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**PART II**

**Statutory Notifications (S. R. O.)**

GOVERNMENT OF PAKISTAN  
**CABINET DIVISION**  
(Establishment Division)

**NOTIFICATION**

*Islamabad, the 13th April, 2026*

**S. R. O. 638(I)/2026.**—In exercise of the powers conferred by sub-section (1) of section 25 of the Civil Servants Act, 1973 (LXXI of 1973) read with Notification No. S. R.O. 120(1)/98, dated the 27th February, 1998, the Prime Minister is pleased to make the following rules, namely:—

1. **Short title and commencement.**—(1) These rules shall be called the Civil Servants (Conduct) Rules, 2026.

(2) These rules shall come into force at once.

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2. **Extent of application.**—These rules shall apply to every civil servant, whether on duty or on leave, within or outside Pakistan, or on deputation with any other Government, agency, institution or authority:

Provided that where empowered, the Federal Government may give directions, subject to law, to extend the application of all or any of these rules to autonomous bodies, constitutional bodies, regulatory bodies, state-owned enterprises, companies and corporations owned and controlled by the Federal Government, universities and educational institutions, and any other body established under the authority of the Federal Government and to any class of government employees. In case of such a direction, or where an entity has voluntarily adopted these rules, the expression “civil servant” shall for the purposes of these rules, be construed to be an employee of the concerned entity.

3. **Definitions.**—In these rules, unless there is anything repugnant in the subject or context,—

- (a) “Government” means the Federal Government and in respect of officers of an All-Pakistan Service or a Federal Civil Service serving in a Province, the Provincial Government or the Federal Government, as the case may be;
- (b) “civil servant” means a person as defined in the Civil Servants Act, 1973 (LXXI of 1973);
- (c) “member of a civil servant’s family” includes;
  - (i) his spouse;
  - (ii) child (whether biological or adopted), step-child or other relatives who are financially dependent on the civil servant.
- (d) “Cadre Administrator” means a person or authority including Secretary of a Ministry or Division, Head of an Attached Department or Subordinate Office or Chairman or Chief Executive Officer or Managing Director or Board in case of any statutory or autonomous body, in whose office the powers to administer a cadre or service or group of civil servants vests;
- (e) “conflict of interest” means a set of circumstances whereby a civil servant is in a position where his private or personal interest, or of any of the members of his family, is in conflict with, or can reasonably be perceived to be in conflict with his official obligations; and

- (f) "Gift" includes non-perishable items received by a civil servant or a member of his family.

4. **Gifts.**—(1) No civil servant shall accept, or permit any member of his family to accept, any gift from any person, company, organization, foreign government, diplomat, consular or other foreign government representative:

Provided that gifts received by a civil servant or a member of his family as member of an official delegation shall be regulated strictly in accordance with the provisions of the Toshakhana (Management and Regulation) Act, 2024.

(2) All offers of hospitality inside Pakistan or outside the country from any person or private company, which places a civil servant into obligation prejudicial to his official duty shall not be accepted. In case of any doubt, the matter shall be referred to the Cadre Administrator and in the case of the Cadre Administrator, to the Prime Minister, whose decision on whether or not to accept the offer shall be final.

(3) No civil servant shall give, offer, or cause to be given any gift, present, or item of value to a superior officer where such act is, or may reasonably be perceived to be, connected to the superior officer's official role, or intended to secure a favour, benefit, or preferential treatment, presently or potentially.

5. **Acceptance of foreign awards.**—No civil servant shall accept any foreign title, honour or decoration conferred by a foreign state except with the prior approval of the Federal Government.

6. **Public functions in personal honour.**—No civil servant shall encourage, permit or associate himself with any gathering, meeting or event held predominantly for his projection in public or praise and acclaim in his honour, howsoever true and correct in fact and circumstance, except that a Head of a Pakistan Mission may attend a public meeting or gathering held in his honour in an official capacity while posted abroad.

7. **Engagements outside official duties (prohibitions).**—No civil servant shall—

- (a) accept or undertake any employment, engagement or assignment with a foreign government;
- (b) assume full-time or part-time employment with any bank, company, private trust, foundation, not-for-profit organization or similar entity while in service, except during sanctioned Extra Ordinary Leave, subject to rule 10; and

- (c) use official position, authority or influence to solicit funds, secure votes in any electoral process other than allowed by these Rules or in connection with his official position, obtain support for or otherwise advance any private, personal or organizational interest not connected with his official responsibility.

**8. Engagements outside official duties (with prior approval of the Cadre Administrator).—**(1) A civil servant may, with prior written permission of the Cadre Administrator,—

- (a) take part in the raising of funds for any public or charitable purpose, provided that such funds are collected and expended by a non-profit organization duly registered in Pakistan, and that the civil servant is not involved in the direct handling of funds except as permitted under sub-rule (2);
- (b) participate in fund-raising connected with the name of another civil servant or a person who has recently quitted Government service, provided that the civil servant concerned has no personal relationship with such civil servant or person;
- (c) promote, register or take part in the management of a bank, company whether public or private limited, trust, foundation, not-for-profit organization, cooperative society, or academic institution, provided that such participation does not amount to full-time employment;
- (d) undertake private work, including teaching, consultancy or other professional activities, provided that no conflict of interest arises and that the official duties are not affected at all:

Provided that, one twenty-fifth of the remuneration thus received by the civil servant shall be deposited in the Treasury, the receipt of which shall be duly presented to the Cadre Administrator annually.

(2) Where a civil servant is permitted to take part in fund-raising activities on any count under this rule and receives or holds any funds, he shall maintain proper accounts and submit the same to the next higher officer for information, and for scrutiny, should the higher officer desires so.

**9. Engagements outside official duties (without prior permission).—**A civil servant may, without prior permission—

- (a) undertake honorary work of a religious, social or charitable nature, or occasional work of a literary, academic or artistic character, subject to the conditions that—
  - (i) his official duties do not thereby suffer; and
  - (ii) such undertaking does not conflict or is not inconsistent with his position or obligations as a civil servant.

He shall not undertake or shall discontinue such undertaking, if so directed by a superior officer. A civil servant, who has reasons to disagree with such directions, may refer the matter for the orders of the Cadre Administrator; and

- (b) a non-gazetted civil servant may operate or participate in a small family enterprise absorbing family labour, subject to declaration of such enterprise in the Declaration of Assets under rule 12.

**10. Employment during Extra Ordinary Leave.**—A civil servant may, during sanctioned Extra Ordinary Leave, accept full-time employment with a bank, company, trust, foundation, not-for-profit organization or academic institution, whether public or private, subject to the condition that—

- (a) such employment is duly approved by the Cadre Administrator;
- (b) the employment does not relate to the areas of security or defence or to areas, sectors, services or industries pertaining to positions held by him during last five years; and
- (c) upon rejoining Government service, the civil servant shall submit a conflict of interest declaration, undertaking to not participate in any decision or matter directly or purportedly benefitting his former employer organization for a period of three years and that he shall recuse himself from such matters to avoid any real or potential conflict of interest.

**11. Lending and borrowing.**—(1) No civil servant shall lend money to, or borrow money from, or place himself under any pecuniary obligation to any person falling within the limits of his official authority or any person with whom he has any official dealings:

Provided that the above rule shall not apply to dealings in the ordinary course of business with a joint stock company, bank or a firm of standing.

(2) When a civil servant is appointed or transferred to a post of such a nature that a person from whom he has borrowed money or to whom he has

otherwise placed himself under a pecuniary obligation, shall be subject to his official authority, or shall reside, possess immovable property, or carry on business within the local limits of such authority, he shall forthwith declare the circumstances to the Cadre Administrator through the usual channel.

(3) Non-gazetted civil servants shall make the declaration referred to in sub-rule (2) to the head of their office.

(4) This rule, in so far as it may be construed to relate to loans given to or taken from cooperative societies registered under the Cooperative Societies Act, 1912 (II of 1912), or under any law for the time being in force relating to the registration of Cooperative Societies, by the civil servants, shall be subject to any general or special restrictions or relaxations made or permitted by the Government.

**12. Declaration of assets.**—(1) Every civil servant shall, at the time of entry into service, make a declaration (hereinafter called the first declaration) to the Cadre Administrator, through proper channel, as to details of all immovable and movable properties including shares, bank accounts, virtual assets, certificates, securities, insurance policies and jewelry if the latter's total worth is rupees five million or more, belonging to or held by him or a member of his family in the Asset Declaration Form specified by the Establishment Division.

(2) The civil servant shall also give such further information pertaining to his assets as the Cadre Administrator may, by a general or special order, require.

(3) Subsequent to submission of the first declaration under sub-rule (1), every civil servant shall submit to the Cadre Administrator, through proper channel an annual declaration of income, assets and expenses for each financial year (1st July to 30th June), hereinafter referred as the declaration, showing any increase or decrease of assets as shown in the first declaration under sub-rule (1) or the last declaration, as the case may be, in the manner and form specified by Establishment Division.

(4) The first declaration filed pursuant to sub-rule (1) and declaration filed under sub-rule (3) shall be opened in the concerned section each year and entered into the relevant database in the month of December showing any increase or decrease of property from the first declaration under sub-rule (1), or the declaration under sub-rule (3).

(5) The declaration filed by the civil servants BPS-01 to BPS-16 shall continue to be filed manually in an Assets Declaration Form until the Establishment Division notifies a date for the digital filing of these forms in a specified manner.

(6) Effective from a date to be notified by Establishment Division, every civil servant of BPS-17 and above shall digitally file the declaration for a financial year (1st July to 30th June) on an online portal in a manner specified by Establishment Division, by 30th October of the following financial year:

Provided that a civil servant may, in case of any mistake in making the declaration, having cited cogent reasons, with the approval of the Cadre Administrator, submit a correction and have any particular entry corrected, by the following 30th November.

(7) Asset Declarations by government servants of BPS-17 or equivalent and above, other than the civil servants, shall continue to be filed as per sub-rule (3) above, until adoption of digital filing by their respective organizations or directions by the Federal Government.

(8) The digitally-filed declarations shall be subjected to risk-based verification undertaken by the Federal Board of Revenue (FBR) as per a framework agreed upon between Establishment Division and the FBR, the results of which shall be shared with the respective Cadre Administrators.

(9) A civil servant shall be liable to explain any omission, mis-declaration or unexplained or undeclared increase in assets identified as a result of the risk-based verification or any other verification exercise to the satisfaction of the Cadre Administrator, who shall determine whether any declaration, omission to declare, mis-declaration or any change in state of assets or expenses etc., is substantive and material and whether it warrants any further inquiry by way of a notice, explanation, departmental proceedings or investigation, and shall proceed accordingly.

(10) The Declarations submitted under sub-rule (6) shall be publicly disclosed with restrictions and necessary redactions as to confidential personal information in the manner specified by the Establishment Division.

13. **Conflict of interest.**—(1) No civil servant shall, in the exercise of his official duties, place himself in a position where his private or personal interests, or of any of the members of his family, conflict or could reasonably be perceived to be in conflict with his official duties.

(2) In any instance of a conflict of interest, the civil servant, as an incumbent of any office or as a member of a decision-making body, including a selection or procurement committee, having declared his conflict of interest, shall recuse from the proceedings as soon as he is cognizant of any such conflict. In case he is the final approving or decision-making authority, he shall refer the matter to the next higher authority for further guidance and orders.

(3) No civil servant shall influence, or attempt to influence, his subordinates directly or indirectly for matters relating to his personal interests.

(4) Where a civil servant or a member of his immediate family intends to make an investment that may potentially give rise to a conflict of interest, prior written disclosure shall be made to the Cadre Administrator; and in case the Cadre Administrator prefers to pass any orders in this respect, these shall be final and binding on the civil servant concerned.

**14. Civil servant not to live beyond means, etc.—**(1) It shall not be acceptable for a civil servant to live beyond his ostensible or declared means of living. Likewise, he is not expected to indulge in ostentatiousness and extravagance in social gatherings hosted by him or his spouse, by way of incurring expenditure not in consonance with their ostensible or declared means of living.

(2) In case where a civil servant is cognizant of the fact that a social gathering to be hosted, or already hosted by him or his spouse is going to be, or was *prima facie* ostentatious, extravagant or not in consonance with his ostensible or declared means of living, he shall immediately report as to the expenses going to be undertaken or already undertaken on that particular ceremony and the sources of funds thus to be or already expended.

(3) A Cadre Administrator may, at any time, require a civil servant to submit information about the expenses undertaken on a social gathering as explained in sub-rule (1) and the sources thereof.

**15. Intimation of involvement and conviction in a criminal case.—**If a civil servant is involved as an accused in a criminal case, he shall forthwith bring the fact of such involvement or conviction in that case, irrespective of whether an appeal lies against the court's order or not, or if he is arrested and whether or not released on bail, to the notice of his Cadre Administrator.

**16. Unauthorized communication of official documents or information.—**(1) No civil servant shall, except in accordance with any permission accorded by the Head of the Office or the Secretary of the Division concerned, communicate directly or indirectly, any official document or information to any person not authorized to receive it.

(2) A civil servant shall not, or seek to, frustrate the policies, decisions or actions of the Government by way of unauthorized, improper or pre-mature disclosure made to anyone outside the Government, of any information to which he has or had access as a civil servant in connection with his official responsibilities, directly or indirectly.

17. **Management and use of media platforms.**—(1) No civil servant shall, except with the prior sanction of the Cadre Administrator, own wholly or in part, or conduct or participate in the content writing, editing or management of any website, web page or portal, content-streaming platform for video or audio blogging, vlogging or podcasting, content-sharing or messaging service, television or radio broadcast, or printed newspaper or periodical, whether by name, anonymously or pseudonymously:

Provided that content posted or shared from a personal account on digital or social media platforms that is open or visible to only a limited and defined group of individuals, and not the public at large, shall not fall within the purview of this sub-rule.

(2) If a civil servant, through an anonymous or pseudonymous account, publishes, circulates or shares any material that discredits, embarrasses or undermines the Government or its institutions, he shall be liable to disciplinary proceedings under the applicable rules.

(3) Official social media accounts may be created and operated only with the prior permission of the supervising officer, which shall be issued in writing and duly notified. Such accounts created for a post or office shall be used exclusively for communicating verified official information, institutional activities and matters pertaining to the functions of the office. Such accounts shall not carry content that may distort, misrepresent or adversely affect the reputation or credibility of the Government or its institutions. Upon transfer of charge, the outgoing officer shall hand over all login credentials, archival data and administrative access rights to his successor. No official account shall be used for personal publicity, personal branding, lifestyle projection or any content unrelated to the official mandate of the post.

(4) A civil servant's personal social media accounts shall be kept distinct from official social media accounts. No content shall be posted on an officer's personal social media account that depicts or refers to official work, responsibilities, functions, facilities, entitlements, work environment, government resources or any matter arising from the discharge of official obligations, for personal benefit or interest, showmanship, publicity or personal image building. A Cadre Administrator may, by special order, require a declaration by civil servants of their personal social media accounts, whether public or private.

(5) A civil servant shall not publish or broadcast personal memoirs reflecting his experiences obtained during service if such narration involves disclosure of confidential information.

18. **Publication of information, facts and opinion regarding Government policies.**—No civil servant shall, in any document published, or in any communication made to the press, or in any public utterance, or in any television programme, radio broadcast, podcast, online video, webinar, blog, social media post, or digital platform, delivered or disseminated by him make any statement of fact or opinion which may potentially embarrass, undermine or compromise the Government or the Government's policy or stance on a given local, national or international matter.

19. **Publication of book etc.**—Where a civil servant intends to publish a book or article other than a book or article of a literary, artistic or scientific nature, he shall seek prior sanction for its publication from the Cadre Administrator. Where he submits an application for obtaining previous permission for its publication, he shall be informed within three months of his doing so whether he has or has not been given such permission.

20. **Taking part in politics and elections.**—(1) No civil servant shall take part in or subscribe in aid of or assist in any way, any political activity in Pakistan or relating to the affairs of Pakistan.

(2) No civil servant shall take part in, or in any way, assist any movement or activity which is, or tends directly or indirectly to be subversive of Government established by law in Pakistan.

(3) No civil servant shall address the electors or in any other manner publicly announce himself or allow himself to be publicly announced as a candidate or prospective candidate for the membership of a political body or canvass or otherwise interfere or use his influence in connection with or take part in any election to the membership of a political body whether in Pakistan or elsewhere:

Provided that a civil servant who is qualified to vote at such election may exercise his right to vote but if he does so, he shall give no indication of the manner in which he proposes to vote or has voted.

(4) The provisions of sub-rule (3) shall, so far as may be, also apply to elections to local authorities or bodies, save in respect of civil servants required or permitted by or under any law or order of the Government for the time being in force, to be candidates at such elections.

(5) Subject to the provisions of these rules, a civil servant may hold membership and participate in recreational or social clubs:

Provided that nothing in this rule shall prevent a civil servant from participating in elections of recreational clubs, subject to the condition that he

does not use, or attempt to use, official authority, position or influence to secure votes or otherwise affect the outcome of such elections.

21. **Propagation of sectarian creeds etc.**—No civil servant shall propagate such sectarian creeds, take part in such sectarian or ethnic controversies or indulge in such sectarian or ethnic biases or favouritism, which is likely to affect his integrity or impartiality in the discharge of his duties or to embarrass the administration or create feelings of discontent or displeasure amongst the civil servants in particular and amongst people in general.

22. **Civil servant not to express views, against ideology of Pakistan.**—No civil servant shall express views detrimental to the ideology or integrity of Pakistan.

23. **Civil servant not to take part in or assist, any public demonstration.**—No civil servant shall take part in, or in any manner assist, any public demonstration directed against a Government decision or policy.

24. **Nepotism, favouritism and victimization, etc.**—No civil servant shall indulge in nepotism, provincialism, tribalism, biradiri-ism or favouritism on the basis of service, group, cadre, gender, race, religion, caste, residence or place of birth.

25. **Vindication by civil servants of their public acts or character.**—  
(1) Except in cases where disciplinary proceedings or criminal proceedings are instituted by the Government, a civil servant, on his choice, may seek recourse to any court or to the press for the vindication of his public acts in good faith or character from defamatory attacks under intimation to Cadre Administrator. The Government shall ordinarily reimburse the whole or part of the cost of the court proceedings within prescribed financial limits, provided that the civil servant wins the suit for defamation or is acquitted from any criminal proceedings instituted against him.

(2) Nothing in this rule limits or otherwise affects the right of a civil servant to vindicate his private acts or character.

26. **Membership of service associations.**—No civil servant shall be a member, representative or officer of any association representing or purporting to represent civil servants or any class of civil servants, unless such association satisfies the following conditions, namely:—

- (a) membership of the association and its office bearers shall be confined to a distinct class of civil servants and shall be open to all civil servants of that class;

- (b) the association shall not be in any way be connected with or affiliated with any association or any federation of associations, which does not satisfy condition (a);
- (c) the association shall not be in any way connected with any political party or organization, or engage in any political activity;
- (d) the association shall not—
  - (i) issue or maintain any publication except in accordance with any general or special order of the Cadre Administrator;
  - (ii) except with the previous sanction of the Cadre Administrator, publish any representation on behalf of its members, whether in the press, website, social media or otherwise;
- (e) the association shall not, in respect of any election to a legislative body, or to a local authority or body, whether in Pakistan or elsewhere—
  - (i) pay or contribute towards, any expenses incurred by a candidate in connection with his candidature for such election;
  - (ii) by any means support the candidature of any person for such election; or
  - (iii) undertake or assist in the registration of electors, or the selection of a candidate for such election;
- (f) the association shall not—
  - (i) maintain, or contribute towards the maintenance of, any member of a legislative body, or of any member of local authority or body, whether in Pakistan or elsewhere; or
  - (ii) pay, or contribute towards, the expenses of any trade union which has constituted a fund under the established law;
- (g) the association shall not organize, participate in, incite or support any industrial action, protest, demonstration or agitation involving illegality, trespass, obstruction of public functions, or damage to Government property or assets.

27. **Membership of non-political associations.**—No civil servant shall accept membership of any non-political association or organization whose aims

and objects, nature of activities and membership are not publicly declared or known.

**28. Use of political or other influence.**—(1) No civil servant shall bring or attempt to bring political or other extrinsic or extraneous influence, directly or indirectly, to bear on the Government or any civil servant in support of any claim arising in connection with his employment or any other decision to be taken by any authority or office.

(2) No civil servant shall attempt to influence any decision by the holder of any office of the Government or another civil servant in respect of another civil servant in a manner that constitutes, or can reasonably be perceived as, undue patronage or favouritism.

**29. Representation or appeals by civil servants.**—No civil servant shall submit any appeal, application or representation except through the proper channel, unless expressly permitted under any law or rules for the time being in force. Invocation of any rules by the competent authority governing conduct of a civil servant, if at all, shall be, irrespective of the merits of such appeal, application or representation.

**30. Approaching foreign missions and other entities for personal gains.**—No civil servant shall, directly or indirectly, approach a foreign mission in Pakistan or any foreign donor or lending agency, or any corporate entity, local or foreign, to secure for himself invitations to visit a foreign country or to elicit offers of training facilities abroad.

**31. Behaviour, conduct and attitude becoming of a civil servant.**—A civil servant shall, at all times, in Pakistan and abroad, maintain a reasonable standard of conduct, behaviour and attitude in terms of his sense of responsibility, dealings with other civil servants, public representatives and members of general public, punctuality, attention to duty, turn out and maintenance of public image of himself and all other civil servants. The same standards of conduct apply to a civil servant's behaviour on personal and official social media accounts.

**32. Avoidance of frivolous, baseless and wasteful complaints.**—A civil servant shall not make frivolous and baseless complaints against other civil servants leading to wastage of official time and resources:

Provided that as to the question if an application or complaint is frivolous, baseless or wasteful, the decision of the Cadre Administrator shall be final.

33. **Rules not to be in derogation of any law, etc.**—Nothing in these rules shall derogate from the provisions of any law for the time being in force, relating to the conduct of civil servants.

34. **Violation of Civil Servants (Conduct) Rules, 2026.**—Any act or conduct in violation or defiance of these rules by a civil servant shall be deemed to be an instance of “misconduct” under the Civil Servants (Efficiency and Discipline) Rules, 2020.

35. **Repeal of Conduct Rules.**—The Government Servants (Conduct) Rules, 1964 are hereby repealed, however, the repeal shall not affect anything duly done, investigation or action taken, proceedings commenced, directions given or order passed under the said repealed rules.

[F. No. 14/06/2025-D-II.]

SHER ALAM KHAN,  
*Section Officer (D-II).*