boys), Nawabshah								1													
6	Government Institute Of Business & Commercial Education, Pir Jo Goth																					
7	Government Institute Of Business & Commercial Education, Umerkot																					
8	Government Jamia Millia Polytechnic Institute (Boys), Malir, Karachi	1																				
9	Government Jamia Millia Vocational Institute (Boys), Malir, Karachi																					
10	Government Monotechnic Institute (Boys), Chachro		1																			
11	Government Monotechnic Institute (Boys), Faiz Ganj, Khairpur																					
12	Government Monotechnic Institute (Boys), Federal B Area, Karachi		1		1																	
13	Government Monotechnic Institute (Boys), Garhi Khuda Bux Bhutto																					

S #	Institute	10	15	10 Visiting Senior Instructor						27 INSTRUCTOR DMT												
		Chief Institute Manager	Senior Institute Manager	1	5	1	1	1	1	3	2	1	6	2	1	3	3	1	1	1	1	2
				Auto & Diesel	Computer	Minning	Electrical	Electronics	Mechanical	Auto Mechanic	Beautician	Carpentry / Wood Working	Computer	Cooking & Food Preservation	Careworker	Dress Designing & Making (DDM)	Electrician	Industrial Electronics	Machinist	Plumbing	Refrigeration & Air Conditioning	Welding
14	Government Monotechnic Institute (Boys), Hala, Matiari		1																			
15	Government Monotechnic Institute (Boys), Kandiaro																					
16	Government Monotechnic Institute (Boys), Khipro, Sanghar																					
17	Government Monotechnic Institute (Boys), Kohsar, Hyderabad		1																			
18	Government Monotechnic Institute (Boys), Matli																					
19	Government Monotechnic Institute (Boys), Mehrabpur																					
20	Government Monotechnic Institute (Boys), Memon Goth, Karachi																					
21	Government Monotechnic Institute (Boys), Padidan																					
22	Government Monotechnic Institute (Boys), Ratodero																					
23	Government Monotechnic Institute (Boys), Sakrand																					
24	Government Monotechnic Institute (Boys), Tando Adam																					
25	Government Monotechnic Institute (Boys), Tando Bago																					

S #	Institute	10	15	10 Visiting Senior Instructor						27 INSTRUCTOR DMT												
		Chief Institute Manager	Senior Institute Manager	1	5	1	1	1	1	3	2	1	6	2	1	3	3	1	1	1	1	2
				Auto & Diesel	Computer	Minning	Electrical	Electronics	Mechanical	Auto Mechanic	Beautician	Carpentry / Wood Working	Computer	Cooking & Food Preservation	Careworker	Dress Designing & Making (DDM)	Electrician	Industrial Electronics	Machinist	Plumbing	Refrigeration & Air Conditioning	Welding
26	Government Monotechnic Institute (Boys), Tando Jam																					
27	Government Monotechnic Institute (Boys), Umerkot		1																			
28	Government Pakistani Swedish Institute Of Technology (Boys), Landhi, Karachi																					
29	Government Polytechnic Institute (Boys), Ghotki	1																				
30	Government Polytechnic Institute (Boys), Golimar Road, Sukkur				1																	
31	Government Polytechnic Institute (Boys), Jacobabad		1																			
32	Government Polytechnic Institute (Boys), Johi Road, Dadu	1																				
33	Government Polytechnic Institute (Boys), Khuhra																					
34	Government Polytechnic Institute (Boys), Lyari, Karachi	1																				
35	Government Polytechnic Institute (Boys), Mirpurkhas				1																	
36	Government Polytechnic Institute (Boys), Mithi		1			1																
37	Government Polytechnic Institute (Boys), Qambar																					

S #	Institute	10	15	10 Visiting Senior Instructor						27 INSTRUCTOR DMT												
		Chief Institute Manager	Senior Institute Manager	1	5	1	1	1	1	3	2	1	6	2	1	3	3	1	1	1	1	2
				Auto & Diesel	Computer	Minning	Electrical	Electronics	Mechanical	Auto Mechanic	Beautician	Carpentry / Wood Working	Computer	Cooking & Food Preservation	Careworker	Dress Designing & Making (DDM)	Electrician	Industrial Electronics	Machinist	Plumbing	Refrigeration & Air Conditioning	Welding
38	Government Polytechnic Institute (Boys), Sachal Baloch Goth, Karachi	1			1			1														
39	Government Polytechnic Institute (Boys), Sector 37-K, Landhi, Karachi						1															
40	Government Polytechnic Institute (Girls), Latifabad, Hyderabad	1			1																	
41	Government Polytechnic Institute (Girls), Minara Road, Sukkur	1																				
42	Government Polytechnic Institute (Girls), Sector 35-A, Korangi, Karachi																					
43	Government Polytechnic Institute (Girls), Sector 37-K, Landhi, Karachi		1																			
44	Government Vocational Institute (Boys), Akil																					
45	Government Vocational Institute (Boys), Jacobabad																					
46	Government Vocational Institute (Boys), Nawabshah																					
47	Government Vocational Institute (Girls), Afandi Town, Hyderabad																					
48	Government Vocational Institute (Girls), Azizabad, Karachi		1																			
49	Government Vocational Institute (Girls), Khadda Nayabad, Lyari, Karachi																					

S #	Institute	10	15	10 Visiting Senior Instructor						27 INSTRUCTOR DMT												
		Chief Institute Manager	Senior Institute Manager	1	5	1	1	1	1	3	2	1	6	2	1	3	3	1	1	1	1	2
				Auto & Diesel	Computer	Minning	Electrical	Electronics	Mechanical	Auto Mechanic	Beautician	Carpentry / Wood Working	Computer	Cooking & Food Preservation	Careworker	Dress Designing & Making (DDM)	Electrician	Industrial Electronics	Machinist	Plumbing	Refrigeration & Air Conditioning	Welding
50	Government Vocational Institute (Girls), Nawabshah																					
51	Government Vocational Institute (Girls), Old Sukkur, Sukkur																					
52	Government Vocational School (Girls), Bago Daro																					
53	Government Vocational School (Girls), Chack 5, Shaheed Benazirabad																					
54	Government Vocational School (Girls), Diplo																					
55	Government Vocational School (Girls), Dokri																					
56	Government Vocational School (Girls), Faridabad																					
57	Government Vocational School (Girls), Fathul Zardari, Sakrand																					
58	Government Vocational School (Girls), Garhi Yasin																					
59	Government Vocational School (Girls), Ghotki																					
60	Government Vocational School (Girls), Haji Muhammad Bux Zardari, Daur, Shaheed Benazirabad																					
61	Government Vocational School (Girls), Hala																					

S #	Institute	10	15	10 Visiting Senior Instructor						27 INSTRUCTOR DMT												
		Chief Institute Manager	Senior Institute Manager	1	5	1	1	1	1	3	2	1	6	2	1	3	3	1	1	1	1	2
				Auto & Diesel	Computer	Minning	Electrical	Electronics	Mechanical	Auto Mechanic	Beautician	Carpentry / Wood Working	Computer	Cooking & Food Preservation	Careworker	Dress Designing & Making (DDM)	Electrician	Industrial Electronics	Machinist	Plumbing	Refrigeration & Air Conditioning	Welding
62	Government Vocational School (Girls), Kabir Zardari																					
63	Government Vocational School (Girls), Kandhkot																					
64	Government Vocational School (Girls), Khairpur Mirs																					
65	Government Vocational School (Girls), Khairpur Nathan Shah, Dadu																					
66	Government Vocational School (Girls), Kotri																					
67	Government Vocational School (Girls), Mari Jalbani, Sakrand																					
68	Government Vocational School (Girls), Matli																					
69	Government Vocational School (Girls), Mehar																					
70	Government Vocational School (Girls), Mehrabpur, Sakrand																					
71	Government Vocational School (Girls), Nasirabad																					
72	Government Vocational School (Girls), Naushahro Feroze																					
73	Government Vocational School (Girls), Nawab Wali Muhammad, Daulatpur, Shaheed Benazirabad																					

S #	Institute	10	15	10 Visiting Senior Instructor						27 INSTRUCTOR DMT												
		Chief Institute Manager	Senior Institute Manager	1	5	1	1	1	1	3	2	1	6	2	1	3	3	1	1	1	1	2
				Auto & Diesel	Computer	Mining	Electrical	Electronics	Mechanical	Auto Mechanic	Beautician	Carpentry / Wood Working	Computer	Cooking & Food Preservation	Careworker	Dress Designing & Making (DDM)	Electrician	Industrial Electronics	Machinist	Plumbing	Refrigeration & Air Conditioning	Welding
74	Government Vocational School (Girls), Phatt																					
75	Government Vocational School (Girls), Pir Bux Janjuha																					
76	Government Vocational School (Girls), Ratodero																					
77	Government Vocational School (Girls), Shahdadpur																					
78	Government Vocational School (Girls), Shahpur Jahania, Daulatpur, Shaheed Benazirabad																					
79	Government Vocational School (Girls), Sujawal																					
80	Government Vocational School (Girls), Tando Ghulam Ali, Badin																					
81	Government Vocational School (Girls), Tando Muhammad Khan																					
82	Government Vocational School (Girls), Umerkot																					
83	Government Vocational School (Girls), Yar Muhammad Brohi, Daur, Shaheed Benazirabad																					
84	Government Vocational Training Centre (Boys), Diplo																1					

S #	Institute	10	15	10 Visiting Senior Instructor						27 INSTRUCTOR DMT												
		Chief Institute Manager	Senior Institute Manager	1	5	1	1	1	1	3	2	1	6	2	1	3	3	1	1	1	1	2
				Auto & Diesel	Computer	Mining	Electrical	Electronics	Mechanical	Auto Mechanic	Beautician	Carpentry / Wood Working	Computer	Cooking & Food Preservation	Careworker	Dress Designing & Making (DDM)	Electrician	Industrial Electronics	Machinist	Plumbing	Refrigeration & Air Conditioning	Welding
85	Government Vocational Training Centre (Boys), Jacob Lines, Karachi		1									1										
86	Government Vocational Training Centre (Boys), Latifabad, Hyderabad											1										
87	Government Vocational Training Centre (Boys), Naudero									1												
88	Government Vocational Training Centre (Boys), Naushahro Feroze									1												
89	Government Vocational Training Centre (Boys), Qasimabad Liaquatabad, Karachi																					
90	Government Vocational Training Centre (Boys), Ratodero																					
91	Government Vocational Training Centre (Boys), Sanghar																					
92	Government Vocational Training Centre (Boys), Shikarpur															1						
93	Government Vocational Training Centre (Boys), Umerkot		1													1						
94	Government Vocational Training Centre (Girls), Orangi Town, Karachi																					
95	Government Vocational Training Centre (Girls), Qasimabad, Hyderabad										1		1	1								
96	Government Vocational Training Centre (Girls), Sector 34/2, Korangi, Karachi														1							

S #	Institute	10	15	10 Visiting Senior Instructor						27 INSTRUCTOR DMT												
		Chief Institute Manager	Senior Institute Manager	1	5	1	1	1	1	3	2	1	6	2	1	3	3	1	1	1	1	2
				Auto & Diesel	Computer	Minning	Electrical	Electronics	Mechanical	Auto Mechanic	Beautician	Carpentry / Wood Working	Computer	Cooking & Food Preservation	Careworker	Dress Designing & Making (DDM)	Electrician	Industrial Electronics	Machinist	Plumbing	Refrigeration & Air Conditioning	Welding
97	Government Vocational Training Centre (Girls), Sector 35-E, Korangi 5, Karachi															1						
98	Government Vocational Training Centre (Girls), Sector 5-A/2, North Karachi, Karachi																					
99	Government Vocational Training Centre (Girls), Shikarpur																					
100	Government Vocational Training Institute (Boys), Al-Hyderi, North Nazimabad, Karachi	1										1									1	1
101	Government Vocational Training Institute (Girls), Buffer Zone, Karachi	1											1	1	1							
102	Govt. Vocational School (Girls) Jumma Goth Shahdadpur Sanghar																					
103	Govt. Vocational School (Girls) Machur Nausheroferoze																					
104	Government Vocational School (G) Khanpur Shikarpur																					
105	Government Vocational School (G) Sujawal Thatta																					
106	Government Vocational Training Centre (Girls), Mirpurkhas										1		1			1						
107	Government Vocational School (Girls) Jamshoro																					

S #	Institute	10	15	10 Visiting Senior Instructor						27 INSTRUCTOR DMT												
		Chief Institute Manager	Senior Institute Manager	1	5	1	1	1	1	3	2	1	6	2	1	3	3	1	1	1	1	2
				Auto & Diesel	Computer	Minning	Electrical	Electronics	Mechanical	Auto Mechanic	Beautician	Carpentry / Wood Working	Computer	Cooking & Food Preservation	Careworker	Dress Designing & Making (DDM)	Electrician	Industrial Electronics	Machinist	Plumbing	Refrigeration & Air Conditioning	Welding
108	Government Vocational School (Girls) Pacca Qila Hyd																					
109	Government Vocational School (Girls) Badah																					
110	Government Vocational School (Girls) Shahbad																					
111	Government Vocational School (Girls) Mahota																					
112	Government Vocational School (Girls) Piryalo		1																			
113	Government Vocational School (Girls) Mahar Ali Shah																					
114	Government Vocational School (Girls) T A Yar																					
115	Government Vocational Training Centre (Girls) Gari Khata, Hyd																					
116	Government Monotechnic Institute Paretabad, Hyderabad																					
117	Government College of Technology (Girls), Karimabad, Karachi																					
118	Government Polytechnic Institute (Boys), Block N, North Nazimabad, Karachi																					
119	Government Vocational Training Centre (Girls), Shanti Nagar, Karachi																					

S #	Institute	10	15	10 Visiting Senior Instructor						27 INSTRUCTOR DMT												
		Chief Institute Manager	Senior Institute Manager	1	5	1	1	1	1	3	2	1	6	2	1	3	3	1	1	1	1	2
				Auto & Diesel	Computer	Minning	Electrical	Electronics	Mechanical	Auto Mechanic	Beautician	Carpentry / Wood Working	Computer	Cooking & Food Preservation	Careworker	Dress Designing & Making (DDM)	Electrician	Industrial Electronics	Machinist	Plumbing	Refrigeration & Air Conditioning	Welding
120	Government Vocational Institute (Girls), Pakistan Employees Cooperative Housing Society (PECHS), Karachi																					
121	Government Monotechnic Institute, Baldia Town, Karachi																					
122	Government Vocational Training Centre, Sadat Colony, Karachi																					
123	Government Polytechnic Institute, (Boys) Matiari																					
124	Government College of Technology, Rasheed Wagan Road, Larkana																					
125	Government Institute Of Business & Commercial Education, Latifabad																					
126	Government Institute Of Business & Commercial Education, Sukkur																					
127	Government Institute Of Business & Commercial Education, Khairpur																					
128	Government Institute Of Business & Commercial Education, Thatta																					
129	Government Institute Of Business & Commercial Education, Hala																					
130	Government Institute Of Business & Commercial Education, Azizabad Karachi																					
131	Government Institute Of Business & Commercial Education, Gulistan e Jauhar																					

S #	Institute	10	15	10 Visiting Senior Instructor						27 INSTRUCTOR DMT												
				1	5	1	1	1	1	3	2	1	6	2	1	3	3	1	1	1	1	2
		Chief Institute Manager	Senior Institute Manager	Auto & Diesel	Computer	Minning	Electrical	Electronics	Mechanical	Auto Mechanic	Beautician	Carpentry / Wood Working	Computer	Cooking & Food Preservation	Careworker	Dress Designing & Making (DDM)	Electrician	Industrial Electronics	Machinist	Plumbing	Refrigeration & Air Conditioning	Welding
132	Government Institute Of Business & Commercial Education, Malir																					
133	Government Polytechnic Institute, (Boys) Thatta																					
134	Government Vocational Trainingg Institute (Boys) Korangi, Karachi																					
135	Government College Of Technology (Boys), SITE Karachi																					
136	Government Vocational Training Centre (Girls), Manghanwari		1																			
137	Government Vocational Training Centre (Boys), Kashmore		1																			
138	Government Vocational School (Girls), Larkana																					
139	Government Vocational School (Girls), Qambar																					

Visiting Instructors

S #	Institute	51 Senior Instructor DMT																102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1	
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics	
1	Abdul Salam Thaheem Government Monotechnic Institute (Boys), Shahdadpur																		1				1										
2	Centre Of Excellence, Kotri			1	1			1								1																	
3	Government Monotechnic Institute Nosheroferoze																						1										
4	Government College Of Technology (Boys), Qasimabad, Hyderabad																	1	1				1	1			1						
5	Government Habib College Of Technology (Boys), Nawabshah																																
6	Government Institute Of Business & Commercial																																

S #	Institute	51 Senior Instructor DMT															102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics
	Education, Pir Jo Goth																															
7	Government Institute Of Business & Commercial Education, Umerkot																															
8	Government Jamia Millia Polytechnic Institute (Boys), Malir, Karachi																	1	1			1	1	1			1					
9	Government Jamia Millia Vocational Institute (Boys), Malir, Karachi																															
10	Government Monotechnic Institute (Boys), Chachro																										1					
11	Government Monotechnic Institute (Boys), Faiz Ganj, Khairpur																	1	1													

S #	Institute	51 Senior Instructor DMT															102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics
12	Government Monotechnic Institute (Boys), Federal B Area, Karachi																		1				1	1			1					
13	Government Monotechnic Institute (Boys), Garhi Khuda Bux Bhutto																	1														
14	Government Monotechnic Institute (Boys), Hala, Matiari																		1													
15	Government Monotechnic Institute (Boys), Kandiaro																	1														
16	Government Monotechnic Institute (Boys), Khipro, Sanghar																						1									
17	Government Monotechnic Institute (Boys),																						1				1					

S #	Institute	51 Senior Instructor DMT															102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics
	Kohsar, Hyderabad																															
18	Government Monotechnic Institute (Boys), Matli																	1														
19	Government Monotechnic Institute (Boys), Mehrabpur																						1	1								
20	Government Monotechnic Institute (Boys), Memon Goth, Karachi																	1														
21	Government Monotechnic Institute (Boys), Padidan																	1														
22	Government Monotechnic Institute (Boys), Ratodero																						1	1								
23	Government Monotechnic Institute																	1	1													

S #	Institute	51 Senior Instructor DMT																102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1	
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics	
	(Boys), Sakrand																																
24	Government Monotechnic Institute (Boys), Tando Adam																		1				1	1									
25	Government Monotechnic Institute (Boys), Tando Bago																												1				
26	Government Monotechnic Institute (Boys), Tando Jam																						1										
27	Government Monotechnic Institute (Boys), Umerkot																	1					1										
28	Government Pakistani Swedish Institute Of Technology (Boys), Landhi, Karachi																		1				1			1	1				1		

S #	Institute	51 Senior Instructor DMT															102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics
29	Government Polytechnic Institute (Boys), Ghotki																1	1									1					
30	Government Polytechnic Institute (Boys), Golimar Road, Sukkur																	1	1				1	1			1					
31	Government Polytechnic Institute (Boys), Jacobabad																	1	1				1				1					
32	Government Polytechnic Institute (Boys), Johi Road, Dadu																	1					1									
33	Government Polytechnic Institute (Boys), Khuhra																	1	1				1									
34	Government Polytechnic Institute (Boys), Lyari, Karachi																1		1				1				1			1		
35	Government Polytechnic																	1	1				1									

S #	Institute	51 Senior Instructor DMT																102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1	
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics	
	Institute (Boys), Mirpurkhas																																
36	Government Polytechnic Institute (Boys), Mithi																	1						1				1	1				
37	Government Polytechnic Institute (Boys), Qambar																	1					1										
38	Government Polytechnic Institute (Boys), Sachal Baloch Goth, Karachi																								1				1				
39	Government Polytechnic Institute (Boys), Sector 37-K, Landhi, Karachi																	1	1	1					1		1						
40	Government Polytechnic Institute (Girls), Latifabad, Hyderabad																									1							

S #	Institute	51 Senior Instructor DMT															102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics
41	Government Polytechnic Institute (Girls), Minara Road, Sukkur																		1	1				1		1	1					
42	Government Polytechnic Institute (Girls), Sector 35-A, Korangi, Karachi																		1	1						1						
43	Government Polytechnic Institute (Girls), Sector 37-K, Landhi, Karachi																		1		1	1	1	1		1	1					
44	Government Vocational Institute (Boys), Akil																															
45	Government Vocational Institute (Boys), Jacobabad																															
46	Government Vocational Institute (Boys), Nawabshah																															

S #	Institute	51 Senior Instructor DMT																102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1	
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics	
47	Government Vocational Institute (Girls), Afandi Town, Hyderabad																																
48	Government Vocational Institute (Girls), Azizabad, Karachi																																
49	Government Vocational Institute (Girls), Khadda Nayabad, Lyari, Karachi																																
50	Government Vocational Institute (Girls), Nawabshah																																
51	Government Vocational Institute (Girls), Old Sukkur, Sukkur																																
52	Government Vocational																																

S #	Institute	51 Senior Instructor DMT															102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics
	School (Girls), Bago Daro																															
53	Government Vocational School (Girls), Chack 5, Shaheed Benazirabad																															
54	Government Vocational School (Girls), Diplo																															
55	Government Vocational School (Girls), Dokri																															
56	Government Vocational School (Girls), Faridabad																															
57	Government Vocational School (Girls), Fathul Zardari, Sakrand																															
58	Government Vocational School (Girls), Garhi Yasin																															

S #	Institute	51 Senior Instructor DMT																102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1	
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics	
59	Government Vocational School (Girls), Ghotki																																
60	Government Vocational School (Girls), Haji Muhammad Bux Zardari, Daur, Shaheed Benazirabad																																
61	Government Vocational School (Girls), Hala																																
62	Government Vocational School (Girls), Kabir Zardari																																
63	Government Vocational School (Girls), Kandhkot																																
64	Government Vocational School (Girls), Khairpur Mirs																																
65	Government Vocational School (Girls),																																

S #	Institute	51 Senior Instructor DMT																102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1	
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics	
	Khairpur Nathan Shah, Dadu																																
66	Government Vocational School (Girls), Kotri																																
67	Government Vocational School (Girls), Mari Jalbani, Sakrand																																
68	Government Vocational School (Girls), Matli																																
69	Government Vocational School (Girls), Mehar																																
70	Government Vocational School (Girls), Mehrabpur, Sakrand																																
71	Government Vocational School (Girls), Nasirabad																																
72	Government Vocational																																

S #	Institute	51 Senior Instructor DMT																102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1	
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics	
	School (Girls), Naushahro Feroze																																
73	Government Vocational School (Girls), Nawab Wali Muhammad, Daulatpur, Shaheed Benazirabad																																
74	Government Vocational School (Girls), Phatt																																
75	Government Vocational School (Girls), Pir Bux Janjuha																																
76	Government Vocational School (Girls), Ratodero																																
77	Government Vocational School (Girls), Shahdadpur																																

S #	Institute	51 Senior Instructor DMT																102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1	
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics	
78	Government Vocational School (Girls), Shahpur Jahania, Daulatpur, Shaheed Benazirabad																																
79	Government Vocational School (Girls), Sujawal																																
80	Government Vocational School (Girls), Tando Ghulam Ali, Badin																																
81	Government Vocational School (Girls), Tando Muhammad Khan																																
82	Government Vocational School (Girls), Umerkot																																
83	Government Vocational School (Girls), Yar																																

S #	Institute	51 Senior Instructor DMT																102 Instructor TE														
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics
	Muhammad Brohi, Daur, Shaheed Benazirabad																															
84	Government Vocational Training Centre (Boys), Diplo																															
85	Government Vocational Training Centre (Boys), Jacob Lines, Karachi				1								1			1																
86	Government Vocational Training Centre (Boys), Latifabad, Hyderabad					1								1		1																
87	Government Vocational Training Centre (Boys), Naudero						1						1																			
88	Government Vocational Training Centre (Boys),						1						1	1	1																	

S #	Institute	51 Senior Instructor DMT																102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1	
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics	
	Naushahro Feroze																																
89	Government Vocational Training Centre (Boys), Qasimabad Liaquatabad, Karachi			1									1	1		1																	
90	Government Vocational Training Centre (Boys), Ratodero						1							1																			
91	Government Vocational Training Centre (Boys), Sanghar	1					1						1	1	1	1																	
92	Government Vocational Training Centre (Boys), Shikarpur	1					1						1			1																	
93	Government Vocational Training Centre (Boys), Umerkot				1	1																											

S #	Institute	51 Senior Instructor DMT																102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1	
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics	
94	Government Vocational Training Centre (Girls), Orangi Town, Karachi		1				1																										
95	Government Vocational Training Centre (Girls), Qasimabad, Hyderabad		1																														
96	Government Vocational Training Centre (Girls), Sector 34/2, Korangi, Karachi						1																										
97	Government Vocational Training Centre (Girls), Sector 35-E, Korangi 5, Karachi																																
98	Government Vocational Training Centre (Girls), Sector 5-A/2,																																

S #	Institute	51 Senior Instructor DMT															102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics
	North Karachi, Karachi																															
99	Government Vocational Training Centre (Girls), Shikarpur																															
100	Government Vocationalt Training Institute (Boys), Al-Hyderi, North Nazimabad, Karachi	1					1	1					1	1	1	1																
101	Government Vocational Training Institute (Girls), Buffer Zone, Karachi		1							1			1	1																		
102	Govt. Vocational School (Girls) Jumma Goth Shahdampur Sanghar																															
103	Govt. Vocational School (Girls)																															

S #	Institute	51 Senior Instructor DMT																102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1	
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics	
	Machur Nausheroferoze																																
104	Government Vocational School (G) Khanpur Shikarpur																																
105	Government Vocational School (G) Sujawal Thatta																																
106	Government Vocational Training Centre (Girls), Mirpurkhas		1										1																				
107	Government Vocational School (Girls) Jamshoro																																
108	Government Vocational School (Girls) Pacca Qila Hyd																																
109	Government Vocational School (Girls) Badah																																
110	Government Vocational																																

S #	Institute	51 Senior Instructor DMT																102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1	
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics	
	School (Girls) Shahbad																																
111	Government Vocational School (Girls) Mahota																																
112	Government Vocational School (Girls) Piryalo																																
113	Government Vocational School (Girls) Mahar Ali Shah																																
114	Government Vocational School (Girls) T A Yar																																
115	Government Vocational Training Centre (Girls) Gari Khata, Hyd																																
116	Government Monotechnic Institute Paretabad, Hyderabad																																

S #	Institute	51 Senior Instructor DMT																102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1	
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics	
117	Government College of Technology (Girls), Karimabad, Karachi																																
118	Government Polytechnic Institute (Boys), Block N, North Nazimabad, Karachi																																
119	Government Vocational Training Centre (Girls), Shanti Nagar, Karachi																																
120	Government Vocational Institute (Girls), Pakistan Employees Cooperative Housing Society (PECHS), Karachi																																

S #	Institute	51 Senior Instructor DMT																102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1	
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics	
121	Government Monotechnic Institute, Baldia Town, Karachi																																
122	Government Vocational Training Centre, Sadat Colony, Karachi																																
123	Government Polytechnic Institute, (Boys) Matiari																																
124	Government College of Technology, Rasheed Wagan Road, Larkana																																
125	Government Institute Of Business & Commercial Education, Latifabad																																
126	Government Institute Of Business & Commercial																																

S #	Institute	51 Senior Instructor DMT																102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1	
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics	
	Education, Sukkur																																
127	Government Institute Of Business & Commercial Education, Khairpur																																
128	Government Institute Of Business & Commercial Education, Thatta																																
129	Government Institute Of Business & Commercial Education, Hala																																
130	Government Institute Of Business & Commercial Education, Azizabad Karachi																																
131	Government Institute Of Business & Commercial																																

S #	Institute	51 Senior Instructor DMT																102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1	
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics	
	Education, Gulistan e Jauhar																																
132	Government Institute Of Business & Commercial Education, Malir																																
133	Government Polytechnic Institute, (Boys) Thatta																																
134	Government Vocational Trainingg Institute (Boys) Korangi, Karachi																																
135	Government College Of Technology (Boys), SITE Karachi																																
136	Government Vocational Training Centre (Girls), Manghanwari																																
137	Government Vocational																																

S #	Institute	51 Senior Instructor DMT																102 Instructor TE															
		3	4	2	3	2	8	2	0	1	0	0	1	9	6	3	7	2	19	18	3	1	2	22	9	2	5	14	1	2	1	1	
		Auto Mechanic	Dress Making & Hand Embroidery	Carpentry	Solar PV	Mobile Phone Technician	Computer	Electrical Vehicle	Bana Recycling	Kitchen Gardening	Solid Waste Mgt	Hospitality	Careworker	Electrical	Electronics	Machinist	Refrigeration & Air Conditioning	Auto & Diesel	Civil	Computer	Textile & Fashion Designing	Secretarial	Bio Medical	Electrical	Electronics	Textile Printing	Garments	Mechanical	Mining	Chemical	Refrigeration & Air Conditioning	Printing & Graphics	
	Training Centre (Boys), Kashmore																																
138	Government Vocational School (Girls), Larkana																																
139	Government Vocational School (Girls), Qambar																																

JUNIOR INSTRUCTOR & VOCATIONAL TEACHER

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embroidery	Beautician
1	Abdul Salam Thaheem Government Monotechnic Institute (Boys), Shahdadpur												1													1						
2	Centre Of Excellence, Kotri												1	2									1						1			
3	Government Monotechnic Institute Nosheroferoze	1							1																		1					
4	Government College Of Technology (Boys), Qasimabad, Hyderabad		1						1	1	1			1	2					1			1				1					
5	Government Habib College Of Technology (Boys), Nawabshah						1				1	1				1				1							1					
6	Government Institute Of Business & Commercial										1																					

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embroidery	Beautician
	Education, Pir Jo Goth																															
7	Government Institute Of Business & Commercial Education, Umerkot									1																						
8	Government Jamia Millia Polytechnic Institute (Boys), Malir, Karachi									1																						
9	Government Jamia Millia Vocational Institute (Boys), Malir, Karachi								1						1																	
10	Government Monotechnic Institute (Boys), Chachro																			1												
11	Government Monotechnic Institute (Boys), Faiz Gani, Khairpur																															

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embroidery	Beautician
12	Government Monotechnic Institute (Boys), Federal B Area, Karachi		2							1																	1					
13	Government Monotechnic Institute (Boys), Garhi Khuda Bux Bhutto																						1									
14	Government Monotechnic Institute (Boys), Hala, Matiari																									1						
15	Government Monotechnic Institute (Boys), Kandiaro									1																						
16	Government Monotechnic Institute (Boys), Khipro, Sanghar												1																			
17	Government Monotechnic Institute (Boys),		1							1													2									

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embriodery	Beautician
	Kohsar, Hyderabad																															
18	Government Monotechnic Institute (Boys), Matli																	1					1									
19	Government Monotechnic Institute (Boys), Mehrabpur									1																						
20	Government Monotechnic Institute (Boys), Memon Goth, Karachi																	1				1										
21	Government Monotechnic Institute (Boys), Padidan									1																						
22	Government Monotechnic Institute (Boys), Ratodero																						1									
23	Government Monotechnic Institute																															

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embroidery	Beautician
	(Boys), Sakrand																															
24	Government Monotechnic Institute (Boys), Tando Adam																									1						
25	Government Monotechnic Institute (Boys), Tando Bago								1																							
26	Government Monotechnic Institute (Boys), Tando Jam																						1									
27	Government Monotechnic Institute (Boys), Umerkot									1																						
28	Government Pakistani Swedish Institute Of Technology (Boys), Landhi, Karachi						1									1			1				1			1		1				

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embroidery	Beautician
29	Government Polytechnic Institute (Boys), Ghotki			1						1																		1				
30	Government Polytechnic Institute (Boys), Golimar Road, Sukkur		1																									1				
31	Government Polytechnic Institute (Boys), Jacobabad																								1							
32	Government Polytechnic Institute (Boys), Johi Road, Dadu									1								1					1									
33	Government Polytechnic Institute (Boys), Khuhra																						1			1						
34	Government Polytechnic Institute (Boys), Lyari, Karachi																									1		1				
35	Government Polytechnic		1							1																						

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embriodery	Beautician
	Institute (Boys), Mirpurkhas																															
36	Government Polytechnic Institute (Boys), Mithi																	1			1		1									
37	Government Polytechnic Institute (Boys), Qambar									1																						
38	Government Polytechnic Institute (Boys), Sachal Baloch Goth, Karachi		1										1		1											1	1					
39	Government Polytechnic Institute (Boys), Sector 37-K, Landhi, Karachi												1										1		1							
40	Government Polytechnic Institute (Girls), Latifabad, Hyderabad						1						1												1							

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embroidery	Beautician
41	Government Polytechnic Institute (Girls), Minara Road, Sukkur		1			1						1																				
42	Government Polytechnic Institute (Girls), Sector 35-A, Korangi, Karachi		1									1	1																			
43	Government Polytechnic Institute (Girls), Sector 37-K, Landhi, Karachi		1									1				1										1						
44	Government Vocational Institute (Boys), Akil												1																			
45	Government Vocational Institute (Boys), Jacobabad									1			1						1													
46	Government Vocational Institute (Boys), Nawabshah									1									1				1									

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embriodery	Beautician
47	Government Vocational Institute (Girls), Afandi Town, Hyderabad					1				1																						
48	Government Vocational Institute (Girls), Azizabad, Karachi					1						2																				
49	Government Vocational Institute (Girls), Khadda Nayabad, Lyari, Karachi											2																				
50	Government Vocational Institute (Girls), Nawabshah					1				1		1																				
51	Government Vocational Institute (Girls), Old Sukkur, Sukkur											2																				
52	Government Vocational																													1		

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embroidery	Beautician
	School (Girls), Bago Daro																															
53	Government Vocational School (Girls), Chack 5, Shaheed Benazirabad																															
54	Government Vocational School (Girls), Diplo																												1			
55	Government Vocational School (Girls), Dokri																												1		1	
56	Government Vocational School (Girls), Faridabad																												1			
57	Government Vocational School (Girls), Fathul Zardari, Sakrand																															
58	Government Vocational School (Girls), Garhi Yasin																												1			

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embriodery	Beautician
59	Government Vocational School (Girls), Ghotki																												1			
60	Government Vocational School (Girls), Haji Muhammad Bux Zardari, Daur, Shaheed Benazirabad																															
61	Government Vocational School (Girls), Hala																												1	1		
62	Government Vocational School (Girls), Kabir Zardari																															
63	Government Vocational School (Girls), Kandhkot																												1			
64	Government Vocational School (Girls), Khairpur Mirs																												1	1	1	
65	Government Vocational School (Girls),																												1			

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embriodery	Beautician
	Khairpur Nathan Shah, Dadu																															
66	Government Vocational School (Girls), Kotri																												1	1	1	
67	Government Vocational School (Girls), Mari Jalbani, Sakrand																															
68	Government Vocational School (Girls), Matli																												1			
69	Government Vocational School (Girls), Mehar																												1			
70	Government Vocational School (Girls), Mehrabpur, Sakrand																												1			
71	Government Vocational School (Girls), Nasirabad																												1		1	
72	Government Vocational																												1		1	

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonary & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embriodery	Beautician
	School (Girls), Naushahro Feroze																															
73	Government Vocational School (Girls), Nawab Wali Muhammad, Daulatpur, Shaheed Benazirabad																															
74	Government Vocational School (Girls), Phatt																												1			
75	Government Vocational School (Girls), Pir Bux Janjuha																															
76	Government Vocational School (Girls), Ratodero																												1			
77	Government Vocational School (Girls), Shahdadpur																												1			

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embriodery	Beautician
78	Government Vocational School (Girls), Shahpur Jahania, Daulatpur, Shaheed Benazirabad																												1			
79	Government Vocational School (Girls), Sujawal																												1			
80	Government Vocational School (Girls), Tando Ghulam Ali, Badin																												1			
81	Government Vocational School (Girls), Tando Muhammad Khan																												1	1		
82	Government Vocational School (Girls), Umerkot																												1	1	1	
83	Government Vocational School (Girls), Yar																															

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embriodery	Beautician
	Muhammad Brohi, Daur, Shaheed Benazirabad																															
84	Government Vocational Training Centre (Boys), Diplo												1																			
85	Government Vocational Training Centre (Boys), Jacob Lines, Karachi																						1			1						
86	Government Vocational Training Centre (Boys), Latifabad, Hyderabad																															
87	Government Vocational Training Centre (Boys), Naudero																															
88	Government Vocational Training Centre (Boys),																								1							

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embriodery	Beautician
	Naushahro Feroze																															
89	Government Vocational Training Centre (Boys), Qasimabad Liaquatabad, Karachi																															
90	Government Vocational Training Centre (Boys), Ratodero												1																			
91	Government Vocational Training Centre (Boys), Sanghar																															
92	Government Vocational Training Centre (Boys), Shikarpur																															
93	Government Vocational Training Centre (Boys), Umerkot																															

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embriodery	Beautician
94	Government Vocational Training Centre (Girls), Orangi Town, Karachi																															
95	Government Vocational Training Centre (Girls), Qasimabad, Hyderabad																															
96	Government Vocational Training Centre (Girls), Sector 34/2, Korangi, Karachi		1																													
97	Government Vocational Training Centre (Girls), Sector 35-E, Korangi 5, Karachi																															
98	Government Vocational Training Centre (Girls), Sector 5-A/2,					1				1		1																				

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embriodery	Beautician
	North Karachi, Karachi																															
99	Government Vocational Training Centre (Girls), Shikarpur			1						1			1													1						
100	Government Vocationalt Training Institute (Boys), Al-Hyderi, North Nazimabad, Karachi													2									1									
101	Government Vocational Training Institute (Girls), Buffer Zone, Karachi					1		1		1	1						1									1						
102	Govt. Vocational School (Girls) Jumma Goth Shahdadpur Sanghar																													1		
103	Govt. Vocational School (Girls)																													1		

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embriodery	Beautician
	Machur Nausheroferoze																															
104	Government Vocational School (G) Khanpur Shikarpur																													1		
105	Government Vocational School (G) Sujawal Thatta																													1		
106	Government Vocational Training Centre (Girls), Mirpurkhas					1				1		1	1																			
107	Government Vocational School (Girls) Jamshoro																													1		
108	Government Vocational School (Girls) Pacca Qila Hyd																													1	1	1
109	Government Vocational School (Girls) Badah																													1		
110	Government Vocational																													1		1

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embriodery	Beautician
	School (Girls) Shahbad																															
111	Government Vocational School (Girls) Mahota																												1			
112	Government Vocational School (Girls) Piryalo																												1			
113	Government Vocational School (Girls) Mahar Ali Shah																												1			
114	Government Vocational School (Girls) T A Yar																												1		1	
115	Government Vocational Training Centre (Girls) Gari Khata, Hyd											1	1																			
116	Government Monotechnic Institute Paretabad, Hyderabad									1			1										1		1			1				

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embriodery	Beautician
117	Government College of Technology (Girls), Karimabad, Karachi		1								1				1	1										1						
118	Government Polytechnic Institute (Boys), Block N, North Nazimabad, Karachi		1						1				1							1												
119	Government Vocational Training Centre (Girls), Shanti Nagar, Karachi											2																				
120	Government Vocational Institute (Girls), Pakistan Employees Cooperative Housing Society (PECHS), Karachi											2																				

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embriodery	Beautician
121	Government Monotechnic Institute, Baldia Town, Karachi									1																		1				
122	Government Vocational Training Centre, Sadat Colony, Karachi								1	1			1																			
123	Government Polytechnic Institute, (Boys) Matiari				2																											
124	Government College of Technology, Rasheed Wagan Road, Larkana																							1								
125	Government Institute Of Business & Commercial Education, Latifabad									1																						
126	Government Institute Of Business & Commercial									1																						

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embriodery	Beautician
	Education, Sukkur																															
127	Government Institute Of Business & Commercial Education, Khairpur									1																						
128	Government Institute Of Business & Commercial Education, Thatta									1																						
129	Government Institute Of Business & Commercial Education, Hala									1																						
130	Government Institute Of Business & Commercial Education, Azizabad Karachi									1																						
131	Government Institute Of Business & Commercial									1																						

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embriodery	Beautician
	Education, Gulistan e Jauhar																															
132	Government Institute Of Business & Commercial Education, Malir									1																						
133	Government Polytechnic Institute, (Boys) Thatta																						1									
134	Government Vocational Trainingg Institute (Boys) Korangi, Karachi																						1									
135	Government College Of Technology (Boys), SITE Karachi		1						1	1			1	1	1					1			1		1	1						
136	Government Vocational Training Centre (Girls), Manghanwari																															
137	Government Vocational																															

S #	Institute	194 JUNIOR INSTRUCTOR																										55 Vocational Teacher				
		1	14	2	2	7	2	2	4	5	34	3	17	19	7	5	3	1	4	3	5	1	2	19	1	4	19	1	7	38	6	11
		Auto & Diesel	Artificial Intelligence	Auto Mechanic	BANANA RECYCLING	Beautician	Carpentry / Wood Working	Child Care	Chemical	Civil	Computer	Cooking & Food Preservation	Dress Making & Designing	Electrical	Electric Vehicle	Electronics	Garments	HOSPITALITY	Masonry & Tile fixing	Machinist (Turner)	Mechanical	Mining	Plumbing	Solar PV Technician	Solid Waste Management	Refrigeration & Air Conditioning	Software	Textile Dyeing & Printing	Welding	Dress Making & Designing	Hand Embriodery	Beautician
	Training Centre (Boys), Kashmore																															
138	Government Vocational School (Girls), Larkana																												1		1	
139	Government Vocational School (Girls), Qambar																												1		1	

s #	Institute Office	40	14	10	50	100	214
		Office Boy / Girls	Driving Services	Gardening Services	Janitor Services	Security Services	Grand Total
1	Apprenticeship Training Headquarters, Karachi						2
2	Apprenticeship Training Office, Hyderabad					1	1

s #	Institute Office	40	14	10	50	100	214
		Office Boy / Girls	Driving Services	Gardening Services	Janitor Services	Security Services	Grand Total
3	Apprenticeship Training Office, Karachi					1	2
4	Apprenticeship Training Office, Larkano					1	1
5	Apprenticeship Training Office, Mirpurkhas						0
6	Apprenticeship Training Office, Sukkur						0
7	Career Counselling & Placement Centre, Hyderabad					1	1
8	Career Counselling & Placement Centre, Karachi					1	1
9	Career Counselling & Placement Centre, Larkano					1	1
10	Career Counselling & Placement Centre, Mirpurkhas					1	1
11	Career Counselling & Placement Centre, Sukkur					1	1
12	Centre Of Excellence, Kotri				1	2	3
13	Directorate Of Operations, Karachi		1				5
14	Government Monotechnic Institute (Boys), Kohsar, Hyderabad	1			1	2	4
15	Government Monotechnic Institute (Boys), Matli					1	1
16	Government Monotechnic Institute (Boys), Mehrabpur						0
17	Government Monotechnic Institute (Boys), Memon Goth, Karachi				1	2	3
18	Government Monotechnic Institute (Boys), Padidan				1	1	2
19	Government Monotechnic Institute (Boys), Ratodero					1	1
20	Government Monotechnic Institute (Boys), Sakrand						0
21	Government Monotechnic Institute (Boys), Tando Adam				1		1

s #	Institute Office	40	14	10	50	100	214
		Office Boy / Girls	Driving Services	Gardening Services	Janitor Services	Security Services	Grand Total
22	Government Monotechnic Institute (Boys), Tando Bago					1	1
23	Government Monotechnic Institute (Boys), Tando Jam	1				1	2
24	Government Monotechnic Institute (Boys), Umerkot	1					1
25	Government Pakistani Swedish Institute Of Technology (Boys), Landhi, Karachi				1		1
26	Government Polytechnic Institute (Boys), Ghotki					1	1
27	Government Polytechnic Institute (Boys), Golimar Road, Sukkur				1	1	2
28	Government Polytechnic Institute (Boys), Jacobabad	1			1	1	3
29	Government Polytechnic Institute (Boys), Johi Road, Dadu				1	1	2
30	Government Polytechnic Institute (Boys), Khuhra					1	1
31	Government Polytechnic Institute (Boys), Lyari, Karachi				1	1	2
32	Government Polytechnic Institute (Boys), Mirpurkhas	1		1		2	4
33	Government Polytechnic Institute (Boys), Mithi	1				2	3
34	Government Polytechnic Institute (Boys), Qambar						0
35	Government Polytechnic Institute (Boys), Sachal Baloch Goth, Karachi	1			1	1	3
36	Government Polytechnic Institute (Boys), Sector 37-K, Landhi, Karachi	1			1	2	4
37	Government Polytechnic Institute (Girls), Latifabad, Hyderabad	1		1		2	4
38	Government Polytechnic Institute (Girls), Minara Road, Sukkur					2	2
39	Government Polytechnic Institute (Girls), Sector 35-A, Korangi, Karachi					2	2
40	Government Polytechnic Institute (Girls), Sector 37-K, Landhi, Karachi	1			1	1	3

s #	Institute Office	40	14	10	50	100	214
		Office Boy / Girls	Driving Services	Gardening Services	Janitor Services	Security Services	Grand Total
41	Government Vocational Institute (Boys), Akil						0
42	Government Vocational Institute (Boys), Jacobabad					2	2
43	Government Vocational Institute (Boys), Nawabshah				1	2	3
44	Government Vocational Institute (Girls), Afandi Town, Hyderabad	1			1	2	4
45	Government Vocational Institute (Girls), Azizabad, Karachi			1	1	2	4
46	Government Vocational Institute (Girls), Khadda Nayabad, Lyari, Karachi					2	2
47	Government Vocational Institute (Girls), Nawabshah						0
48	Government Vocational Institute (Girls), Old Sukkur, Sukkur				1	2	3
49	Government Vocational School (Girls), Chack 5, Shaheed Benazirabad						0
50	Government Vocational School (Girls), Digri	1					1
51	Government Vocational School (Girls), Diplo	1					1
52	Government Vocational School (Girls), Dodo Chutto, Daulatpur, Shaheed Benazirabad				1		1
53	Government Vocational School (Girls), Dokri	1			1		2
54	Government Vocational School (Girls), Fathul Zardari, Sakrand						0
55	Government Vocational School (Girls), Gambat	1				1	2
56	Government Vocational School (Girls), Garhi Khuda Bux Bhutto	1					1
57	Government Vocational School (Girls), Garhi Yasin	1			1	1	3
58	Government Vocational School (Girls), Ghotki						0

s #	Institute Office	40	14	10	50	100	214
		Office Boy / Girls	Driving Services	Gardening Services	Janitor Services	Security Services	Grand Total
59	Government Vocational School (Girls), Haji Muhammad Bux Zardari, Daur, Shaheed Benazirabad						0
60	Government Vocational School (Girls), Hala						0
61	Government Vocational School (Girls), Jamshoro				1		1
62	Government Vocational School (Girls), Kabir Zardari						0
63	Government Vocational School (Girls), Kandhkot				1		1
64	Government Vocational School (Girls), Kazi Ahmed				1		1
65	Government Vocational School (Girls), Khairpur Mirs				1		1
66	Government Vocational School (Girls), Khairpur Nathan Shah, Dadu				1		1
67	Government Vocational School (Girls), Mad Bahu						0
68	Government Vocational School (Girls), Mari Jalbani, Sakrand	1					1
69	Government Vocational School (Girls), Matli	1			1	1	3
70	Government Vocational School (Girls), Mehar				1	1	2
71	Government Vocational School (Girls), Mehrabpur, Sakrand						0
72	Government Vocational School (Girls), Nasirabad	1			1		2
73	Government Vocational School (Girls), Naudero	1					1
74	Government Vocational School (Girls), Naushahro Feroze				1		1
75	Government Vocational School (Girls), Nawab Wali Muhammad, Daulatpur, Shaheed Benazirabad						0
76	Government Vocational School (Girls), Phatt					1	1

s #	Institute Office	40	14	10	50	100	214
		Office Boy / Girls	Driving Services	Gardening Services	Janitor Services	Security Services	Grand Total
77	Government Vocational School (Girls), Pir Bux Janjuha					1	1
78	Government Vocational School (Girls), Qambar	1					1
79	Government Vocational School (Girls), Ratodero				1	1	2
80	Government Vocational School (Girls), Shahpur Jahania, Daulatpur, Shaheed Benazirabad				1		1
81	Government Vocational School (Girls), Sujawal	1					1
82	Government Vocational School (Girls), Tando Ghulam Ali, Badin	1			1		2
83	Government Vocational School (Girls), Umerkot	1				1	2
84	Government Vocational School (Girls), Yar Muhammad Brohi, Daur, Shaheed Benazirabad						0
85	Government Vocational Training Centre (Boys), Diplo					1	1
86	Government Vocational Training Centre (Boys), Jacob Lines, Karachi				1	2	3
87	Government Vocational Training Centre (Boys), Latifabad, Hyderabad	1				1	2
88	Government Vocational Training Centre (Boys), Naudero	1				1	2
89	Government Vocational Training Centre (Boys), Naushahro Feroze				1	1	2
90	Government Vocational Training Centre (Boys), Qasimabad Liaquatabad, Karachi				1	1	2
91	Government Vocational Training Centre (Boys), Ratodero	1			1	1	3
92	Government Vocational Training Centre (Boys), Sanghar				1		1
93	Government Vocational Training Centre (Boys), Shikarpur	1			1	1	3
94	Government Vocational Training Centre (Boys), Umerkot	1				1	2
95	Government Vocational Training Centre (Girls), Orangi Town, Karachi				1	2	3

s #	Institute Office	40	14	10	50	100	214
		Office Boy / Girls	Driving Services	Gardening Services	Janitor Services	Security Services	Grand Total
96	Government Vocational Training Centre (Girls), Qasimabad, Hyderabad					2	2
97	Government Vocational Training Centre (Girls), Sector 34/2, Korangi, Karachi				1	2	3
98	Government Vocational Training Centre (Girls), Sector 35-E, Korangi 5, Karachi				1		1
99	Government Vocational Training Centre (Girls), Sector 5-A/2, North Karachi, Karachi				1	2	3
100	Government Vocational Training Centre (Girls), Shikarpur	1				1	2
101	Government Vocational Training Centre (Girls), Thatto					1	1
102	Government Vocational Training Institute (Boys), Al-Hyderi, North Nazimabad, Karachi			1	1	2	4
103	Government Vocational Training Institute (Girls), Buffer Zone, Karachi					1	1
104	Govt. Vocational School (Girls) Jumma Goth Shahdadpur Sanghar	1				1	2
105	Govt. Vocational School (Girls) Machur Nausheroferoze	1				1	2
106	GVS (G) Bago Dero Khairpur	1					1
107	GVS (G) Sujawal Thatta					1	1
108	Regional Directorate, STEVTA, Hyderabad		1	1		1	3
109	Regional Directorate, STEVTA, Karachi		1	1	1	1	4
110	Regional Directorate, STEVTA, Larkano		1			1	2
111	Regional Directorate, STEVTA, Mirpurkhas		1	1		1	3
112	Regional Directorate, STEVTA, Shaheed Benazirabad		1				1
113	Regional Directorate, STEVTA, Sukkur		1		1	1	3
114	Regional Office, Employment Exchange, Hyderabad						0

s #	Institute Office	40	14	10	50	100	214
		Office Boy / Girls	Driving Services	Gardening Services	Janitor Services	Security Services	Grand Total
115	Sindh Trade Testing Board, Karachi						4
116	Staff Training Academy, Karachi		1	1	3	3	12
117	Staff Training Institute, Hyderabad					1	1
118	Staff Training Institute, Karachi					1	1
119	Staff Training Institute, Sukkur					1	1
120	STEVTA Headquarters, Karachi		6	2	2	4	16
121	Vocational Guidance Office, Hyderabad						0
122	Vocational Guidance Office, Karachi						0
123	Vocational Guidance Office, Larkano						0
124	Government Vocational School (Girls) Badah	1					1
125	Government Vocational School (Girls) Shahbad	1					1
126	Government Vocational School (Girls) Mahota	1					1
127	Government Vocational School (Girls) Piryalo	1					1
128	Government Vocational School (Girls) Mahar Ali Shah	1					1
129	Government Vocational Training Centre (Girls), Mirpurkhas	1					1

SCHEDULE OF REQUIREMENT

Important Note: This is indicative workforce deployment plan. Sindh TEVTA will share final plan and make it part of contract agreement.

**FORMS OF CONTRACT AGREEMENT, PERFORMANCE SECURITY, INTEGRITY PACT &
OTHER CONTRACT FORMS**

FORM-(A)

LETTER OF ACCEPTANCE

[Letterhead of Procuring Agency]

No. _____/STEVTA/PROC/2026

Dated: _____

To,

M/s _____

Address: _____

**Subject: LETTER OF ACCEPTANCE FOR OUTSOURCING SERVICES FOR
DEPLOYMENT OF VISITING FACULTY, CONTRACTUAL MANAGERS & OTHER
SUPPORT STAFF.**

Dear Sir/Madam,

This is to notify you that your Bid dated _____ submitted for the “**Outsourcing Services for Deployment of Visiting Faculty, Contractual Managers & Other Support Staff**” has been accepted by the Sindh Technical Education & Vocational Training Authority (STEVTA).

The accepted Contract Price shall be:

PKR _____ (Rupees _____ only)

inclusive/exclusive of all applicable taxes as per terms and conditions of the Bidding Document.

You are hereby requested to furnish the **Performance Security** amounting to **10% of the Contract Price** within fifteen (15) days from the date of receipt of this Letter of Acceptance, in accordance with the provisions of the Bidding Document.

Failure to furnish the required Performance Security within the stipulated period shall constitute sufficient grounds for cancellation of the award and forfeiture of Bid Security.

Upon receipt of Performance Security and completion of contractual formalities, the formal Contract Agreement shall be executed between STEVTA and your firm.

Yours faithfully,

Authorized Officer

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

FORM-(B)
CONTRACT AGREEMENT

This Agreement is made on this ____ day of _____, 2026 between:

Sindh Technical Education & Vocational Training Authority (STEVTA), Government of Sindh, having its Head Office at Karachi, Sindh, Pakistan (hereinafter referred to as the “**Procuring Agency**”)

AND

M/s _____, having its registered office at _____ (hereinafter referred to as the “**Service Provider**”).

WHEREAS

The Procuring Agency invited bids for:

“Outsourcing Services for Deployment of Visiting Faculty, Contractual Managers & Other Support Staff”

through National Competitive Bidding under the provisions of **Sindh Public Procurement Rules, 2010 (Amended from time to time)**.

The Service Provider submitted its bid and was declared as the successful bidder after evaluation.

NOW THEREFORE, both parties agree as follows:

1. Contract Documents

The following documents shall constitute the Contract:

- a) Letter of Acceptance;
- b) Contract Agreement;
- c) Bid submitted by the Service Provider;
- d) Financial Proposal;
- e) Technical Proposal;
- f) Terms of Reference (TORs);
- g) General Conditions of Contract (GCC);
- h) Special Conditions of Contract (SCC);
- i) Any Addendum / Corrigendum issued during procurement process.

In case of any conflict, the order of precedence shall be as mentioned above.

2. Scope of Services

The Service Provider shall provide outsourced manpower including but not limited to:

- Visiting Faculty;
- Contractual Managers;
- Administrative Staff;
- Technical Staff;
- Support Staff;

as per approved manpower requirements, qualification criteria, TORs and Service Level Requirements of STEVTA.

3. Contract Period

The Contract shall remain valid for a period of: **One (01) Year** from the date of signing of Contract Agreement.

The Contract may be extended subject to satisfactory performance, availability of funds and approval of the Competent Authority in accordance with applicable rules.

4. Contract Price

The Procuring Agency shall pay the Service Provider according to the approved rates mentioned in the Financial Proposal.

The Contract Price shall include:

- Salaries/wages of deployed personnel;
- Statutory obligations;
- Administrative charges;
- Taxes;
- Any other applicable government charges.

5. Billing Procedure

1. The Service Provider shall submit monthly invoices to Sindh TEVTA including:
 - a) Category-wise list of deployed personnel
 - b) Performance Report.
 - c) Attendance duly verified by Head of Institute or a Sindh TEVTA representative as approved by Managing Director.
 - d) Gross remuneration paid through a bank account to engaged personnel.
 - e) Service charges plus applicable taxes
2. Each invoice shall be supported by:
 - d) Payment disbursement proof
 - e) Attendance sheets
 - f) Bank payment evidence
3. Payments shall be released by Sindh TEVTA:
 - c) Within 30 days of verification
 - d) Subject to deductions for absences, penalties, or replacements

6. Payment Terms

#	Payment Milestone	Amount
1	10% of total cost of contract value (After deployment of staff against <u>performance security</u> in shape of pay order or bank guarantee)	10%
2	Actual monthly invoices Actual Payments Disbursed + Service charges and applicable taxes	90%
3	Release of Performance Security After submission of satisfactory completion report and contract terms and necessary adjustments (if any)	-
		100%

7. Penalties and Deductions: Sindh TEVTA may impose penalties or deduct full or part payment, in case of:

1. Non-deployment or short deployment
2. Submission of incorrect invoices
3. Non-compliance with any laws
4. Over or invalid claim
5. The rate of penalty shall be calculated @ extent of the damage and / or non-provision / deployment of staff or any extra payment made. Repetition for two consecutive times shall constitute 50% additional penalty at the earlier calculated rate.

8. Performance Security

The Service Provider shall furnish Performance Security equivalent to **10% of the Contract Price** within fifteen (15) days of signing of Contract.

The Performance Security shall remain valid until completion of contractual obligations.

9. Deployment of Personnel

The Service Provider shall ensure:

- Deployment of qualified personnel;
- Timely replacement of absent/non-performing staff;
- Compliance with STEVTA instructions;
- Maintenance of discipline and professional conduct.

10. Replacement of Staff

STEVTA shall have the right to request replacement of any deployed individual whose performance, conduct or qualification is found unsatisfactory.

The Service Provider shall replace such personnel within the period specified by STEVTA.

11. Confidentiality

The Service Provider shall maintain confidentiality of all official records, documents, data and information obtained during performance of services.

12. Taxes and Statutory Obligations

The Service Provider shall be responsible for compliance with all applicable laws relating to:

- Income Tax;
- Sales Tax;
- Applicable laws;
- Minimum wage requirements;
- Employee benefits and statutory deductions.

13. Termination of Contract

The Procuring Agency may terminate the Contract in case of:

- a) Poor performance;
- b) Breach of contractual obligations;
- c) Non-compliance with TORs;
- d) Fraudulent practices;
- e) Failure to deploy required manpower.

12. Dispute Resolution

Any dispute arising out of this Contract shall initially be resolved amicably between the parties.

If unresolved, the matter shall be referred to arbitration in accordance with applicable laws of Pakistan.

13. Applicable Law

This Contract shall be governed by the laws of Pakistan and applicable procurement rules of Government of Sindh.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date first written above.

For STEVTA

Signature: _____

Name: _____

Designation: _____

Date: _____

For Service Provider

Signature: _____

Name: _____

Designation: _____

Date: _____

FORM-(C)

PERFORMANCE SECURITY FORM

(To be issued by Scheduled Bank)

Bank Guarantee No. _____

Date: _____

Amount: _____

To,

The Managing Director,
Sindh Technical Education & Vocational Training Authority (STEVTA),
Government of Sindh, Karachi.

WHEREAS M/s _____ has undertaken to provide outsourcing services under Contract No. _____ dated _____.

AND WHEREAS it has been stipulated that the Service Provider shall furnish Performance Security amounting to 10% of the Contract Price.

We, _____ Bank, hereby irrevocably guarantee payment to STEVTA up to the amount of PKR _____ upon first written demand without objection or dispute.

This guarantee shall remain valid until completion of contractual obligations.

Authorized Signature:

Bank Seal:

FORM – (D)

AFFIDAVIT / UNDERTAKING BY BIDDER

(On Stamp Paper)

I/We, M/s _____ hereby solemnly affirm and declare that:

1. Our firm/company is legally registered and eligible to participate in this procurement process.
2. We have carefully examined and understood all terms and conditions of the Bidding Document.
3. All information provided in our Bid is true and correct.
4. We have not been blacklisted by any Government/Semi-Government organization.
5. We shall comply with all applicable laws, rules and regulations including Sindh Public Procurement Rules.
6. We shall remain responsible for salaries, benefits, statutory payments and obligations of deployed personnel.
7. We accept all terms and conditions of the Contract.

Signature:

Name:

Designation:

CNIC No:

Date:

FORM – (E)**PROFORMA-01: Monthly Timesheet & Performance Certification**

To be completed by the Principal / Head of Office every month.

Particular	Details
Service Provider	
Institute / Office	
Employee Name	
Designation	
Month	
Reporting Officer	

Day-wise Attendance

Date	Day	Time In	Time Out	Hours	Work / Topic Covered	Initial

Monthly KPI

KPI	Weight	Rating	Remarks
Attendance & Punctuality	30%		
Assigned Work / Teaching	35%		
Discipline & Conduct	20%		
Compliance & Reporting	15%		
Total	100%		

FORM – (F)**PROFORMA-02: QUARTERLY-YEARLY SERVICE PROVIDER
PERFORMANCE EVALUATION**

To be completed by the Outsourced Human Resource Performance Review Committee.

Particular		Details		
Service Provider				
Contract No.				
Quarter				
Review Date				
KPI	Weight	Rating	Weighted Score	Remarks
Timely Deployment	25%			
Timely Replacement	20%			
Contract Compliance (Deployment, Attendance, Documentation & Reporting)	20%			
Responsiveness	15%			
Overall Service Quality & Coordination	20%			

Recommendation:

- ☐ Continue
☐ Corrective Action
☐ Warning
☐ Contract Action

Committee

Name	Designation	Signature

PRICE SCHEDULE

Bid Sheet (Financial) Package 1

PROVISION OF VISITING FACULTY AND CONTRACTUAL MANAGERS

(Bidder to quote only service charges and mention applicable taxes)

(Bolder to quote only service charges and mention applicable taxes)

Part A – Contractual Managers (estimated numbers / costs)						
#	Title	Persons Required	Monthly Remuneration	Duration (in Months)	Total In PKR	
1	Chief Institute Manager	10	250,000	12	30,000,000	
2	Senior Institute Manager	15	200,000	12	36,000,000	
		25	Total			66,000,000
Part B – Visiting Faculty (estimated numbers / costs)						
#	Title	Persons Required	Hourly Payment	Duration (in Months)	Total Hours 26 days x 5 avg hours	Total In PKR
1	Visiting Senior Instructor	10	550	10	130	7,150,000
2	Visiting Instructor	180	440	10	130	102,960,000
3	Visiting Junior Instructor	194	410	10	130	103,402,000
4	Visiting Vocational Teacher	55	330	10	130	23,595,000
		439			Total	237,107,000

Total Bid Value	
Particulars	Amount in PKR
Part A + Part B (for the purpose of calculation of service charges)	303,107,000
Service Charges of the service provider (Mention Percentage _____ %)	
Applicable Taxes on Service Charges (Mention Percentage _____ %)	
Grand Total	
Maximum Service Charges shall not exceed 15% of the Cost (Part A + B)	

Bid Sheet (Financial) Package 2

PROVISION OF STAFF FOR SECURITY SERVICES

(Bidder to quote only service charges and mention applicable taxes)

#	Title	Persons Required	Monthly Remuneration	Duration (in Months)	Total In PKR
1	Security Services	100	44,451	12	53,341,200
		100		Total	53,341,200
Service Charges of the service provider (Mention Percentage _____ %)					
Applicable Taxes on Service Charges (Mention Percentage _____ %)					
Grand Total					
Maximum Service Charges shall not exceed 15% of the Cost (Total Column)					

Bid Sheet (Financial) Package 3

**PROVISION OF STAFF FOR DRIVING, OFFICE ATTENDANT, GARDENING &
JANITORIAL SERVICES.**

(Bidder to quote only service charges and mention applicable taxes)

#	Title	Persons Required	Monthly Remuneration	Duration (in Months)	Total In PKR
1	Office Boy / Girls	40	44,451	12	21,336,480
2	Gardening Services	10	43,000	12	5,160,000
3	Janitor Services	50	43,000	12	25,800,000
4	Driving Services	14	44,451	12	7,467,768
		114		Total	59,764,248
Service Charges of the service provider					
Applicable Taxes on Service Charges					
Grand Total					
Maximum Service Charges shall not exceed 15% of the Cost (Total Column)					

INTEGRITY PACT

DECLARATION OF FEES, COMMISSION AND BROKERAGE PAYABLE BY THE SERVICE PROVIDER

Contract Number: No. STEVTA/Pro/HVF1(1)/2026-2027/

Dated: _____, **Contract Value:** _____/-

Contract Title: Outsourcing Services for Deployment of Visiting Faculty, Contractual Managers and Other Support Staff at STEVTA Headquarters, Regional Offices, and Institutes across Sindh.

[_____] hereby declares that it has not obtained or induced the procurement of any contract, right, interest, privilege or other obligation or benefit from Government of Sindh (GoS) or any administrative subdivision or agency thereof or any other entity owned or controlled by it (GoS) through any corrupt business practice.

Without limiting the generality of the foregoing, [_____] represents and warrants that it has fully declared the brokerage, commission, fees etc. paid or payable to anyone and not given or agreed to give and shall not give or agree to give to anyone within or outside Pakistan either directly or indirectly through any natural or juridical person, including its affiliate, agent, associate, broker, consultant, director, promoter, shareholder, sponsor or subsidiary, any commission, gratification, bribe, finder's fee or kickback, whether described as consultation fee or otherwise, with the object of obtaining or inducing the procurement of a contract, right, interest, privilege or other obligation or benefit, in whatsoever form, from procuring agency, except that which has been expressly declared pursuant hereto.

[_____] certifies that it has made and will make full disclosure of all agreements and arrangements with all persons in respect of or related to the transaction with PA and has not taken any action or will not take any action to circumvent the above declaration, representation or warranty.

[_____] accepts full responsibility and strict liability for making any false declaration, not making full disclosure, misrepresenting facts or taking any action likely to defeat the purpose of this declaration, representation and warranty. It agrees that any contract, right, interest, privilege or other obligation or benefit obtained or procured as aforesaid shall, without prejudice to any other right and remedies available to PA under any law, contract or other instrument, be voidable at the option of procuring agency.

Notwithstanding any rights and remedies exercised by procuring agency in this regard, [_____] agrees to indemnify procuring agency for any loss or damage incurred by it on account of its corrupt business practices and further pay compensation to procuring agency in an amount equivalent to ten times the sum of any commission, gratification, bribe, finder's fee or kickback given by [_____] as aforesaid for the purpose of obtaining or inducing the procurement of any contract, right, interest, privilege or other obligation or benefit, in whatsoever form, from procuring agency.

[Procuring Agency]

[Service Provider]