



**GOVERNMENT OF THE PUNJAB  
PLANNING AND DEVELOPMENT BOARD  
(SECTOR: SOCIAL DEVELOPMENT)**

**POSITION PAPER FOR PDWP**

1	<b>Issue for PDWP</b>	<b>Revision of Eligibility Criteria of approved posts for the scheme titled “STRATEGIC PLANNING &amp; IMPLEMENTATION UNIT (SPIU)”</b>
2	<b>Location</b>	Lahore
3	<b>Sponsoring Agency</b>	Women Development Department
4	<b>Executing Agency</b>	Women Development Department
5	<b>Operation &amp; Maintenance</b>	Project Director SPIU/ PMU of the project
6	<b>Period of Implementation</b>	Upto June, 2027
7	<b>Cost of Project</b>	<b>Estimated Cost:</b> Rs.250.000 million (SMDP) <b>Approved Cost:</b> Rs.201.583 million (DDSC: 04.09.2024)
8	<b>Source of Financing</b>	Rs.32.162 million reflecting at GS.# 988 in ADP 2024-25
9	<b>Total Releases</b>	<b>Rs. 52.000 million (Rs. 19.884 million as additional funds)</b>
10	<b>Utilization</b>	-

**11. DESCRIPTION AND BACKGROUND:**

The idea for the project to establish and execute a Strategic Planning & Implementation Unit (SPIU) in the Women Development Department (WDD), Government of Punjab, is conceived in response to the challenges faced by women in the region. The persistent gender disparities, high rates of gender-based violence, and limited access to economic opportunities, education, and health care for women in Punjab highlight the need for a coordinated and strategic approach to promote gender equality and women's empowerment.

In addition, the proposed project is also in line with the international commitments made by the Government of Pakistan to promote gender equality and women's empowerment, such as the Sustainable Development Goals (SDGs) and the Beijing Declaration and Platform for Action.

Keeping in view the need, a scheme was framed and approved by DDSC (04.09.2024) at a cost of Rs.201.583 million.

## 12. REASONS OF REVISION:

The pay packages and creation of 10 posts of the scheme titled “**Strategic Planning & Implementation Unit (SPIU)**” were approved by the PDWP in its meeting held on 11.12.2024. Women Development Department informed that the posts were advertised for recruitment, however, the response received for the interviews was significantly limited. Most of the suitable applicants were rendered ineligible due to the restricted eligibility criteria, which specified only a few relevant degrees.

## 13. SUMMARY OF COST:

Sr, No.	Unit of Appropriation	Budget Allocation 2024-25	Budget Allocation 2025-26	Budget Allocation 2026-27	Total (PKR)
1.	Pay	16,050,000	39,282,000	41,568,000	96,900,000
2.	Operating Expenses	9,717,000	32,479,000	27,826,000	70,022,000
3.	Expenditure on Acquiring of Physical Assets	25,313,000	6,799,000	51,000	32,163,000
4.	Repairs & Maintenance	420,000	940,000	1,138,000	2,498,000
<b>Total (PKR)</b>		<b>51,500,000</b>	<b>79,500,000</b>	<b>70,583,000</b>	<b>201,583,000</b>
<b>Total (in million)</b>		<b>51.500</b>	<b>79.500</b>	<b>70.583</b>	<b>201.583</b>

## 14. PROCEEDINGS OF PDWP (11.12.2024):

This case was deliberated in PDWP meeting held on 11.12.2024. The scheme was **approved** subject of the following directions / observations:-

Sr. No	Observations /Directions
1	Seven (07) posts [Sr. Policy Analyst/Team Lead (PPS-11), Legal Analyst (PPS-10), Specialist (Research & Development) PPS-10, Specialist (Strategic Planning) PPS-10, Specialist (Mobilization & Outreach) PPS-09, Manager (Projects/Initiatives) PPS-08, and Data Entry Operator (PPS-4)] discussed in the PDWP and rationalized by Women Development Department in consultation/meeting with Member (Social Development), P&D Board (Ref: Letter No.SO(P&B):WDD:6-102/2024-25 dated 12.12.2024) alongwith Project Pay Scales (PPS) are <b>approved</b> .
2	Procurement of three (03) vehicles [01 Motor Car 1300CC, 02 Motor Cars 1000CC each] and 01 motorbike alongwith three (03) posts of driver (PPS-2) are <b>approved</b> .
3	As clarified by the Secretary, Women Development Department, the Department will retain only three / four positions / posts as per requirement on SNE basis, after the completion of gestation period i.e., June 2027.

## 15. PROPOSAL BY THE WD DEPARTMENT:

Women Development Department has submitted the case for revision of the eligibility criteria of 05 posts out of 10 approved posts, aimed at broadening the scope of

acceptable qualifications. This revision will help attract a larger pool of qualified candidates for the project posts and ensure a more competitive recruitment process.

SR #	Name of Post	Approved Eligibility Criteria (PDWP: 11.12.2024)	Proposed Revised Eligibility Criteria	Justification	Recruitment Status
1	Sr. Policy Analyst/Team Lead	Master's Degree (16 years of education) in Gender Studies, Women Studies, Development Studies, Public Administration, Public Policy, Development Studies, or Sociology (from a Government/HEC-recognized university) with 08 years of post-qualification experience working in research and analysis, preferably in policy analysis. Out of 08, two years of experience as a team lead at the provincial /regional level is preferred.	Master's Degree (16 years of education) in <b>Social Sciences or Management Sciences</b> (from a university recognized by HEC) with 08 years of post-qualification relevant experience. Out of 08, two years of experience as a team lead in leading provincial / regional / international organizations is preferred.	Broadening the scope of acceptable qualifications for recruitment to attract a large pool of candidates.	The posts were advertised for recruitment, however, the response received was limited due to restricted eligibility criteria. consequently no suitable candidate was recommended
2	Legal Analyst	LLM/Bachelors Degree in Law (16 years of education) from a university recognized by HEC) with 6 years post-qualification experience as legal researcher and analyst, legal advisor, in a multinational/well-reputed provincial/regional level organization.	<b>Bachelors Degree in Law</b> (16 years of education) from a university recognized by HEC) with 6 years post-qualification relevant experience in a leading provincial / national / international organization.	Same as above	Same as above
3	Specialist (Research & Development)	M.Phil./ MS Degree (18 years of education) in Sociology or Gender Studies, or Women Studies, Statistics, Data Sciences (from a Government/HEC recognized university) with 8 years of post-qualification experience in a leading research organization as a researcher.	M.Phil./ MS Degree (18 years of education) in <b>Social Sciences or Management Sciences</b> or Statistics, Data Sciences (from a university recognized by HEC) with 8 years of post-qualification experience in a leading provincial / national / international organization as a researcher.	Same as above	Same as above

4	Specialist (Mobilization & Outreach)	Masters/BS-Hons Degree (16 years of education) in Mass Communication, Sociology, or Gender Studies, Digital Media Marketing, Project Management, (from a Government/HEC recognized university) with 5 years of post-qualification experience in relevant field	Masters/BS-Hons Degree (16 years of education) in <b>Social Sciences</b> or <b>Management Sciences</b> or Mass Communication, Sociology, or Gender Studies, Digital Media Marketing, Project Management, (from a Government/HEC recognized university) with 5 years of post-qualification experience in relevant field	Same as above	Same as above
5	Specialist (Strategic Planning)	Masters/(BS-Hons) Degree (16 years of education) in Gender Studies, Women Studies, Public Administration, and Public Policy, or Masters in Sociology (from a Government/HEC recognized university) with 5 years of post-qualification experience of relevant field.	Masters/(BS-Hons) Degree (16 years of education) in <b>Social Science</b> or <b>Management Sciences</b> or Public Administration or Public Policy (from a university recognized by HEC) with 5 years of post-qualification experience of relevant field in leading provincial / national / international organization.	Same as above	Same as above

#### 16. RECOMENDATION:

The case is presented before PDWP for consideration / approval.

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