



Sustainable Development Policy Institute

Working Paper Series no: W-32

**University Faculty's Share in Goods
and Services in Pakistan**

Tariq Rahman

15 May 1998



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Working Paper Series # 32
1998

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A publication of the Sustainable Development Policy Institute (SDPI).

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Acknowledgements

I thank the following people for providing me with most of the primary sources used in this study: my Research Assistant Ashfaq Sadiq; my student Babar Sattar; Havaladar Khalid and some other people who prefer not to be named. I also thank Drs Shahrukh Rafi Khan, Mozaffar Qizilbash and Kaiser Bengali for suggestions and ideas for improvement of this paper. In the end I thank the Sustainable Development Policy Institute (SDPI), Islamabad, for financial and other assistance.

University Faculty's Share in Goods and Services in Pakistan

Tariq Rahman

This study compares the remuneration of academics with bureaucrats and military officers in Pakistan. In this pilot study only the academics at the Quaid-i-Azam University (Islamabad) have been compared with bureaucrats and military officers in Rawalpindi-Islamabad. A comparison on similar lines was carried out earlier by the government (Annex A). It was issued in July 1997 but the remuneration of employees worked out in it is lower for senior officers than the one worked out in this paper (Annex B). A study of the `aggregate emoluments of the Federal Government Employees over the period 1977-78 to 1991- 92' was also carried out by Faiz Bilquees (1994). In conclusion Bilquees concluded that the emoluments should be increased. However, she did not take some of the perquisites of the officers into account nor did she compare them with the emoluments of military officers and academics.

In this study the calculation is not necessarily cost to the state but how much the individual would have paid for enjoying the goods and services -- called `tangible gratifications' here -- had he/she obtained them on payment. Tangible gratifications include, besides the salary and allowances, such things as accommodation, telephone, transport, medical facilities, domestic help, driver and so on. These have been monetized i.e a price tag has been fixed upon them. Generally, the price tag is what the good or service in question costs to the public. In some cases, however, other criteria have been used. All calculations are approximations and are subject to revision and correction.

Only tangible means of gratification -- salary, allowances, accommodation, phone, car and medical care -- have been taken into account. Intangible ones -- exercise of power, prestige, pleasure in work, autonomy and nature of work -- have not been monetized or measured. Their importance, however, cannot be denied and quantifying them is a challenge for further work in this area.

Tangible Gratifications Index (TGI)

The sum total of all tangible means of possible gratifications expressed in money terms is called the Tangible Gratification Index (TGI). For this, an average human being is reduced to the rational `economic human being' whose gratification is directly proportional to his/her share in goods and services. It should, of course, be pointed out that human beings have extra-rational desires and the economic model is reductive and one sided. Human beings, for instance, are motivated by emotions and the desire to be recognized by other human beings as Fukuyama points out (1992: 146-152). However, for the purpose of the construction of the TGI, it is necessary to utilize the economic model while recognizing its limitations. Another note of caution is that tangible goods and services *may* provide gratification, other things being equal, but that they do not necessarily *do* so. For instance, a person who is clinically depressed will not be gratified by a beautiful car. (However, even medical care for such a person is part of tangible gratification and, therefore, he or she is not above some form of tangible gratification).

The only people to whom the TGI does not apply are the insane and the saintly. The former have broken from reality; the latter live in an alternative reality which has intangible gratifications of the sort which

most human beings may respect but do not want for themselves. It has been necessary to add these words of explanation and caution because there is a fallacy in Pakistan that academics are, or should be, above the requirement of tangible gratification and the TGI cannot be applied to them. With these preliminary remarks I come to the TGI. It may be schematized as follows:

$$\text{TGI} = \text{Salary} + \text{allowances} + \text{medical care} + \text{accommodation} + \text{Phone} + \text{domestic help (per month)} + \text{transport}$$

A more refined version of the TGI -- called TGI(R) -- will also take into account lifelong tangible gratifications which could be :paid leave; profit on possible sale of plot (or plots) of land; sale of house given by the state; pension benefits; pension for twenty years and so on. TGI(R) has not been worked out in this paper but may be worked out later.

Let us now consider how certain facilities have been monetized.

Telephone

If the telephone is in the office, it is assumed that the incumbent of the office uses it both for official work and private calls. Indeed, all calls enable one to stay in touch with people and increase one's network of influence. Thus, a money tag is attached but it is merely an approximate one.

In working out the money tag, phone in the office is worked out at half the maximum limit allowed for it. The assumption is that the incumbent uses the phone for his/her personal reasons half of the time. Admittedly, this is not based on anything but my personal observation that phones in offices are as often used for personal as they are for official work. Such observations were unobtrusive and I make no claim as to their validity. At best, then, this may be considered as a guess.

As for those who have free phones in their homes, the phone bills of 14 civilian officers (in NPS 22) serving in Islamabad in 1997-1998 were obtained. The bills were for December 1997 and February and March 1998. The average per person per month came to Rs 6,880. This figure has been used for all officers who have free phones at home.

The phone at home is used by the whole family and people make long telephone calls. Those who are used to free phones are especially prone to making long calls. The results are summarised in Box 1 and 2 below.

Box 1:

Telephones (Office)		
Grade	Ceiling	Use Value (at 50 per cent)
NPS-17	6,125	3,062
NPS-18	6,125	3,062
NPS-19	7,875	3,937
NPS-20	No limit* (considered as 6,880)	3,440
NPS-21	as above	3,440
NPS-22	as above	3,440

Note: * The basis of calculation is Rs 6,880 per month when there is no limit. How this has been arrived at is given below in Box 2

Box 2:

Telephones (Home)		
Grade	Ceiling	Use Value
NPS-17	1,400	1,400
NPS-18	1,400	1,400
NPS-19	1,575	1,575
NPS-20	2,800	2,800
NPS-21	3,500	3,500
NPS-22	No limit	6,880*

Source: Office Memorandum: Fixation of ceiling of Office/Residential Telephone Borne on Public Account Cabinet Secretariat, Cabinet Division, Govt. of Pakistan, No 1/2/91-GC, 11 July 1996.

Note: * This is based on the average obtained by adding the home phone bills of 14 NPS-22 officers based in Islamabad for the month of December 1997 and February, March 1998.

Car

Staff cars are used by the whole family in most cases. Rules allow 'one staff car' for 'official as well as private use' (*Car Rules* 1980: 4). However, many senior officers use more than one car. According to the same rules the following kinds of cars are allowed for officials of various ranks:

Prime Minister/Governors/Chief Ministers	1600 CC
Federal and Provincial Ministers	1300 CC
Officers of NPS-22 and equivalent	1000 CC

(Car Rules 1980)

In fact, however, the seniormost civil and military officers generally use cars bigger than 1000 cc. The monthly rent of chauffeur driven cars in Islamabad/Rawalpindi in January 1998 was as follows:

Car	Monthly Rent
Khyber 1000 cc + driver	17,000
Margalla 1300 cc + driver	23,000
Nissan Sunny 1700 cc + driver	30,000

Source: (Field research).

In this paper, however, the basis of calculation is the cost of the car. It is presumed that the cars are used for 5 years and that they are auctioned at one third of their original cost. According to the rules, the life of a staff car is 6 years or 160,000 kms (for Suzukis) and 200,000 kms for other cars (*Car Rules* 1980: 14). Since staff cars are used much, they are superannuated in less than the stipulated 6 years. I have chosen 5 years as the time of superannuation for this study. I have also assumed that the maintenance of cars upto 1000 c.c costs Rs. 500 per month while that of cars above that engine capacity comes to Rs. 1000. The use value based upon these calculations is given below:

Box 3:

Monetized Use Value for Cars				
Make of Car	Engine Power	Cost	Two Third Cost	Cost per month (If used 5 years)
Khyber AC	1000 cc	402,325	268,216	4,470
Toyota Corolla (2.00)	1975 cc (Diesel)	751,425	500,950	8,349
Toyota Corolla (Gli-EFI)	1587 cc (Petrol)	880,813	587,209	9,787

Source: Car Price 1977

The Cabinet allows 360 litres of petrol for officers in BPS-22 and 270 litres for those in BPS-21. As the rules for the armed forces officers are not known, it is assumed that they too are allowed this much petrol. In 1998 the price of petrol (super) is Rs. 18.93 per litre. This comes to Rs 6,814 per month for those in BPS-22 and 5,111 for those in BPS-21.

All this adds up as follows:

Box 4:

	Use Value	Petrol	Driver	Maintenance	Total
1000 c.c	4,470	5,111	3,338	500	13,419
Above 1000 cc	9,000	6,814	3,338	1000	20,152

NB: Civilian drivers are generally in NPS-4 and their pay and allowances come to Rs. 3,338 per month. In the army, if the driver is a married sepoy living in private accommodation, his pay and allowances add up to Rs. 3,832.

Medical

Medical is calculated on the basis of the facilities provided. If, however, an allowance is given, it is added to whatever facilities are given.

Category	Services enjoyed	Use Value
Army officers	all facilities + medicines + hospitalization in CMH, MH etc for life for self and family.	3000 per month
Civil bureaucracy	all facilities + hospitalization in government hospitals for self and family during service.	2000 " "
University faculty	800 allowance + hospitalization for self and family	2000 " "

Domestic Help

If an allowance for a domestic helper is given, then the allowance is the basis of calculation. If a person, such as an orderly, is included in the perquisites, then his salary and allowances are the basis of the calculations. Office orderlies (peons), personal assistants and telephone operators also contribute to the services one makes use of, but they have been excluded on the assumption -- which is again erring on the side of caution -- that they facilitate only official work.

Accommodation

If the house is provided in expensive areas -- such as the cantonment or an expensive sector of Islamabad -- then the average monthly rent of such a house is taken into account. If the house is on the university campus where there are no houses available for rent, it will be considered comparable to a similar house in an expensive locality.

Since everybody is not provided government accommodation, the monthly house rent (ceiling) has also been used to differentiate between those who do get accommodation and those who have to hire it.

TGI in Rupees: Based upon the above criteria, the TGI for academics, bureaucrats and military officers is given in Annexure C, D and E.

TGI (R): A refined form of TGI would also take the following items in consideration:

Plots of Land

Army officer, some bureaucrats and recently some Quaid-i-Azam University employees have been given plots of land at lower than market prices which they can sell at a profit. This has been going on in the army for a very long time and bureaucrats too have benefited from such schemes. The QAU faculty has been promised land only recently, and it is still unsure what the profit of individual faculty members will be if they sell them. However, based on prevailing prices of land, some guesses are possible. The formula for calculating the profit is simple:

Market price of land - actual payment = profit.

This has not been taken into account in this study for lack of data.

Agricultural Land

Only senior army officers are allotted agricultural land. This has not been taken into account because reliable information is not available.

Sale of House Given by the State

Army officers, and in some cases other government employees, are given houses built by the state at the end of their service. They have to pay for them, but what they pay is less than the market price. The difference between the two figures represents the profit they have made.

Pension/Pension Benefits

The commutation benefits paid by the public treasury, and twenty years pension are added together. This represents another source of benefit given by the state.

TGI (R) can be calculated by taking all these sources of gratification into account. However, some essential data for it is missing at this point. It may, however, be presented in a report to be issued later.

Intangible Gratifications Index (IGI)

This paper makes no attempt to measure intangible gratifications. Future researchers who attempt this may consider the following variables:

Pleasure in work	does one enjoy the work or is it tedious or unpleasant?
Power	Does it give one power?
Influence	Does it lead to contacts which make one indirectly powerful, secure etc?
Prestige	Is it considered prestigious by one's own society? by the rest of the world?
Autonomy	Can one choose one's timings or is one ruled by other people?
Flexibility	Is one's programme flexible or does one have to work under other people without any flexibility?
Tension	Does the work involve tension? Does it involve danger? Does it involve very frequent involvement with people who can harm one?
Survival of One's-name	Is the work such that one's name can survive after ones' death?
Fame	Does the work itself give fame?
Travel	Does the work involve travelling to foreign countries and beautiful, or interesting, places?
Prospects after	Can the job give skills or contacts which can retirementsecure one a good position after retirement.

These things are difficult to measure, let alone monetize. In any case, variables like pleasure in work are subjective and one has no index other than the statement of a person that he/she enjoys a certain kind of work.

Personally, I feel that those who enjoy intellectual work -- lecturing and research -- find much gratification in academic life. Moreover, my impression is that there is more autonomy and flexibility in universities than in the armed forces and bureaucracies where the pecking order is stringent and one has little scope for doing what one wishes. Moreover, if one is a good scholar one can get fame at present; one's name may have better chances of survival than the names of even senior military officers or bureaucrats and one may get many opportunities for travelling.

Chances of getting well remunerated contract research for good academics are also quite good though not in all subjects and not in Pakistan. Indeed, in Pakistan, bureaucrats and military officers have even better chances of employment both in government and private organizations. Both bureaucrats and military officers get foreign postings if they are outstanding or well connected and academics do not travel as much as their counterparts in Western countries. Indeed, senior bureaucrats in Pakistan travel more than even outstanding academics.

On the whole then, without counting intangible gratifications, it is clear that the state does not give as many tangible gratifications to academics as it does to civil servants and military officers. A look at Box 5 makes this clear.

Box 5: Summary of Share in Goods and Services (Monetized)

	With House Rent	With Government Accommodation
Captains	N.A	27,794
NPS-17 Officers	17,538	17,898
Lecturers	13,124	13,346
Majors	26,387	28,747
NPS-18	19,341	21,701
Assistant Professors	16,447	18,807
Colonels	36,764	44,262
NPS-19	22,251	32,486

Continued...

	With House Rent	With Government Accommodation
Associate Professors	21,042	28,522
Brigadiers	54,073	74,653
NPS-20	45,057	65,637
Professors	31,473	52,053
Major Generals	N.A	93,126
NPS-21	49,049	72,769
Professors (NPS-21)	34,765	53,485
Lt. Generals	N.A	1,14,411
NPS-22	63,285	89,785
Professors (NPS-22)	38,888	55,388

Box 5 makes it appear that military officers have the highest remuneration per month but, if illegal gratification is taken into account, this picture changes. Very often bureaucrats are in powerful public offices where even those who do not take bribes get favours which contribute to a much higher remuneration than this chart indicates.

Similarly, successful academics are invited as paid guest lecturers, they get royalties from books and are paid for articles appearing in the press. The refined version of the Tangible Gratification Index should also include sabbatical leave, visits abroad in conferences and other benefits. Thus, academics who do become national or international celebrities may get better rewarded than state functionaries but they are the exception rather than the rule.

To sum up, and this bears repetition because it is the central thesis of this paper, the tangible benefits of academics in Pakistan do not compare with those of bureaucrats and military officers of the same level. Another disincentive is that the state does not grant the highest academic rank (i.e professor) even an equal, let alone superior, status than the highest bureaucrats and military officers. If universities are to be made attractive then one of the changes which must be made is to make the incentive structure better than that of the higher bureaucracy and the military.

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Annex A

Remuneration of Federal Government Employees (July 1997)

National Pay Scale	Total Cost Per Employee	
	With House Rent Ceiling	With Government Accommodation
17	16,522	17,794
18	18,527	37,235
19	24,805	41,673
20	33,442	53,227
21	46,605	65,039
22	56,430	69,998

Annex B**Differences in the Present and Official Study
(Bureaucrats Only)**

	Present Study (Annex C)		Government Study 1997 (Annex A)	
	With House Rent	Covt. Accommodation	With House Rent	Govt. Accommodation
NPS-17	17,538	17,898	16,522	17,794
NPS-18	19,341	21,701	18,527	37,235
NPS-19	22,251	32,486	24,805	41,673
NPS-20	45,057	65,637	33,442	53,227
NPS-21	49,049	72,769	46,605	65,039
NPS-22	63,285	89,785	56,430	69,998

Annexure 'C'

TGI (Academics)

	Average salary	Dearness Allowance	Domestic Help	Allowances (a)	Transport	Medical (b)	Phone* (Office)	Phone (Home)	House Rent	Value of Govt. Accom.	With House Rent	With Govt. Accom. (c)
Lecturer (NPS-17)	5,330	271	Nil	Nil	335	1500	48	Nil	5640	6000	13,124	13,346
Assistant Professor (NPS-18)	6,549	355	Nil	1500	335	2000	48	Nil	5640	8000	16,447	18,807
Associate Professor (NPS-19)	9,097	542	Nil	1500	335	2000	48	Nil	7500	15000	21,042	28,522
Professor (NPS-20)	10,735	643	1,600	2500	335	2000	1440	2,800	9420	30000	31,473	52,053
Professor (NPS-21)	12,097	713	1,600	2500	335	2000	1440	2,800	11280	30000	34,765	53,485
Professor (NPS-22)	13,950	763	1,600	2500	335	2000	1440	2,800	13500	30000	38,888	55,388

(a) Allowances are as follows:

Senior post (NPS-20 and above)	=	600
Entertainment	=	400
Qualification (Ph.D)	=	1500

(It is assumed that Assistant Professor and above are Ph.Ds which is not true in some cases so this is an error on the higher side)

- (b) As many lecturers are single, they presumably consume less medical care. Faculty members get Rs. 800 per month; they can get medical advise free from government hospitals and they get hospital charges reimbursed if admitted to a hospital.
- (c) In December 1997 the total number of faculty members at the Quaid-i-Azam University Islamabad were 165 (excluding those at Centres of Excellence like the National Institute of Pakistan Study, Institute of Psychology and the Area Studies Centre).
The number of houses were 92 out of which those in category A were 19; B=31 and C=42.
The means that only 55.7 per cent faculty members stay in houses on the campus at QAU.
(d) Only 12.5 per cent of the professors (in NPS-20) can be promoted to NPS-21 and 22. The maximum number shall be 8 (Statutes QAU n.d)

Source: Pay Scales (1994) O&M 1932.

Note: * Pakistani academics do not have phones in their offices. However, there is a phone in the office of the department. The above use value has been calculated on the basis of two calls per day. Senior academics, who may sometimes be heads of departments or deans etc., are presumed to make 27 local calls per day. Official ceilings have been ignored in the cases of academics because not all of them are administrators.

Annexure 'D'

TGI (Bureaucrats)												
National Pay Scale	Average Salary	Dearness Allowance	Orderly Allowance	Allowances (a)	Transport with	Medical	Phone (Office)	Phone (Home)	House Rent	Value of Govt. Accorn.	With House Rent	With Govt. Accorn.
17	5,330	271	Nil		335	1500	3,062	1,400	5,640	6,000	17,538	17,898
18	6,549	365	Nil		335	2000	3,062	1,400	5,640	8,000	19,341	21,701
19	9,097	542	Nil		335	2000	3,937	1,575	7,500	15,000	22,251	32,486
20	10,735	643	1,600	1000	13,419	2000	3,440	2,800	9,420	30,000	45,057	65,637
21	12,097	713	1,600	1000	13,419	2000	3,440	3,500	11,280	35,000	49,049	72,769
22	13,950	763	1,600	1000	20,152	2000	3,440	6,880	13,500	40,000	63,285	89,785

- (a) Allowances are variable (see Q&M 1982). There are postings, especially for district officers, where even NPS-17 officers get transport, free phone and domestic help as well as very large houses. Officers posted in the secretariats get a special allowance.
- (b) In senior ranks (NPS-20 and above) Senior Post Allowance (Rs 600), Entertainment allowance (Rs 400) and certain other allowances are admissible. Junior officers often use transport without authorization and senior officers often use more than one car. However, these facts have been ignored here.
- (c) Travelling and daily allowances while on short duty or tour have not been taken into account. In the case of senior officers, especially if they travel abroad, this is very considerable part of the total emoluments.

Annexure 'E'

TGI (Armed Forces Officers)

Equivalent Rank	Average Salary (a)	Dearness Allowance	Allowances (b)	Orderly (c)	Transport with driver (d)	Medical (e)	Phone (Office) (f)	Phone (Home)	House Rent	Value of Govt. Accom. (g)	With House Rent	With Govt. Accom.
Captains	6,270	357	500	3,832	335	1500	Nil	Nil	N.A	15,000	N.A	27,794
Majors	8,739	501	900	3,832	335	3000	3,440	Variable	5,640	8,000	26,387	28,747
Colonels	10,250	625	900	3,832	335	3000	3,440	6,880	7,500	15,000	36,764	44,262
Brigadiers	11,395	643	1550	3,832	13,913	3000	3,440	6,880	9,420	30,000	54,073	74,653
Major	12,915	713	1700	3,832	20,646	3000	3,440	6,880	N.A	40,000	N.A	93,126
Lt Generals	13,950	763	1900	3,832	20,646	3000	3,440	6,880	N.A	60,000	N.A	114,411

(a) Average of lowest and highest monthly salaries.

(b) Kit allowance = Rs. 500, Marriage=400; Entertainment 650 (Brigadiers); 800 (Maj. Generals); 1000 (Lt. Generals). Instructional, command, staff, Special Services Group, flying, technical, qualification and other allowances have been ignored.

(c) Refers to orderlies or batmen of army officers. He is a sepoy whose salary and allowances come to Rs. 3,832 per month.

(d) Although some colonels and officers of equivalent ranks in the other forces have cars, only brigadiers and above has been taken into account. The drivers of staff cars are soldiers whose average income of Rs. 3,832 has been included in the expenditure on staff cars. Since civilian drivers have an average income of Rs. 3,338, staff car expenses are Rs. 494 more in the case of military officers.

(e) Captains are assumed to be both unmarried and very healthy so they consume less medical resources.

(f) Phones are free in the army both at home and in the office. Officers upto the rank of captains who live in the mess do use phones but they have not been taken separately into account.

(g) Officer upto the rank of captain live in the officers mess which is in an expensive area, has huge well maintained lawns, good furniture, domestic staff to provide services and telephones. Good hotels which provide such services cost more than Rs. 15000 per month. Majors live in flats which are available for at least Rs. 8000 in market while senior officers bungalows are much more expensive.

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