

# **POLICY INSTRUCTIONS FOR CANDIDATES**

## **[FOR THE POST OF ASSISTANT DIRECTOR (G&SI) (BS-17)]**

The following instructions, governing the conduct of the examination, shortlisting, and interview process, are being issued for the information and guidance of candidates who have applied for subject post:

- i. The recruitment process shall comprise of two (02) phases of examination, followed by interview.

- ii. **PHASE – I:**

- a. Initially, all eligible candidates shall be required to appear in a Multiple Choice Questions (MCQs)-based Examination.
- b. Syllabus for the MCQs-Based Examination shall be as follows:

- **Subject Related**

**50 Marks**

**Gender and Social Inclusion (Gender Studies)**

- History of feminist movements, Feminist political theories, women's political and electoral participation and representation, Gender and governance, Constitution of Pakistan, Elections Act 2017 and Rules 2017, Gender mainstreaming and social inclusion in the electoral processes.

- **General**

**50 Marks**

- Pakistan Studies : 10 Marks
- General Knowledge & Current Affairs : 10 Marks
- Islamic Studies / Ethics : 10 Marks
- English : 10 Marks
- Intelligence/Analytical Reasoning : 10 Marks

- c. Candidates securing **seventy percent (70%) or above marks** in the MCQs-based examination shall be deemed to have qualified.

- iii. **PHASE – II:**

- a. Notwithstanding the qualifying benchmark, only Fifteen (15) candidates, in order of merit, shall be shortlisted against each quota/post for the descriptive examination.
- b. The 15 shortlisted candidates per post as per merit shall appear in the descriptive examination.
- c. The descriptive examination shall be designed as per the following syllabus so as gauge candidates' aptitude and competence in Gender oriented domains:

- **Syllabus:**

**50 Marks**

- Candidates will be required to write a critical analysis on any one of the three given topics comprising 1500 words. The topics will cover legal framework, policies and strategies used for Gender

Mainstreaming/ Social Inclusion and Pakistan's National and International Commitment to Gender Equality. Candidates are expected to reflect comprehensive and research based knowledge on the selected topics. Candidates articulation, expression and technical approach to the style of English essay writing will also be examined.

- iv. The merit list for shortlisting of candidates for interview shall be worked-out by factoring in the cumulative marks secured in MCQs and Descriptive Examinations, subject to obtaining of 50 percent marks in Descriptive Examination.
- v. Accordingly, **“05 candidates”** shall be shortlisted for interview against each quota seat.