

No. F.5(4)/2020-CWA-I  
**Government of Pakistan**  
**Ministry of Overseas Pakistanis &**  
**Human Resource Development**  
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Islamabad, the 3<sup>rd</sup> September 2020

Subject: **POLICY/CRITERIA FOR SELECTION OF COMMUNITY WELFARE ATTACHES IN PAKISTAN MISSIONS ABROAD**

Under Section 7 of the Emigration Ordinance, 1979, Community Welfare Attachés (CWAs) are selected by this Ministry for the purpose of safeguarding the interests of the emigrants and promoting overseas employment. Following is the policy/criteria for the selection of CWAs:-

**1. Eligibility Criteria**

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

**2. Education**

Sixteen years of education / Masters' degree

**3. Experience**

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.

**4. Age Limit**

For officers in 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.

**5. General Conditions for Ineligibility**

- i. Officers against whom there are any 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 2<sup>nd</sup> 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 and with minimum average of 'GOOD'.

## 6. Miscellaneous

- i. Written test shall be organized by the Ministry through the Lahore University of Management Sciences (LUMS), Lahore or the Institute of Business Administration (IBA), Karachi.
- ii. Candidates qualifying the test will be called for an interview, which will be conducted by a committee to be constituted with the approval of the Prime Minister.
- iii. The tenure for a CWA shall be for three years and will not be extendable.
- iv. Selection will be made in order of merit as under:-

<b>Sr. No.</b>	<b>Selection Phase</b>	<b>Weightage</b>	<b>Passing Marks</b>
1.	Written Test	60%	60%
2.	Interview	40%	50%

- v. Stations of posting of the selected candidates shall be decided by the Ministry.
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