



**FEDERAL CONSTITUTIONAL COURT
OF PAKISTAN**

Islamabad, the 21st May, 2026

**FEDERAL CONSTITUTIONAL COURT STRENGTHENS EMPLOYEES' RIGHTS
THROUGH LANDMARK SENIORITY RULING**

The Federal Constitutional Court has issued a landmark judgment aimed at protecting the rights of government employees and promoting transparency in public administration. The Court has prohibited the concealment of seniority lists of government employees and has made it mandatory for such lists to be uploaded annually on official government websites.

A two-member bench comprising Justice Syed Hassan Azhar Rizvi and Justice Muhammad Karim Khan Agha had reserved the verdict on March 30, 2026, after completion of proceedings. The 16-page judgment, released recently, was authored by Justice Syed Hassan Azhar Rizvi.

The Court categorically held that seniority lists of government employees cannot be withheld and that all such records must be made public. Allowing the appeal filed by Pilot Captain Muhammad Ali Khan regarding his seniority dispute, the Court declared the decision of the Sindh High Court unlawful and also set aside the disputed seniority list issued by Port Qasim Authority.

According to the judgment, all government departments, autonomous bodies, and corporations will now be required to update and publish their seniority lists on their official websites every year in January. The Court held that access to information regarding seniority lists is a constitutional and fundamental right of every citizen and employee.

The Court further observed that the arbitrary application of the principle of “first come, first served” is contrary to fair public administration. It ruled that where employees are recruited under the same advertisement and batch, their seniority must be determined on the basis of their position in the merit list and not according to the date of joining.

The Court also observed that employees often accept strict or unfair conditions due to fear of unemployment, but departments cannot exploit such circumstances to alter legal rights. Any unlawful condition included in an employment agreement cannot extinguish an employee’s legal rights.

According to the facts of the case, despite securing merit, the appellant, Captain Muhammad Ali Khan, was declared junior merely because he joined service one day later than others. The Court expressed serious concern that even seven years after regularization, no seniority list had been issued.

The judgment emphasized that once recommendations are made by a selection committee, a department cannot arbitrarily issue joining letters in a manner that adversely affects an employee’s seniority. Employees are granted seven days to join service, and whether one joins earlier or later within that period cannot affect seniority rights.

The Court held that declaring an employee junior solely on the basis of joining date amounts to a serious violation of constitutional guarantees of equality.

The Federal Constitutional Court directed Port Qasim Authority to immediately issue a fresh and lawful seniority list. To ensure nationwide implementation of the ruling, the Court further directed those copies of the judgment be sent to the Chief Secretaries of all four provinces.

Following this ruling, all government and semi-government departments across the country will be obligated to revise seniority lists promptly after fresh recruitment, promotion, or regularization processes.



<https://www.facebook.com/share/1Ed4vAEkQj/>



https://www.instagram.com/fccp_pakistan



https://x.com/FCCP_pakistan



<https://bit.ly/4v7P5ps>

Naila Nazar
Director Media Affairs
& Public Relations