



**Directorate General Monitoring & Evaluation**  
Planning & Development Board  
Government of the Punjab



ISO Certified

042 – 99233191

No. DGME/EVL/DD/PM/TEVTA/2024/02(1269)

Dated: 25<sup>th</sup> January, 2024

To,

1. **The Secretaries,**  
Government of the Punjab,
  - i. Finance Department
  - ii. Industries, Commerce, Investment & Skills Development Department
2. **The Chairperson,**  
TEVTA,  
Government of the Punjab.

**SUBJECT: EVALUATION REPORT OF THE PROJECT**

I am directed to refer to the subject noted above and to enclose herewith the copy of the evaluation report titled "**ESTABLISHMENT OF VOCATIONAL TRAINING INSTITUTE (WOMEN) SADIQABAD, DISTRICT RAHIM YAR KHAN**" for information and further necessary action please. Moreover, soft copy of the report can also be downloaded from DGM&E website which is as follow: <http://dgme.punjab.gov.pk/evaluation-reports/>.

2. The project will be discussed shortly in forthcoming Evaluation Committee Meeting (ECM). It is requested to send any comment/feedback on this report to DGM&E office within (07) seven days.

*Masood Ahmed*  
d: 25/01/2024  
(ENGR. MASOOD AHMED)  
DEPUTY DIRECTOR / PM

A copy is forwarded for information to the:-

1. The Secretary (South Punjab), CWD Government of the Punjab
2. Member (SD), P&D Board, Government of the Punjab
3. Sr. Chief (PSD), P&D Board, Government of the Punjab
4. DG, Technical Education & Vocational Training Authority (TEVTA), Lahore
5. Chief Engineer, Buildings (South), C&W Department, Government of the Punjab
6. Director Development, TEVTA, Lahore
7. XEN (Buildings), C&W Department, Government of the Punjab, Rahim Yar Khan
8. The Principal, Vocational Training Institute for Women, Sadiqabad.

*OK*

*Masood Ahmed*  
d: 25/01/2024  
(ENGR. MASOOD AHMED)  
DEPUTY DIRECTOR / PM

*CC*  
*File*

**Copy for information, please: -**

1. Director Evaluation, DGM&E, P&D Board, Government of the Punjab
2. PSO to Chairman, P&D Board, Lahore
3. PS to Secretary, P&D Board, Government of the Punjab
4. PS to DG(M&E), P&D Board, Government of the Punjab

YELLOW

# EVALUATION REPORT

## **ESTABLISHMENT OF VOCATIONAL TRAINING INSTITUTE (WOMEN) SADIQABAD, DISTRICT RAHIM YAR KHAN**



January, 2024

**Directorate General (Monitoring & Evaluation)  
Planning & Development Board  
Government of the Punjab**

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## **ABOUT THE COVER PAGE**

- The evaluation of the project will be conducted on the basis of Evaluation Rating Index attached as **(Annexure-C)**. The grading of Evaluation Rating Index will decide whether the project will fall in Red, Yellow, or Green category.
- **Green**: If overall grading of the project is above 70, the project is considered as **Successful**.
- **Yellow**: If overall grading of the project is in between 35-70, the project is considered as **Partially Successful**.
- **Red**: If overall Rating of the project is less than 35, the project is considered as **Not Successful**.

|                             |                      |
|-----------------------------|----------------------|
| <b>Successful</b>           | <b><u>Green</u></b>  |
| <b>Partially Successful</b> | <b><u>Yellow</u></b> |
| <b>Not Successful</b>       | <b><u>Red</u></b>    |



## Table of Contents

|  |     |
|--|-----|
| Acronyms .....   | vii |
| 1. Background .....                                    | 2   |
| 2. Methodology .....                                   | 2   |
| 3. Project Profile .....                               | 4   |
| 4. Major Deliverables .....                            | 5   |
| 5. Objective Indicators for Evaluation .....           | 7   |
| 6. Student Enrollment Data .....                       | 8   |
| 6.1 Enrollment Data Since 2014 – 2023 .....            | 8   |
| 6.2 Per Trainee Cost .....                             | 9   |
| 7. Financial Analysis .....                            | 10  |
| 8. Observations & Recommendations .....                | 10  |
| 9. Photo Gallery .....                                 | 15  |
| Annex-A: Evaluation Rating Index .....                 | 23  |
| Annex-B: MOM of 245 <sup>th</sup> ECM .....            | 26  |
| Annex-C: Detail of Teaching & Non-Teaching Staff ..... | 31  |

## Acronyms

|                   |   |
|-------------------|---|
| <b>ADP</b>        | Annual Development Program                  |
| <b>BPS</b>        | Basic Pay Scale                             |
| <b>CCA</b>        | Certificate in Computer Applications        |
| <b>DG M&amp;E</b> | Directorate General Monitoring & Evaluation |
| <b>DDSC</b>       | Departmental Development Sub-Committee      |
| <b>NA</b>         | Not Applicable                              |
| <b>P&amp;DB</b>   | Planning & Development Board                |
| <b>PC-I</b>       | Planning Commission Proforma-I              |
| <b>PC-IV</b>      | Planning Commission Proforma-IV             |
| <b>TDWP</b>       | TEVTA Development Working Party             |



## 1. Background

Rahim Raheem Yar Khan is a district in Punjab province of Pakistan the city of Rahim Jahan is the capital of the district the district lies between 27.40 – 29.16 north latitudes and 60.45 – 70.01 east longitudes.

The scheme for Construction of Building & Consolidation of Facilities at Govt. Vocational Training Institute (W), Sadiqabad was administratively approved on 13-08-2009 at the total cost of Rs. 17.637 Millions (Capital Rs. 14.950 Millions + Revenue Rs. 2.687 Millions). The formalities for starting of Civil Work at site were under process with Building Department; meanwhile the Punjab Housing & Town Planning Agency (PHATA) has demanded the price of plot amounting to Rs. 3.622 Millions. Due to this the scheme was revised at the total cost Rs. 24.637 Millions (Capital Rs.18.573 Millions + Revenue Rs. 6.064 Millions) on 09-02-2010 by including the cost of land. Due to change in Revenue Component the scheme was revised on 05-06-2012 at a total cost of Rs.27.551 million (Capital Rs. 27.551 million + Revenue Rs. 8.978 million). Due to change in Plinth Area Rates, amended Administrative Approval was issued on 13-01-2014 at a total cost of Rs. 29.985 million (Capital Rs. 21.007 million + Revenue Rs. 8.978 million). The newly constructed building has been completed and taken over from Building Department.

This first visit of the said scheme was conducted on 22-11-2022 by this office and issued a report of it which was presented in the 245<sup>TH</sup> Evaluation Committee Meeting (ECM) Held On 13<sup>th</sup> November 2023 under the Chairmanship of DG(M&E), Planning & Development Board, Punjab, Lahore MOM of meeting are attached as **(ANNEX-B)**. The chair directed to revisit the institute and provide an update on the status of the defects that were highlighted in the first report, as well as to assess the current enrollment situation of the institution and directed by chair to reissue the report.

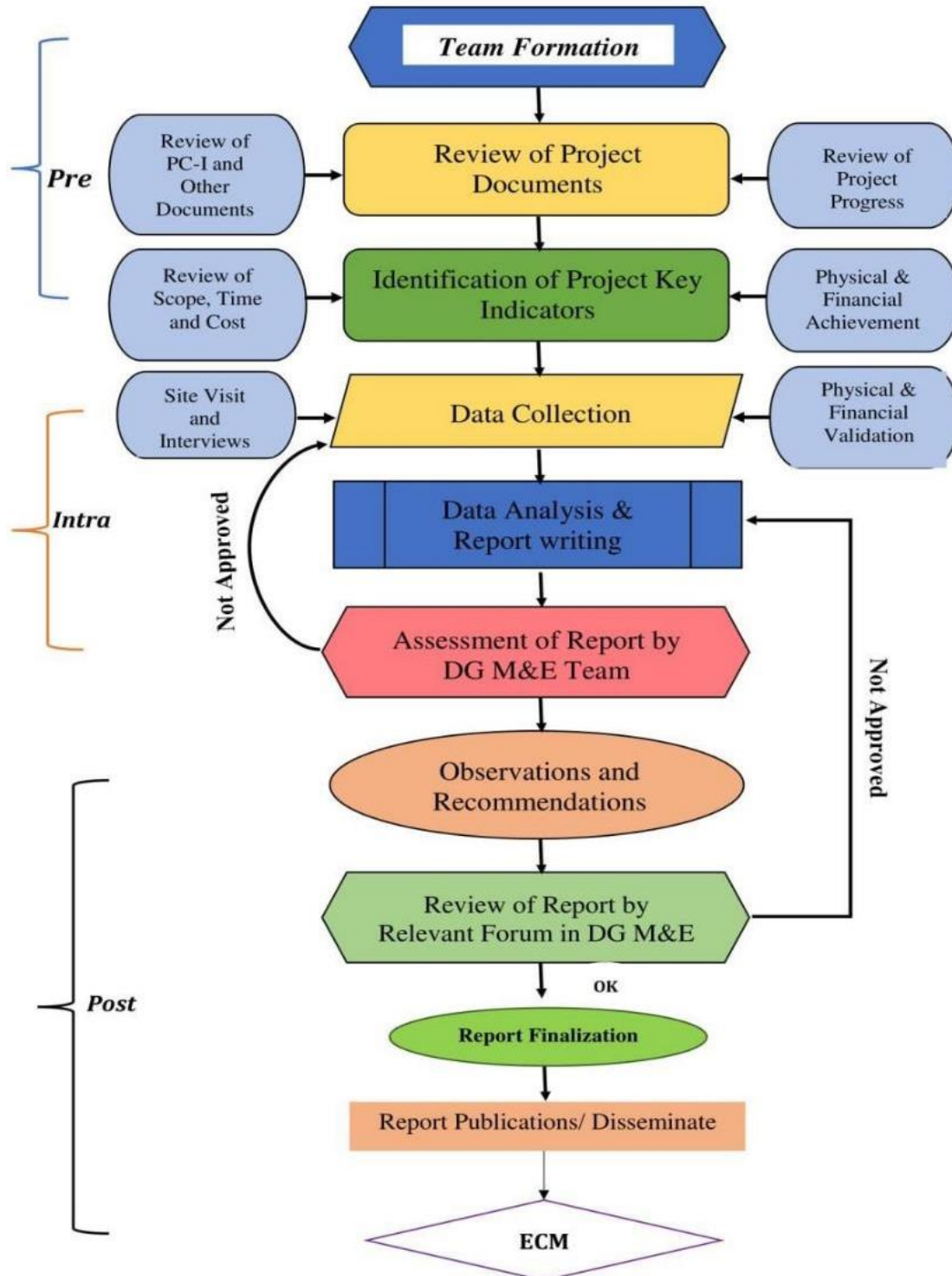
## 2. Methodology

Engr. Masood Ahmed, Deputy Director / PM was assigned to visit the site and conduct the evaluation of this project. The evaluation process was adapted as per standard M&E guidelines and methodology, outlined below:

- i. Review of Evaluation Documents (PC-I, PC-IV, Administrative Approval & other documents).
- ii. Conducting the Field Visit.
- iii. Visual Inspection as per scope of work.
- iv. Data collection, data analysis and report writing.
- v. Physical Verification of Procurement as per PC-I and PC-IV document.

- vi. Assessment of report by DG M&E Team
- vii. Observations and Recommendations.
- viii. Report publication / Disseminate.
- ix. Evaluation Committee Meeting

**Process of the evaluation is elaborated in following chart**



Schematic diagram of the Evaluation process

### 3. Project Profile

**Table 1**

| <b>Establishment Of Vocational Training Institute (Women)<br/>Sadiqabad, District Rahim Yar Khan</b> |   |
|--|---|
| <b>Objective</b>   | <ul style="list-style-type: none"> <li>i. To produce 350 qualified Matric Vocational &amp; skilled female workers per annum.</li> <li>ii. To provide the opportunity of Higher Education in the field of Technical at lower cost to deprived people of underdeveloped area.</li> <li>iii. To increase the chances of self-employment to the youth of the area and project will contribute towards the production of professional manpower in technical field.</li> <li>iv. To start a new demand driven courses.</li> </ul> |
| <b>GS No.</b>  | 4216 (2009-10)  |
| <b>Project Name</b>  | Construction of Building and Consolidation of Facilities at Govt. Vocational Training Institute (W) Sadiqabad, District Rahim Yar Khan  |
| <b>Location</b>  | Model Town, Sadiqabad, District Rahim Yar Khan  |
| <b>GPS Coordinates</b>   | 28°18'03.1"N, 70°06'27.2"E  |
| <b>Report Type</b>   | Terminal Evaluation Report  |
| <b>Sponsoring Department</b>   | Technical Education & Vocational Training Authority (TEVTA), Government of the Punjab   |
| <b>Executing Department</b>  | <ul style="list-style-type: none"> <li>i. Technical Education &amp; Vocational Training Authority (TEVTA), Government of the Punjab (Revenue)</li> <li>ii. Communication &amp; Works Department, Government of the Punjab</li> </ul>  |
| <b>Feasibility</b>   | Technical Education & Vocational Training Authority (TEVTA), Government of the Punjab   |
| <b>Building Design</b>   | Communication and Works Department, Government of the Punjab  |
| <b>Project Supervision</b>   | <ul style="list-style-type: none"> <li>i. Technical Education &amp; Vocational Training Authority (TEVTA), Government of the Punjab (Revenue)</li> <li>ii. Communication &amp; Works Department, Government of the Punjab</li> </ul>  |
| <b>Name of Contractor</b>  | M/S Sardar Shair Afghan & Co.   |
| <b>Original PC-I Cost</b>  | Rs. 17.637 million  |
| <b>Date of approval of Original PC-I</b>   | 28 <sup>th</sup> August, 2009   |

|  |   |
|--|---|
| <b>1<sup>st</sup> Revised PC-I Cost</b>                | Rs. 24.637 million  |
| <b>Date of approval of 1<sup>st</sup> Revised PC-I</b> | 17 <sup>th</sup> February, 2010   |
| <b>2<sup>nd</sup> Revised PC-I Cost</b>                | Rs. 27.551 million  |
| <b>Date of approval of 2<sup>nd</sup> Revised PC-I</b> | 25 <sup>th</sup> September, 2012  |
| <b>Amended PC-I Cost</b>                               | Rs. 29.985 million  |
| <b>Date of approval of amended PC-I</b>                | 13 <sup>th</sup> January, 2014  |
| <b>3<sup>rd</sup> Revised PC-I Cost</b>                | Rs. 39.797 million  |
| <b>Date of approval of 3<sup>rd</sup> Revised PC-I</b> | 19 <sup>th</sup> June, 2014   |
| <b>4<sup>th</sup> Revised PC-I Cost</b>                | Rs. 42.092 million  |
| <b>Date of approval of 4<sup>th</sup> Revised PC-I</b> | 19 <sup>th</sup> July, 2019   |
| <b>Planned Date of Commencement</b>                    | 28 <sup>th</sup> August, 2009   |
| <b>Actual Date of Commencement</b>                     | 06 <sup>th</sup> November, 2009   |
| <b>Planned Completion Date</b>                         | 27 <sup>th</sup> August, 2010   |
| <b>Actual Completion Date</b>                          | 13 <sup>th</sup> January 2013 (as per project closing document provided by TEVTA) |
| <b>1<sup>st</sup> Date of Visit</b>                    | 22 <sup>nd</sup> November, 2022   |
| <b>2<sup>nd</sup> Date of Visit</b>                    | 14 <sup>th</sup> December, 2023   |

#### 4. Major Deliverables

**Table 2**

| <b>Components of PC-I</b>       | <b>PC-I Cost (million)</b> | <b>Targets</b>   | <b>Achievements</b> |
|---------------------------------|----------------------------|--|---------------------|
| <b>Construction of Building</b> | Rs. 17.385 million         | <ul style="list-style-type: none"> <li>• Construction of ground floor of main building</li> <li>• Construction of first floor of main building</li> <li>• Construction of first floor of main building</li> <li>• Provision of gate and gate pillar with steel grated door</li> <li>• Construction of boundary wall 9" thick 6' height</li> <li>• P/L of fair face Gutka cladding</li> <li>• P/L of Porcelain tiles</li> <li>• P/F of super tuff water tank of 500 gallons capacity</li> <li>• P/F of Goldamatic pump</li> </ul> | Completed           |

| Components of PC-I                              | PC-I Cost (million) | Targets   | Achievements                     |
|---|---------------------|---|----------------------------------|
|   |                     | <ul style="list-style-type: none"> <li>External Development Electric and Sui Gas Connection</li> </ul>  |                                  |
| <b>Procurement of land</b>                      | Rs. 3.622 million   | Land of 6 kanals for construction of VTI (W), Sadiqabad   | Completed                        |
| <b>Procurement of Machinery &amp; Equipment</b> | Rs. 10.008 million  | <ul style="list-style-type: none"> <li>Photocopier</li> <li>Sewing machines</li> <li>Desktops</li> </ul>  | Partially Completed              |
| <b>Procurement of Furniture &amp; Fixtures</b>  | Rs. 04.826 million  | <p>A. Drafting &amp; Sewing</p> <ul style="list-style-type: none"> <li>01 Teacher chair</li> <li>25 Students chair</li> <li>06 Drafting Table</li> <li>01 White Board/Marker Board</li> <li>01 Teacher Table</li> </ul> <p>B. Hand &amp; Machine Embroidery</p> <ul style="list-style-type: none"> <li>12 Drafting Tables</li> <li>25 Stand Tables</li> <li>01 White Board</li> <li>25 Students Chairs without arms</li> <li>01 Teacher Table</li> <li>02 Teacher Chair</li> </ul> <p>C. Computer Foundation</p> <ul style="list-style-type: none"> <li>01 White Board</li> <li>25 Computer Chairs</li> <li>25 Computer Table</li> <li>01 Teacher Table</li> <li>01 Teacher Chair</li> </ul> <p>D. Dress Making (Drafting &amp; Sewing)</p> <ul style="list-style-type: none"> <li>06 Drafting Tables</li> <li>25 Chairs</li> <li>01 White Board</li> <li>01 Teacher Chair</li> <li>01 Teacher Table</li> </ul> <p>E. Dress Making (Designing)</p> <ul style="list-style-type: none"> <li>06 Drafting Table</li> <li>25 Chairs</li> <li>01 White Board</li> <li>01 Teacher Chair</li> <li>01 Teacher Table</li> </ul> <p>F. Dress Making (Hand Embroider)</p> <ul style="list-style-type: none"> <li>02 Tracers</li> <li>25 Tables</li> </ul> | Partially Procured and Installed |
| <b>Recurring</b>                                | Rs. 6.250 million   | <p>A. Teaching Staff</p> <ul style="list-style-type: none"> <li>04 Instructor (Matric Vocational)</li> </ul>  | As per document provided by      |

| Components of PC-I | PC-I Cost (million) | Targets   | Achievements  |
|--------------------|---------------------|---|---|
|                    |                     | B. Lab Staff <ul style="list-style-type: none"> <li>• 04 Lab Instructors</li> </ul> C. Support Staff <ul style="list-style-type: none"> <li>• 01 Accountant</li> <li>• 01 Office Clerk/Store Keeper</li> <li>• 02 Mali</li> <li>• 01 Chowkidar</li> </ul> | TEVTA, only 03 Posts of Instructors were filled and remaining posts were remained vacant. |

## 5. Objective Indicators for Evaluation

**Table 3**

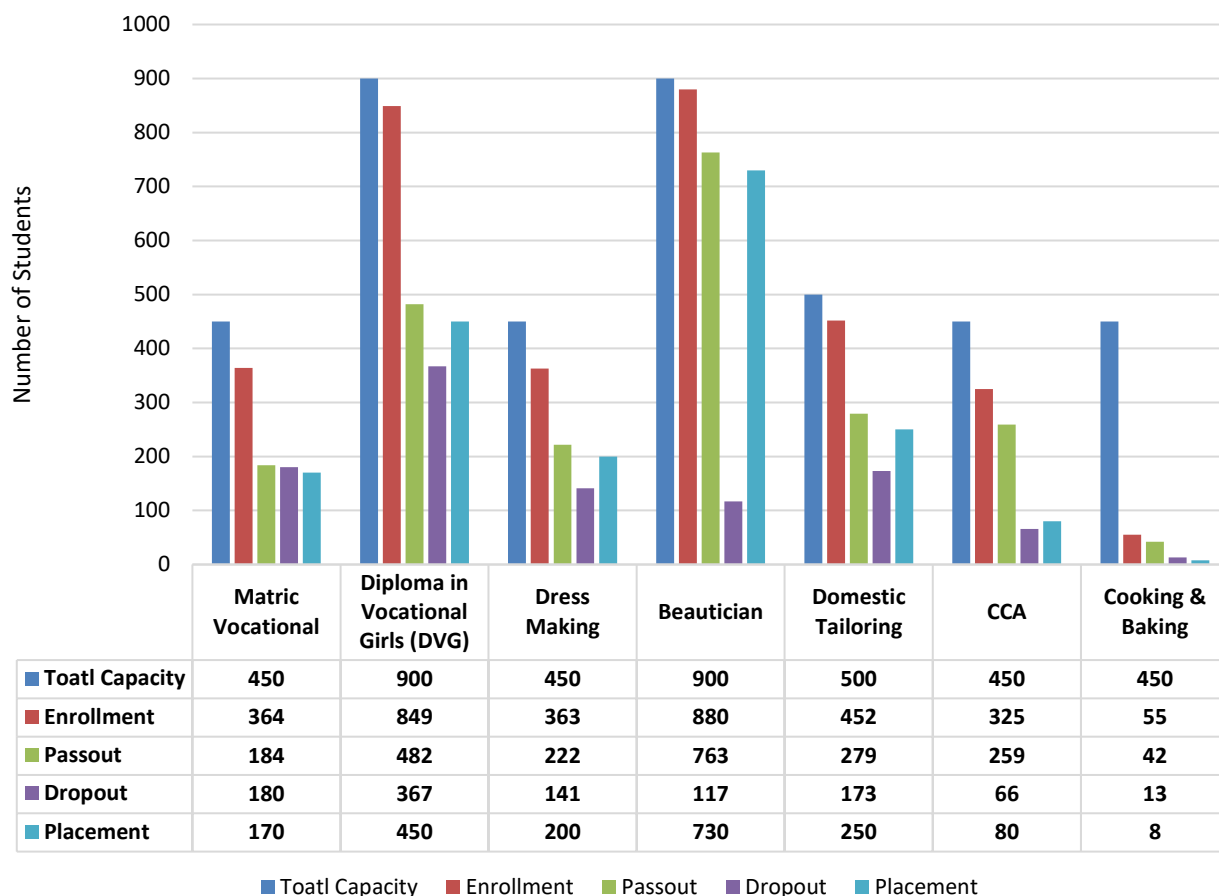
| Objectives  | KPIs   | Assessment   |
|---|--|--|
| To produce 350 qualified Matric Vocational & skilled female workers per annum.  | To produce 350 qualified female workers per annum and 3,150 in previous 9 years.   | <b>Partially Achieved</b><br>As per data provided by the TEVTA, since 2014 to till the date, 3,288 students were enrolled and 2,231 students were passed out from GVTI (W), Sadiqabad. |
| To provide the opportunity of Higher Education in the field of Technical at lower cost to deprived people of under developed area.                                  | Provision of qualification at lower monthly fee.   | <b>Achieved</b><br>At very lower monthly fee, education was being provided to the students.  |
| To increase the chances of self-employment to the youth of the area and project will contribute towards the production of professional manpower in Technical field. | Employment Status after professional qualification.  | <b>Partially Achieved</b><br>As per data provided by the TEVTA, employment status of students was partially changed after professional qualification.                                  |
| To start a new demand driven courses.   | Start of following courses: <ul style="list-style-type: none"> <li>• Matric Vocational</li> <li>• Dress Making</li> <li>• Domestic Tailoring</li> <li>• Beautician</li> <li>• Cooking &amp; Baking</li> <li>• CCA</li> </ul> | <b>Achieved</b><br>As per data provided by the TEVTA and site visit, all mentioned courses were started at GVTI (W), Sadiqabad.  |

## 6. Student Enrollment Data

### 6.1 Enrollment Data Since 2014 – 2023

| Sr. No.      | Name of all Courses as per approved PC-1 | Name of currently Running Course         | Total Capacity | Enrollment | Passout | Dropout | Placement |
|--------------|--|--|----------------|------------|---------|---------|-----------|
| 1            | Matric Vocational                        |  | 450            | 364        | 184     | 180     | 170       |
| 2            | Diploma in Vocational Girls (DVG)        | Diploma in Vocational Girls (DVG)        | 450            | 849        | 482     | 367     | 450       |
| 3            | Dress Making                             | Basic Dress Designing & Making           | 225            | 363        | 222     | 141     | 200       |
| 4            | Beautician                               | CBT&A- Hair & Beauty Services (Level-II) | 450            | 880        | 763     | 117     | 730       |
| 5            | Domestic Tailoring                       | CBT&A- Dress Making (Level-II)           | 450            | 452        | 279     | 173     | 250       |
| 6            | CCA                                      | CBT&A- Computer Operator (Level-II)      | 450            | 325        | 259     | 66      | 80        |
| 7            | Cooking & Baking                         | Professional Cook                        | 450            | 55         | 42      | 13      | 8         |
| <b>TOTAL</b> |  |  | 2925           | 3288       | 2231    | 1057    | 1888      |

## ENROLLMENT DATA SINCE 2014 To TILL DATE



**Graph 01:** Enrollment Data Since 2014 – 2023 that are offering right now in the institute.

### 6.2 Per Trainee Cost

**Table 4**

| <b>GVTI (W), Sadiqabad</b> |  |                                     |
|----------------------------|--|-------------------------------------|
| <b>Expenses</b>            | <b>PC-I<br/>(4<sup>th</sup> Revised)</b> | <b>2022-23<br/>(Financial Year)</b> |
|                            | Cost in Rs.                              | Cost in Rs.                         |
| <b>Salary Expense</b>      | 2,568,128                                | 1,525,707                           |
| <b>Non- Salary Exp</b>     | 1,387,000                                | 1,466,145                           |
| <b>Total Cost</b>          | 3,955,128                                | 2,991,852                           |
| <b>Annual Enrollment</b>   | 275                                      | 203                                 |
| <b>Per Trainee Cost</b>    | <b>14,382</b>                            | <b>14,738</b>                       |

## 7. Financial Analysis

**Table 5**

| Fiscal Year  | Amount in million (PKR) |               |               | Financial Efficiency (%age) |                           |
|--------------|-------------------------|---------------|---------------|-----------------------------|---------------------------|
|              | ADP Allocation          | Releases      | Expenditures  | Releases vs. ADP Allocation | Expenditures vs. Releases |
| 2009-10      | -                       | 18.285        | 18.285        | -                           | 100%                      |
| 2010-11      | -                       | 5.385         | 5.385         | -                           | 100%                      |
| 2011-12      | -                       | 3.147         | 3.147         | -                           | 100%                      |
| 2012-13      | -                       | 3.857         | 3.723         | -                           | 97%                       |
| 2013-14      | -                       | 4.349         | 3.851         | -                           | 89%                       |
| 2014-15      | -                       | 4.595         | 4.359         | -                           | 95%                       |
| 2015-16      | -                       | 5.012         | 4.710         | -                           | 94%                       |
| 2016-17      | -                       | 6.142         | 5.759         | -                           | 94%                       |
| 2017-18      | -                       | 6.505         | 7.124         | -                           | 110%                      |
| 2018-19      | -                       | 8.215         | 7.927         | -                           | 97%                       |
| 2019-20      | -                       | 8.674         | 8.297         | -                           | 96%                       |
| 2020-21      | -                       | 8.749         | 7.996         | -                           | 91%                       |
| 2021-22      | -                       | 9.078         | 9.209         | -                           | 101%                      |
| 2022-23      | -                       | 5.409         | 5.397         | -                           | 100%                      |
| <b>Total</b> | <b>-</b>                | <b>97.403</b> | <b>95.170</b> | <b>-</b>                    | <b>98%</b>                |

## 8. Observations & Recommendations

| Observations   | Description   |
|--|---|
| <b>Observation 1<br/>(Delays in completion of the project)</b> | <p>PC-I of the project was approved on 28<sup>th</sup> August, 2009 at total cost of Rs. 17.637 million which was planned to be completed on 27<sup>th</sup> August, 2010 whereas it was revised four times and cost escalated to 42.092 million. The actual completion date of the project was 13<sup>th</sup> January 2013.</p> <p><b>Recommendation:</b> Proper planning is required to be done during the appraisal stage as well as during execution stage to avoid revision of the project which ultimately leads towards cost overrun.</p> |



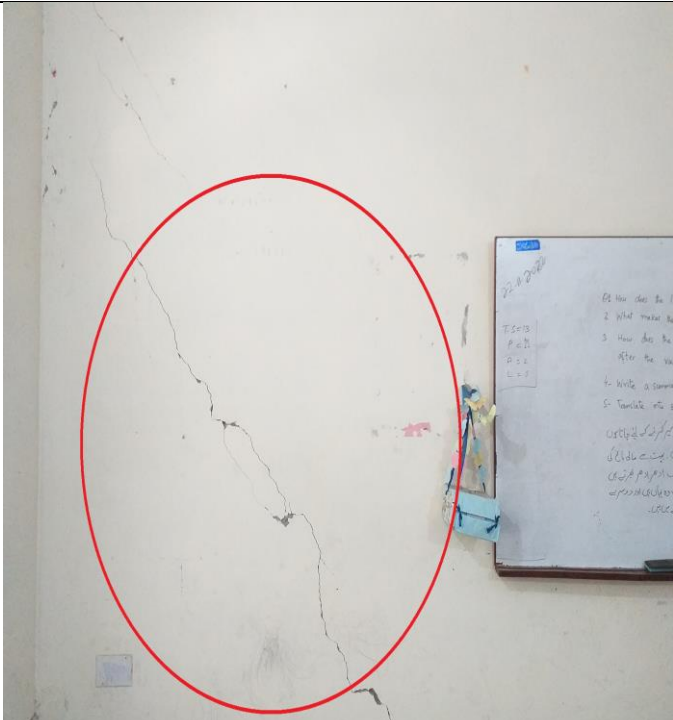

| Observations  | Description  |
|---|--|
|   | Moreover, if the project is commenced; funding needs to be ensured as planned in the PC-I to avoid such delays.  |
| <b>Observation 2<br/>(Courses with low enrollment)</b>    | <p>From the enrollment data it was observed that Cooking &amp; Baking course was suffered with the lowest enrollment.</p> <p><b>Recommendation:</b> The said course is required to be reintroduced into the curriculum as it is believed that reinstating this course could potentially contribute to a more comprehensive and inclusive educational experience.</p>   |
| <b>Observation 3<br/>(Enrollment Percentage)</b>          | <p>Current enrollment rate which is based on the provided institute data stands at 80% in relation to the institute's capacity.</p> <p><b>Recommendation:</b> Enrollment rate as compared to the capacity of the institute should be enhancement. Therefore, by actively promoting its offerings through intensified efforts in publicity and advertising initiatives the institute may bridge the existing gap and achieve full capacity utilization.</p>   |
| <b>Observation 4<br/>(Pass out Percentage)</b>            | <p>The analysis revealed that the pass-out rate stands at 68%, indicating a correlation with the enrollment figures at the institute.</p> <p><b>Recommendation:</b> It is recommended that the institute may implement strategies to enhance and elevate the pass-out percentage, thereby fostering a more favorable academic outcome for its students.</p>  |
| <b>Observation 5<br/>(Efficiency &amp; Effectiveness)</b> | <p>Based on the updated PC-I, the cost incurred per trainee amounted to Rs. 14,382, while in the fiscal year 2022-23, the per trainee expenditure rose to Rs. 14,7382. Furthermore, the student placement ratio stands at 57% in relation to the overall number of enrolled trainees.</p> <p><b>Recommendation:</b> In light of the fact that the Punjab government allocates Rs. 14,738 per trainee, it is noteworthy that only 57% of the total enrolled students in the institute successfully transition into professional life, securing their means of sustenance. Therefore, it is advisable to explore strategies to enhance the effectiveness of this investment and increase the employability of a greater proportion of enrolled trainees.</p> |
| <b>Observation 6<br/>(PC-IV Document Issues)</b>          | <p>PC-IV was not prepared properly and most of the information was missing or was wrong. Some of the points are as follows:</p> <ul style="list-style-type: none"> <li>i. In sector "TEVTA" was mentioned whereas there is no sector in ADP with this name.</li> <li>ii. The project was revised four time whereas only original and revised PC-I cost was mentioned which was also wrong.</li> </ul>  |

| Observations  | Description  |
|---|--|
|   | <p>iii. RBM Indicators were not given.<br/> iv. Allocation was not given in year wise financial detail table.<br/> v. Actual expenditures of building works and land were not given separately.</p> <p><b>Recommendation:</b> Before submission of PC-IV for evaluation, it should be prepared by technical persons and thoroughly reviewed by higher authorities.</p>   |
| <p><b>Observation 7<br/>(Diagonal cracks)</b></p>             | <p>During the initial visit on November 22, 2022, Structural diagonal cracks in the walls of the building was observed. <b>[Figure 1 &amp; 3]</b>. Subsequent to the second visit on December 14, 2023, it was observed that these highlighted cracks had been rectified; however, the quality of the rectification was found to be subpar, as illustrated in <b>[Figure 2 &amp; 4]</b>.</p> <p><b>Recommendation:</b> It is advised to rectify the cracks using a more thorough and appropriate approach.</p>   |
| <p><b>Observation 8<br/>(Seepage &amp; Efflorescence)</b></p> | <p>During the initial visit on November 22, 2022, at notable instances, severe seepage and efflorescence on the walls were observed, contributing to the deterioration of the walls as depicted in <b>[Figure 5, 7 &amp; 13]</b>. Subsequent to the first visit, on December 14, 2023, it has been observed that efforts were made to address the seepage and efflorescence issues; but the quality of the remedial work undertaken was compromised. <b>[Figure 6, 8 and 14]</b></p> <p><b>Recommendation:</b> Meticulous attention be given to address seepage and efflorescence issues, ensuring that the remediation efforts are conducted with a high standard of quality to prevent further deterioration of the walls.</p> |
| <p><b>Observation 9<br/>(Cracks Propagation)</b></p>          | <p>During the initial visit on November 22, 2022, It was observed that cracks are propagating towards roof slab. <b>[Figure 11]</b>. Subsequent to the second visit on December 14, 2023, it was observed that these highlighted cracks had been rectified; however, the quality of the rectification was found to be subpar, as illustrated in <b>[Figure 12]</b>.</p> <p><b>Recommendation:</b> It is advised to rectify the cracks using a more thorough and appropriate approach.</p>  |
| <p><b>Observation 10<br/>(Toilet Cistern)</b></p>             | <p>During the initial inspection on November 22, 2022, it was noted that installed toilet cistern in general washrooms were found broken <b>[Figure 15]</b> and missing <b>[Figure 17]</b>. In the subsequent visit on</p>   |

| Observations   | Description   |
|--|---|
|  | <p>December 14, 2023, new toilet cistern was installed <b>[Figure 16 &amp; 18]</b>.</p> <p><b>Recommendation:</b> Institute should make sure the safety as well as the maintains of the furniture and fixtures that are installed.</p>  |
| <p><b>Observation 11<br/>(Rainwater Down take pipes)</b></p>   | <p>During the initial inspection on November 22, 2022, it was noted that rainwater Down take pipes was found broken and due to which, water was infiltrating into the foundations of the building which can cause issue of settlement <b>[Figure 31]</b>. In the subsequent visit on December 14, 2023, the problem was addressed but quality of work was compromised <b>[Figure 32]</b>.</p> <p><b>Recommendation:</b> Given the observed issues with the quality of the associated workmanship, it is recommended to not only rectify the current deficiencies but also to invest in higher-quality materials and skilled labor for future maintenance.</p>   |
| <p><b>Observation 12<br/>(Whitewash)</b></p>                   | <p>During the initial inspection on November 22, 2022, it was noted that the whitewash had significantly faded, suggesting a lack of recent application <b>[Figure 13, 15, 29 &amp; 31]</b>. In the subsequent visit on December 14, 2023, there was an improvement as the faded whitewash; but, the quality of the remedial work was notably subpar <b>[Figure 14, 16, 30 &amp; 32]</b>.</p> <p><b>Recommendation:</b> Given the observed issues with the quality of the whitewash and the associated workmanship, it is recommended to not only rectify the current deficiencies but also to invest in higher-quality materials and skilled labor for future maintenance. This strategic approach will contribute to a longer-lasting and visually appealing outcome, addressing both immediate concerns and preventing similar issues in the future.</p> |
| <p><b>Observation 13<br/>(Seepage &amp; Efflorescence)</b></p> | <p>During the initial visit on November 23, 2022, at notable instances, severe seepage and efflorescence on the walls were observed, contributing to the deterioration of the walls as depicted in <b>[Figure 5 and 9]</b>. Subsequent to the first visit, on December 14, 2023, it has been observed that efforts were made to address the seepage and efflorescence issues; but the quality of the remedial work undertaken was compromised. <b>[Figure 6 and 10]</b></p> <p><b>Recommendation:</b> Meticulous attention be given to address seepage and efflorescence issues, ensuring that the remediation efforts are conducted with a high standard of quality to prevent further deterioration of the walls.</p>   |

| Observations                                     | Description  |
|--|--|
| <p><b>Observation 14<br/>(Manhole Cover)</b></p> | <p>During the initial visit on November 23, 2022, as indicated in <b>[Figure 15]</b>, it was observed that the manhole cover was absent. Subsequent to this, during the follow-up visit on December 14, 2023, as illustrated in <b>[Figure 16]</b>, it was noticed that although the manhole cover had been repositioned, but it was in a damaged/broken.</p> <p><b>Recommendation:</b> Broken manhole cover may promptly be replaced with a new to ensure the proper functioning and safety of the infrastructure.</p>  |
| <p><b>Observation 15<br/>(O&amp;M)</b></p>       | <p>The construction activities were successfully concluded in the year 2013; however, the unavailability of Operation and Maintenance (O&amp;M) procedures for the project led to a lapse in addressing the identified defects in a timely manner.</p> <p><b>Recommendation:</b> It is imperative to allocate adequate funds for the effective implementation of Operation and Maintenance, facilitating the prompt rectification of emerging defects within the building. This proactive approach to O&amp;M will ensure the longevity and sustained functionality of the structure, contributing to its overall quality and performance.</p> |
| <p><b>Observation 16<br/>(SNE Required)</b></p>  | <p>The details presented in the PC-IV document highlight that there are a total of 13 sanctioned posts required for SNE, <b>[Annex-B]</b>.</p> <p><b>Recommendation:</b> Sanctioned staff posts associated with this project be thoroughly discussed and determined during the upcoming Evaluation Committee Meeting (ECM). This comprehensive discussion will aid in making informed decisions regarding the allocation and fulfillment of staff positions under the project.</p>   |

## 9. Photo Gallery

| Observation on 1 <sup>st</sup> visit (22-11-2022)  | Observation on 2 <sup>nd</sup> visit (14-12-2023)  |
|--|--|
|  A photograph of a classroom wall with a large, jagged crack running diagonally from the top left towards the bottom right. A red circle highlights the crack. A green bulletin board is visible at the top of the frame. |  A photograph of the same classroom wall as in Figure 1. The crack has been repaired, and the surface is now smooth. A red circle highlights the area where the crack was. A green bulletin board is visible at the top. |
| <p><b>Figure 1:</b> Structural cracks in the walls of the building</p>   | <p><b>Figure 2:</b> Structural cracks in the walls of the building are rectified</p>   |
|  A photograph of a classroom wall with a long, thin crack running vertically. A red circle highlights the crack. A whiteboard with handwritten text is visible on the right side of the frame.                          |  A photograph of the same classroom wall as in Figure 3. The crack has been repaired, and the surface is now smooth. A red circle highlights the area where the crack was. A whiteboard is visible on the right side.  |
| <p><b>Figure 3:</b> Structural cracks in the walls of the building</p>   | <p><b>Figure 4:</b> Structural cracks in the walls of the building are rectified</p>   |

Observation on 1<sup>st</sup> visit (22-11-2022)



**Figure 5:** Issue of seepage and dampness in the walls of the building

Observation on 2<sup>nd</sup> visit (14-12-2023)



**Figure 6:** Issue of seepage and dampness in the walls of the building is rectified



**Figure 7:** Issue of seepage and dampness in the roof slab of the building



**Figure 8:** Issue of seepage and dampness in the roof slab of the building is partially rectified

Observation on 1<sup>st</sup> visit (22-11-2022)



**Figure 9:** Glass of transom was broken

Observation on 2<sup>nd</sup> visit (14-12-2023)



**Figure 10:** Glass of transom was reinstalled



**Figure 11:** Cracks propagating towards roof slab



**Figure 12:** Cracks propagating towards roof slab was partially retified

Observation on 1<sup>st</sup> visit (22-11-2022)



**Figure 13:** Issue of seepage in the walls of washrooms

Observation on 2<sup>nd</sup> visit (14-12-2023)



**Figure 14:** Issue of seepage in the walls of washrooms was partially rectified



**Figure 15:** Broken cistern



**Figure 16:** New cistern was installed

Observation on 1<sup>st</sup> visit (22-11-2022)



**Figure 17:** Missing cistern

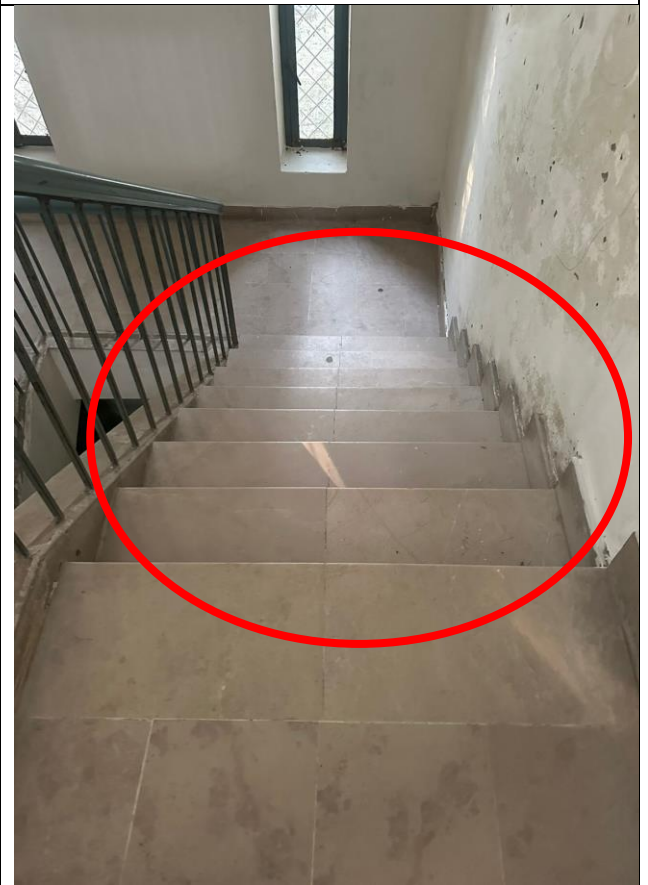
Observation on 2<sup>nd</sup> visit (14-12-2023)



**Figure 18:** New cistern was installed



**Figure 19:** No Cleanliness



**Figure 20:** Proper Cleanliness

Observation on 1<sup>st</sup> visit (22-11-2022)



**Figure 21:** Broken outer protection flooring

Observation on 2<sup>nd</sup> visit (14-12-2023)



**Figure 22:** Broken outer protection flooring was rectified



**Figure 23:** Damaged PCC of flooring



**Figure 24:** Damaged PCC of flooring was rectified

Observation on 1<sup>st</sup> visit (22-11-2022)



**Figure 25:** Broken slab of sanitary chamber

Observation on 2<sup>nd</sup> visit (14-12-2023)



**Figure 26:** New slab of sanitary chamber was installed



**Figure 27:** Broken slab of man-hole



**Figure 28:** New man-hole cover was installed

Observation on 1<sup>st</sup> visit (22-11-2022)



**Figure 29:** Broken and rusted sewer gas smell vent pipe

Observation on 2<sup>nd</sup> visit (14-12-2023)



**Figure 30:** New sewer gas smell vent pipe was installed



**Figure 31:** Seepage and infiltration due to broken pipes



**Figure 32:** Seepage and infiltration due to broken pipes was partially rectified

## Annex-A: Evaluation Rating Index

| Evaluation Rating Index              |   |   |                           |                 |     |
|--------------------------------------|---|---|---------------------------|-----------------|-----|
| Sr. No                               | Phase   | Criteria  | Maximum Point             | Points Obtained |     |
| P1.1                                 | <b>Planning</b>                                 | <b>Feasibility Study (with respect to threshold of cost of Project)</b> |                           |                 |     |
|                                      |   | i   | Yes                       | 5               | 5   |
| ii                                   |   | No  | 0                         |                 |     |
| P1.2                                 |   | <b>Stakeholders involvement in preparation of PC-I</b>                  |                           |                 |     |
|                                      |   | i   | Yes                       | 5               | 5   |
| P1.3                                 |   | <b>Baseline Data in PC-I</b>  |                           |                 |     |
|                                      |   | i   | Yes                       | 5               | 5   |
| P1.4                                 |   | <b>Scope Commensurate with Objectives</b>                               |                           |                 |     |
|                                      |   | i   | Completely matched        | 5               | 5   |
|                                      |   | ii  | Partially matched         | 3               |     |
| P1.5                                 | <b>Result Based Monitoring Framework</b>        |   |                           |                 |     |
|                                      | i   | Yes   | 5                         |                 |     |
|                                      | ii  | No  | 0                         | 0               |     |
| P1.6                                 | <b>Project Justification/ Need's Assessment</b> |   |                           |                 |     |
|                                      | i   | Provided  | 5                         | 5               |     |
|                                      |   | ii  | Not Provided              | 0               |     |
| <b>Obtained Points of Planning =</b> |   |   |                           | <b>25</b>       |     |
| <b>A</b>                             | <b>Weightage of P1 indicators</b>               | <b>((Points Obtained/Total Points of Indicators) x 100)*0.2</b>         |                           | <b>17</b>       |     |
| P2.1                                 | <b>Execution</b>                                | <b>Formulation of Project Team and Organization (PMU, PIU, PSU)</b>     |                           |                 |     |
|                                      |   | i   | Formulated                | 5               | N/A |
| ii                                   |   | Not Formulated  | 0                         |                 |     |
| P2.2                                 |   | <b>Financial Performance (Expenditure vs. PC-I Cost)</b>                |                           |                 |     |
|                                      |   | i   | Excellent (100%)          | 5               | 5   |
|                                      |   | ii  | Very Good (>95%)          | 4               |     |
|                                      |   | iii   | Good (90% to 95%)         | 3               |     |
|                                      |   | iv  | Satisfactory (85% to 90%) | 2               |     |
|                                      |   | v   | Average (80% to 85%)      | 1               |     |
| P2.3                                 |   | <b>Physical Progress</b>  |                           |                 |     |
|                                      | i   | Excellent (100%)  | 5                         |                 |     |
|                                      | ii  | Very Good (>90%)  | 4                         |                 |     |
|                                      | iii   | Good (80-90%)   | 3                         | 3               |     |
|                                      | iv  | Satisfactory (70-80%)   | 2                         |                 |     |
|                                      | v   | Average (60-70%)  | 1                         |                 |     |
|                                      |   | Vi  | Poor (<60%)               | 0               |     |

|                                      |                                   |   |   |             |   |
|--------------------------------------|-----------------------------------|---|---|-------------|---|
| P2.4                                 |                                   | <b>Revisions of PC-I</b>  |   |             |   |
|                                      |                                   | i   | No Revision                                     | 5           |   |
|                                      |                                   | ii  | One Revision                                    | 3           |   |
|                                      |                                   | iii   | Two Revision                                    | 2           |   |
|                                      |                                   | iv  | Three or more Revision                          | 1           | 1 |
| P2.5                                 |                                   | <b>Availability of Documents w.r.t (Hiring, Procurement, Trainings, Tenders &amp; Bidding etc.)</b> |   |             |   |
|                                      |                                   | i   | Provided  | 5           | 5 |
|                                      |                                   | ii  | Partially Provide                               | 3           |   |
|                                      |                                   | Iii   | Not Provided                                    | 0           |   |
| P2.6                                 |                                   | <b>Time and Cost Overrun</b>  |   |             |   |
|                                      |                                   | i   | No time and Cost overrun                        | 5           |   |
|                                      |                                   | ii  | 6 months' time overrun or/and 5% cost overrun   | 4           |   |
|                                      |                                   | iii   | 9 months' time overrun or/and 10% cost overrun  | 3           |   |
|                                      |                                   | iv  | 12 months' time overrun or/and 20% cost overrun | 2           |   |
|                                      |                                   | v   | 18 months' time overrun or/and 30% cost overrun | 0           | 0 |
| <b>Obtained Points of Execution=</b> |                                   |   | <b>14</b>                                       |             |   |
| <b>B</b>                             | <b>Weightage of P2 indicators</b> | <b>((Points Obtained/Total Points of Indicators) x 100)*0.3</b>                                     |   | <b>14.4</b> |   |
| P3.1                                 | <b>Closure &amp; Results</b>      | <b>PC-IV Submission</b>   |   |             |   |
|                                      |                                   | ii  | Within one month of Project closure             | 5           |   |
|                                      |                                   | iii   | After two months of Project closure             | 3           |   |
|                                      |                                   | iv  | After four months of Project closure            | 2           |   |
|                                      |                                   | v   | After six months of Project closure             | 1           |   |
|                                      |                                   | vi  | After nine month of Project closure             | 0           | 0 |
| P3.2                                 |                                   | <b>Objectives Achievement</b>   |   |             |   |
|                                      |                                   | i   | All Achieved                                    | 10          |   |
|                                      |                                   | ii  | 90% Achieved                                    | 7           |   |
|                                      |                                   | iii   | 80% Achieved                                    | 5           |   |
|                                      |                                   | iv  | 70% Achieved                                    | 3           | 3 |
|                                      |                                   | v   | 60% Achieved                                    | 1           |   |
|                                      |                                   | Vi  | < 50% Achieved                                  | 0           |   |
| P3.3                                 |                                   | <b>Data Availability &amp; Response of Project authorities</b>                                      |   |             |   |
|                                      |                                   | i   | Provided  | 5           |   |
|                                      |                                   | ii  | Partially Provide                               | 3           | 3 |
|                                      |                                   | Iii   | Not Provided                                    | 0           |   |

|   |   |  |   |                       |
|---|---|--|---|-----------------------|
| P3.4  | <b>Beneficiaries Assessment</b>             |  |   |                       |
|   | i   | Excellent  | 5 |                       |
|   | ii  | Very Good  | 4 |                       |
|   | iii   | Good   | 3 |                       |
|   | iv  | Satisfactory   | 2 | 2                     |
|   | v   | Average  | 1 |                       |
| P3.5  | <b>Availability of Quality Control Data</b> |  |   |                       |
|   | i   | Yes  | 5 | 5                     |
|   | ii  | No   | 0 |                       |
| P3.6  | <b>Sustainability Plan in PC-I</b>          |  |   |                       |
|   | i   | Provided   | 5 |                       |
|   | ii  | Not Provided   | 0 | 0                     |
| <b>Obtained Points of Closure &amp; Results=</b>              |   |  |   | <b>13</b>             |
| <b>C</b>  | <b>Weightage of P3 indicators</b>           | <b>((Points Obtained/ Total Points of Indicators) x 100)*0.5</b> |   | <b>18.57</b>          |
| <b>Planning 20%, Execution 30%, Closure &amp; Results 50%</b> |   |  |   |                       |
| <b>Total (A+B+C)</b>  |   |  |   | <b>49.97<br/>≈ 50</b> |

|                                |                 |                             |               |
|--------------------------------|-----------------|-----------------------------|---------------|
| <b>Overall Project Grading</b> | <b>Above 70</b> | <b>Successful</b>           | <b>Green</b>  |
|                                | <b>35-70</b>    | <b>Partially Successful</b> | <b>Yellow</b> |
|                                | <b>Below 35</b> | <b>Not Successful</b>       | <b>Red</b>    |



**Directorate General Monitoring & Evaluation**  
Planning & Development Board  
Government of the Punjab



042 – 99233191

No. DGME/EVL/DD/PM/TEVTA/2023/1000  
Dated: 29 November, 2023

To,

1. **The Secretaries,**  
Government of the Punjab,
  - i. Finance Department
  - ii. Industries, Commerce, Investment & Skills Development Department
  - iii. Communication and Works Department (South Punjab)
2. **The Chairperson,**  
TEVTA,  
Government of the Punjab.

**SUBJECT: MINUTES OF THE 245<sup>th</sup> EVALUATION COMMITTEE MEETING**

I am directed to forward a copy of Minutes of 245<sup>th</sup> Evaluation Committee Meeting held on 13<sup>th</sup> November 2023 regarding project titled "CONSTRUCTION OF BUILDING AND CONSOLIDATION OF FACILITIES AT GOVT. VOCATIONAL TRAINING INSTITUTE (WOMEN) SADIQABAD, DISTRICT RAHIM YAR KHAN" for information and further necessary action please.

  
(ENGR. MASOOD AHMED)  
DEPUTY DIRECTOR / PM

A copy is forwarded for information to the:-

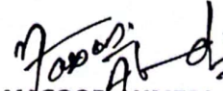
1. Member (PSD), P&D Board, Government of the Punjab
  2. Sr. Chief (Coord. & Monitoring), P&D Board, Government of the Punjab
  3. Sr. Chief (PSD), P&D Board, Government of the Punjab
  4. DG, Technical Education & Vocational Training Authority (TEVTA), Lahore
  5. Chief Engineer, Buildings (South), C&W Department, Government of the Punjab
  6. The Zonal Manager (South), TEVTA, Bahawalpur
  7. The District Manager, TEVTA, Rahim Yar Khan
  8. XEN (Buildings), C&W Department, Government of the Punjab, Rahim Yar Khan
- Note: Copy of Minutes of the Meeting can be downloaded from the website; [www.dgme.punjab.gov.pk](http://www.dgme.punjab.gov.pk)---Functions---Evaluation---Minutes of Evaluation Committee Meeting**

  
(ENGR. MASOOD AHMED)  
DEPUTY DIRECTOR / PM

**Cc:**

**Copy for information, please: -**

1. Director Coordination, DGM&E, P&D Board, Government of the Punjab
2. Director Evaluation, DGM&E, P&D Board, Government of the Punjab
3. PSO to Chairman, P&D Board, Lahore
4. PS to Secretary, P&D Board, Government of the Punjab
5. PS to DG(M&E), P&D Board, Government of the Punjab
6. Assistant Director (IT), Directorate General (M&E), P&D Board, Lahore, to upload the scanned copy of MOM of 245<sup>th</sup> ECM on the official website of DGM&E

  
(ENGR. MASOOD AHMED) 29/11/2023  
DEPUTY DIRECTOR / PM

**MINUTES OF THE 245<sup>TH</sup> EVALUATION COMMITTEE MEETING (ECM) HELD ON 13<sup>TH</sup> November 2023 UNDER THE CHAIRMANSHIP OF DG(M&E), PLANNING & DEVELOPMENT BOARD, PUNJAB, LAHORE.**

*(List of participants is attached at Annex-A)*

The 245<sup>th</sup> Evaluation Committee Meeting was held on 13<sup>th</sup> November 2023 under the Chairmanship of Director General, Directorate General Monitoring & Evaluation, Planning & Development Board to discuss the evaluation report of completed projects. Following scheme evaluated by the office of Directorate General Monitoring & Evaluation (DGM&E), was discussed:

The meeting started with the recitation from Holy Quran. The Chair welcomed the participants and started agenda wise discussion of evaluation report prepared by the office of DGM&E, P&D Board. The detailed discussion and subsequent recommendation made by M&E Committee are given in subsequent paragraphs:

|                      |   |
|----------------------|---|
| <b>AGENDA NO. 05</b> | <b>Construction of Building and Consolidation of Facilities at Govt. Vocational Training Institute (W) Sadiqabad, District Rahim Yar Khan</b> |
|----------------------|---|

The Engr. Masood Ahmed, Deputy Director / PM, DGM&E apprised about the project titled "Construction of Building and Consolidation of Facilities at Govt. Vocational Training Institute (W) Sadiqabad, District Rahim Yar Khan" to the committee and described that this project was approved in 28th August, 2009 and it was revised various times. The project was completed on 13th January, 2013 (as per project closing document provided by TEVTA) and final cost was remained Rs. 42.092 (M) while initial cost was Rs. 17.637 (M).

Deputy Director/PM, DGM&E described that project was designed to meet the labor needs of the surrounding area and industries, steer prospective Higer Education seekers away from General Education and toward meaningful technical education and support the province's and the area's overall social and economic development. The Deputy Director / PM, DGM&E further elaborated that these objectives are not SMART (Specific, Measurable, Achievable, Relevant, And Time-bound). Moreover, these objectives are partially achieved as evidence for fulfillment of manpower requirements of local area and overall contribution to the social and economic development of the area and province, could not be provided.

In addition, the Deputy Director / PM, DGM&E informed the main observations that, as of now, no action has been taken to address the building's faults that the DGM&E team has identified. In response, spokesperson from the C&W Building department stated that unless TEVTA releases the necessary funds, the department is unable to fix the defects that have been brought to light.

*Minutes of the 245<sup>th</sup> ECM held on 13-11-2023*



Page 1 of 3

The Chair asked the representative of TEVTA to take remedial measures against the observations raised in the evaluation report. The Chair also shown his concerns to the main objectivity of the project as it may create a liaison between academia and industry and suggested that the annual enrolments may be enhanced for reaping maximum benefits to boost socio-economic activities.

The Deputy Director / PM, DGM&E, presented the data of the posts for the purpose of SNE. The Chair asked to the representative from TEVTA to explain the reasons of the demanded posts for SNE as in the courses i.e. DVG (1<sup>st</sup> & 2<sup>nd</sup> Year), Machine and Hand Emb (3 Months), Cooking and Baking and CCA, there is no any enrollment of student. Dr. Syed Iftikhar Hussain, Director (P&P), TEVTA replied that project posts (27) are required to run the trades of the institute regardless of current enrollment. DDE added that posts are required to be rationalized as per actual need and requirement of the institute as all the mentioned posts may not seem feasible after observing the past, current and futuristic trends of enrollment. The Chair endorsed the view point explained by the DDE and directed to DG M&E relevant Officer to revisit the institute and to report transparent picture of afresh as well as last three years enrollment in all the offered courses. Then the Chair requested to the Director (P&P), TEVTA that relevant officer may facilitate to the visiting officer and for provision of desired data at earliest. Director (P&P) ensured to the Chair for full support and coordination with DG M&E in this regard. Then, the Chair directed to defer this agenda and recommended to issue the updated report after field visit.

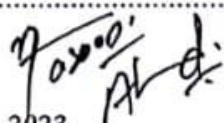
**Recommendation:**

After detailed deliberation following recommendation was made.

1. TEVTA need to take remedial actions against the observations raised in the evaluation report and required to submit evidence of the rectifications works to the office of DG M&E within two weeks.
2. The past 3-years enrollment data of the students in trade wise is recommended to be submitted by TEVTA in the office of DG M&E and a field visit may be conducted to verify this dataset. Moreover, relevant officer form TEVTA may facilitate to the visiting officer and for provision of desired data.
3. The agenda is deferred with the recommendation for issuance of updated report and then discussion the ECM.

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

.....



**LIST OF THE PARTICIPANTS OF 245<sup>th</sup> EVALUATION COMMITTEE MEETING  
OF "ESTABLISHMENT OF GOVT. VOCATIONAL TRAINING INSTITUTE  
(WOMEN) AT KHANPUR DISTRICT RAHIM YAR KHAN"**

|            |  |   |
|------------|--|---|
| <b>I</b>   | <b>DIRECTORATE GENERAL MONITORING AND EVALUATION (DGM&amp;E)</b> |   |
|            | 1  | Aftab Ahmad<br>Director General                                       |
|            |  | In Chair  |
|            | 2  | Hafiz Waheed ul Hassan<br>(DE) DGM&E                                  |
|            | 3  | Ghazanfer Mobin<br>(DDE) DGM&E  |
|            | 4  | Engr. Masood Ahmed<br>(Deputy Director/PM, DGM&E)                     |
| <b>II</b>  | <b>PLANNING AND DEVELOPMENT BOARD</b>                            |   |
|            | 1  | Ahmed Rehman<br>AC (IND)  |
| <b>III</b> | <b>FINANCE DEPARTMENT</b>  |   |
|            | 1  | Shafaqat Ali<br>SO (MICT)   |
| <b>IV</b>  | <b>ICI &amp; SD, DEPARTMENT</b>                                  |   |
|            | 1  | Javed Iqbal<br>SEA  |
| <b>V</b>   | <b>C&amp;W DEPARTMENT</b>  |   |
|            | 1  | Syed Muazzam Abbas Jafri<br>Dir (A&W) Chief Engineer (Building) South |
| <b>VI</b>  | <b>TEVTA</b>   |   |
|            | 1  | Dr. Syed Iftikhar Hussain<br>Director P&P, TEVTA                      |
|            | 2  | Engr. M Zubair Chaudhry<br>Director Development                       |
|            | 3  | M Azeem<br>Deputy Director  |



### Annex-C: Detail of Teaching & Non-Teaching Staff

| Sr. No.                    | Name of Post                   | BPS | Total Post Required | Already Sanctioned | Total Required Posts | Recommended Posts   |  |
|----------------------------|--------------------------------|-----|---------------------|--------------------|----------------------|---|--|
| <b>A) Teaching Staff</b>   |                                |     |                     |                    |                      |   |  |
| <b>1</b>                   | Principal                      | 17  | 1                   | 1                  | 0                    | The sanction staff post under this project shall be discuss and decided in the Evaluation Committee Meeting (ECM) |  |
| <b>2</b>                   | Instructor (Matric Vocational) | 16  | 4                   | 0                  | 4                    |   |  |
| <b>3</b>                   | Trade Instructor               | 10  | 2                   | 2                  | 0                    |   |  |
| <b>4</b>                   | Jr. Trade Instructor           | 8   | 2                   | 2                  | 0                    |   |  |
| <b>B) Lab Staff</b>        |                                |     |                     |                    |                      |   |  |
| <b>5</b>                   | Lab Instructors                | 14  | 4                   | 0                  | 4                    |   |  |
| <b>C) Supporting Staff</b> |                                |     |                     |                    |                      |   |  |
| <b>6</b>                   | Jr. Clerk                      | 7   | 1                   | 1                  | 0                    |   |  |
| <b>7</b>                   | Account Clerk                  | 11  | 1                   | 0                  | 1                    |   |  |
| <b>8</b>                   | Office Clerk / Store Keeper    | 9   | 1                   | 0                  | 1                    |   |  |
| <b>9</b>                   | Store Keeper                   | 6   | 1                   | 1                  | 0                    |   |  |
| <b>10</b>                  | Shop Assistant                 | 6   | 2                   | 2                  | 0                    |   |  |
| <b>11</b>                  | Shop Attendant                 | 2   | 2                   | 2                  | 0                    |   |  |
| <b>12</b>                  | Naib Qasid                     | 2   | 1                   | 1                  | 0                    |   |  |
| <b>13</b>                  | Mali                           | 2   | 1                   | 1                  | 0                    |   |  |
| <b>14</b>                  | Chowkidar                      | 2   | 2                   | 1                  | 1                    |   |  |
| <b>15</b>                  | Sweeper                        | 2   | 2                   | 0                  | 2                    |   |  |
| <b>Total</b>               |                                |     | <b>27</b>           | <b>14</b>          | <b>13</b>            |   |  |