



# Ministry of Overseas Pakistanis & HRD Recruitment Test for CWA Positions Sample Paper

Name: \_\_\_\_\_

Father's Name: \_\_\_\_\_

Mobile Number: \_\_\_\_\_ Email Address: \_\_\_\_\_

Room Number: \_\_\_\_\_ Seat No.: \_\_\_\_\_ Test Center: \_\_\_\_\_

**Note: It is the candidate's responsibility to return the question paper and answer sheet to the invigilator at the end of the test. Non-submission of the testing material may lead to disqualification.**

Candidate's Signature: \_\_\_\_\_

**GENERAL INSTRUCTIONS:** Candidates must carefully follow the instructions given below and by the instructor / announcer.

1. Please compare & check that the **Seat Number, Your Name & Other information** given on the answer sheet and on the sticker on your chair are correct. Please also write this information in the above box.
2. Use of calculator / mobile phone / smart watch is strictly not allowed.
3. The test is divided into five parts. (Total duration of the test is **2 hours 30 minutes**):
  - Title Page. All Instructions Should Be Examined Carefully – Time allowed: 05 minutes.
  - Labor Force, Employment and Out-Migration of Workers Multiple Choice Questions - 40 MCQs of 1 Mark Each (1 to 40) [Total Marks 40, Weightage 40%] – Time allowed: 40 minutes.
  - Analytical Skills & Data Response Multiple Choice Questions – 15 MCQs of 1 Mark Each (41 to 55) [Total Marks 15, Weightage 15%] – Time allowed: 25 minutes
  - IT Skills Multiple Choice Questions – 15 MCQs of 1 Mark Each (56 to 70) - [Total Marks 15, Weightage 15%] – Time allowed: 20 minutes
  - Labor Force, Employment and Out-Migration of Workers Subjective Questions [Six Questions of 05 marks each, Total Marks 30, Weightage 30%] – Time allowed: 60 minutes

**Note: While working on an allowed part, candidates are not allowed to go forward or backward to other parts. These parts should be attempted in the order given above.**
4. Each question has only one correct answer (**A / B / C / D**). All answers must be given by marking a CROSS SIGN ☐ at the chosen option on the answer sheet.
5. In case candidate crosses more than one option for the same question, the answer will be treated as incorrect answer. Over writing is not acceptable. Such answers will be treated as incorrect answers.
6. There will be **NO NEGATIVE MARKING** in all parts of the test. However, if a candidate does not want to answer any question he / she MUST CROSS ☐ the option **E** on the answer sheet.
7. When the instructor announces "**STOP**", candidate must close the test booklets and cover it with the answer sheet. Any evidence of cheating or non-compliance with instructions or tearing pages will lead to disqualification from the test and legal action.
8. Making notes / copying questions / solving questions on any paper other than the question booklet and answer sheet / removing the question booklet or answer sheet in their entirety or parts of it from the exam room is strictly prohibited and will lead to disqualification from the test and legal action.
9. The candidate should not mark answers on the question booklet and all answers must be given in CROSS SIGN ☐ on the answer sheet with the **pen/pencil**. However, **rough work can be done on the question booklet**. Make sure you do not write anything other than your signature and marking of Cross ☐ against your answers on the answer sheet.
10. IBA reserves the right to revoke/modify any question or part of it.

**WAIT... Do not turn over this page until you are told to do so**

**SAMPLE PAPER**  
**THE ACTUAL QUESTIONS MAY VARY IN DIFFICULTY LEVEL**  
**INSTRUCTIONS ON THIS SAMPLE PAPER ARE FOR ACTUAL PAPER**

**ALL ANSWERS MUST BE GIVEN ON THE COMPUTERIZED ANSWER SHEET**  
**BY CROSSING THE CORRESPONDING LETTER**

**Labor Force, Employment and Out-Migration of Workers M.C.Qs (Total Marks 40)**

No. of Questions: 40 (from 1 to 40) 1 Mark Each

Time: 40 Minutes

Negative Markings: No

**Eight Sample Questions (actual paper will contain 40 questions in this section)**

1. Population experts refer to the period of 1990 to 2045 as 'demographic dividend' to Pakistan. They are referring to the phenomenon of
  - A. a sharp rise in the total population
  - B. a surge in the population in the productive age group;
  - C. a decline in both birth and death rates;
  - D. a well-balanced sex ratio
2. How does the labor force participation rate of women compare to that of men in Pakistan?
  - A. The labor force participation rates between the two groups is about the same.
  - B. Women participate less than men at all ages.
  - C. Women participate less than men when young (20-34 years-old) but at the same rate as men in later years (35-54 years-old).
  - D. Men participate less than women when young (20-34 years-old) but at the same rate as women in later years (35-54 years-old).
3. Migrant workers have participated in promoting economic growth and prosperity and the generation of wealth in countries of destination. The Gulf Cooperation Council (GCC) which is comprised of six countries, has been a historical and traditional job market for Pakistani workers. Labor migration and its relationship to economic growth, inflation and employment have received increasing attention because of increasing demand for labor, higher salaries, economic and political stability. What can be said about the relationship between migration and GDP, unemployment, and inflation?
  - A. Negative relationship between labor migration and GDP, a positive relationship with unemployment, and a positive relationship between labor migration and inflation.
  - B. Positive relationship between labor migration and GDP, a negative relationship with unemployment and no relationship between labor migration and inflation rate.
  - C. No relationship between labor migration and GDP, a positive relationship with unemployment, and a negative relationship between labor migration and inflation.
  - D. Positive relationship between labor migration and GDP, a negative relationship with unemployment, and a positive relationship between labor migration and inflation
4. As the world is experiencing a glum economic outlook, consumption is expected to decline, as a result supply of oil is rising and so is price. There has been a 22 percent rise in output in U.S. crude oil production (2018) to a record 11.6 million barrels per day (bpd). The oil inventories increased putting a downward pressure on oil prices. As a consequence, Organization of the Petroleum Exporting Countries (OPEC) is discussing supply cuts. What are the possible consequences of supply cuts on labor market?

**ALL ANSWERS MUST BE GIVEN ON THE COMPUTERIZED ANSWER SHEET**  
**BY CROSSING THE CORRESPONDING LETTER**

- A. Labor demand and supply will remain unchanged in Saudi Arabia, because it produces oil very cheaply and hold the largest oil reserves in the world.
- B. North American countries will extract oil locally and employ workers, given demand for labor is derived demand, demand for labor will increase and oil field workers will migrate to work in oil fields, hence supply will also increase
- C. Job creation and employment growth across the GCC will slow down and non-oil growth sector will be expected to create jobs
- D. Flow of migrant workers will be as usual due to migration forums such as Abu Dhabi Dialogue
5. The sustained presence of huge migrant workers has transformed GCC into one of the most advanced and urbanized regions of the world. Nevertheless, their sustained dominance in demography and labor markets over the time has led to a situation that has been termed and widely viewed as an 'irony' and a 'paradox': amidst 16 million expatriates engaged in gainful employment, their own labor force is passing through high rates of unemployment and underemployment. What are the causes of such a paradox?
- A. Domestic workers in GCC countries are unskilled whereas emigrant workers are skilled
- B. Domestic workers of the working age population are rich and not looking for work
- C. The unemployment benefits from the state act as a deterrent for domestic workers to seek gainful employment
- D. among nationals there exists a high level of skill mismatch; most of the students prefer Humanities disciplines and avoid subjects of scientific disciplines
6. Due to increased influx of workers from labor abundant countries such as Pakistan to GCC countries, many families started settling in host countries. To discourage this, what policies were adopted by host countries?
- A. Increasing visa processing fees
- B. Issuing shorter stay visas
- C. Banning foreigners from owning immovable property
- D. Disallowing a family of bigger than 2 members to accompany to the host country
7. Among the following, which economic aspect of Pakistan's economy is most affected by workers' remittances to Pakistan?
- A) Exchange rate fluctuations
- B) Labor force participation rate
- C) Inequality
- D) Infrastructure development

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8. How many countries are part of the Abu Dhabi Dialogue, which involves both origin and destination countries for migration?
- A) 5 countries
  - B) 8 countries
  - C) 18 countries
  - D) 28 countries

If you finish before time is called, you may check your work on this section only.

**This is the end of Labor Force, Employment and Out-Migration of Workers M.C.Qs.**  
**Next section is Analytical Skills & Data Response M.C.Qs**

**SAMPLE PAPER**  
**THE ACTUAL QUESTIONS MAY VARY IN DIFFICULTY LEVEL**  
**INSTRUCTIONS ON THIS SAMPLE PAPER ARE FOR ACTUAL PAPER**

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**Analytical Skills & Data Response M.C.Qs (Total Marks 15)**

No. of Questions: 15 (from 41 to 55) 1 Mark Each

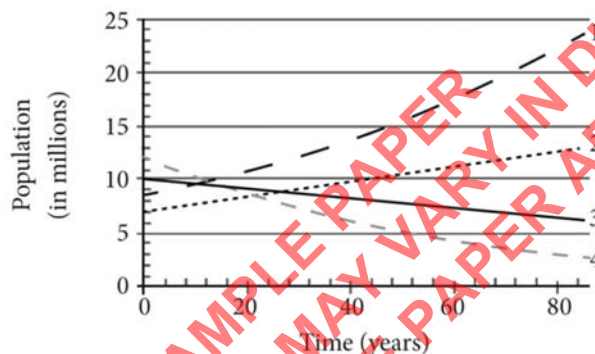
Time: 25 Minutes

Negative Markings: **No**

**Six Sample Questions (actual paper will contain 15 questions in this section)**

9. The table below shows a country's birth rate (number of births per year per 1,000 people), and death rate (number of deaths per year per 1,000 people). Immigration and emigration are the number of people in absolute values. A country's population growth is determined by these four variables mentioned in table below. The lines 1-4 in Figure model the population for the four countries shown over time.

	Birth	Death	Immigration	Emigration
Country A	20	X	1,000	1,000
Country B	21	21	12,100	Y
Country C	36	24	Z	500
Country D	13	13	82,000	9,600



Line 1 represents which country's population?

- A. Country A
  - B. Country B
  - C. Country D
  - D. Country C
10. A government currently has a balanced budget. It is considering the possible variations in tax revenue and government expenditure shown.

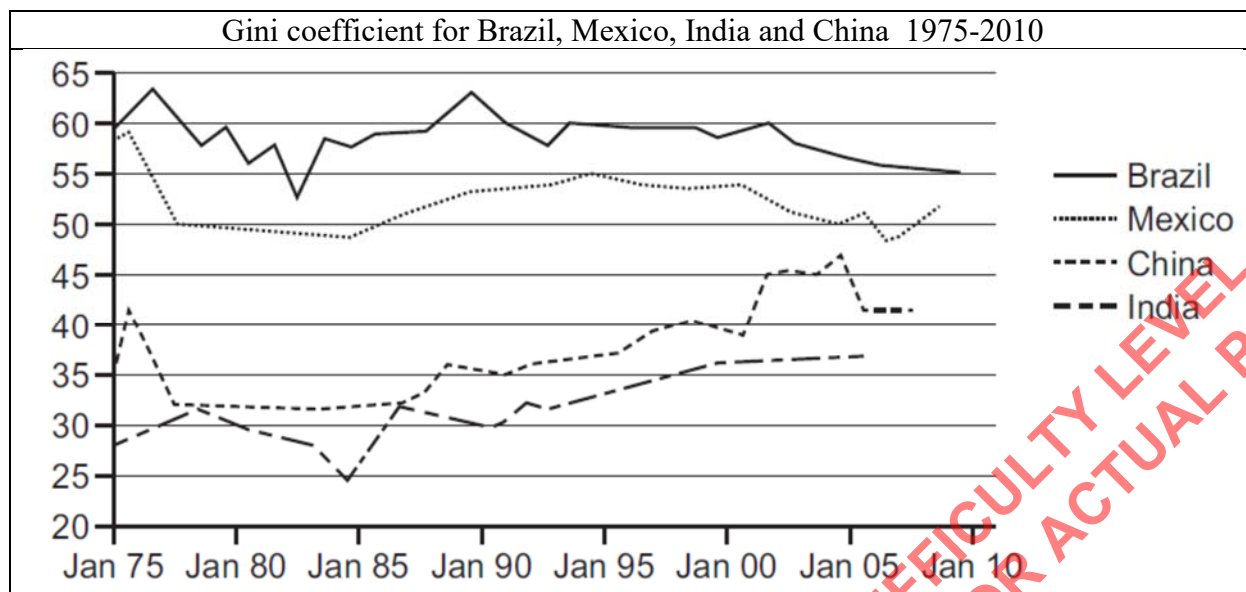
options	tax revenue	government expenditure
W	increase	increase
X	increase	reduce
Y	reduce	increase
Z	reduce	reduce

Which three options are likely to have the potential to move the budget into surplus?

- A. W, X and Y
- B. W, X and Z
- C. W, Y and Z
- D. X, Y and Z

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11. The diagram shows the Gini coefficient for four countries between 1975 and 2010.



Which country made the greatest move towards a more equal income distribution over the period?

- A. Brazil
- B. China
- C. India
- D. Mexico

12. The table below shows data about the number of employees at IBA, a popular business school in Karachi.

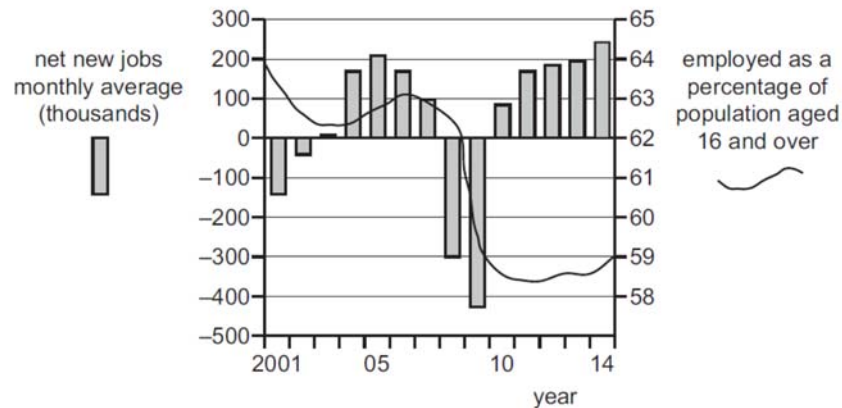
	2016	2017	2018
Total Employees	1,670	1,890	2,110
Percent Male	65%	60%	55%
Percent Female	35%	40%	45%

Assuming the employee total grows at the same rate each year, and male and female percentages continue to decrease and increase by 5%, respectively, approximately how many male employees will work at IBA in 2019?

- A. 1515
- B. 1398
- C. 1282
- D. 1165

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13. The diagram shows selected labour statistics from 2001 to 2014.



What can be concluded from the diagram about 2001-2014?

- A. Employment as a percentage of the population aged 16 and over declined continuously.
  - B. In periods when the number of net new jobs was rising the percentage employed increased.
  - C. The natural rate of unemployment was achieved only in 2008.
  - D. The number of unemployed workers fell in all except four years.
14. The 6<sup>th</sup> Census 2017 report of Pakistan records recorded the highest educational attainment of all adults aged 25 years or older in City A, one of the most educated parts of the country. The results are given in the two-way table below.

Level of Education	Male	Female	Total
High Scholl	7,535	7,234	14,769
Bachelor's Degree	17,170	23,455	40,625
Master's Degree	45,105	41,078	86,183
Professional Degree	23,501	23,405	46,906
Doctoral Degree	16,232	15,817	32,049
Total	109,543	110,989	220,532

According to the data presented in the table above, if you were to choose a person at random out of the entire population aged 25 years or older in city A, what is the approximate probability that the person you chose is a man with a doctoral degree (given as a percent)?

- A. 2%
- B. 7%
- C. 28%
- D. 51%

**This is the end of Analytical Skills & Data Response MCQs.**  
**If you finish before time is called, you may check your work on this section only.**  
**Next section is IT Skills MCQs**



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**IT Skills M.C.Qs (Total Marks 15)**

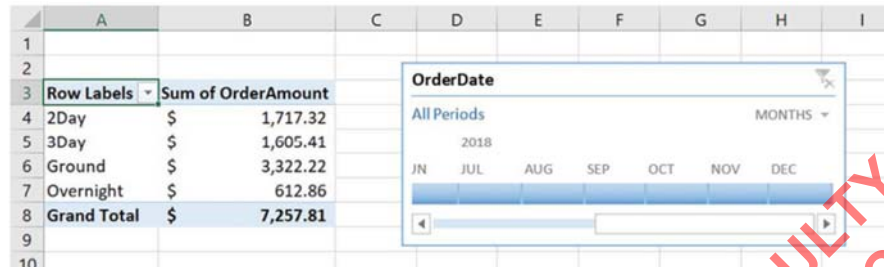
No. of Questions: 15 (from 56 to 70) 1 Mark Each

Time: 20 Minutes

Negative Markings: No

**Eight Sample Questions (actual paper will contain 15 questions in this section)**

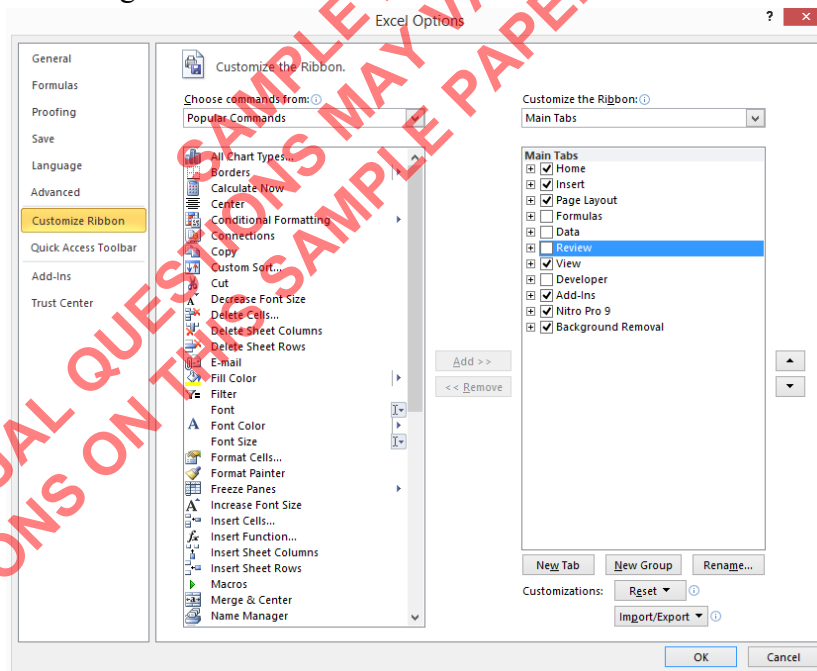
17. If your data contains a timebased value (see pic below), such as the day of a sale, you can analyze that data by creating a(n) \_\_\_\_\_.



Row Labels	Sum of OrderAmount
2Day	\$ 1,717.32
3Day	\$ 1,605.41
Ground	\$ 3,322.22
Overnight	\$ 612.86
Grand Total	\$ 7,257.81

- A. Timeline
- B. Dateline
- C. Pivot line
- D. Time Table

18. To work with XML data in Excel, you must use select the controls on the \_\_\_\_\_ ribbon tab, which you can display by using the ribbon customization commands available in the Excel Options dialog box.



- a. Formulas
- b. Data
- c. Developer
- d. Review

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19. Figure below shows a worksheet with text in A1:A5. The \_\_\_\_\_ is a single formula that returns the sum of the total number of characters in the range.

B1						
	A	B	C	D	E	F
1	rabbit	29				
2	coyote					
3	quail					
4	deer					
5	javelina					
6						
7						
8						

- =LEN(SUM(A1:A5))
- =SUM(LEN(A1:B5))
- =SUM(B1:B5)
- =SUMPRODUCT(LEN(A1:A5))

20. The tax rate schedule shows the income tax rates for various income levels. The \_\_\_\_\_ formula (in cell B3) returns the tax rate for the income in cell B2:

	A	B	C	D	E	F
1				<b>Income is Greater Than or Equal To...</b>	<b>But Less Than or Equal To...</b>	<b>Tax Rate</b>
2	<b>Enter Income:</b>	\$32,650		\$0	\$2,650	15.00%
3	<b>The Tax Rate is:</b>	31.00%		\$2,651	\$27,300	28.00%
4				\$27,301	\$58,500	31.00%
5				\$58,501	\$131,800	36.00%
6				\$131,801	\$284,700	39.60%
7				\$284,701		45.25%
8						
9						
10						
11						

- =VLOOKUP(B2,D2:F7,3)
- =VLOOKUP(B2,D2:D7,3)
- =VLOOKUP(B2,D2:F7,2)
- =LOOKUP(B2,D2:F7,3)

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Questions 21 – 24 relates to the workbook below:

	A	B	C	D	E	F	G	H	I
1	<b>Jinnah Sports</b>								
2	<b>Product</b>	<b>Items Sold</b>	<b>Cost Per Item</b>	<b>Price Per Item</b>	<b>Mark Up Amount</b>	<b>Mark Up %</b>	<b>COGS</b>	<b>Profit</b>	
3	Basketballs	120	18	28.5					
4									

21. The Mark Up amount can be calculated by inserting the following formula in the cell E3:

- a. =D3 – C3
- b. =E3 – C3
- c. =D3 – B3
- d. =E3 – D3

22. The Mark Up % can be calculated by inserting the following formula in cell F3:

- a. =C3/E3
- b. =B3/D3
- c. =C3/D3
- d. =D3/C3

23. The COGS (Cost of Goods Sold) can be calculated by inserting the following formula in cell G3:

- a. =C3\*D3
- b. =B3\*E3
- c. =B3\*C3
- d. =C3\*E3

24. The Profit can be calculated by inserting the following formula in H3:

- a. =(B3\*D3) – E3
- b. =(B3\*C3) – G3
- c. =(B3\*D3)
- d. =(B3\*D3) – G3

This is the end of IT Skills MCQs.

If you finish before time is called, you may check your work on this section only.

Next section is Labor Force, Employment and Out-Migration of Workers Subjective Questions  
 (To be attempted on separate Essay Script with pen).

# **SUBJECTIVE QUESTIONS MUST BE ATTEMPTED ON ESSAY SCRIPT**

## **Labor Force, Employment and Out-Migration of Workers Subjective Questions (Total Marks 30)**

No. of Questions: 6 (05 Marks Each)

Time: 60 Minutes

Limit: Up to 300 words / Restricted to 1 Page (per question)

### **Three Sample Questions (actual paper will contain 6 questions in this section)**

#### **Instructions:**

Your answers will be marked on the basis of knowledge of the subject and the lucid argumentation of the problem statements within the precincts of the provided outlines. The arguments should be substantiated with the data, facts and figures.

#### **Sample Question**

- Q. 1. How can Pakistan effectively analyze and adapt to the evolving labor market needs of GCC and OECD countries, especially in sectors showing significant growth potential?  
(05 Marks)
- Q. 2. What innovative policies and bilateral agreements can the Pakistani government pursue to promote and manage the migration of its labor force, ensuring mutual benefits for both Pakistan and the host countries?  
(05 Marks)
- Q. 3. Considering the impact of technology and automation on future job markets, what steps should Pakistan take to future-proof its workforce?  
(05 Marks)

**THE END**