

FORM OF ORDER SHEET

Court of

Case No.

577/2023

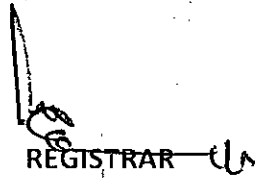
S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	17/03/2023	<p>By the order of Chairman</p> <p>The appeal of Mr. Abdul Karim resubmitted today by Mr. Adnan Khan Yousafzai, Advocate. It is fixed for preliminary hearing before Single Bench at Peshawar on _____. Parcha Peshi is given to appellant/counsel for the date fixed.</p> <p>By the order of Chairman</p> <p>REGISTRAR</p>

The appeal of Mr. Abdul Karim son of Zarif Khan Tehsildar Tangi District Charsadda received today i.e. on 16.03.2023 is incomplete on the following score which is returned to the co Counsel for the appellatant for completion and resubmission within 15 days.

- 1- Law under which appeal is filed is wrong.
- 2- Annexures of the appeal are unattested.
- 3- Certificate be furnished that whether any appeal on the subject matter has earlier been filed in this Tribunal.

No. 974 /S.T,

Dt. 17/3 /2023



REGISTRAR
SERVICE TRIBUNAL
KHYBER PAKHTUNKHWA
PESHAWAR.

Mr. Adnan Khan Yousafzai Adv.
High Court at Peshawar.

RespectFully sheweth: -

The objections raised hereby are removed.

Thank's


Adnan Khan
Yousafzai
Adv.

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

Service Appeal No. 577 /2023

Abdul Karim. APPELLANT

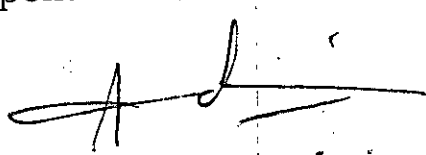
VERSUS

Govt. of Khyber Pakhtunkhwa through Chief Secretary,
Civil Secretariat, Peshawar & others. RESPONDENTS

I N D E X

S.No.	Description of Documents	Annex	Pages
1.	Service Appeal with Affidavit		1-7
2.	Application for Suspension with Affidavit		8-9
3.	Addresses of the Parties		10
4.	Copy of Transfer Order dated 03.03.2023 and 17-10-2022	A/A,	11-12
5.	Copy of the Departmental Appeal dated 08.03.2023	B	13-14
6.	Copy of Dismissal Order dated 09.03.2023	C	15
7.	Copy of Sanction Letter dated 28.02.2023	D	16
8.	Wakalatnama		17

Shangla 000111@gmail.com
0342-9028803
0311-9976177
Appellant
Through


Adnan Khan Yousafzai
Advocate High Court
Cell: 0342-9028803

Dated: 16.03.2023

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

Service Appeal No. 577 /2023

Abdul Karim S/o Zarif Khan R/o Warsak Road, Street No.5, Mohallah Abshar Colony, Peshawar.

Presently Tehsildar, Tangi District Charsadda (under transfer). **APPELLANT**

VERSUS

1. Government of Khyber Pakhtunkhwa through Chief Secretary, Civil Secretariat, Peshawar.
2. Secretary, Board of Revenue, Govt. of Khyber Pakhtunkhwa, Civil Secretariat, Peshawar.
3. Commissioner, Peshawar Division, Peshawar.
4. Mr. Arshad Iqbal, Naib Tehsildar, Pabbi, District Nowshera. **RESPONDENTS**

Service Tribunal

SERVICE APPEAL U/S 4 OF THE ~~Khyber Pakhtunkhwa~~ ACT,
1974 AGAINST THE IMPUGNED TRANSFER ORDER
DATED 03.03.2023, WHEREBY DEPARTMENTAL APPEAL
FILED BY THE APPELLANT BEFORE THE BOARD OF
REVENUE & ESTATE DEPARTMENT WAS DISMISSED ON
09.03.2022 AND THE APPELLANT WAS PREMATURELY
AND WITHOUT IN PUBLIC INTEREST TRANSFERRED
FROM THE POST OF TEHSILDAR TANGI, DISTRICT
CHARSADDA WITH THE DIRECTION TO REPORT TO THE
OFFICE OF COMMISSIONER, PESHAWAR.

PRAYER:

On acceptance of this Service Appeal, the impugned transfer order dated 03.03.2023 may kindly be set aside/set at naught and the appellant may kindly be allowed to perform his duties as Tehsildar, Tangi, District Charsadda.

Respectfully Sheweth:

Brief facts giving rise to the present appeal are as under;

1. That the appellant is serving as a Tehsildar in revenue department on regular basis w.e.f. 07.05.2021.
2. That the appellant was posted as Tehsildar Tangi, District Charsadda on 17.10.2022, from where the appellant has been prematurely and without in public interest, transferred and directed to report to the office of Commissioner, Peshawar Division, vide transfer order dated 03.03.2023. (Copy of Impugned Transfer Order is **annexure "A/A1"**).
3. That the appellant on 08.03.2023, preferred a departmental appeal against his transfer order before the Senior Member Board of Revenue, Khyber Pakhtunkhwa, which was regretted/dismissed, vide

order dated 09.03.2023. (Copy of Departmental Appeal is **annexure "B"**, while that of Order dated 09.03.2023 is **annexure "C"**).

4. That having no other remedy, the appellant is constrained to file the instant appeal, on the following grounds;

GRUNDS:-

- A. That the impugned order dated 03.03.2023 is against the law, rules and principles of natural justice, hence ab-initio.
- B. That the transfer order of the appellant is illegal, without jurisdiction and without lawful authority, because transfer posting in respect of BPS-16 and above are banned in caretaker government and by virtue of letter dated 28.02.2023, transfer posting below BPS-16 is allowed, on this score alone the transfer order is in sheer violation of law. (Copy of Letter is **annexure "D"**).
- C. That the impugned order dated 03.03.2023 is against the law, rules and Principles of natural Justice hence void-ab-initio and not sustainable under the law.

- D. That as per Transfer/Posting Policy of Provincial Government normal tenure on a post of a civil servant is 2 years however the appellant has been made a rolling stone and after serving 4 months was prematurely transferred in violation of the ibid policy.
- E. That as per judgment of superior courts the authority given to any official shall be exercised as a public trust and in accordance with law and rule, however the impugned order is an example of colorful exercise of power in violation of law and rules.
- F. That the appellant is entitled to be treated equally in accordance with transfer/posting policy however, the appellant has been discriminated by transferring him prematurely which is violation of Article 4 and 25 of the constitution of Pakistan 1973.
- G. That the respondent who is not even a regular Naib Tehsildar and basically regular Kanungo (BS-11) and appointed as Naib Tehsildar on (ACB) has been posted on (OPS) as Tehsildar Tangi which has no legal background.
- H. That the Honorable Tribunal has been filed various appeal of OPS Tehsildars / Naib Tehsildars and

directed for posting of regular Tehsildar/Naib Tehsildar respectfully against their actual post instead of posting in (OPS). However, the impugned order dated 03.03.2023 has been issued in violation and disregards of the direction of the Tribunal.

- I. That the apex Court in the reported judgment 2018 SCMR 1411 declared transfer posting on the basis of OPS illegal.
- J. That as per reported judgment of Supreme Court of Pakistan 2018 SCMR 141(b), Section 10 of the Baluchistan Civil Servant Act 1974 "did not prescribe a minimum period during which a civil servant must serve at his post, it did not mend that the government without assigning any reason could move a civil servant from the place he was posted to after a month or subject the civil servant to repeated postings in a short period of time because the would amount to punishing him. Such posting also adversely affected the public interest and resulted in the wastage of scarce resources and constituted bad governance. That the impugned order is political motivated hence liable to be set-aside on the sole ground.
- K. That the appellant seeks permission to advance any other grounds and proof at the time of hearing.

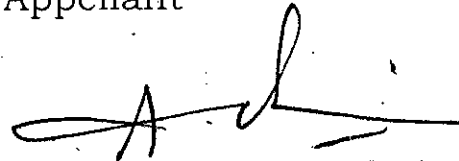
It is, therefore most humbly prayed that on acceptance of this Service Appeal, the order dated 03.03.2023 may kindly be set aside/set at naught and the appellant may kindly be allowed to perform his duties as Tehsildar Tangi, District Charsadda.

Any other remedy deem proper, in the circumstances of the case may please be ordered.



Appellant

Through



Adnan Khan Yousafzai
Advocate High Court

Dated: 16.03.2023

NOTE:

That with profound respect and with humble request the case in hand alongwith suspension application may kindly be fixed for today, because the fundamental rights of appellant are at stake and if this appeal alongwith application is not fixed today, the very purpose of the appeal will become infructuous.



BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

Service Appeal No. _____/2023

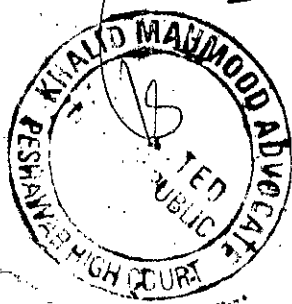
Abdul Karim. APPELLANT

VERSUS

Govt. of Khyber Pakhtunkhwa through Chief Secretary,
Civil Secretariat, Peshawar & others. RESPONDENTS

AFFIDAVIT

I, Abdul Karim S/o Zarif Khan R/o Warsak Road, Street No.5, Mohallah Abshar Colony, Peshawar. Presently Tehsildar, Tangi District Charsadda (under transfer), do hereby solemnly affirm and declare on oath that the contents of the accompanying **Service Appeal** are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal.



DEPONENT

CNIC: 14301-2022869-7

Cell: 0333 9262481

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

In Re:

Service Appeal No. _____/2023

Abdul Karim. **APPLICANT/APPELLANT**

VERSUS

Govt. of Khyber Pakhtunkhwa through Chief Secretary,
Civil Secretariat, Peshawar & others. **RESPONDENTS**

APPLICATION FOR SUSPENSION OF
THE IMPUGNED ORDER DATED
03.03.2023, TILL THE FINAL DECISION
OF INSTANT APPEAL.

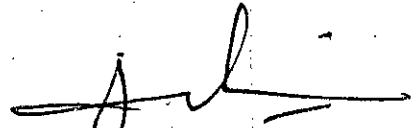
Respectfully Sheweth:

1. That the titled appeal is being filed before this Hon'ble Tribunal in which no date of hearing has yet been fixed.
2. That the applicant/appellant has not relinquished the charge and still performing his duties as Tehsildar at Tangi District Charsadda.
3. That the applicant/appellant has a prima facie case in his favour and he is sanguine of its success.
4. That the balance of convenience also lies in favour of the applicant/appellant.

5. That if the impugned orders are not suspended, the applicant/appellant will suffer an irreparable loss.

It is, therefore, prayed that by accepting this application, the operation of the impugned order dated 03.03.2023 may please be suspended, till the final decision of instant appeal.

Applicant/Appellant
Through



Adnan Khan Yousafzai
Advocate High Court

Dated: 16.03.2023

AFFIDAVIT

I, Abdul Karim, do hereby solemnly affirm and declare on oath that the contents of the **Application** are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal.



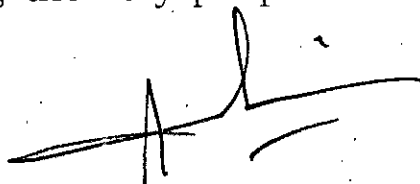
DEPONENT

CNIC: 14361-2022869-7

Cell: 0333 9269981

NOTE:

That with profound respect and with humble request the case in hand alongwith suspension application may kindly be fixed for today, because the fundamental rights of appellant are at stake and if this application alongwith appeal is not fixed today, the very purpose of the appeal will become infructuous.



BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

Service Appeal No. _____/2023

Abdul Karim. **APPELLANT**

VERSUS

Govt. of Khyber Pakhtunkhwa through Chief Secretary,
Civil Secretariat, Peshawar & others. **RESPONDENTS**

ADDRESSES OF THE PARTIES

APPELLANT:

Abdul Karim S/o Zarif Khan R/o Warsak Road, Street
No.5, Mohallah Abshar Colony, Peshawar.

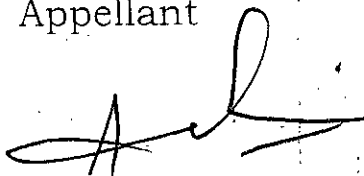
Presently Tehsildar, Tangi District Charsadda (under
transfer)

RESPONDENTS:

1. Government of Khyber Pakhtunkhwa through Chief
Secretary, Civil Secretariat, Peshawar.
2. Secretary, Board of Revenue, Govt. of Khyber
Pakhtunkhwa, Civil Secretariat, Peshawar.
3. Commissioner, Peshawar Division, Peshawar.
4. Mr. Arshad Iqbal, Naib Tehsildar, Pabbi, District
Nowshera.


Appellant

Through



Adnan Khan Yousafzai
Advocate High Court

Dated: 16.03.2023



A 11

**OFFICE OF THE
COMMISSIONER PESHAWAR DIVISION
PESHAWAR**

Dated 03.03.2023

OFFICE ORDER

The following posting / transfer of Tehsildar / Naib Tehsildar in Peshawar Division are hereby ordered with immediate effect in the best public interest:-

S.#	Name of Officials	From	To
1.	Mr. Khurshid Shah Tehsildar	Waiting for posting	Tehsildar Shabaqdar
2.	Mr. Arshad Iqbal Naib Tehsildar	Waiting for posting	Tehsildar Tangi (OPS)
3.	Mr. Abdul Karim Tehsildar	Tehsildar Tangi	Report to this office
4.	Syed Tajamul Shah Naib Tehsildar (OPS)	Waiting for posting	Naib Tehsildar Mathra (OPS)
5.	Mr. Mujeeb ur Rehman Naib Tehsildar	Naib Tehsildar CLCP District Khyber	Naib Tehsildar Chamkani
6.	Mr. Fazal e Dayan Naib Tehsildar	Naib Tehsildar Chamkani	Report to this office
7.	Mr. Roshan Lal Naib Tehsildar	Naib Tehsildar Mathra	Report to this office
8.	Mr. Zaib Ullah Senior Clerk	Under transfer	Naib Tehsildar Torkham District Khyber (CCB)
9.	Mr. Ghuncha Gul Naib Tehsildar	Naib Tehsildar Torkham District Khyber	Naib Tehsildar Bazaar Zakhu Khel

-Sd-

**COMMISSIONER
PESHAWAR DIVISION PESHAWAR**

No: 6/7/EA/2023/1/3172-78

Copy forwarded to:

1. Senior Member Board of Revenue Khyber Pakhtunkhwa.
2. Accountant General Khyber Pakhtunkhwa.
3. The Deputy Commissioners Peshawar, Charsadda & Khyber.
4. PS to Commissioner Peshawar Division.
5. Officials concerned for compliance


**ASSISTANT COMMISSIONER (Rev/GA)
PESHAWAR DIVISION PESHAWAR**

A/1 12



OFFICE OF THE
COMMISSIONER PESHAWAR DIVISION
PESHAWAR

No: 6/7/EA/2022/II/
Dated 17.10.2022

OFFICE ORDER

The following posting / transfer of Tehsildar / Naib Tehsildar in Peshawar Division are hereby ordered with immediate effect in the best public interest:-

S.#	Name of Officials	From	To
1.	Mr. Tehseen Ullah Naib Tehsildar	Tehsildar Tangi (OPS)	Tehsildar Shah Alam (OPS)
2.	Mr. Zulfiqar Khan Tehsildar	Tehsildar Shah Alam	Report to Board of Revenue
3.	Mr. Abdul Karim Tehsildar	Waiting for posting	Tehsildar Tangi
4.	Mr. Asadullah Naib Tehsildar (OPS)	Naib Tehsildar Pindali (OPS)	Report to this office
5.	Mr. Tajamul Shah Naib Tehsildar (OPS)	Waiting for posting	Naib Tehsildar Pindiali (OPS)

-Sd-

COMMISSIONER
PESHAWAR DIVISION PESHAWAR

No: 6/7/EA/2022/II/

12969-75

Copy forwarded to:

1. Senior Member Board of Revenue Khyber Pakhtunkhwa.
2. Accountant General Khyber Pakhtunkhwa.
3. The Deputy Commissioners Peshawar, Charsadda & Mohmand.
4. PS to Commissioner Peshawar Division.
5. Officials concerned for compliance.

ASSISTANT TO COMMISSIONER (Rev/GA)
PESHAWAR DIVISION PESHAWAR

B 13

See

9/3/2023

To
The Senior Member,
Board of Revenue Khyber Pakhtunkhwa.

SUBJECT: DEPARTMENTAL APPEAL AGAINST THE IMPUGNED TRANSFER ORDER DATED 03/03/2023 WHERE BY THE APPELLANT HAS BEEN PREMATURELY TRANSFERRED FROM THE POST OF TEHSILDAR TANGI DISTRICT CHARSADDA WITH THE DIRECTION TO REPORT TO THE OFFICE OF COMMISSIONER PESHAWAR ISSUED BY THE COMMISSIONER PESHAWAR DIVISION IN UTTER VIOLATION OF LAW, RULES AND TRANSFER/POSTING POLICY OF THE PROVINCIAL GOVERNMENT.

PRAYERS: ON ACCEPTANCE OF THIS DEPARTMENTAL APPEAL, THE IMPUGNED PREMATURE, ILLEGAL TRANSFER ORDER DATED 03.03.2023 MAY GRACIOUSLY BE SET ASIDE AND THE APPELLANT MY KINDLY BE RETAINED ON HIS PREVIOUS PLACE OF POSTING I.E TEHSILDAR TANGI DISTRICT CHARSADDA.

Dear sir,

The appellant submits as under,

1. That the appellant is serving in Revenue Department as Tehsildar (BS-16) on regular basis w.e.f 07.05.2021.
2. The appellant was posted as Tehsildar Tangi on 17.10.2022 (Annexure-A) from where the appellant was prematurely transferred and directed to report to the office of Commissioner Peshawar Division vide order dated 03.03.2023 (Annexure-B).
3. That the Election Commission of Pakistan vide notification dated 22.01.2023 (Annexure-C) has imposed ban on all kind of posting / transfer in Khyber Pakhtunkhwa and directed that no transfer order of the officers/officials shall be made without prior permission of the Election Commission.
4. That the appellant was surprised to see that he was prematurely transferred from the post of Tehsildar Tangi and Mr. Arshad Iqbal who is even not a regular Naib Tehsildar was posted against the post of Tehsildar Tangi (OPS) and the appellant was directed to report to the office of Commissioner Peshawar Division vide order dated 03.03.2023 which is utter violation of law/rules.
5. That the appellant has no other adequate remedy, hence filing the instant Departmental appeal on the following grounds.

3/12/23

(Signature)

4/3/23

GROUNDS:

- A. That the impugned order dated 03.03.2023 is against the law, rules and Principles of natural Justice hence vide abi initio not sustainable under the law.
- B. That as per Transfer / Posting Policy of Provincial Government normal tenure on a post of a civil servant is 2 years however the appellant has been made a rolling stone and after serving 4 months was prematurely transferred in violation of the ibid policy.
- C. That as per judgment of superior courts the authority given to any official shall be exercised as a public trust and in accordance with law and rule, however the impugned order is an example of colorful exercise of power in violation of law and rules.
- D. That the appellant is entitled to be treated equally in accordance with transfer / posting policy however, the appellant has been discriminated by transferring him prematurely which is violation of Article 4 and 25 of the constitution of Pakistan 1973.
- E. That the respondent who is not even a regular Naib Tehsildar and basically regular Kanungo (BS-11) and appointed as Naib Tehsildar on (ACB) has been posted on (OPS) as Tehsildar Tangi which has no legal background.
- F. That the Honorable Tribunal has been filed various appeal of OPS Tehsildars / Naib Tehsildars and directed for posting of regular Tehsildar / Naib Tehsildar respectfully against their actual post instead of posting in (OPS). However, the impugned order dated 03.03.2023 has been issued in violation and disregards of the direction of the Tribunal.
- G. That the apex Court in the reported judgment 2018 SCMR 1411 declared transfer posting on the basis of OPS illegal.
- H. As per reported judgment of Supreme Court of Pakistan 2018 SCMR 141(b), Section 10 of the Baluchistan Civil Servant Act 1974 "did not prescribe a minimum period during which a civil servant must serve at his post, it did not mend that the government without assigning any reason could move a civil servant from the place he was posted to after a month or subject the civil servant to repeated postings in a short period of time because the would amount to punishing him Such posting also adversely affected the public interest and resulted in the wastage of scarce resources and constituted bad governance.
- I. That the impugned order is political motivated hence liable to be set-aside on the sole ground.


It is therefore requested that the appeal may kindly be accepted as prayed for in the heading of the instant appeal.

Dated 08.03.2023.

Yours's Obediently

(Abdul Karim)
Tehsildar (BS-16)

c 15

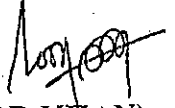
	GOVERNMENT OF KHYBER PAKHTUNKHWA, BOARD OF REVENUE, REVENUE & ESTATE DEPARTMENT.
091-9212726	091-9214208
No.Estt:LPF/Abdul Karim/ 6780	Peshawar Dated the 9 /03/2023

To

Mr. Abdul Karim,
Tehsildar (BS-16).

SUBJECT: DEPARTMENTAL APPEAL AGAINST THE IMPUGNED TRANSFER ORDER DATED 03/03/2023 WHERE BY THE APPELLANT HAS BEEN PREMATURELY TRANSFERRED FROM THE POST OF TEHSILDAR TANGI DISTRICT CHARSADDA WITH THE DIRECTION TO REPORT TO THE OFFICE OF COMMISSIONER PESHAWAR ISSUED BY THE COMMISSIONER PESHAWAR DIVISION IN UTTER VIOLATION OF LAW, RULES AND TRANSFER/POSTING POLICY OF THE PROVINCIAL GOVERNMENT.

I am directed to refer to the subject noted above and to state that your Departmental Appeal dated 08.03.2023 has been examined and regretted by the Competent Authority please.


(NOOR KHAN)
Assistant Secretary (Estt)
Board of Revenue

5. That the appellant has no other adequate remedy, hence filing the instant Departmental appeal on the following grounds.

D - 16

No. F.10(1)/2023-Elec-II
ELECTION COMMISSION OF PAKISTAN



"Secretariat"

Constitution Avenue, G-5/2

Islamabad, the 28th February, 2023.

E-Mail: assistantdirectorlec2@gmail.com

To:

The Chief Secretary,
Khyber Pakhtunkhwa,
Peshawar.

Subject: NOC FOR TRANSFER/POSTING.

Dear Sir,

I am directed to state that the Hon'ble Commission has taken a decision that the posting/transfer below BPS-16 may be done by the Care taker Government of Khyber Pakhtunkhwa, under the Law.

2. You are hereby informed accordingly.

Yours sincerely,

O/C

(Syed Nadeem Haider)
Additional Director General (Elec-I)


قیمت 50 روپے 60365



ایڈوکیٹ: محمد عدنان خان لوسف زئی
بار کونسل / ایسوسی ایشن نمبر: Bc-18-1286
رابطہ نمبر: 0342 9028803

پشاور بار ایسوسی ایشن، خیبر پختونخوا

بعدالت جناب: صدر محترمہ نواز سر سمن سہیل کھٹور

مخاطب: <u>عبد السلام</u>	دعویٰ:
 <p>بنام گورنمنٹ گلڈن ٹیوننگل عبد السلام</p>	علت نمبر:
	سورخ:
	جرم:
	تھانہ:
	باعت تحریر آنکہ

مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے پیروی و جواب دہی کارروائی متعلقہ BC-21-3699 کے آں مقام پشاور کیلئے محمد عدنان خان لوسف زئی اور عبد اکیس گوگیل مقرر کر کے اتر کر کیا جاتا ہے کہ صاحب موصوف کو مقدمہ کی کل کارروائی کا کامل اختیار ہوگا، نیز وکیل صاحب کو راضی نامہ کرنے سے تفرقات و فیصلہ برحلف دینے جواب دعویٰ اقبال دعویٰ اور درخواست از ہر قسم کی تصدیق زریں بردستخط کرنے کا اختیار ہوگا، نیز بصورت عدم پیروی یا ڈگری یکطرفہ یا اپیل کی برآمدگی اور مستثنوی، نیز دائر کر کے اپیل نگرانی و نظر ثانی و پیروی کرنے کا مختار ہوگا اور بصورت ضرورت مقدمہ مذکورہ کے کل یا جزوی کارروائی کے واسطے اور وکیل یا مختار قانونی کو اپنے ہمراہ یا اپنے بجائے تقرر کا اختیار ہوگا اور صاحب مقرر شدہ کو وہی جملہ مذکورہ بالا اختیارات حاصل ہوں گے اور اس کا اسکا اختیار منظور و قبول ہوگا دوران مقدمہ میں جو خرچہ ہر خانہ التوائے مقدمہ کے سبب سے ہوگا کوئی تاہن پیشی مقام دورہ یا حد سے باہر ہو تو وکیل صاحب پابند نہ ہوں گے کہ پیروی مذکورہ کریں، لہذا وکالت نامہ لکھ دیا تاکہ سندر ہے

المرقوم: 16-03-2023
PESHAWAR BAR ASSOCIATION
KHYBER PAKHTUNKHWA

پشاور کے لیے منظور ہے

نوٹ: اس وکالت نامہ کی نوکالی ناقابل قبول ہوگی۔

عبد السلام ولد ظریف خان سندن عبدالکرم دھک دور مسٹر بیک علی آیش و طائی پشاور