



COI QUERY

Country of Origin	Pakistan
Main subject	Inter-Services Intelligence
Question(s)	<ol style="list-style-type: none">1. Information on the Inter-Services Intelligence's recruitment procedure, in particular:<ul style="list-style-type: none">- Access to the agency- Specific tests to pass- Duration of the training period- Duration of the contracts- Set of limitations on the Inter-Services Intelligence personnel in terms of resignation2. Information on treatment of Intelligence Agency officers, who abandon their job to leave the country, in particular:<ul style="list-style-type: none">- Reported cases of punishment/discrimination upon their return (2014-2018)
Date of completion	16 October 2018
Query Code	Q121
Contributing EU+ COI units (if applicable)	

Disclaimer

This response to a COI query has been elaborated according to the [Common EU Guidelines for Processing COI](#) and [EASO COI Report Methodology](#).

The information provided in this response has been researched, evaluated and processed with utmost care within a limited time frame. All sources used are referenced. A quality review has been performed in line with the above mentioned methodology. This document does not claim to be exhaustive neither conclusive as to the merit of any particular claim to international protection. If a certain event, person or organisation is not mentioned in the report, this does not mean that the event has not taken place or that the person or organisation does not exist. Terminology used should not be regarded as indicative of a particular legal position.

The information in the response does not necessarily reflect the opinion of EASO and makes no political statement whatsoever.

The target audience is caseworkers, COI researchers, policy makers, and decision making authorities. The answer was finalised on the 16 October 2018. Any event taking place after this date is not included in this answer.

COI QUERY RESPONSE

1. Information on the Inter-Services Intelligence's recruitment procedure, in particular: access to the agency; specific tests to pass; duration of the training period; duration of the contracts; set of limitations on the Inter-Services Intelligence personnel in terms of resignation

Both military personnel and civilians can join Inter-Services Intelligence (ISI), although it is more difficult for the latter to make promotion¹. Nevertheless, 'a proposal to increase the number of directors general (DGs) — the highest civilian post in the agency — from one to four' was approved last year². In 2008 Stratfor, an American geopolitical intelligence platform, reported 'Though it is an army-dominated military organization, some 40 percent of the ISI's employees are civilians who are either retired from active military service or came through the civil service selection process. There are also many retired employees who continue to work with the directorate as contractors and consultants'³.

In his book 'Faith, Unity, Discipline: The ISI of Pakistan' the German scholar Kiesslinger writes that:

'At the end of 2006, an Amendment of the FPSC [Federal Public Service Commission] legislation was accepted by both houses of parliament, with the result that:

The [civilian] candidates for the posts of Directorate General of ISI pass through a transparent and systematic process comprising written tests, interviews, medical examinations and, in some cases intelligence and psychological tests also. Security clearance of the selected candidates is carried out by the vetting agency of the ISI keeping in view the standards and peculiar requirements in accordance with the mandate of the Directorate. A panel of highly qualified senior officers select the candidates keeping in view the sensitive nature of jobs to be assigned/performed, and the candidates are tested/interviewed with particular emphasis on their potential, trends, zeal, devotion, dedication and psychological suitability required for the job. It is, therefore, in the larger interest of the country to make the recruitment of the posts of Directorate General ISI by the department itself instead of FPSC'⁴.

As already mentioned above, military personnel can join the ISI as well. This procedure is indirectly because candidates have to join the Armed Forces (Navy, Army and Air Force) first. The Inter Services Selection Board (ISSB) is responsible for the selection of potential candidates for the Armed Forces.

¹ DAWN, *Promotion in ISI a tough job for civilian officials*, 1 July 2013, ([url](#))

² DAWN, *ISI to have more civilians at the top*, 17 September 2017, ([url](#))

³ Stratfor, *Special Report: Inside Pakistan's Shadowy Intelligence Agency*, 11 August 2008, ([url](#))

⁴ The News, 'Senate Okays Recruitment Bill', cited in: Kiessling, H., *Faith, Unity, Discipline: The Inter-Service-Intelligence (ISI) of Pakistan*, C. Hurst & Co. (Publishers), London, 2016.



According to the website of the ISSB, all candidates have to do three different types of tests (psychological tests, outdoor tests and interviews) and the whole selection procedure takes 4 days⁵.

No other reliable reports could be traced concerning the recruitment procedure.

Set of limitation on the Inter-Services Intelligence personnel in terms of resignation

Among all sources consulted and within the timeframe allocated to respond to this Query, no set of limitations on the Inter-Services Intelligence personnel in terms of resignation could be traced.

Nonetheless, the following information could be of relevance. The website of the International Labour Organization (ILO) mentions the following information concerning pensions of government employees in Pakistan:

‘All employees of the federal government, provincial governments, armed forces, civilian employees of armed forces, civilian armed forces, and semi-autonomous organizations, most statutory bodies and Water and Power Development Authority are entitled to pension and other benefits on completion of 25 years of service or on reaching the age of 60 years. Pension is equal to 70% of the value of basic pay and some certain other emoluments. In addition to pension on retirement they receive half or more of their pension in advance for ten or more years. Employees deposit a certain percentage of their salary in a General Provident Fund to which Government does not contribute. This saving of employees is repaid on retirement with a relatively higher interest rate paid by the government. Gratuity is provided for an employee who has served less than 10 years, or whose job was abolished before his 25 years minimum eligibility period was complete. The employee receives one months pay for every year served, or 1.5 months pay in the case of death or disability.

An amendment of 2000 in the Civil Servants Act of 1973, government servants can be retired by the competent authority with full pension benefits after completion of 20 years of service. Gratuity or cash benefit is provided to employees whose post is abolished provided that he/she has completed 10 years of service.

Soldiers (non-commissioned ranks) retire at the age of 36-37 years if not promoted to senior ranks or promoted to junior commissioned ranks. Commissioned officers, if not promoted to senior ranks retire after completion of 18 years service and generally every senior position gives two additional years of service. Only the full General (only one person in the armed forces) may retire at the age of superannuation. A substantial number of pension recipients will therefore be aged under 60 years⁶.

⁵ ISSB (Inter Services Selection Board), *Selection System*, n.d., ([url](#))

⁶ ILO, *Pakistan - Pensions of Government Employees*, n.d., ([url](#))



2. Information on treatment of Intelligence Agency officers, who abandon their job to leave the country, in particular: reported cases of punishment/discrimination upon their return (2014-2018)

Among all sources consulted and within the timeframe allocated to respond to this Query, no reported cases on treatment of Intelligence Agency officers after their return could be traced.

Nonetheless, the below information could be of relevance.

The Pakistan Army Act 1952 contain the following legal provision with regards to deserters:

‘36. Desertion and aiding deserters:

(1) Any person subject to this Act who deserts or attempts to desert the service shall, on conviction by court martial, if he commits the offence when on active service or when under orders for active service, be punished with death, or such less punishment as is in this Act mentioned; and if he commits the offence under any other circumstances, be punished [with rigorous imprisonment for a term which may extend to five years] or with such less punishment as is in this Act mentioned.

(2) Any person subject to this Act who knowingly harbours any deserter from any of the military, naval or air forces of Pakistan shall, on conviction by court-martial, be punished with rigorous imprisonment for a term which may extend to seven years of with such less punishment as is in this Act mentioned.

(3) Any person subject to this Act who, being cognisant of any desertion, or attempt at desertion, of any person belonging to the military, naval or air forces of Pakistan, does not forthwith give notice to his own or some other superior officer, or does not take any steps in his power to cause such person to be apprehended, shall, on conviction by court-marital, be punished with rigour imprisonment for a term which may extend to three years of which such less punishment as is in this Act mentioned’⁷.

In March 2014, The Nation reported that the Federal Investigation Agency (FIA) ‘arrested a woman who left military service 14 years ago without reporting to her high-ups’. The lady ‘was going to Canada and her name appeared on exit control list during scrutiny of documents’. In 2000 her name was put on the Exit Control List (ECL)⁸⁹.

⁷ Pakistan: Act No. XXXIX of 1952, *Pakistan Army Act*, 13 May 1952, ([url](#))

⁸ Nation (The), *FIA arrests female military deserter*, 20 March 2014, ([url](#))

⁹ The Exit Control List (ECL) is a system introduced under the ‘Exit from Pakistan (Control) Ordinance, 1981’, and empowers the federal government to enlist the names of the persons who are prohibited to leave the country and go abroad. For more info, see: Canada: Immigration and Refugee Board of Canada, *Pakistan: The Exit Control List: who is included on it; type of person whose name would be on the list*, 21 September 2000, ([url](#))



On 26 February 2018, Pakistan's Ministry of Interior placed the names of former chief of ISI Lieutenant General Javed Ashraf Qazi (retd), who also served as railways minister during Musharraf regime, and two others on the ECL, due to their alleged involvement in corruption¹⁰.

At the end of May 2018, Asad Durrani, who headed ISI from August 1990 till March 1992, was placed on the ECL 'stopping him from leaving the country' after he has published a book titled 'The Spy Chronicles: RAW, ISI and the Illusion of Peace'. He wrote the book together with the former head of the Indian foreign intelligence agency¹¹.

¹⁰ Dawn, *NAB wants name of ex-ISI chief placed on ECL*, 25 February 2018, ([url](#)); Dawn, *Names of three ex-generals put on ECL*, 27 February 2018, ([url](#))

¹¹ Financial Express, *Pakistan ex-ISI chief Asad Durrani moves court against travel ban*, 2 October 2018, ([url](#))

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