

# **Issues and Challenges in Public Sector Recruitment in Pakistan**

**(2004-2014)**

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## **Abstract**

The public servants in developing countries are responsible for achieving socio-economic development besides their routine functions. The public sector recruitment is an integral component of the overall civil service system. Any shortcomings in the recruitment system will be carried to the whole chain of human resource in public sector of the country thus affecting the country's public sector and overall governance process. Merit-based and efficient recruitment policies and practices are considered to be correlated with the effectiveness of the civil service.

The objective of the study was to analyze the public personnel recruitment in Pakistan and identify major issues and challenges associated with it. The study was basically qualitative in nature and used several secondary sources like government publications, reports from international donor agencies and local media for analysis to find major issues and challenges of public sector recruitment in Pakistan. The study identified many loopholes in the existing recruitment system like outdated recruitment rules, traditional and stereotyped method of examination and assessment, unavailability of desired talent, dwindling education standards, and employment quota system.

On the basis of the above-mentioned findings, this study recommends that Federal Public Service Commission (FPSC), the premier recruiting agency of the country, needs to be strengthened to play more dynamic role. Education system should also be revamped for obtaining better talent for civil service. Besides, talent attraction campaigns should be promoted to arouse spirit of public service in potential aspirants.