



**GOVERNMENT OF THE PUNJAB
SOCIAL WELFARE AND BAIT-UL-MAAL
DEPARTMENT**

Dated the 20th August, 2026

SWBM/Admin/Admn/O/260820/1433

ORDER

No.SO(E)10-5/2026:- WHEREAS, the petitioners were appointed as Assistant Directors (BS-17) through the Punjab Public Service Commission (PPSC) in the year 2021 on contract basis and are presently posted at different positions in the province of Punjab. The petitioners completed the period of three years of contract service in 2024 and thereafter sought regularization of their services under the Punjab Regularization of Service Act, 2018. The matter was in process, meanwhile, the Punjab Regularization of Service Act, 2018 was repealed by the Government of the Punjab, Regulations Wing, S&GAD, on 31.10.2025. Consequently, the statutory basis, under which the petitioners had sought regularization, ceased to remain operative.

2. **AND WHEREAS**, the petitioners filed the Writ Petition Nos. 67400/2025 and 63072/2025 before the Hon'ble Lahore High Court, Lahore, with prayer to seek regularization of their services after completion of period of three years of contract service. The Hon'ble Lahore High Court, Lahore disposed of the writ petitions with direction to Respondent No. 01, i.e. the Secretary, Social Welfare & Bait-ul-Maal Department, Punjab, Lahore, to treat the petitions as representations of the petitioners and decide the same through a speaking order. The operative Para of the order dated 01.06.2026 is reproduced here as under:-

"Learned Addl. Advocate General, Punjab submits that contract period of petitioners have been extended for further three years which is going to be expired in the year 2029."

"In the light of above submissions, the matter is remitted to respondent No.1 who will consider the grievance of the petitioners in the light of judgments supra and pass a speaking order expeditiously, preferably within 60 days after hearing all the concerned including the petitioners strictly in accordance with law, from the date of receipt of certified copy of this order."

3. **AND WHEREAS**, in compliance with the above said directions of the Hon'ble Lahore High Court, Lahore, personal hearing of the petitioners was scheduled on 13.07.2026 at 01:00 p.m. vide this Department's letter dated 07.07.2026. The petitioners appeared before the Competent Authority on the scheduled date and time.

The petitioners were heard at length and reiterated their request for regularization of their services under the Punjab Regularization of Service Act, 2018. During the course of hearing, the petitioners were apprised that the Punjab Regularization of Service Act, 2018 has been repealed on 31.10.2025 and that no extant law, rule or policy is available on the record, under which their services could be regularized. Moreover, the Regulations Wing, S&GAD, vide letter dated 09.12.2025, has categorically opined as under: -

"Since the Punjab Regularization of Service (Repeal) Ordinance, 2025 has now been promulgated on 31.10.2025, therefore, the contract employees of the Punjab Government cannot be regularized at this stage."

It is further pertinent to mention that the contracts of petitioners have already been extended for a further period of three years, up to 2029.

4. AND WHEREAS, the petitioners' claim for regularization was primarily founded upon the Punjab Regularization of Service Act, 2018. However, the said Act was repealed by the competent authority on 31.10.2025. As such, the statutory basis relied upon, by the petitioners, is no longer in force. Moreover, it is a settled administrative principle that a public authority is required to exercise its powers within the framework of the law and cannot confer a benefit for which there is no enabling legal provision. Therefore, in the absence of an operative statutory or other lawful provision, authorizing such regularization, the request of the petitioners cannot legally be taken into consideration.

5. AND WHEREAS, the fact that the petitioners have completed three years of contract service, or that their service record may previously have been processed for consideration, does not, by itself, confer an indefeasible right to regularization in the absence of a subsisting legal provision governing such regularization.

6. NOW, THEREFORE, having regard to the facts and circumstances of the case, the available record, the submissions made by the petitioners during the personal hearing and in compliance with the directions of the Hon'ble Lahore High Court, Lahore, **I, Saira Omar**, Secretary, Social Welfare & Bait-ul-Maal Department/ Competent Authority, hereby **reject** the representations of the petitioners, seeking regularization of their services, as no extant law, rule or policy has been identified or placed on record which presently empowers the Department/Competent Authority to regularize their services.

(SAIRA OMAR)
SECRETARY
SOCIAL WELFARE AND BAIT-UL-MAAL
DEPARTMENT

NO. & DATE EVEN.

A copy is forwarded for information and necessary action to the:-

- 1) Additional Secretary , (Admin)
Social Welfare and Bait-UI-Maal Department
- 2) Director General
Directorate General Social Welfare & Baitul Maal
- 3) ***The Divisional Directors Concerned.***
- 4) ***The Deputy Directors Concerned.***
- 5) ***The Officers Concerned.***
- 6) ***Master File/Personal File***



**SECTION OFFICER
(ESTABLISHMENT)**

