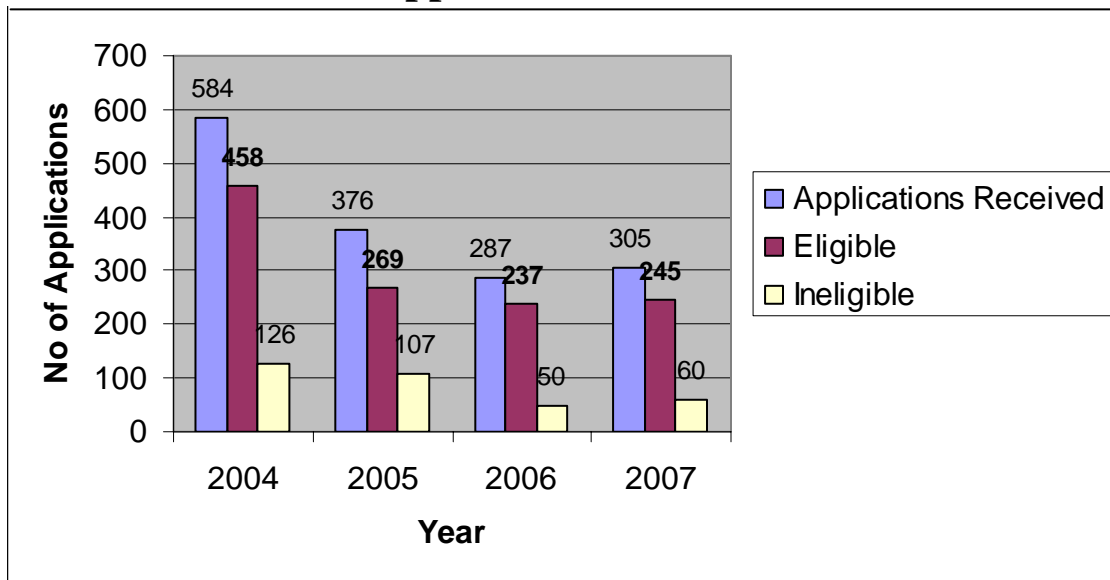


PROFILE OF THE SELECTED OFFICERS

3.1 Year-wise Applications Received

3.1.1 The number of applicants has fluctuated since the inauguration of the program in 2004. Maximum numbers of applications, 584, were received during 2004. This was due to the reason that the scholarship criteria was not clear and officers belonging to all sections of public sector i.e. medical doctors, judges, college lectures, employees of autonomous bodies etc. applied for the program. The PDP was reviewed in the second year in the light of PC-I and certain categories of officers were excluded from the program. The following table shows the total number of applicants as well as eligible and ineligible candidates from 2004 to 2007.

3.1 No of Applications since 2004-2007



3.2 Number of Ineligible Officers

3.2.1 As the table 3.1 shows that all the applicants who applied for the scholarship were not eligible. The main causes of ineligibility except the first cohort included the following: -

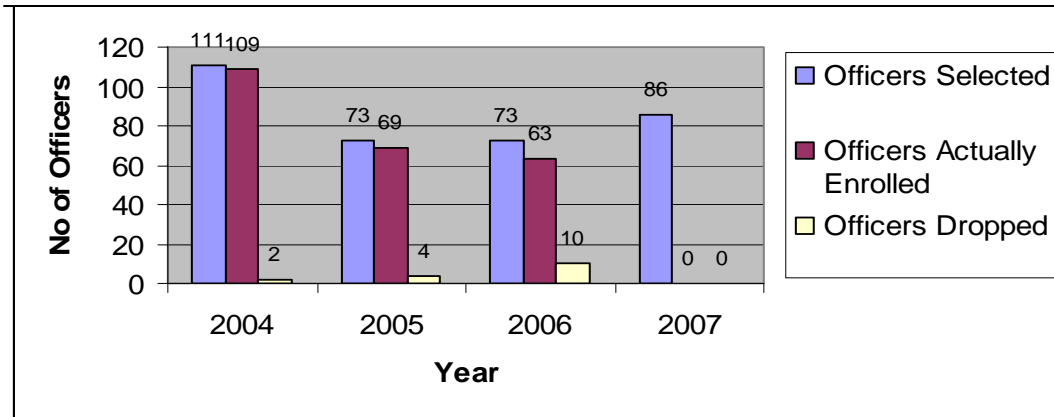
- a. Overage
- b. Experience less than 5 year
- c. On long leave or deputation

- d. Officers belonging to autonomous bodies, medical doctors, judges and teachers etc.
- e. Obtained a foreign degree within the past five years

3.3 Number of Officers Selected

3.3.1 All the officers who were declared eligible were issued a letter of preliminary short listing and requested to produce unconditional / confirmed admission within a stipulated period. Complete list of officers, who have been awarded scholarship under PDP, is placed at **Annexure – II**. The following table shows the actual number of officers who were ultimately selected for award of scholarship and proceeded for training: -

3.2 Officers Selected under PDP



3.4 Number of Officers Dropped

3.4.1 A number of officers, who were otherwise eligible, could not be selected due to non-production of unconditional admission from the listed universities or the specified degree programs. The number of officers, who were dropped from the final selection process, is shown below: -

Table 3.1: Number of Dropped Officers

Year	No. of Dropped Officers
2004	72
2005	65
2006	11
2007	27

3.5 Domicile Spread

3.5.1 A deliberate effort has been made during the selection process to accommodate the officers belonging to various provinces / regions without compromising the selection criteria. The selection criteria clearly state a preferable treatment for the candidates belonging to backward province / areas i.e. Balochistan, AJK, NA and FATA. The highest numbers of scholarships, 48.32%, were awarded to the candidates from Punjab followed by Sind (18.96%), NWFP (14.07%) and Balochistan (10.67%) respectively. The following table shows the number of officers selected from various provinces / regions: -

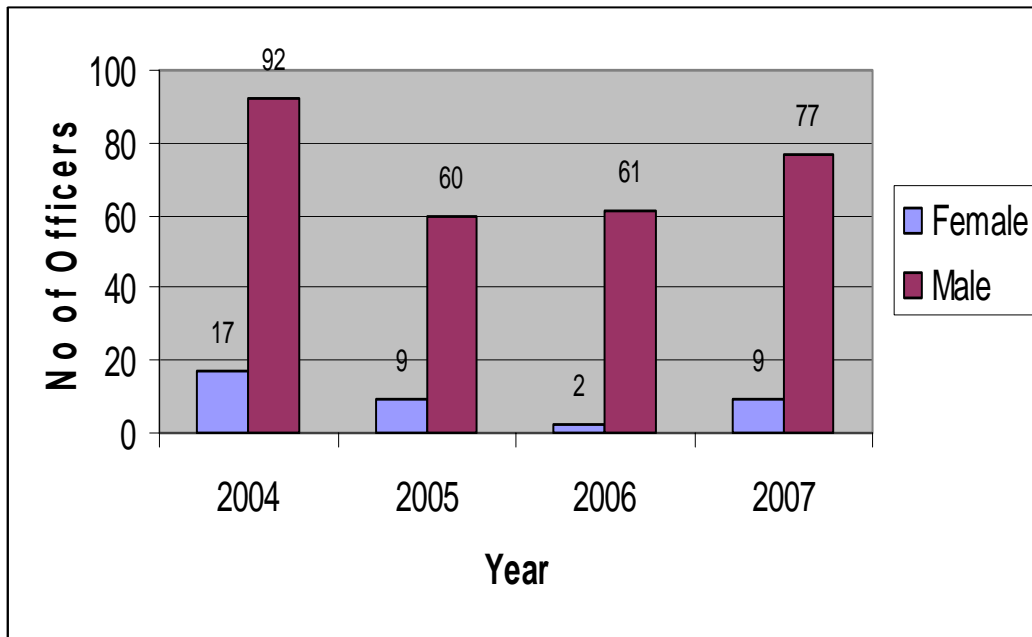
Table 3.2: Regional / Provincial Distribution of Scholarships

Region / Province	Total	%age
AJK	12	3.67
Balochistan	35	10.70
FATA & NA	10	3.06
ICT (Federal Area)	04	1.22
NWFP	46	14.07
Punjab	158	48.32
Sind	62	18.96
Total	327	100.0

3.6 Gender Distribution

3.6.1 Apart from caring for regional / provincial representation special attention was paid to accommodate the maximum number of female officers. It was envisaged in the PC-I that 20% scholarships would be reserved in each cohort for women. However, this could not be materialized due to non-availability of eligible female candidates. During the first cohort in 2004, maximum number of female candidate, 17, were awarded scholarship. In year 2006, only two female officers could avail the scholarship, which is the lowest. Cumulatively the female officers have got 11.31% share out of 327 scholarships. Gender break-up of the selected candidates is given below:

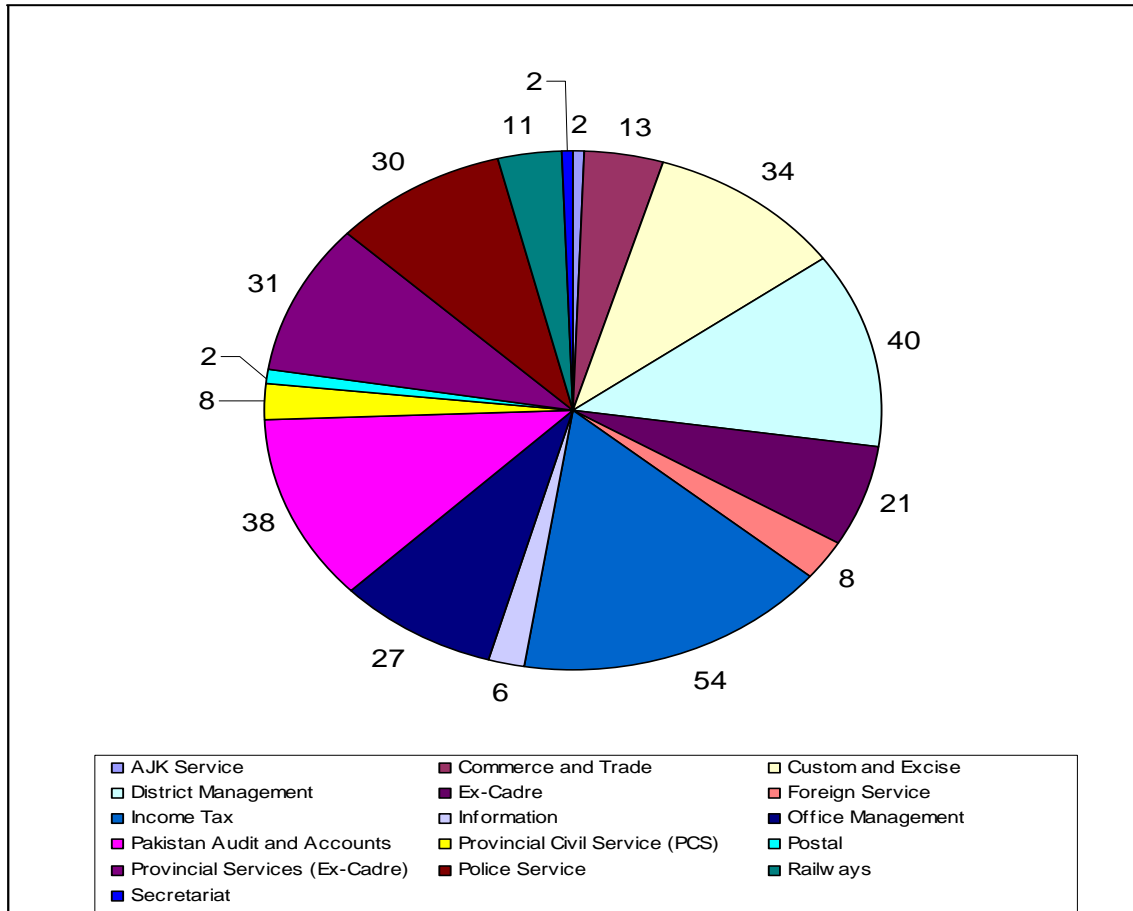
3.3 Gender Breakup of Officers



3.7 Occupational Group Data

A deliberate effort was also made to provide adequate opportunity to all the civil servants working at the Federal or Provincial government levels. The scholarship criteria does not favour any particular occupational group rather all the officers were provided a level playing field irrespective of the fact that they belong to All Pakistan Unified Grades (APUG), Federal Unified Grades (FUG), Federal Ex-Cadres, Provincial Civil Service or the Provincial Ex-Cadre. Highest numbers of scholarships have been availed by the officers belonging to Income Tax (16.52%), District Management (12.23%), Audit and Accounts (11.62%) and Custom and Excise (10.40%) groups. Postal and Secretariat Groups have got the least representation, 0.61% each. Following table shows the number of scholarships awarded to various occupational / service groups: -

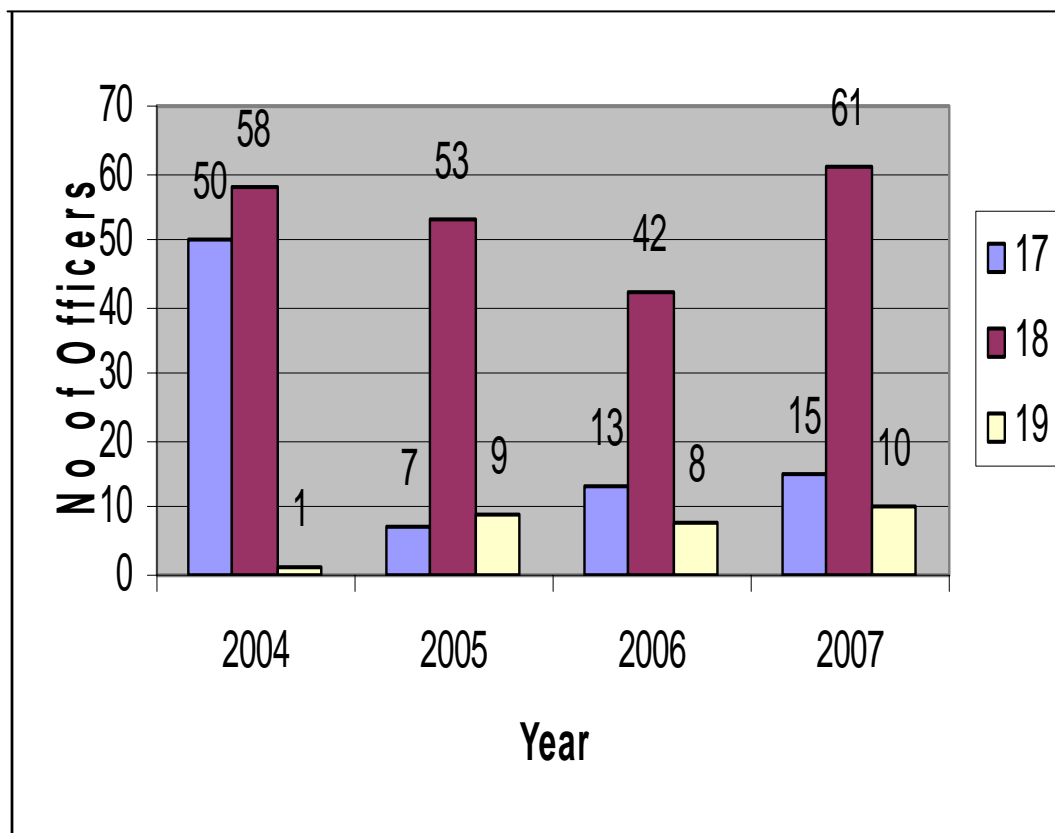
3.4 Distribution of Scholarship According to Occupational Groups



3.8 Grade wise Profile of Officers

3.8.1 The PDP caters for the training needs of the mid-career officers working in BPS-17, 18 and 19. During 2004, the maximum scholarships were availed by the officers working in BS-17 and BS-18 officers. The share of BS-19 officers was negligible. This was due to uniform age limit, 37 years, for all grades. The age limit was rationalized during the second cohort in 2005, and a different age limit was set for each grade. From 2005 onward, the maximum scholarships have been availed by the officers working in BS-18. The following table shows grade wise data of selected officers: -

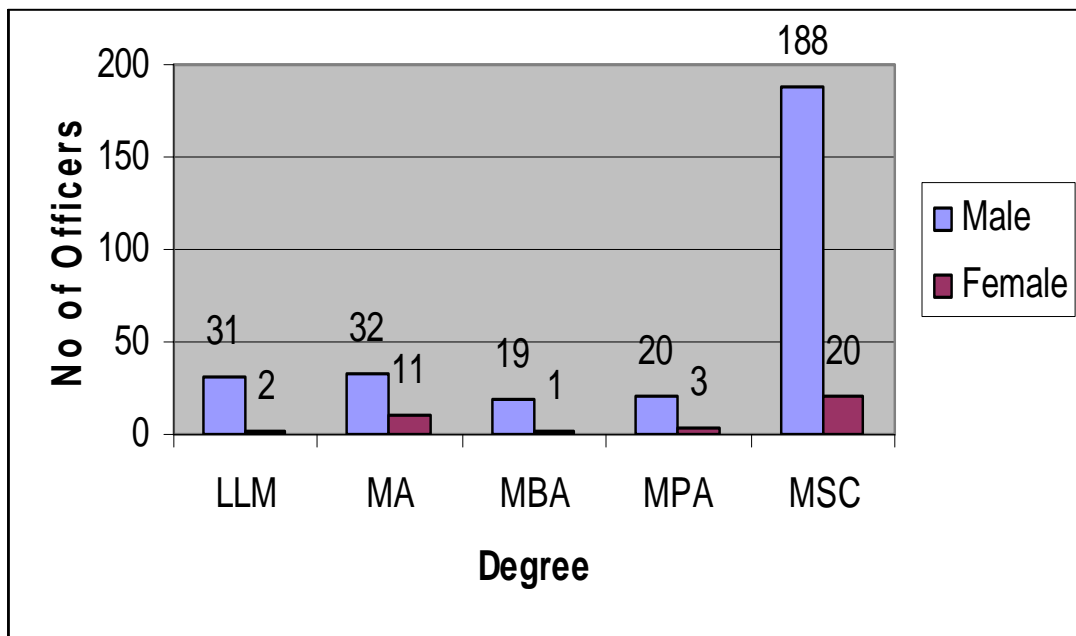
3.5 Grade wise Distribution of Officers



3.9 Degree Profile

3.9.1 The data shows that an overwhelming majority of officers, 251 (76.76%) selected a Master Degree program (M.A / M.Sc.) relevant to their work or career progression or possible future career choice. The officers who opted professional degrees like LLM, MBA and MPA constitute 23.24% (76). A complete list of degrees attended by the officers, who have completed training, is shown at **Annexure – III**.

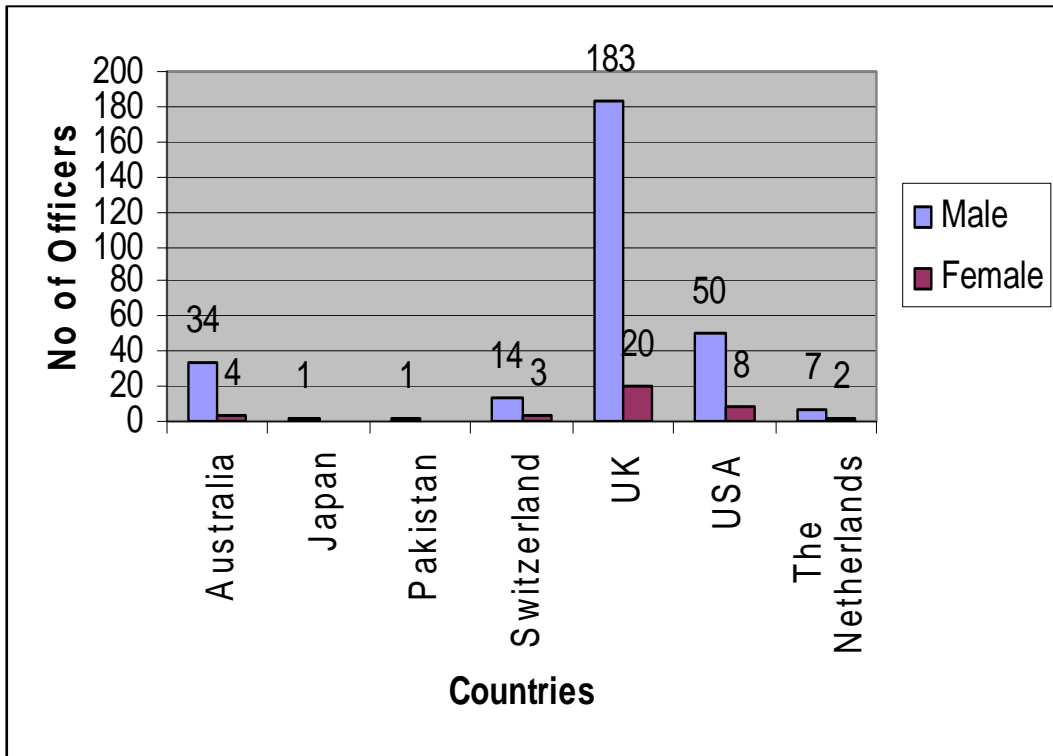
3.6 **Degree Profile of Selected Officers**



3.10 University Profile

3.10.1 The information reveals that the most preferred destination of the scholars has been UK, which housed 203 officers (62.10%). This is perhaps due to convenience of getting visa, ease in admission process and presence of relatives or friend etc. During the first two cohorts (2004 and 2005), several officers got admission in Australian universities. In the third cohort (2006), Australian universities were excluded from the prescribed list of universities due to non-rigorous admission process. The issue was sorted out later and some universities were included in the forth cohort (2007). USA resides most prestigious universities of the world. But most of the officers remained reluctant to join US universities due to visa problem, rigorous admission process, difficulties at the entry etc. Overall 17% officers have got training at US universities.

3.7 University / Country Profile of Degree Programs



3.11 Training Duration

3.11.1 During the first cohort, the degree programs offered under PDP were limited to one year. Special permission was granted for 15 months training, by the Selection / Management Committee of PDP, to the officers who got admission at Institute for Social Studies (ISS), The Hague, and the Netherlands. The policy was reviewed during the second cohort and the Selection / Management Committee of PDP headed by Advisor to the Prime Minister for Finance enhanced the training duration up to maximum of two years. The PDP data shows that a majority of officers (89%), who have completed training, opted one year degree programs.

Table 3.3: Duration of Training

Duration	No. of Officers
12 Months	159
15 Months	08
18 Months	04
24 Months	07
Total	178