

F.NO. 1(1)/2018-CWA-I
GOVERNMENT OF PAKISTAN
MINISTRY OF OVERSEAS PAKISTANIS AND
HUMAN RESOURCE DEVELOPMENT

Syllabus for Written Test for Selection of CWAs

The test will be for 02 hours' time and based on MCQs from the following syllabus having numbers mentioned against each part:

Part I: Labor Force, Employment and Out-Migration of Workers (Duration 60 minutes; 70%):

A. Basic structure of Pakistan's labor force and employment:

- Macroeconomic conditions in Pakistan.
- Composition of labor force, employment and out-migration in Pakistan.
- Key labor exporting countries from Pakistan and trends of export of manpower from Pakistan.
- Workers' remittances and their impact on Pakistan's economy.

B. Demographic composition of labor force in Pakistan, challenges and opportunities:

- Growth of working age population and demographic dividends?
- Challenges being faced by the labour force of Pakistan.
- Changing share of emigrants in labour force of Pakistan

C. WTO's General Agreement on Trade in Services (GATS):

- Main characteristics; scope and definition;
- MFN in GATS; transparency; participation of developing countries;
- Monopolies and business practices in GATS;
- Payments and transfer;
- Restrictions to safeguard the balance of payments
- Progressive liberalization.

D. Demand for labor in GCC and OECD countries:

- Declining oil prices and demand for labour.
- Growth slow-down in **GCC** and implications on global demand for labor.
- Changing immigration policies in **GCC** and prospects for export of manpower.
- Global growth prospect and opportunities for export of Pakistani manpower; demand for labor and emerging skill-gaps in Pakistan.
- Changing trends in global demand for labor and mitigating strategies to boost manpower export from Pakistan.
- Steps for skill up-gradation of potential workers.
- Emerging labour importing markets across the world.

Contd.....P/2

E. Issues of Pakistani migrant workers:

- Salient problems of Overseas Pakistanis in general; exploitation of migrant workers at countries of origin, transit and destination; issues of Pakistani prisoners in destination countries; country specific problems of Overseas Pakistanis (only those countries where CWAs are posted); welfare and protection of migrant workers.
- Right of vote for Overseas Pakistanis; social issues of migrant families behind.
- Facilitation for returning migrants.

F. Effectiveness of different migration forums:

- Abu Dhabi Dialogue
- Budapest Process

G. Special topics:

- United Nations "International Convention on the Protection of the rights of all Migrant Workers and Members of their Families".
- Role of Overseas Employment Promoters; role of Bureau of Emigration & Overseas Employment (BE&OE); difficulties/challenges faced by BE&OE.
- Role of Pakistani diasporas in national development.
- Expo 2020 UAE; FIFA World Cup 2022 Qatar.
- ILO and its two conventions of 1949 & 1975 alongwith non-binding recommendations.

Part II: Test of Analytical Skills and Data Response (Duration 30 minutes; 15%):

To test analytical abilities, data response questions would be asked to be answered in 30 minutes. The data response questions would be based on labor, migration and employment data to be taken from government reports, e.g., Economic Survey, newspapers or magazines, etc.

Part III: Test of IT Skills (Duration 30 minutes; 15%):

This part of the test is aimed at examining computer skills of the candidates in communication using email and other tools; documentation and word processing; data manipulation using spreadsheets such as Excel; presentation authoring e.g., use of power point; internet usage such as search engines, portals, websites and social media. The mode of examination for this portion of the written test could be multiple-choice questions, structured questions or true-false questions to be answered in 30 minutes.

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Eligibility Criteria for CWAs

Service/Cadres/Groups

- a. All Government Officers, including officers belonging to all Occupational Groups working in the Federal Government.
- b. Officers from Provincial Civil Services belonging to Provincial Governments, including AJK, Gilgit-Baltistan and FATA.

Education:

- c. Sixteen years of education / Masters' degree

Experience:

- d. Officers working in BPS 18 and BPS-19 with three to five (3-5) years of relevant experience preferably in management / field work, or labour/manpower administration and laws, or matters pertaining to emigration and welfare of Pakistanis living/working abroad.

Age Limit:

- e. For officers BS-18, upper age limit is 40 years; and for officers in BS-19, the upper age limit is 48 years on the closing date of submission of applications.

General conditions for ineligibility:

- i. Officers against whom there is a disciplinary proceedings.
- ii. Officers who do not apply through proper channel.
- iii. *BS-19 Officers who are in promotion zone within next two years.*
- iv. Officers who have availed two tenures of foreign posting in their entire service.
- v. *Officers who are applying for the 2nd tenure of foreign posting in their entire service with less than three years of intervening period between their first foreign posting and the second foreign posting as on the closing date for submission of applications.*
- vi. Officers who do not have complete PERs record till **2017** with minimum average of 'GOOD'.