



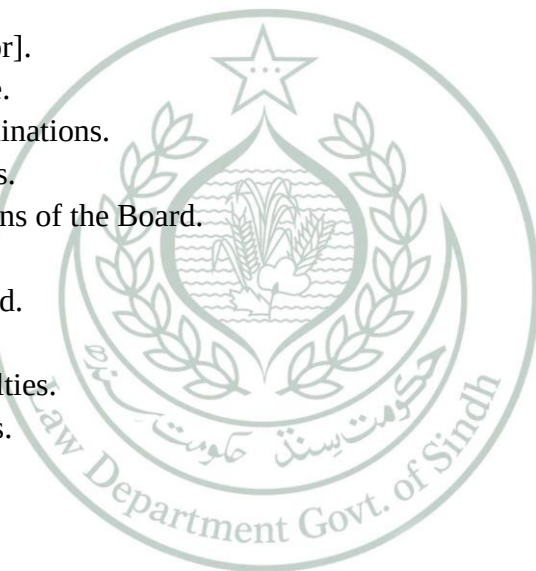
THE INSTITUTE OF BUSINESS ADMINISTRATION ACT, 1994

SINDH ACT NO. XX OF 1994

CONTENTS

Preamble Sections

1. Short title and commencement.
2. Definitions.
3. Establishment of the Institute.
- 4.
5. Power and function of the Institute.
6. Institute open to all.
- 6-A. Admission Policy.
7. Patron.
8. Visitation.
9. [Executive Director].
10. Director of Finance.
11. Controller of Examinations.
12. Board of Governors.
13. Powers and functions of the Board.
14. Academic Board.
15. The Selection Board.
16. Funds & Reports.
17. Removal of difficulties.
18. Repeal and Savings.
19. Repeal.



THE SINDH CODE

THE INSTITUTE OF BUSINESS ADMINISTRATION ACT, 1994

SINDH ACT NO. XX OF 1994

[17th August, 1994]

AN ACT to re-constitute and re-organize the Institute of Business Administration, Karachi and to confer on the Institute the power to award degrees.

WHEREAS it is expedient to re-constitute and re-organize and to confer on the Institute of Business Administration, Karachi, the power to award degrees and to provide matters connected therewith or ancillary thereto;

Preamble.

It is hereby enacted as follows:—

1. (1) This Act may be called the Institute of Business Administration Act, 1994. **Short title and commencement.**

(2) It shall come into force at once.

2. In this Act, unless there is anything repugnant in the subject or context— **Definitions.**

(a) “Academic Board” means the Academic Board of the Institute;

¹[(aa) “cadre officer” means the officer belonging to PAS, Ex-PCS, PSS and PMS cadre;]

(b) “Board” means the Board of Governors;

(c) “Chairman” means the Chairman of the Board;

²[(cc) “Chief Minister” means the Chief Minister, Sindh;

(ccc) “Commission” means the Sindh Higher Education Commission established under the Sindh Higher Education Commission Act, 2013 (Sindh Act No.XI of 2013);]

(d) “Controller of Examination” means the Controller of Examinations of the Institute;

³[(e) *Omitted ****]

¹ Inserted new clause by Sindh Act No. V of 2025, dated 27th February, 2025.

² Inserted new clauses by Sindh Act No. XV of 2018, dated 11th May, 2018.

³ Omitted clause by *ibid*.

THE INSTITUTE OF BUSINESS ADMINISTRATION ACT, 1994
SINDH ACT NO. XX OF 1994

(f) “Director Finance” means the Director Finance of the Institute;

¹[(ff) “Executive Director” means the Executive Director of the Institute;]

(g) “Government” means the Government of Sindh;

²[(gg) “Higher Education Commission Pakistan” means the Commission established under Higher Education Commission Pakistan Ordinance 2002;]

(h) “Institute” means the Institute of Business Administration, Karachi, as reconstituted under this Act;

(i) “Member” means the member of the Board;

(j) “Patron” means the Governor of Sindh;

(k) “prescribed” means prescribed by rules framed under this Act;

³[(kk) “Search Committee” means the Search Committee constituted under the Constitution of Search Committee Act, 2022 (Sindh Act No. II of 2022);]

(l) “Selection Board” means the Selection Board of the Institute.

3. The Institute of Business Administration Karachi, as reconstituted and re-organized in accordance with the provisions of this Act, shall be a body corporate by the name of the Institute of Business Administration, Karachi, and shall have perpetual succession and a common seal, and shall by the said name sue and be sued. **Establishment of the Institute.**
4. All properties, right and interest of whatever kind, used enjoyed, possessed, owned or vested in, or held in trust by or for the Institute of Business Administration as established under the First University Ordinance of the University of Karachi 1962 and reconstituted under section 28(1)(g) of the University of Karachi Act, 1972 and all liabilities legally subsisting against the said

¹ Inserted new clause by Sindh Act No. XV of 2018, dated 11th May, 2018.

² Inserted new clause by *ibid*.

³ Inserted new clause by Sindh Act No. V of 2025, dated 27th February, 2025.

THE INSTITUTE OF BUSINESS ADMINISTRATION ACT, 1994 SINDH ACT NO. XX OF 1994

Institute shall pass to the Institute of Business Administration as reconstituted under this Act.

5. The Institute shall have the power—

**Power
function of
the
Institute.**

- ¹[(a) to provide for teaching, research and academic development in Business Administration, Computer Sciences, Mathematics, Social Sciences, Economics and other related fields as it may deem fit, and to make provision for research, management, development programs, consultancy, and for the advancement and dissemination of knowledge in such manner as it may deem fit;]
- (b) to prescribe courses of studies to be conducted by it and its affiliated institutions;
- (c) to hold examination and to award and confer degrees, diplomas, certificates and other academic distinctions to and on persons who have been admitted to and have passed its examinations under prescribed conditions;
- (d) to affiliate or disaffiliate educational institutions under prescribed conditions;
- (e) to accept the examinations passed and the periods of study spent by students at other universities and places of learning as equivalent to such examinations and period of study in the Institutions as it may determine, and to withdraw such acceptance;
- (f) to create posts for teaching, research, training, consultancy, administration and other related purposes and to appoint persons thereto;
- ²[(g) to establish, maintain and administer campuses and centers for the purposes of teaching, research and academic development in the fields of study as the Institute may determine, and to establish and operate such campuses and centers within or outside the Provinces of Sindh including the

¹ Substituted clause by Sindh Act No. XXVIII of 2026, dated 30th September, 2026.

² Substituted clause by *ibid*.

THE INSTITUTE OF BUSINESS ADMINISTRATION ACT, 1994

SINDH ACT NO. XX OF 1994

Islamabad Capital Territory as per guidelines issued by the Government of Sindh, from time to time and for the purposes of establishing such campuses outside the Province, the same shall be done in accordance with the laws applicable in such territories and this Act;]

- (h) to make provision for research, consultancy and advisory service and with these objects to enter into arrangements with other institutions or with public and private bodies under prescribed conditions;
- (i) to promote co-operation with Government, national and International organizations and Universities in activities falling within the purview of the Institute;
- (j) to do all such other acts and things, whether incidental to the powers aforesaid or not, as may be necessary in order to further the objectives of the Institute as a place of education, learning, research and consultancy.

6. The Institute shall be open to all persons of either sex and whatever religion, race, creed caste, colour or domicile who are academically qualified for admission to the course of study offered by the Institute and no such person shall be denied the privilege on the ground only of sex, religion, race, caste, creed, colour or domicile. **Institute open to all.**

- ¹[6-A (1). The Government may issue guidelines and principles with respect to admissions. **Admission Policy.**

(2) The Academic Council shall frame Admission Policy in consonance with such guidelines and Principles.]

7. (1) The ²[Chief Minister of Sindh] shall be the Patron and the Controlling Authority of the Institute. **Patron.**

(2) The Patron shall, when present, preside at the convocation of the Institute.

¹ Inserted new sub-section by Sindh Act No. XV of 2018, dated 11th May, 2018.

² Substituted words by *ibid*.

THE INSTITUTE OF BUSINESS ADMINISTRATION ACT, 1994 SINDH ACT NO. XX OF 1994

(3) If the Patron is satisfied that the proceedings of the Board, Selection Board, or the Academic Board are not in accordance with the provisions of this Act, he may after calling upon such Board to show-cause why such proceedings should not be annulled by order in writing, annul the proceedings.

(4) In the absence of the Patron, the Chairman shall preside the convocation.

8. (1) The ¹[Chief Minister] may cause a visitation or enquiry to be made in respect of any matter connected with the affairs of the institute appoint such person or persons ²[***] as may deem fit for the purpose. **Visitation.**

(2) The ³[Chief Minister] shall, on receipt of a report under sub-section (1) shall issue such directions as he thinks fit and the ⁴[Executive Director] will comply with such directions.

9. ⁵[(1) There shall be an Executive Director of the Institute who shall be appointed by the Chief Minister on the recommendations of the Search Committee in accordance with the provisions of the Constitution of Search Committee Act, 2022 (Sindh Act No. II of 2022), for a period of four years, which may be extended for one more additional term of four years, on such terms and conditions as the Chief Minister may determine, and shall possess the professional or academic qualification, experience and age as follows:- ¹⁰[Executive Director].

- (a) an eminent academician and distinguished administrator and is qualified to be a full Professor, having Ph.D. from recognized HEC University / Institute in relevant field; or
- (b) a cadre officer of BPS-21 or above, having Master's Degree in the relevant field from HEC recognized University / Institute; or
- (c) the candidates having Master's degree preferably Ph.D. in the relevant field and having 15 years'

¹ Substituted words by Sindh Act No. XV of 2018, dated 11th May, 2018.

² Omitted words by *ibid*.

³ Substituted words by *ibid*.

⁴ Substituted word by *ibid*.

⁵ Substituted sub-section by Sindh Act No. V of 2025, dated 27th February, 2025.

¹⁰ Substituted word by Sindh Act No. XV of 2018, dated 11th May, 2018.

THE INSTITUTE OF BUSINESS ADMINISTRATION ACT, 1994
SINDH ACT NO. XX OF 1994

experience in academia/intelligentsia or civil society, research or management leadership position and possess distinguished research and publication record or as prescribed by the rules.

- (d) the candidate shall not be more than sixty-two (62) of age on the last date of applying for the post of Director.]

¹[(1-A) The cadre officer applying on the basis of his experience in civil service upon selection as Vice Chancellor will have to resign or **seek retirement**, from his respective cadre service.” **As the case may be.**]

(2) The ²[Executive Director] shall be the Chief Executive of the Institute having authority over academic, administrative and financial affairs and shall ensure that the provisions of this Act and the rules are faithfully observed.

(3) The ³[Executive Director], may in an emergency, which in his opinion required immediate action, take such action as he may consider necessary and shall, as soon as thereafter as possible, report his action to the Board.

⁴[(4) The Chief Minister shall, in case of allegation of gross misconduct, inefficiency, corruption, violation of budgetary provisions, moral turpitude, maladministration and mismanagement, remove the **Executive Director on the basis of substantiated findings of an enquiry committee**, after giving him an opportunity of show cause against such removal.

(5) The **Executive Director** may avail leave with the permission of Chief Minister or any other authority duly authorized by the Chief Minister in this behalf.]

¹ Substituted sub-section by Sindh Act No. V of 2025, dated 27th February, 2025.

² Substituted word by Sindh Act No. XV of 2018, dated 11th May, 2018.

³ Substituted word by *ibid*.

⁴ Added new sub-sections by *ibid*.

THE INSTITUTE OF BUSINESS ADMINISTRATION ACT, 1994
SINDH ACT NO. XX OF 1994

10. (1) The Director of Finance shall be appointed by the ¹[Chief Minister] on such terms and conditions as may be determined by him. **Director of Finance.**
- (2) The Director of Finance shall—
- (i) manage the property, finances and investments of the Institute;
 - (ii) prepare the annual and revised budget estimates of the Institute and present them to the Board for approval;
 - (iii) ensure that the funds of the Institute are spent for the purpose for which they are provided;
 - (iv) perform such other duties as may be prescribed.
11. The Controller of Examination shall be appointed by the Board and will be responsible for all matters connected with the examinations and be responsible for keeping its record properly and shall perform such other duties as may be prescribed. **Controller of Examinations.**
12. ²(1) There shall be a Board of Governors consisting of the following:— **Board of Governors.**
- (i) **Executive** Director who shall be the Chairperson;
 - (ii) One Member of the Provincial Assembly to be nominated by the Speaker;
 - (iii) A Judge of the High Court nominated by the Chief Justice, High Court of Sindh;
 - (iv) Vice Chancellor, University of Karachi;
 - (v) Vice Chancellor, University of Sindh;
 - (vi) **One Nominees of Higher Education Commission of Pakistan;**
 - (vii) Secretary, Universities and Boards Department, Government of Sindh or his nominee not below the rank of Additional Secretary;

¹ Substituted word by Sindh Act No. XV of 2018, dated 11th May, 2018.

² Substituted sub-section by *ibid*.

THE INSTITUTE OF BUSINESS ADMINISTRATION ACT, 1994
SINDH ACT NO. XX OF 1994

- (viii) One nominee of the Higher Education Commission not below the rank whole-time Member;
- (ix) President of Sindh Chamber of Commerce;
- (x) President Chamber of Commerce & Industries, Karachi;
- (xi) Two prominent Executives of the Province to be nominated by Chief Minister on the recommendation of **Executive** Director;
- (xii) Two prominent educationists of the Province to be nominated by the Chief Minister on the recommendation of **Executive** Director;
- (xiii) Two prominent citizens to be nominated by the Chief Minister;
- (xiv) One member of the registered graduate of the Institute elected from amongst themselves.]

(2) The members, other than ex-officio members, shall hold office during the pleasure of the ¹[Chief Minister] and unless removed earlier shall hold office for three years commencing from the date of the first meeting of the Board.

(3) A member other than ex-officio members shall cease to hold office if he does not attend three consecutive meetings of the Board without any valid reason.

(4) The meetings of the Board shall be presided over by the Chairman or in his absence by one of the members to be nominated by the Chairman or in his absence by one of the member to be elected by the members present.

(5) The Board shall meet at least twice a year on the dates to be fixed by the ²[Executive Director] in consultation with the Chairman.

(6) The quorum for a meeting of the Board shall be one- half of the total number of members, a fraction being counted as one.

¹ Substituted words by Sindh Act No. XV of 2018, dated 11th May, 2018.

² Substituted word by *ibid*.

THE INSTITUTE OF BUSINESS ADMINISTRATION ACT, 1994
SINDH ACT NO. XX OF 1994

(7) The decisions of the Board shall be expressed in the terms of the views of the majority of the members present and voting and in case of tie, the person presiding the meeting shall have and exercise a casting vote.

13. (1) The Board shall be the policy formulation and executive body of the Institute and shall, subject to the provisions of this Act and the rules, exercise general supervision over the affairs of the Institute. **Powers and functions of the Board.**

(2) In particular and without prejudice to the generality of the foregoing provisions, the Board shall have the powers:—

- (i) to exercise overall control over the Institute;
- (ii) to appoint the teachers and other officers/staff of the Institute in BPS-16 and above and to determine the terms and conditions of their services;
- (iii) to cause proper books of accounts to be kept for all sums of money received and expended by the Institute and for assets and liabilities of the Institute;
- (iv) to consider and approve the budget estimates, annual research programmes, annual reports and audited statements of accounts of the Institute;
- (v) to reappropriate funds from one major head of expenditure to another;
- (vi) to enter into, vary, carry out and cancel contracts on behalf of the Institute;
- (vii) to institute professorships including Professors Emeritus, associate professorships, assistant professorships, Lecturerships and other administrative posts and to appoint persons thereto on the recommendation of the Selection Board.
- (viii) to receive and manage property transferred and grants, bequests, trusts, gifts, donations, endowments and other contributions made to the Institute and to invest any fund representing such property, grant, bequest, trusts, gifts, donations endowments or contributions in such manner as it may deem fit;

THE INSTITUTE OF BUSINESS ADMINISTRATION ACT, 1994
SINDH ACT NO. XX OF 1994

- (ix) to prescribe terms and conditions of teaching and non-teaching employees of the Institute, including their qualifications, experience and eligibility for appointment;
- (x) to delegate any of its powers to the ¹[Executive Director] or a committee appointed by the Chairman or any other officer excepting the power of approval of budgetary estimates;
- (xi) to approve appointments of members of the various Boards in accordance with the provisions of this Act;
- (xii) to appoint Auditors for the annual audit of the accounts of the Institute;
- (xiii) to suspend, punish and remove from service, in the prescribed manner, employees appointed by the Boards;
- (xiv) to frame rules as are necessary for carrying out the purpose of this Act;
- (xv) to regulate, determine and administer all other matters concerning the Institute and to this end exercise all other powers in this behalf not specifically mentioned in this Act.

14. (1) The Academic Board shall consist of:—

Academic Board.

- (i) The ²[Executive Director] of the Institute Chairman
- (ii) All professors of the Institute Members
(including professor emeritus).
- (iii) Three Associate Professors of the Institute to be nominated by the Board on the recommendation of the ³[Executive Director] for three years. Members

¹ Substituted word by Sindh Act No. XV of 2018, dated 11th May, 2018.

² Substituted word by *ibid.*

³ Substituted word by *ibid.*

THE INSTITUTE OF BUSINESS ADMINISTRATION ACT, 1994
SINDH ACT NO. XX OF 1994

(iv) One Assistant Professor of the Institute to be nominated by the Board on the recommendation of the ¹[Executive Director] for three years. Member

(v) Two experts in Business Administration/Computer Science/related disciplines to be nominated by the Board of Governors on the recommendation of the ²[Executive Director] for three years. Members

(2) The Academic Board shall be responsible for all academic matter including courses, syllabi, examinations, degrees, diplomas and certificates and matters connected there with.

(3) The meetings of the Academic Board shall be held as frequently as possible, but not less than twice in a year.

(4) The quorum of a meeting shall be one-half of the total number of the members.

15. (1) All appointments on posts of BPS-16 and above shall be made by the Board on the recommendation of the Selection Board consisting of the following:— **The Selection Board.**

(i) The ³[Executive Director] Chairman

(ii) The Chairman or a nominee of the Sindh Public Service Commission. Member

(iii) One member of the Board to be nominated by the Board for three years. Member

(iv) Two eminent business men to be nominated by the ⁴[Chief Minister] for three years. Members

¹ Substituted word by Sindh Act No. XV of 2018, dated 11th May, 2018.

² Substituted word by *ibid*.

³ Substituted word by *ibid*.

⁴ Substituted words by *ibid*.

THE INSTITUTE OF BUSINESS ADMINISTRATION ACT, 1994
SINDH ACT NO. XX OF 1994

- (v) Two experts in the field of business administration to be nominated by the Board for three years. Members

¹[(v-i) "Secretary, Universities and Boards Department.]

(2) Four members shall form the quorum for a meeting of the Selection Board.

16. (1) The Institute shall have a Fund to which shall be credited all grants made by any Government or contribution and donations made by individual local bodies, organizations or agencies and income from fees received, sale proceeds and royalties on publications and such other sources as may be approved by the Board. **Funds & Reports.**
- (2) No expenditure shall be made from the funds unless a bill for its payment has been audited by the Audit Officer of the Institute in accordance with the rules made under this Act.
- (3) The Accounts of the Institute shall be maintained in such form and manner as may be prescribed and shall be audited once a year by an auditor appointed by the Auditor General of Pakistan.
- (4) The Annual Statement of Accounts and audit report thereon shall be submitted by the auditor for consideration of the Board.
- (5) The Institute shall furnish to Government each year a report on annual audited accounts, report on the activity of the Institute during the preceding year and such information relating to its activities as may be asked for by Government.
17. If any difficulty arises in giving effect to any of the provisions of this Act, the Controlling Authority may, on the recommendations of the Board give such directions, not inconsistent with the said provisions, as it may consider necessary for the removal or such difficulty. **Removal of difficulties.**
18. (1) The Statutes to establish the Institute of Business Administration by the University of Karachi under section 28 (1) (g) of the University of Karachi Act, 1972 are hereby repealed. **Repeal and Savings.**

¹ Inserted new clause by Sindh Act No. XV of 2018, dated 11th May, 2018.

THE INSTITUTE OF BUSINESS ADMINISTRATION ACT, 1994
SINDH ACT NO. XX OF 1994

(2) Notwithstanding the repeal of the said Statutes everything done, actions taken, obligations or liabilities incurred, rights and assets acquired, persons appointed or authorized jurisdiction or powers conferred endowments, bequests, funds or trusts created, donations or grants made, privileges granted or the Regulations and the Rules made or deemed to have been made, thereunder and all resolutions passed by the previous Board of Governors shall, if not inconsistent with the provision of this Act, be continued and, so far as may be, deemed to have been respectively done, taken, incurred, acquired, appointed, authorized, conferred, created, made, instituted, and granted under this Act.

19. The Institute of Business Administration Ordinance, 1994 is **Repeal**. hereby repealed.



THE SINDH CODE