

# ANNUAL REPORT

1997-98

**ASRB**  
**ANNUAL**  
**REPORT**  
**1997-98**

Agricultural Scientists Recruitment Board  
Krishi Anusandhan Bhavan, New Delhi

# ANNUAL REPORT

AGRICULTURAL SCIENTISTS RECRUITMENT BOARD

APRIL 1, 1997 TO MARCH 31, 1998



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The Agricultural Scientists Recruitment Board present to the President, ICAR their  
Annual Report as required under rule 26 (d) of Rules and Byelaws of ICAR Society.  
The report covers the period from April 1, 1997 Chaitra 12, 1919 (Saka)  
to March 31, 1998 Chaitra 10, 1920 (Saka)

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## FOREWORD

This report covers the working of the Agricultural Scientists Recruitment Board (ASRB) during the year 1997-98.

Since the efficiency of the National Agricultural research system incorporating the ICAR Institutes and the State Agricultural Universities depends, to a great extent on the quality of the manpower selected it has been the endeavour of the Board to take meticulous care to ensure selection of scientists of high calibre for the ARS through a transparent, fair and objective selection process. The Board have consistently maintained a high standard of objectivity in the National Eligibility Test for appointment of Assistant Professors/Lecturers in the State Agricultural Universities and selection for award of Senior Research Fellowship of the Council. The system, procedures and methods for recruitment/examinations are being constantly reviewed for tapping the best talents available.

During the year under report, the Board made special efforts to reduce the time taken in various selection procedures. As a result a large number of cases have been finally disposed of within shorter periods but the Board have been operating under certain constraints which have been separately indicated in Chapter IX. The Board suggests that the Council give attention to these aspects which will improve performance of the system as a whole.

During the year the working of the ASRB was reviewed by a high power committee set up by the Agriculture Minister and President, ICAR under the chairmanship of Shri C.Srinivasa Sastry. The committee has recommended that the ICAR should bring transparency in recruitment procedures, develop coordination mechanism between ICAR and ASRB and the staff strength of the Board be adequately strengthened. It has further recommended that the ASRB should invariably be consulted in service matters and disciplinary matters by the ICAR in terms of Rule 26 of the Rules and Bye - Laws of the ICAR Society and the Annual Report of the Board should be placed before the General Body of the Council. The report has been approved by the Agriculture Minister and President, ICAR for implementation. Since it is a package of reform it is necessary that the Council should initiate its part of action on the recommendations so that the Board could take further action for conclusive implementation of the recommendations. A copy of the report and comments of the ASRB thereupon are given in Appendix XVIII and XIX. A review of the ASRB was earlier conducted in the course of review of ICAR by the GVK Rao Committee and its report(1988) was also duly approved by the Agriculture Minister and President, ICAR. In spite of lapse of more than ten years these recommendations have not been conclusively implemented. A status report of the implementation of these recommendations is given in Appendix XX. The Board suggests that the Council give adequate attention to these aspects.



## CONTENTS

	PAGES
1. Introduction	1
2. Recruitment by Examination	4
3. Recruitment by Interview	8
4. Recruitment Rules and Service Rules	11
5. Performance of candidates belonging to Scheduled Castes, Scheduled Tribes and other Backward Classes	12
6. Assessment, Review of Assessment and Induction in the A.I.S	14
7. Career Advancement of Scientists and Technical Personnel	15
8. Use of Hindi	16
9. Constraints and Suggestions	17
APPENDICES	(I - XX)

# CHAPTER - I

## INTRODUCTION

### PREAMBLE AND FUNCTIONS

1.1. The Agricultural Scientists Recruitment Board was established on 1 November 1973 as an independent recruitment agency accountable to the President of ICAR Society. The Board are charged with the responsibility of the recruitment of Scientists at various levels through competitive examination/direct recruitment by selection etc. As per the Cabinet decision, the Board was assigned the following responsibilities:

- i) recruitment to posts in the Agricultural Research Service of ICAR and to such other posts and services as may be specified by the President, ICAR from time to time;
- ii) rendering of such other assistance to the Council in personnel matters, including promotion, as may be required by the President, ICAR; and
- iii) advising the Council on disciplinary matters relating to personnel recruited/appointed either by the Council or in consultation with the Board.

1.1.1 Subsequently, when the Agricultural Research Service as an All India Service was created, the following additional responsibilities were also assigned to the Board :

- i) recruitment to grade S-1 (Rs.2200-4000) of the ARS through All-India Competitive Examination;
- ii) Induction of existing Scientists of ICAR to the ARS under initial constitution of ARS;
- iii) Five-yearly assessment for merit promotion and grant of advance increments to the Scientists of ARS. The assessment of Scientists who are not recommended for merit promotion to the next higher grade on account of assessment was to be done every year; and
- iv) all cases of lateral entry to ARS as referred to the Board by the ICAR.

1.1.2 In addition to this, ASRB has also been entrusted with the recruitment of technical service personnel above a certain level as well as recruitment to administrative and accounts posts such as Administrative Officers/Finance & Accounts Officers/Section Officers/Assistant etc which are required to be filled up by direct recruitment or through limited departmental competitive examinations. The duties and responsibilities of the Board are enshrined in Rules and Byelaws of ICAR Society (Appendix-I)



- 1.1.3 The Board also conducts National Eligibility Test which is a pre-requisite for initial recruitment as Assistant Professor/Lecturer in State Agricultural Universities in addition to conducting examination for the award of Senior Research Fellowship of the Council.

### Composition and staff

- 1.2 On 31 March 1998 the Board comprised of Chairman and one Member against the sanctioned strength of one Chairman and two Members. The details are given in Appendix-II.
- 1.2.1 The total sanctioned strength of staff and officers of the Board's Office as on 31 March 1998 was 62 out of which 12 were in group 'A' and 'B' i.e. of and above the rank of Section Officer and the remaining were in group 'C' and 'D'. The details are given in Appendix-II(A). The shortage of staff at all levels has handicapped the functioning of the Board during the year.

### Expenditure

- 1.3 The Board incurred an expenditure of Rs. 173.28 lakhs during the year. The details are given in Appendix III.

### Quantum of work

- 1.4 A detailed account of work done by the Board has been given in the report. The quantum of work handled by the Board during the last five years is indicated in Appendix-IV.

The details of work handled by the Board under different items during the year under report are given below:

	1997-98
<b>I. Recruitment by examination</b>	
i) No. of examinations held	2*
ii) No. of applications received	10266**
iii) No. of candidates appeared	4997***
iv) No. of Board sittings for interview	68
v) No. of candidates recommended for ARS	246
vi) No. of candidates recommended for SRF	176

\* 1. ARS/NET/SRF-97

2. F&AO/AO

\*\* 1. ARS/NET/SRF - 7920

2. F&AO/AO - 2346

\*\*\* 1. ARS/NET/SRF - 4128

2. F&AO/AO - 869

## **II Recruitment by interview**

i)	No. of posts for which recruitment action pending from previous year	184
ii)	No. of posts for which requisition received	275
iii)	No. of applications received	2488
iv)	No. of posts in respect of which action completed	157
v)	No. of candidates interviewed	1001
vi)	No. of candidates recommended	148
vii)	No. of cases where no candidate was found suitable for appointment	9
viii)	No. of cases where no candidate was found suitable at screening stage	3
ix)	No. of cases where recruitment process was stopped due to court case	2

## **III Recruitment Rules**

i)	No. of cases processed	5
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## **IV Nominations made on DPC/Assessment Committee**

i)	No. of cases where nomination was made on DPCs for career advancement of Scientists	87
ii)	No. of cases where nominations were made on the Assessment Committee for career advancement of technical personnel	566

## **V Disciplinary cases**

i)	No. of cases disposed	NIL(*1)
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## **VI Temporary appointment in scientific positions**

i)	No. of cases received from the Council under Rule 11(5) read with Rule 15(5) of Agricultural Research Service Rules.	NIL
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## **VI(A) Temporary appointment of scientists on deputation basis under Rule 11(7) of ARS.**

i)	No. of cases received from the council	1
ii)	No. of cases disposed	1

## **VII Composition of Committees, Boards or other such bodies for promotion, selection, recruitment and other matters incidental thereto or connected therewith.**

i)	No. of cases disposed	NIL(*2)
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## **VIII Appointment of Eminent Scientists**

i)	No. of meetings of the selection committees held during the year	NIL
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## **IX Delay in offer of appointment**

15. Some delay continued to occur on the part of the Council in implementing Board's recommendations relating to appointment of selected candidates. The details of such delays have been given in Appendix-V of this report.

\*1 In spite of provision of rule 26(c) the Council did not seek advice of the Board

\*2 The Board did not receive any case from the Council for advice in terms of Bye law 24.



## CHAPTER - II

### RECRUITMENT BY EXAMINATIONS

#### Examinations held during the year 1997-98

- 2.1 The Board held combined examination for recruitment to Scientist grade in ARS, National Eligibility Test which is a pre-requisite for initial appointment as Assistant Professor/Lecturer in State Agricultural Universities and Award of Senior Research Fellowship of the Council. The examinations were also held for recruitment of Finance & Accounts Officers and Administrative Officer for Council's Headquarters and its institutes.
- 2.1.1 Number of applicants for admission in combined ARS/NET/SRF examination held in the year under report was 7920 as against 10007 for the previous year.
- 2.1.2 Of the 7920 applicants for the aforesaid examination, 852 belonged to SC, 168 to ST and 1912 to OBCs.
- 2.2 The salient features of different examinations held during the year are given in Para 2.2.5 to 2.2.9

#### Agricultural Research Service/National Eligibility Test/ Senior Research Fellowship Examination - 1996

- 2.2.1 The recommendations of the Board for appointment as Scientists in the ARS on the basis of examination conducted by the Board in December, 1996 was sent to the Council in August 1997, after the viva voce of the qualified candidates was completed by the Board in August 1997. Some delay in finalization of recommendation occurred because discipline-wise breakup of reservation of vacancies was received from the Council late. Of the 246 candidates recommended, 37 belonged to SC, 5 to ST and 87 to OBCs.
- 2.2.2 Of the 10,007 applicants (including 1090 SC, 185 ST and 2273 OBCs), 4722 appeared at the written examination. A total of 1706 candidates qualified for being called for interview and finally 246 candidates were recommended for appointment as Scientists in ARS and 176 for award of SRF. Details are given below:

	Gen.	SC	ST	OBCs	Total
a) No. of candidates applied	6459	1090	185	2273	10007
b) No. of candidates appeared	3060	407	78	1167	4722
c) No. of candidates qualified for being called for viva-voce.	1230	130	29	317	1706
d) No. of candidates finally selected for ARS	117	37	5	87	246

Disciplinewise break-up is given in Appendix VI.

- 2.2.3 As a result of combined examination, 1284 candidates were declared to have qualified the National Eligibility Test for appointment as Assistant Professor/Lecturer in State Agricultural Universities. Details are given below:

General	SC	ST	OBCs	Total
840	95	25	324	1284

List of successful candidates has been sent to all the State Agricultural Universities and result notified in the 'Employment News'. The disciplinewise break-up is given in Appendix-VII.

- 2.2.4 The recommendation regarding award of Senior Research Fellowship as a result of the combined examination was communicated to the Council in December, 1997 even though the viva voce of the qualified candidates was completed by August, 1997. Delay in communication of recommendation occurred because the disciplinewise break-up of reservation of Fellowship for SC and ST candidates was received from the Council in December, 1997. Of the 176 candidates recommended for award of Fellowship, 19 belonged to SC and 9 to ST.

**Agricultural Research Service/National Eligibility Test/  
Senior Research Fellowship Examination-1997.**

- 2.2.5 The Board conducts ARS/NET/SRF examination every year in October for which notification is made latest by April. However, for the examination to be conducted in 1997, the discipline-wise break-up of the posts to be reserved for SC, ST, and OBCs in the ARS was not received from the Council nearly till the end of April, 1997. Therefore the notification for ARS/NET/SRF could be issued only on 25th April, 1997 after vacancy position and reservation particulars were received from the Council. The notification was published in the Employment News of 28th June, 1997. The last date of receipt of applications in the Board were fixed on 8th/18th August, 1997 and examination was conducted on 7th to 9th December, 1997.

- 2.2.6 Of the 7920 applicants 4128 have actually appeared as per details given below:

	Gen.	SC	ST	OBCs	Total
a) No. of candidates applied	4988	852	168	1912	7920
b) No. of candidates appeared in the written examination.	2546	433	77	1072	4128

The evaluation process is underway and viva voce in some of the disciplines has also been conducted.

- 2.2.7 Of the 7920 candidates, 576 opted for Hindi medium for answering the professional papers. (Appendix -VIII)



**Combined competitive examination for appointment as Finance & Accounts Officers/Administrative Officers, ICAR Headquarters and its Institutes:**

2.2.8 The Board conducted a combined competitive examination for recruitment of 4 posts of the Finance & Accounts Officers and 10 posts of Administrative Officers for the Headquarters of the Council and its Institutes.

2.2.9 Of 2346 candidates 869 actually appeared as per details given below:

	Gen.	SC	ST	OBCs	Total
a) No. of candidates applied	1111	597	207	431	2346
b) No. of candidates appeared	466	169	42	192	869

**Suggestion**

2.2.10 As per rule 26(a) of Rules and Bye-laws of ICAR Society the Board is required to make recruitment to ARS and such posts and services as may be specified by the President from time to time. The examinations for award of Senior Research Fellowships of the Council and National Eligibility Test for appointment as Assistant Professor/Lecturer in State Agricultural Universities were combined with ARS examinations in the course of time. Similarly, the Board was also requested to conduct examination for appointment to the combined cadres of Administrative Officers and Finance & Accounts Officers. However, since there is no fixed periodicity of these examinations (annual, once in two years, once in three years etc.) the Board is not able to develop an annual calendar of examinations (Appendix-IX) except the ARS.NET/SRF examination which is held every year in the month of October. The Board has to draw up its annual programme with due regard to all relevant considerations like the need of ensuring a certain periodicity of written examinations, the viva voce of qualified candidates, desirability of issuing notification for posts to be filled by interview as per schedule and completing interviews within a reasonable time frame. In this backdrop unscheduled requisitions for conducting examinations disturb the schedule of other activities of the Board. This was reported in the Annual Report for the year 1996-97 but there is no change in the situation.

2.2.11 Further, the Board also feels the necessity of consistency in personnel policy of the Council in the matter of recruitment of Assistants at the Institutes of the Council (Direct Recruitment quota) where the vacancies at the Institutes were notified by the Council at the time of examinations conducted in 1982 and 1985 but not at the time of subsequent examinations conducted in 1989 and 1995. It is not known how the aforesaid posts are now being filled up at the Institutes. Of and on the Board has received requests from one or two institutes to conduct examinations for posts of Assistants falling on direct recruitment point and such requests were forwarded to the Council for taking a holistic view but there is no response from the Council.

2.2.12 Time and again the Board has been emphasising the need for proper training of candidates selected through open examinations. While the training for ARS probationers has been institutionalised at NAARM no such arrangement has been made in the case of officers of the combined cadres of Administrative Officers and Finance & Accounts Officers, Section Officers, Assistants etc. While forwarding recommendations in respect of these examinations the need for training was underlined but the Board has not heard from the Council about action taken in this regard. It is understood that in the case of Administrative Officers and Finance & Accounts Officers the officers belonging to 86 batch were given three weeks training in the year 1992 and the officers of the 1994 batch were given three weeks training in the year 1997. The Board feels that training for such a short duration and that too after 3 to 5 years after joining by which time a fresh recruit has already spent considerable time in the system serves no purpose as far as induction training is concerned. In the case of Section Officers/Assistants practically no institutionalised arrangement has been made. The Board suggests that the Council should attach due importance to training of officers and staff. This was reported in the Annual Report for the year 1996-97 but nothing has been heard from the Council.



## CHAPTER - III

### RECRUITMENT BY INTERVIEW

- 3.1 The Board received requisition involving 275 posts during the year while cases involving 184 posts were carried over from the previous year. Against a total number of 459 posts, recruitment process was completed for 157 posts. Requisition for 7 posts were withdrawn by the Council. In three cases no candidate was found eligible at screening stage. Recruitment process in two cases was stopped due to court case. At the end of the year, there was thus a balance of 290 posts out of which requisition for 52 posts were received during the last quarter of the year.

3.1.1 The Board issued the following advertisements during the year:

S.No.	Advt.No.	Date of publication	No. of posts
1.	2/97	12.7.1997	68
2.	3/97	18.10.1997	71
3.	4/97	20.12.1997	26
4.	1/98	31.1.1998	29
5.	2/98	21.3.1998	34
Total			228

The category wise break-up of these posts is as under :

i)	Deputy Director-General and Directors of National Institutes (Rs.7600/- fixed)	1
ii)	Assistant Director -General, Directors of Institutes Project Directors and Joint Directors of National Institutes (Rs..4500-7300)	19
iii)	Project Co-ordinators and Zonal Co-ordinators (Rs.4500-7300)	12
iv)	Heads of Division/Regional Stations (Rs.4500-7300)	4
v)	Principal Scientists	86
vi)	Senior Scientists	103
vii)	Technical	3
Total		228

### Interviews and selections

- 3.2 For the 157 psots for which recruitment process was completed, 2488 applications were received. A total of 1452 candidates were called for interview out of which 1001 appeared. The category-wise break-up of these posts is as under:

(a)	Scientific	No.of posts
i)	Deputy Director General/Directors of National Institutes	3
ii)	Directors/Joint Directors of National Institues/ADGs./ Project Directors	27
iii)	Zonal Coordinators/Project Coordinators/Joint Directors of Institutes other than National Institutes	12
iv)	Heads of Divisions/Officers Incharge	35
v)	Principal Scientists	39
vi)	Senior Scientists	38
(b)	Technical	No.of posts
	T-9	1
	T-7	2
Total:		157

Details are given in Appendix-X.

### Recruitment by interview aided by practical test or written test

- 3.3 Tests are resorted to in cses where the proficiency of candidates can be ascertained more purposefully or where this can be advantageously used as a screening method for/in aid of interview. During the year no test was held for any post.

### Shortage of suitable candidates in certain fields

- 3.4 The Board were unable to find suitable candidates for appointment to 9 posts (Appendix-X). For 3 posts no candidate was found eligible to be called for interview (Appendix-XI).

### Recruitment cancelled or withdrawn

- 3.5 Cases continued to occur where the Council sent proposals to withdraw requisition for recruitment even after they had been notified by the Board . During the year recruitment action for 7 posts was terminated after advertisement but before interview, on request of the Council. (Appendix-XII). In the case of Head of Technology Transfer Division at Central Institute for Research on Cotton Technology, Mumbai the recruitment process had to be terminated after the commencement of the meeting of the selection board on the basis of observation made by the departmental representative to the effect that the post was not required to be filled up as per the qualifications which were provided by the Council in the requisition.

### Change in qualifications after notification of the post by the Board

- 3.6 Cases continued to occur where Council sent proposals to change qualifications after the post



was duly notified by the Board on the basis of qualifications indicated in the requisition. During the year recruitment action for one post had to be suspended after advertisement due to proposals for change in qualifications (Appendix-XIII).

- 3.7 Recruitment action in respect of two posts of Librarian T-7 at ICAR Headquarters and NDRI at Karnal respectively has been held up as one of the candidates filed petition in CAT against non-consideration of his candidature.

#### Reforms

- 3.8 With a view to sharp focus discussion during interview and to tackle the candidate in their areas of strength the concept of asking for Work Plan for next 5 year has been further strengthened and revised and the candidate is asked to submit:
- a) A brief note (not more than one page) reviewing the work done by the candidate during the last 10 years highlighting the achievements and accomplishments during this period including technology developed, project completed, contribution to physical and infrastructural development, interdisciplinary programme formulation and participation in research activities, mobilisation of external funding for projects etc.
  - b) A work plan (in not more than three pages) on how the candidate proposes to organize the activities of the post for which he is an applicant. The information provided, may include new research projects/thrust areas of work that he proposes to introduce, physical and infrastructural facilities proposed to be developed, linkages with other research units and development departments proposed, as well as the expected outcome from these changes. The plan should be practical and realistic in nature and should be achievable within a period of five years and feasible within the available resources of the institutes. In preparing this plan, the past and present achievements as well as technology development may be critically reviewed and the critical gaps identified. The annual report - departmental as well as project reports-may be consulted for developing this plan.

## CHAPTER - IV

### RECRUITMENT RULES AND SERVICE RULES

- 4.1 Five proposals were received during the year for framing/amendment of the recruitment rules, out of which approval of the Board was communicated in respect of the following two cases:

1. Sports Assistant
2. Upper Division Clerk

The remaining three cases listed below were returned to the Council for seeking additional information:

1. Assistant Legal Advisor
2. Finance & Accounts Officer/Administrative Officer
3. Peons

- 4.2 It is observed that complete information/documents are not received along with the proposals for framing/amendment of recruitment rules. The relevant clarification/documents were received subsequently after request was made in this regard. As a result of this considerable delay took place before the Board could tender their considered advice on the proposals.



## CHAPTER - V

### PERFORMANCE OF CANDIDATES BELONGING TO SCHEDULED CASTES, SCHEDULED TRIBES AND OTHER BACKWARD CLASSES

#### Recruitment by Examination

- 5.1 Candidates belonging to Scheduled Castes and Scheduled Tribes were recommended by the Board by relaxed standard, provided they were considered fit for appointment to the respective services or for award of fellowship.

5.1.1. In the case of examinations requiring technical or professional qualifications, candidates up to the full extent of reservation could not be recommended for appointment as Scientist in the ARS and for award of Senior Research Fellowship of the Council under SC category. Details are given below:

Name of Examination	No. of vacancies reserved for Scheduled Castes	No. of Scheduled Castes candidates recommended for appointment
ARS/NET/SRF - 1996	54	34

5.1.2. In the case of examinations requiring technical or professional qualifications, candidates up to the full extent of reservation could not be recommended for appointment as Scientist in the ARS and for award of Senior Research Fellowship of the Council under ST category. Details are given below:

Name of Examination	No. of vacancies reserved for Scheduled Tribes	No. of Scheduled Tribes candidates recommended for appointment
ARS/NET/SRF - 1996	32	4

5.1.3 In the case of examinations requiring technical or professional qualifications, candidates up to the full extent of reservation could not be recommended for appointment as Scientist in the ARS under OBC category. Details are given below:

Name of Examination	No. of vacancies reserved for OBCs	No. of candidates belonging to OBCs recommended for appointment
ARS/NET/SRF - 1995	96	80

5.1.4 In the context of the posts of the Scientists reserved for the SC, ST and OBCs remaining vacant, the Board would like to observe that apart from shortage of qualified candidates in these categories, the decision of the Council to apply reservations to each discipline separately rather than to an examination as a whole is also responsible for the situation. Ever since the introduction of ARS w.e.f. 1.10.1975, the reservation in ARS Examination was applied with reference to the total number of vacancies notified for a particular examination. At the stage of finalising the result, it used to be the endeavour of the Board to distribute the reserved vacancies across various disciplines keeping in view the number of candidates belonging to reserved categories who had qualified in various disciplines. This distribution was done as judiciously as possible to ensure that candidates belonging to reserved categories found representation in all the disciplines as far as possible. However, it was decided by the Council to apply reservation disciplinewise w.e.f. the ARS Examination -- 1994. This has led to a situation where in some disciplines the general category candidates are not selected in spite of their higher merit and the reserved category candidates are not available and the net result is that the number of vacancies remaining unfilled has increased. In other cases in spite of availability of qualified reserve category candidates they cannot be accommodated in such disciplines where the candidates upto the reservation quota have been recommended. The Board has analysed the data of ARS Examinations held in October 1993, October 1994 and October 1995. As given in Appendix XVII the number of posts remaining unfilled which was 20.8 per cent in the examinations held in October 1993 rose to 35.8 per cent in the examination held in October 1994 and 40.1 per cent in the examination held in October 1995. It has, however, come down to 28.2% during 1996 Examination.



## **CHAPTER - VI**

### **ASSESSMENT, REVIEW OF ASSESSMENT AND INDUCTION IN THE ARS**

- 6.1 Of the 3 cases for which assessment under ARS rules was completed during the year, one related to Scientist Grade S-1 and two to Scientist Grade S-2. Details are given in Appendix-XIV.
- 6.2 One case of induction was considered during the year and recommendations sent to the ICAR. This related to Scientist in Research Management Position. Details are given in Appendix-XV.

## **CHAPTER - VII**

### **CAREER ADVANCEMENT OF SCIENTISTS AND TECHNICAL PERSONNEL**

- 7.1 After adoption of UGC pay scales the cases of career advancement of Scientists are considered by DPC. The Chairman of the DPC is nominated by the ASRB. The Board nominated 87 experts during the year to act as Chairman on the Departmental Promotion Committees of the ICAR Institutes/Headquarters for assessing the cases of scientists for promotion to the next higher grade.
- 7.2 The Board also nominated 179 experts during the year to act as Chairman on the Assessment Committees for merit promotion/grant of advance increments for the technical personnel belonging to category I and II under rule 6.6 of Technical Service Rules of the Institute/Headquarters of the Council.
- 7.3 The Board also nominated 154 experts to act as Chairman and 233 experts to act as Members of the Assessment Committees during the year for merit promotion/grant of advance increments to the technical personnel belonging to Category III under rule 6.7 of Technical Service Rules at the Institute/Headquarters of the Council. Details are given in Appendix-XVI.



## CHAPTER - VIII

### USE OF HINDI

- 8.1 Adequate arrangements were made to promote progressive use of Hindi in the office of the Board. In order to ensure compliance of Official Language Policy of the Central Government/ICAR and to fulfil the targets fixed in the annual official language programme, a Technical Officer in Group 'B' service is exclusively attending to the related work.
- 8.2 58.2 per cent of Officers and 75.6 per cent staff working in the Board have acquired working knowledge of Hindi.
- 8.3 Representative of the Board participates in the quarterly meetings of the Official Language Implementation Committee of the ICAR headquarter where the progress made in the use of Hindi in the official work of the Board is reviewed.
- 8.4 Hindi version of the examination rules, notice, syllabi, instruction to candidates, admission certificate, test booklets, answer sheets, applications forms, attendance sheets and attendance lists, etc. were printed both in English and Hindi simultaneously.
- 8.5 Hindi versions of all the advertisements issued by the Board were prepared and published both in Hindi and English in the leading newspapers of the country including 'Rozgar Smachar'.
- 8.6 Hindi version of this annual report of the Board is also being prepared and published.

## **CHAPTER - IX**

### **CONSTRAINTS AND SUGGESTIONS**

#### **Shortage of staff**

- 9.1 The Board are constrained to point out that shortage of staff at all levels (with reference to sanctioned strength) has hampered their efforts. It was desired by the President, ICAR that ASRB should be strengthened. The Board would, therefore, like to emphasize that the vacant posts in the Board need be filled up by the Council on priority basis. The proposal of the Board regarding strengthening during the VIIIth Plan period was duly sanctioned by the Expenditure Finance Committee. Further action for creation of posts is pending with the Council inspite of repeated efforts by the Board. The post of Under Secretary is lying vacant since 31.1.98. Similarly the post of Technical Officer(Hindi) is lying vacant since 31.12.97. In the context of shortage of staff the ASRB Review Committee has also recommended strengthening of the staff of the Board vide para 7.5 and 7.6 of the report.

#### **Vacant post of Member**

- 9.2 One post of Member which fell vacant on 2nd January, 1997 has not been filled up. The President, ICAR, had approved the constitution of search committee on 13th January, 1997 and further action was to be taken by the Department of Agricultural Research & Education. Shortage of one Member has hampered the work of the Board and action to fill the post needs to be expedited.

#### **Withdrawal of requisitions or change in qualifications after notifications**

- 9.3 Cases continued to occur where the Council sent proposal to withdraw requisition for recruitment or for change in qualifications even after the vacancy had been notified by the Board as per details given in para 3.4 and 3.6 and appendix XI and XIII. The Board feels that the cases are not perhaps receiving adequate attention of the Council at the stage of drafting of essential and desirable qualifications for incorporation in the requisitions. That also is responsible for vague and unfocussed mention of qualification/desirabilities in the requisitions.

#### **Discipline-wise reservation of vacancies for SC/ST/OBCs in ARS**

- 9.4 The decision of the Council to apply reservations separately in each discipline rather than in the examination as a whole has resulted in increase in number of posts which could not be filled by the Board. The analysis about the impact of this policy change is given in para 5.1.4 and appendix XVII.

#### **Consultation in service rules**

- 9.5 While the Board has taken steps to reduce its response time on references received from the Council in relation to recruitment rules, etc. but it has been noted that the relevant provision of rules and byelaws providing for prior consultation with the Board is not being consistently observed by the Council which need adhered to. ASRB Review Committee in its report vide para 4.22.5 has recommended total adherence to provision of bye-law 24. This has been approved by the President of ICAR.



### **Consultation in disciplinary matters**

- 9.6 Likewise the provision of rule 26(C) which stipulates consultation with the Board in disciplinary matters relating to personnel recruited/appointed either by the Council itself or in consultation with the Board was not observed. No disciplinary case was received for advice. The Board suggests the Council to adhere to the provision of rules and bye-laws. ASRB Review Committee in its report vide para 6.6.1, 6.7.2 and 6.7.3 has recommended total adherence to provision of rule 26(C). This has been approved by the President of ICAR.

### **Periodicity of examinations**

- 9.7 While the examination for ARS/SRF/NET is conducted every year in month of October followed by Viva-Voce in the months May-July of the following year, there is no fixed periodicity of other examinations. As indicated in paragraph 2.2.10 and appendix IX the open examinations for recruitment of Administrative Officer, Finance & Accounts Officers, Section Officer, Assistants and other limited departmental examinations have been entrusted to the Board from time to time but without observing any schedule. As a result the Board is not able to develop annual calendar of examinations. The Board suggests the Council to pay attention to this aspect. This was reported in the Annual Report for the year 1996-97 but there is no response from the Council.

### **Human Resource Development**

- 9.8 It has been the endeavour of the Board to keep track of the performance of Scientists and other Officers recruited by it with a view to using the feedback as an input for refining the selection process with the ultimate aim of improving the Human Resources content of the National Agricultural Research System. The GVK Rao Committee which has reviewed the functioning of the Council has inter alia recommended that the Board should not merely remain as a recruitment machinery but should assume the responsibility for the overall human resources development in the ICAR. For this purpose the Committee felt that the Board will be required to maintain contact with the career of the Scientists selected for the ICAR System and this feedback would enable the Board to make refinement in the operation of the Agricultural Research Service and the personnel policies governing it. The report further recommended that a Research and Analysis Wing should be set up in the Board so that research on human capital development in agricultural sciences could be done to help evolve policies for personnel management in the ICAR System. Immediately after acceptance of the recommendations of the Governing Body of the Council and the President, ICAR, a proposal was forwarded by the Board for establishment of a Research and Analysis Wing. Subsequently, it was also incorporated in the Board's proposal for strengthening during the VIIIth Five Year Plan. Though, the proposal was sanctioned in principle but further action regarding creation of relevant positions is pending with the Council. Likewise a few posts for computerisation of activities to fill up some other critical gaps were sanctioned by the EFC but action for creation of these posts is also pending with the Council. As a result the computer hardware which was simultaneously sanctioned in VIIIth Plan and procured could not be put to effective use. This has handicapped the work of the Board during the year.

### **Training of staff recruited by the Board**

- 9.9 Time and again the Board has been emphasising the need for proper training of candidates

selected through open examinations. While the training for ARS probationers has been institutionalised at NAARM, no such arrangement has been made in the case of officers of the combined cadres of Administrative Officers and Finance & Accounts Officers, Section Officers, Assistants, etc. While forwarding recommendations in respect of these examinations the need for training was underlined but the Board has not heard from the Council about action taken in this regard. It is understood that in the case of Administrative Officers and Finance & Accounts Officers, the officers belonging to 1986 batch were given three weeks training in the year 1992 and the officers of the 1994 batch were given three weeks training in the year 1997. The Board feels that training for such a short duration and that too after 3 to 5 years after joining by which time a fresh recruit has already spent considerable time in the system serves no purpose as far as induction training is concerned. In the case of Section Officers/Assistants practically no institutionalised arrangement has been made. The Board suggest that the Council should attach due importance to training of officers and staff. This was reported in the Annual Report for the year 1996-97 but there is no response from the Council.

#### **Shortage of space**

- 9.10 In 1984, the Board was allocated 1.25 floors in Krishi Anusandhan Bhavan. Over the year the activities of the Board have grown and considerable record has built up and now the space is far less than requirement. Unlike other offices, the Board has to retain its record for longer period for obvious reasons and this constitutes a major demand on office space. The position is likely to ease after the construction of Krishi Anusandhan Bhavan Phase-II.



## ACKNOWLEDGEMENT

The Board would like to place on record their sincerest thanks to the President, ICAR Society, for his unstinted support and co-operation in the work of the Board but for which it would not have been possible to discharge their functions.

**(K.K.Bajpai)**

Secretary

Agricultural Scientists Recruitment Board.

## APPENDIX - I

(vide para 1.1.2)

### EXCERPTS OF PROVISION OF RULES AND BYE-LAWS OF ICAR SOCIETY

#### Constitution :

#### Rule 25

There will be an Agricultural Scientists' Recruitment Board with a whole time Chairman and other members who shall be appointed by the President, with the approval of the Government of India.

25(a) If the Office of the Chairman of the ASRB becomes vacant or if he is by reasons of absence or for any other reasons unable to perform the duties of his Office, these duties shall until some other person is appointed under Rule 25 to the vacant office, has entered on the duties thereof or, as the case may be until the Chairman has resumed his duties or a new Chairman has been appointed, be performed by such of the other member of the ASRB as the President, Indian Council of Agricultural Research may appoint for the purpose.

25(b) The Chairman and other Members of the ASRB shall hold office for a term of 6 years from the date on which they enter upon their office or until they attain the age of 65 years, whichever is earlier.

25(c) (i) Subject to the provisions mentioned herein below, the Chairman or any other Member of the ASRB shall only be removed from his office by order of President, ICAR on ground of misbehaviour after a high powered Committee of three members nominated by the Governing Body on reference being made to it by the President has on enquiry held in accordance with the principle of natural justice reported that the Chairman or such other Member, as the case may be, ought on any such grounds to be removed.

Notwithstanding anything mentioned above, the President may by order remove from office of the Chairman or any other member of the ASRB, if the Chairman or such other Member, as the case may be:

- (a) is adjudged as insolvent; or
- (b) engages during his term of Office in any paid employment outside the duties of his Office; or
- (c) is in the opinion of the President, unfit to continue in office by reason of infirmity of mind or body.

25(c) (ii) The Chairman may in writing, delegate such of his powers as he may consider necessary to any other Member of the ASRB.



## **Function :**

### **Rule 26**

- (a) The Recruitment Board shall function as an independent recruiting agency and shall be responsible for recruitment to posts in the Agricultural Research Service and to such other posts and services as may be specified by the President from time to time.
- (b) The Recruitment Board shall render such other assistance to the Council in personnel matters including promotion as may be required by the President.
- (c) The Recruitment Board shall advise the Council in disciplinary matters relating to personnel recruited/appointed either by the Council itself or in consultation with the Recruitment Board.
- (d) The Recruitment Board shall submit annually by the second week of May of the year following the financial year a report of its activities for each financial year to the President.

## **Recruitment Rules**

### **Rule 73**

Recruitment and appointment to the various posts in the Council shall be made in accordance with the Recruitment Rules framed or to be framed for the purpose in the Council in consultation with the Chairman or any other Member of the ASRB to whom the Chairman has delegated his powers under Rule 25(c) (ii) and duly approved by the Governing Body and the President.

## **Selection Committees, Interview Boards - Composition of**

### **Bye Law 24**

The Composition of Committees, Boards or other such bodies for promotion, selection, recruitment and other matters incidental thereto or connected therewith for various posts under the Council shall be as prescribed in consultation with the Chairman, Agricultural Scientists' Recruitment Board or any other Member authorised by him and duly approved by the President, ICAR.

## **Appointment of Eminent Scientists**

### **Bye-Law 26**

The Director-General may on his own or on the advice of the Directors of the Research Institutes or Vice-Chancellors of the Agricultural Universities invite an eminent Indian Scientist for appointment in a suitable grade according to the qualifications and experience with the concurrence of the Agricultural Scientists Recruitment Board and with the approval of the President.

**APPENDIX - II**  
(vide paragraph 1.2)

**COMPOSITION OF BOARD DURING 1997-98**

Dr. A.L. Chaudhry

Chairman

Dr. Kirti Singh

Member



## APPENDIX - II (A)

(vide paragraph 1.2.1)

### OFFICERS OF ASRB

S.No.	Name of post	No. of sanctioned posts	Name of incumbant
1.	Secretary	1	Shri K.K.Bajpai
2.	Controller of Examinations	1	Shri B.N.Rao
3.	Under Secretary	1	Shri Devi Chand*
4.	Special Assistant	1	Shri M.S.Nagpal
5.	Assistant Finance & Accounts Officer	1	Shri Roshan Lal
6.	Section Officer	5	1. Shri Madan Sarup 2. Shri N.K.Jindal 3. Shri J.S.Bhandari 4. Shri Rajinder Kumar** 5. Shri Khairati Lal***
7.	Technical Officer	2	1. Shri Satish Chandra**** 2. Shri Vinod Kumar

\* upto 31.01.1998

\*\* w.e.f. 30.06.1997

\*\*\* w.e.f. 07.08.1997

\*\*\*\* upto 31.12.1997

**APPENDIX - II(B)***(vide paragraph 1.2.1)***STAFF OF ASRB**

S.No.	Name of post	No. of sanctioned posts	In position	
			as on 1.4.97	as on 31.3.98
1.	Private Secretary	2	-	-
2.	Senior P.A./P.A.	6	6	6
3.	Assistants	15	12	13
4.	U.D.C.	12	9	8
5.	L.D.C.	14	8	8
6.	Hindi Steno- Gr.III	1	1	-
7.	Sr. Gesteter Operator	1	1	-
8.	Driver	2	2	2
9.	Daftary	2	2	2
10.	Jamadar	3	2	1
11.	Peon	8	8	6
12.	Packer	1	1	1
13.	Mali	1	1	1



### APPENDIX - III

(vide paragraph 1.3)

#### STATEMENT SHOWING RECEIPTS AND EXPENDITURE OF THE ASRB DURING THE YEAR 1997-98

Name of Receipts		Amount(Rs. in lakhs)
A - Receipts		
Application and Examination fees etc. (Net after refunds)		9.63
B - Expenditure		
Salaries		68.30
Wages		0.71
Over Time Allowance		0.99
Travel Expenses within the country		4.26
Office Expenses		45.63
<b>Expenditure on Examinations and Selections</b>		
(a) Travel Expenses		42.32
(b) Other charges		11.07
<b>Total</b>		<b>173.28</b>

## APPENDIX - IV

(vide paragraph 1.4)

### COMPARATIVE STATEMENT OF WORKLOAD OF THE BOARD FOR THE LAST FIVE YEARS

	1993-94	1994-95	1995-96	1996-97	1997-98
<b>A. Recruitment by Examination</b>					
No. of examinations held	3 <sup>@</sup>	4 <sup>*</sup>	3 <sup>s</sup>	3 <sup>#</sup>	2 <sup>±</sup>
No. of posts	348	346	289	356	165
No. of candidates	9459	14806	19192	10080	10266
No. of candidates interviewed	687	355	1025	1802 <sup>+</sup>	1706
No. of centres in India where arrangements were made for examination	23	24	24	25	25
<b>B. Recruitment by interview</b>					
No. of posts for which interviews were held	54	120	128	129	157
No. of applications received	1023	1471	2317	1887	2488
No. of candidates called for interview	433	840	1442	1330	1452
No. of candidates appeared at interview	324	571	1053	931	1001
<b>C. No. of candidates qualifying NET</b>	— <sup>a</sup>	523	1129	1502	1284
<b>D. No. of candidates recommended for award of SRF of ICAR</b>	— <sup>ce</sup>	— <sup>ce</sup>	537 <sup>®</sup>	178	176
<b>E. Assessment of Scientists</b>	46	12	67	14	3
<b>F. Review of assessment of Scientists</b>	4	2	1	6	0
<b>G. Induction into ARS</b>	8	3	2	4	1

@

1. ARS Examination - 1992 held in October 1993
2. Limited Departmental Examination for Section Officers
3. Limited Departmental Examination for Assistants

\*

1. ARS Examination - 1994
2. Combined Competitive Examination for F&AO/AO
3. Limited Departmental Examination for Section Officers
4. Limited Departmental Examination for Assistants



S

1. ARS Examination - 1995
2. Section Officers/Assistants Examination
3. Limited Departmental Examination for Stenographers

#

1. ARS Examination - 1996
2. Limited Departmental Examination for Section Officers
3. Limited Departmental Examination for Assistants

+

It includes 1717 candidates of ARS-95 (including SRF) whose viva voce was conducted. 85 Candidates were interviewed for the post of Section Officer for which examination was held in Dec.96.

±

1. ARS/NET/SRF Examination - 1997.
2. F&AO and AO Examination - 1997

a

The ARS-92 Examination was conducted in October, 1993 but its result was declared in the year 1994-95.

æ

The examination for SRF was entrusted to the Board w.e.f. the year 1994-95, the result of which was declared in the year 1995-96.

⊗

This is the number of candidates who had qualified the written examination. This year the interview was conducted by Education Division of the Council itself.

∅

No case was received from the Council during the year.

# **APPENDEIX - IV (A)**

*(vide paragraph 1.4)*

## **DETAILS OF BOARD SITTINGS FOR VIVA VOCE/INTERVIEW ARS/SRF**

S.No.	Month	Number of disciplines covered	Number of days of sittings
1.	May, 1997	13	14
2.	June, 1997	29	32
3.	July, 1997	9	19
4.	August, 1997	3	3
Total		54	68



## **APPENDIX - V**

*(vide paragraph 1.5)*

### **STATEMENT SHOWING CASES WHERE OFFER OF APPOINTMENT WAS DELAYED (Position as on 31.3.98)**

No. of posts where offer of appointment was issued within 1 month of forwardal of recommendation	No. of posts where offer appointment was issued within 1-2 months of forwardal of recommendation	No. of posts where offer of appointment was issued within 2-3 month of forwardal of recommendation	No. of posts where offer of appointment was issued within 3-6 month of forwardal of recommendation	No. of posts where offer of appointment has not been issued so far
28	92	12	1	24

**APPENDIX - VI***(vide paragraph 2.2.2)***STATEMENT SHOWING CANDIDATES WHO APPLIED, APPEARED,  
QUALIFIED, ATTENDED INTERVIEW AND SELECTED ON THE BASIS OF  
AGRICULTURAL RESEARCH SERVICE EXAMINATION - 1996**

S.No.	Discipline	Applied	Appeared	Qualified for being called for viva voce	Appeared for viva voce	Selected for ARS
1	2	3	4	5	6	7
1.	AGRICULTURAL ENTOMOLOGY	592	270	62	53	12
2.	AGRICULTURAL METEOROLOGY	33	15	01	01	01
3.	AGRONOMY	831	422	125	91	28
4.	BIO-TECHNOLOGY (AGRI. SCIENCE	371	186	61	52	14
5.	ECONOMIC BOTANY	61	31	09	09	07
6.	GENETICS	171	81	20	17	08
7.	HORTICULTURE	758	349	65	52	09
8.	PLANT BREEDING	734	3458	78	64	17
9.	PLANT PATHOLOGY	660	174	53	48	08
10.	PLANT PHYSIOLOGY (AGRI./HORTI.CROPS	389	175	34	31	08
11.	SOIL SCIENCE -PEDOLOGY	100	43	11	08	02
12.	SOIL SCIENCE/ SOIL PHYSICS/SOIL & WATER CONSERVATION	142	70	18	13	03
13.	ANIMAL NUTRITION	161	89	43	37	15
14.	ANIMAL PHYSIOLOGY	85	44	06	04	02
15.	BIO-CHEMISTRY (ANIMAL SCIENCE)	234	126	24	20	07
16.	LIVESTOCK PRODUCTION & MANAGEMENT	111	74	26	20	09
17.	VETERINARY MEDICINE	58	30	11	10	06
18.	VETERINARY MICROBIOLOGY	93	34	13	12	03
19.	VETERINARY PATHOLOGY	42	17	04	—	—
20.	VETERINARY PUBLIC HEALTH	24	09	06	05	02
21.	AGRICULTURAL STRUCTURE & PROCESS ENGINEERING	50	29	25	22	11



1	2	3	4	5	6	7
22.	CHEMICAL ENGINEERING	08	04	02	02	02
23.	ELECTRICAL ENGINEERING	05	01	--	--	--
24.	ELECTRONICS & INSTRUMENTATION	25	13	03	01	01
25.	FARM MACHINERY & POWER	55	29	19	10	06
26.	MECHANICAL ENGINEERING	21	06	02	01	01
27.	SOIL & WATER CONSERVATION ENGINEERING	102	57	18	16	10
28.	TEXTILE MANUFACTURE	09	01	01	01	01
29.	FOOD & NUTRITION	211	72	02	01	01
30.	ORGANIC CHEMISTRY	619	272	36	33	08
31.	AGRICULTURAL ECONOMICS	392	182	36	32	10
32.	AGRICULTURAL EXTENSION	533	271	62	47	13
33.	AGRICULTURAL STATISTICS	180	64	11	09	09
34.	COMPUTER APPLICATION IN AGRICULTURE	108	60	23	18	15

## APPENDIX - VII

(vide paragraph 2.2.3)

### STATEMENT SHOWING CANDIDATES APPLIED, APPEARED AND QUALIFIED FOR NET (ARS/NET/SRF/EXAMINATION - 1996)

Code No.	Discipline	Applied	Appeared	Qualified
01	AGRIL. CHEMISTRY	37	10	06
02	AGRIL. ENTOMOLOGY	357	153	39
03	AGRIL. METEOROLOGY	25	13	04
04	AGRONOMY	552	287	73
05	BIO-CHEMISTRY (PLANT SCIENCE)	170	78	—
06	BIO-TECHNOLOGY (AGRIL. SCIENCE)	130	60	33
07	ECONOMIC BOTANY	26	12	09
08	GEOGRAPHY	140	52	17
09	GENETICS	67	32	15
10	HORTICULTURE	546	264	93
11	MICROBIOLOGY (AGRICULTURE)	42	49	09
12	NEMATOLOGY (AGRICULTURE)	42	21	09
13	PLANT BREEDING	409	220	140
14	PLANT PATHOLOGY	409	162	107
15	PLANT PHYSIOLOGY (AGRIL./HORT. CROPS)	183	77	31
16.	SEED TECHNOLOGY	49	24	17
17	SOIL SCIENCE - PEDOLOGY	42	18	09
18	SOIL SCI./SOIL CHEM./FERTY./ MICROBIOLOGY	329	145	58
19	SOIL SCI.-SOIL PHYSICS AND SOIL & WATER CONSERVATION	38	15	10
20	ANIMAL GENETICS & BREEDING	62	28	14
21	ANIMAL NUTRITION	92	45	19
22	ANIMAL PHYSIOLOGY	58	30	06
23	ANIMAL REPRODUCTION/GYNAECOLOGY	35	13	01
24	BIO-CHEMISTRY (ANIMAL SCIENCE)	66	30	10
25	BIO-TECHNOLOGY (ANIMAL SCIENCE)	32	13	08



Code No.	Discipline	Applied	Appeared	Qualified
26	DAIRY CHEMISTRY	15	06	04
27	DAIRY MICROBIOLOGY	15	10	06
28	DAIRY TECHNOLOGY	40	23	03
29	LIVESTOCK PRODUCTION & MANAGEMENT	69	42	10
30	LIVESTOCK PRODUCTS TECHNOLOGY	10	06	nil
31	POULTRY SCIENCE	39	29	20
32	VETERINARY MEDICINE	49	25	13
33	VETERINARY MICROBIOLOGY	69	25	11
34	VETERINARY PARASITOLOGY	30	18	12
35	VETERINARY PATHOLOGY	32	13	04
36	VETERINARY PHARMACOLOGY	20	11	03
37	VETERINARY PUBLIC HEALTH	16	04	03
38	VETERINARY SURGERY	49	20	12
39	FISH & FISHERY SCIENCE	296	44	61
40	FISH PROCESSING TECHNOLOGY	26	12	08
41	AGRIL. STRUCTURE & PROCESS ENGINEERING	37	24	19
42	CHEMICAL ENGINEERING	--	--	--
43	ELECTRICAL ENGINEERING	2	--	--
44	ELECTRONICS AND INSTRUMENTATION	3	3	01
45	FARM MACHINERY AND POWER	43	21	16
46	MECHANICAL ENGINEERING	3	1	--
47	SOIL & WATER CONSERVATION ENGINEERING	69	29	06
48	TEXTILE CHEMISTRY	2	1	--
49	TEXTILE MANUFACTURE	4	1	1
50	CHILD DEVELOPMENT	66	26	12
51	FOOD & NUTRITION	165	55	13
52	HOME DEV./RESOURCE MANAGEMENT	56	19	13
53	HOME SCIENCE EXTENSION	50	27	06
54	TEXTILE & CLOTHING	48	20	05
55	FORESTRY	104	60	36

Code No.	Discipline	Applied	Appeared	Qualified
56	ORGANIC CHEMISTRY	235	90	18
57	PHYSICS	158	49	02
58	AGRICULTURAL ECONOMICS	223	106	19
59	AGRICULTURAL EXTENSION	328	164	80
60	AGRICULTURAL STATISTICS	91	29	05
61	COMPUTER APPLICATION IN AGRICULTURE	10	03	01
62	VETERINARY ANATOMY	16	10	09
63	FOOLD SCIENCE & TECHNOLOGY	34	20	12
64	DAIRY ENGINEERING	—	—	—
65	SOIL & WATER MANAGEMENT	07	03	—



**APPENDIX - VIII***(vide paragraph 2.2.7)***ARS/NET/SRF/EXAMINATION - 1997**

Code No.	Discipline	Total No. of Candidates	Candidates opted Hindi Medium
01	AGRIL. CHEMISTRY	26	07
02	AGRIL. ENTOMOLOGY	422	20
03	AGRIL. METEOROLOGY	23	03
04	AGRONOMY	734	86
05	BIO-CHEMISTRY (PLANT SCIENCE)	147	08
06	BIO-TECHNOLOGY (AGRIL. SCIENCE)	370	03
07	ECONOMIC BOTANY	40	01
08	GEOGRAPHY	194	85
09	GENETICS	88	04
10	HORTICULTURE	653	63
11	MICROBIOLOGY (AGRICULTURE)	136	04
12	NEMATOLOGY (AGRICULTURE)	39	—
13	PLANT BREEDING	622	51
14	PLANT PATHOLOGY	429	25
15	PLANT PHYSIOLOGY (AGRIL./HORT. CROPS)	187	05
16	SEED TECHNOLOGY	78	02
17	SOIL SCIENCE - PEDOLOGY	118	04
18	SOILSCI./SOIL CHEM./FERTY./ MICROBIOLOGY	263	16
19	SOIL SCI.-SOIL PHYSICS AND SOIL & WATER CONSERVATION	87	03
20	ANIMAL GENETICS & BREEDING	88	04
21	ANIMAL NUTRITION	77	01
22	ANIMAL PHYSIOLOGY	65	03
23	ANIMAL REPRODUCTION/GYNAECOLOGY	33	—
24	BIO-CHEMISTRY (ANIMAL SCIENCE)	99	—
25	BIO-TECHNOLOGY (ANIMAL SCIENCE)	45	—

Code No.	Discipline	Total No. of Candidates	Candidates opted Hindi Medium
26	DAIRY CHEMISTRY	11	03
27	DAIRY MICROBIOLOGY	23	01
28	DAIRY TECHNOLOGY	38	03
29	LIVESTOCK PRODUCTION & MANAGEMENT	84	13
30	LIVESTOCK PRODUCTS TECHNOLOGY	33	--
31	POULTRY SCIENCE	39	01
32	VETERINARY MEDICINE	50	--
33	VETERINARY MICROBIOLOGY	67	--
34	VETERINARY PARASITOLOGY	29	01
35	VETERINARY PATHOLOGY	44	--
36	VETERINARY PHARMACOLOGY	28	--
37	VETERINARY PUBLIC HEALTH	24	--
38	VETERINARY SURGERY	44	--
39	FISH & FISHERY SCIENCE	301	8
40	FISH PROCESSING TECHNOLOGY	37	02
41	AGRIL. STRUCTURE & PROCESS ENGINEERING	60	--
42	CHEMICAL ENGINEERING	03	--
43	ELECTRICAL ENGINEERING	01	--
44	ELECTRONICS AND INSTRUMENTATION	03	--
45	FARM MACHINERY AND POWER	53	01
46	MECHANICAL ENGINEERING	07	--
47	SOIL & WATER CONSERVATION ENGINEERING	110	01
48	TEXTILE CHEMISTRY	04	--
49	TEXTILE MANUFACTURE	05	--
50	CHILD DEVELOPMENT	78	15
51	FOOD & NUTRITION	182	12
52	HOME DEV./RESOURCE MANAGEMENT	60	12
53	HOME SCIENCE EXTENSION	61	06
54	TEXTILE & CLOTHING	48	04
55	FORESTRY	129	06



Code No.	Discipline	Total No. of Candidates	Candidates opted Hindi Medium
56	ORGANIC CHEMISTRY	203	14
57	PHYSICS	137	67
58	AGRICULTURAL ECONOMICS	220	24
59	AGRICULTURAL EXTENSION	330	43
60	AGRICULTURAL STATISTICS	141	--
61	COMPUTER APPLICATION IN AGRICULTURE	79	--
62	VETERINARY ANATOMY	18	--
63	FOOLD SCIENCE & TECHNOLOGY	71	01
64	DAIRY ENGINEERING	--	--
65	SOIL & WATER MANAGEMENT	02	--
<b>TOTAL</b>		<b>7920</b>	<b>576</b>

**APPENDIX - IX**  
(vide paragraph 2.2.10)

**EXAMINATIONS (OTHER THAN ARS) CONDUCTED BY THE BOARD**

**A. Combined Competitive Examination for appointment as Administrative Officers and Finance and Accounts Officers**

S.No.	Examination	No. of Posts		Held in
		AO	F & AO	
1.	Ist Examination	29	14	May, 1986
2.	IInd Examination	15	14	August, 1990
3.	IIIrd Examination	14	14	June, 1994
4.	IVth Examination	10	4	December, 1997

**B. Combined Competitive Examination for recruitment of Section Officers/Assistants at ICAR Hqrs. and Assistants at ICAR Institutes**

S.No.	Examination	No. of Posts		Held in	
		SO	Assistants at Hqrs.	Assistants at Institutes	
1.	Ist Examination	9	35	34	May, 1982
2.	IInd Examination	6	7	72	December, 1985
3.	IIIrd Examination*	-	11	-	October, 1989
4.	IVth Examination**	15	25	-	December, 1995

**C. Open Competitive Examination for L.D.Cs at ICAR Headquarters**

S.No.	No. of posts at ICAR Hqrs.	Held in
1.	40	July, 1985
2.	85	Announced to be held in May, 1998

\* For Recruitment of Assistant at ICAR Headquarters

\*\*For Recruitment of Section Officers and Assistants at Council's Headquarters.



# **APPENDIX - X** (vide paragraph 3.2)

**STATEMENT SHOWING THE POSTS ADVERTISED, NUMBER OF CANDIDATES WHO APPLIED,  
WERE CALLED FOR INTERVIEW, ATTENDED THE INTERVIEW ETC.  
DURING THE PERIOD 1.4.97 TO 31.3.98**

S. No.	Name of the post	Advt. No.	No of candidates applied	Called for interview	No.of candidates attended the interview	Date of interview	No.of posts	Date of communication of recommendation	Remarks
1	2	3	4	5	6	7	8	9	10
1.	A.D.G.(EP & D), ICAR Headquarters New Delhi	3/96 (4)	41	26	20	1.4.97	1	2.4.97	Selection made
2.	DDG(Crop Sci.), ICAR Headquarters New Delhi	3/96 (1)	29	21	15	3.4.97	1	4.4.97	- do -
3.	Project Director, NRC on Plant Bio-technology, IARI, New Delhi	3/96 (15)	8	5	3	4.4.97	1	7.4.97	- do -
4.	A.D.G. (I.P.R.), ICAR Headquarters New Delhi	3/96 (3)	21	13	10	10.4.97	1	7.4.97	- do -
5.	Project Coordinator(FMD), IVRI, Izatnagar	3/96 (17)	8	7	6	7.4.97	1	8.4.97	- do -
6.	Head. Vety Surgery Division, IVRI, Izatnagar	3/96 (27)	1	1	1	7.4.97	1	8.4.97	- do -
7.	Head, Virology Division, IVRI, Mukteshwar	3/96 (28)	8	4	2 (in absentia)	7.4.97	1	8.4.97	- do -
8.	Head, Biochemistry and Nutrition Div. CIFT, Cochin	3/96 (49)	12	12	8	10.4.97	1	11.4.97	- do -
9.	Head, Quality Assurance & Management Division, CIFT, Cochin	3/96 (50)	12	12	8	10.4.97	1	11.4.97	- do -
10	Proj. Coordinator (Pigs) IVRI, Izatnagar	3/96 (23)	6	5	5	11.4.97	1	17.4.97	- do -
11.	Head, Dairy Cattle Division, NDRL, Karnal	3/96 (29)	13	12	10	11.4.97	1	11.4.97	- do -

1	2	3	4	5	6	7	8	9	10
12.	Head, Crop Protection Division, CTCRI, Trivandrum	3/96 (46)	14	14	9	14.4.97	1	17.4.97	- do -
13.	Head, Crop Protection Division, SBI, Coimbatore	3/96 (32)	14	13	7 (1 in absentia)	15.4.97	1	17.4.97	- do -
14.	Head, Textile Manufacturing & Textile Chemistry Div., CZARI, Avikanagar	3/96 (31)	2	1	1	21.4.97	1	21.4.97	None found suitable
15.	Director, CTCRI, Trivandrum	3/96 (9)	14	8	8	21.4.97	1	21.4.97	Selection made
16.	Head, Plant Physiology Division. Central Rice Research Institute, Cuttack	3/96 (41)	5	4	2	22.4.97	1	23.4.97	None found suitable
17.	Head, Plant Physiology Division, IVRI, New Delhi	3/96 (33)	15	13	11	22.4.97	1	23.4.97	- do -
18.	Project Coordinator (Soil Test Crop Response, IISS, Bhopal	3/96 (20)	16	12	3	23.4.97	1	23.4.97	Selection made
19.	Head, Nematology Division IARI, New Delhi	3/96 (34)	19	19	15 (1 in absentia)	24.4.97	1	25.4.97	- do -
20.	Project Coordinator (Rodent Control) CAZRI, Jodhpur	3/96 (24)	6	4	4	25.4.97	1	28.4.97	- do -
21.	Head, Perennial Cropping System, CAZRI, Jodhpur	3/96 (30)	15	13	9	25.4.97	1	28.4.97	- do -
22.	Director, CRR, Cuttack	3/96 (16)	23	12	9	28.4.97	1	29.4.97	- do -
23.	Officer-in-Charge, Central Rainfed Upland Rice Research Station, Hazaribagh (Bihar)	3/96 (44)	32	22	15	29.4.97	1	30.4.97	- do -
24.	Project Coordinator (Application of Plastics in Agriculture), CIPHET, Ludhiana	3/96 (21)	11	10	7	30.4.97	1	30.4.97	- do -
May, 1997									
25.	Head, Bio-Chemistry Division, CRR, Cuttack	3/96 (40)	3	2	1	1.5.97	1	1.5.97	None found suitable



1	2	3	4	5	6	7	8	9	10
26.	Head, Agronomy Division, CRRI, Cuttack	3/96 (39)	9	7	4	1.5.97	1	1.5.97	Selection made - do -
27.	Head, Extension Communication Div., CRRI, Cuttack	3/96 (43)	9	8	5	2.5.97	1	5.5.97	- do -
28.	Head, Genetics Resource Division, CRRI, Cuttack	3/96 (42)	12	11	9	2.5.97	1	5.5.97	- do -
29.	Officer-in-Charge, Central Rainfed Low- land Rice Res. Station, Kharagpur(W.B.)	3/96 (45)	33	22	13	5.5.97	1	5.5.97	- do -
30.	Project Coordinator (Salt Affected Soil & Use of Saline Water in Agriculture, CSSRI, Karnal	3/96 (18)	19	16	10	6.5.97	1	6.5.97	- do -
31.	Zonal Coordinator, Zone-III, ICAR Res. Complex, Barapani	3/96 (25)	33	20	9	7.5.97	1	8.5.97	- do -
32.	Head, IARI Regional Res. Station, Pusa, Bihar	3/96 (35)	31	17	10	8.5.97	1	9.5.97	- do -
33.	Head, IARI Regional Station, Katrain (H.P.)	3/96 (36)	22	10	7	9.5.97	1	12.5.97	- do -
34.	Head, IARI Regional Station, Karnal	3/96 (37)	60	28	15	12.5.97	1	13.5.97	- do -
35.	Head, IARI Regional Station Indore	3/96 (38)	29	15	13	13.5.97	1	14.5.97	- do -
36.	Project Coordinator (Fruits) CISH, Lucknow	3/96 (22)	11	10	6	14.5.97	1	15.5.97	- do -
37.	Architect T-7, ICAR Headquarters New Delhi	3/96 (51)	8	3	3	15.5.97	1	19.5.97	- do -
38.	Head, Livestock Products Tech. Division IVRL, Izatnagar	3/96 (26)	9	7	7	15.5.97	1	16.5.97	- do -
June, 1997									
39.	Head, Extension Information & Statistics Division, CIPT, Cochin	3/96 (48)	11	10	5	16.6.97	1	16.6.97	- do -



1	2	3	4	5	6	7	8	9	10
40.	A.D.G.(Accreditation). ICAR Headquarters, New Delhi	1/97 (2)	34	26	17 (1 in absentia)	11.8.97	1	13.8.97	- do -
41.	Head, Transfer of Technology Div., ILRI, Ranchi	1/97 (19)	8	6	6	12.8.97	1	13.8.97	- do -
42.	Head, Quality Evaluation & Improvement Division, CIRCOT, Bombay	1/97 (21)	6	6	5	14.8.97	1	22.8.97	- do -
43.	Head, Chemical & Bio-Chemical Processing Division, CIRCOT, Bombay	1/97 (22)	9	7	7	14.8.97	1	22.8.97	- do -
44.	Head, Division of Chemical Processing, NIRJAFT, Calcutta	1/97 (34)	11	7	7	14.8.97	1	22.8.97	- do -
45.	A.D.G., (Commercial Crps) ICAR Headquarters, New Delhi	1/97 (5)	12	4	1	19.8.97	1	22.8.97	- do -
46.	A.D.G.(Horticulture), ICAR Headquarters, New Delhi	1/97 (6)	13	8	4	19.8.97	1	22.8.97	- do -
47.	A.D.G. (HRD-f), ICAR Headquarters, New Delhi	1/97 (3)	57	23	13	20.8.97	1	22.8.97	- do -
48.	A.D.G.(ARIS), ICAR Headquarters, New Delhi	1/97 (4)	6	3	2	21.8.97	1	22.8.97	- do -
49.	Director IASRI, New Delhi	1/97 (10)	10	7	5	21.8.97	1	22.8.97	Non found suitable
50.	Joint Director (Computer Science) IASRI, New Delhi	1/97 (15)	10	7	6	21.8.97	1	22.8.97	Selection made
51.	Project Coordinator (BNF), IARI, New Delhi	1/97 (14)	13	10	6	22.8.97	1	26.8.97	- do -
52.	Principal Scientist(Agril. Statistics) NAARM, Hyderabad	1/97 (38)	9	8	7	26.8.97	1	27.8.97	- do -
53.	Principal Scientist (Educational Psychology), NAARM, Hyderabad	1/97 (41)	11	11	8	26.8.97	1	27.8.97	- do -
54.	Principal Scientist(Agril. Research Management), NAARM, Hyderabad	1/97 (37)	46	17	8	27.8.97	1	28.8.97	- do -
55.	Principal Scientist (Rural Sociology), NAARM, Hyderabad	1/97 (39)	18	16	14	28.8.97	1	29.8.97	- do -



1	2	3	4	5	6	7	8	9	10
56.	Principal Scientist (Educational Technology), NAARM, Hyderabad	1/97 (42)	21	20	14	29.8.97	1	1.9.97	- do -

September, 1997

57.	Joint Director(Extension Education) IVRL, Izatnagar	1/97 (12)	13	10	9	5.9.97	1	8.9.97	Selection made
58.	Principal Scientist (Agril.Extension), NAARM, Hyderabad	1/97 (12)	11	11	7	8.9.97	1	8.9.97	- do -
59.	Principal Scientist (Human Resource Management), NAARM, Hyderabad	1/97 (43)	38	21	13	9.9.97	1	10.9.97	- do -
60.	Principal Scientist(Agril. Economics), NAARM, Hyderabad	1/97 (44)	12	8	6	10.9.97	1	10.9.97	- do -
61.	Senior Scientist (Agril. Economics) NCAEPR, New Delhi	1/97 (45)	26	16	10	11.9.97	1	12.9.97	- do -
62.	Head, Agronomy Division, IARI, New Delhi	1/97 (31)	15	15	11	12.9.97	1	15.9.97	- do -
63.	Head, IARI Regional Station, Pune	1/97 (32)	13	13	5(1 in absentia)	15.9.97	1	17.9.97	- do -
64.	Director, NRC for Women in Agriculture, Bhubaneswar	1/97 (8)	17	9	8	16.9.97	1	17.9.97	- do -
65.	Head, Entomology Division, IARI, New Delhi	1/97 (30)	18	15	12	17.9.97	1	18.9.97	- do -
66.	Deputy Director General(Fisheries) ICAR, New Delhi	1/97 (1)	15	9	9	18.9.97	1	18.9.97	- do -
67.	Head, Crop Protection Division CPCRI, Kasaragod	1/97 (33)	14	12	3	19.9.97	1	22.9.97	- do -
68.	Project Coordinator (Sheep Breeding), CSWRI, Avikanagar	1/97 (16)	4	3	2	19.9.97	1	22.9.97	- do -
69.	Joint Director(CADRAD) IVRL, Izatnagar	1/97 (13)	11	9	8	22.9.97	1	23.9.97	- do -

1	2	3	4	5	6	7	8	9	10
70.	Director, NRC on Coldwater Fisheries, Haldwani, Nainital	1/97 (7)	8	2	1	23.9.97	1	24.9.97	- do -
71.	Director, Central Institute of Brackishwater Aquaculture, Chennai	1/97 (9)	22	6	4	23.9.97	1	24.9.97	- do -
72.	Head, Division of Agril. Mechanisation, CIAE, Bhopal	1/97 (18)	14	9	6	24.9.97	1	25.9.97	- do -
73.	Joint Director, CPR Station, Modipuram under CPRI, Shimla	1/97 (14)	17	15	7	25.9.97	1	25.9.97	- do -
74.	T-9, Senior Librarian IVRI, Izatnagar	1/97 (46)	113	25	17	26.9.97	1	30.9.97	- do -
75.	Principal Scientist (AGB) NDRI, Karnal	1/97 (46)	15	13	13	29.9.97	1	30.9.97	- do -
76.	Joint Director, NDRI, Karnal	1/97 (11)	25	19	17	30.9.97	1	30.10.97	- do -

October, 1997

77.	T-7 (Engg.-in-Charge) IVRI, Izatnagar	1/97 (47)	114	10	5	1.10.97	1	16.10.97	Selection made
78.	Head, Regional Station Flowerdale Shimla, DWR, Karnal	1/97 (29)	4	4	1	1.10.97	1	3.10.97	- do -
79.	A.D.G. (FG & FC) ICAR Headquarters, New Delhi	2/97 (1)	8	6	3(1 in absentia)	20.10.97	1	21.10.97	- do -
80.	Director, CRIDA, Hyderabad	2/97 (3)	46	26	23	21.10.97	1	22.10.97	- do -
81.	Head, Division of Land Use Planning NBBS & LUP, Nagpur	2/97 (4)	12	11	9	22.10.97	1	23.10.97	- do -
82.	Principal Scientist (Horticulture) NRC on Cashew, Puttur	2/97 (19)	1	1	1	23.10.97	1	24.10.97	- do -
83.	Principal Scientist (Horticulture), NRC for Women in Agri., Bhubaneswar	2/97 (15)	11	9	8	23.10.97	1	24.10.97	- do -
84.	Principal Scientist (Agronomy), WTC for Eastern Region, Bhubaneswar	2/97 (13)	11	11	7	27.10.97	1	- do -	- do -



1	2	3	4	5	6	7	8	9	10
85.	Principal Scientist(Agronomy) CAZRI, Jodhpur	2/97 (12)	13	12	8	28.10.97	1	5.11.97	- do -

November, 1997

86.	Principal Scientist (Vety.Pathology) CIFE, Mumbai	2/97 (8)	5	2	2	6.11.97	1	7.11.97	Selection made - do -
87.	Director, CIRG, Makhdoom	2/97 (2)	25	16	12	7.11.97	1	10.11.97	- do -
88.	Principal Scientist(Vety. Microbiology) NRC on Equines, Hisar	2/97 (30)	11	7	5	11.11.97	1	11.11.97	- do -
89.	Principal Scientist (Vety. Microbiology) CARL, Port Blair	2/97 (10)	3	2	2	11.11.97	1	11.11.97	- do -
90.	Principal Scientist (Agronomy) CARL, Port Blair	2/97 (11)	10	10	4	12.11.97	1	17.11.97	- do -
91.	Principal Scientist(Soil Chem/Fertility) CARL, Port Blair	2/97 (9)	14	10	5	13.11.97	1	17.11.97	- do -
92.	Principal Scientist(Agril. Entomology, DOR, Hyderabad	2/97 (21)	15	10	8	17.11.97	1	24.11.97	- do -
93.	Principal Scientist(Soil Physics & Soil Water Conservation Engg.), WTCER, Bhuaneshwar	2/97 (14)	13	12	10	18.11.97	1	24.11.97	- do -
94.	Principal Scientist(Agril.Structure & Process Engg., NIRJAFT, Calcutta	2/97 (26)	2	2	2	19.11.97	1	24.11.97	- do -
95.	Senior Scientist(Organic Chemistry) CIFE, Mumbai	2/97 (35)	8	3	3	19.11.97	1	24.11.97	- do -
96.	Principal Scientist(Soil Chem.Soil Fertility & Microbiology) NRC for Agro-Forestry, Jhansi	2/97 (17)	25	10	6 (1 in absentia)	20.11.97	1	24.11.97	- do -
97.	Principal Scientist(Horticulture) NRC for Arid Horticulture, Bikaner	2/97 (27)	7	5	3	21.11.97	1	24.11.97	- do -

1	2	3	4	5	6	7	8	9	10
97.	Principal Scientist(Horticulture) NRC for Arid Horticulture, Bikaner	2/97 (27)	7	5	3	21.11.97	1	24.11.97	- do -
98.	Principal Scientist(Plant Pathology) National Centre for Mushroom Res. & Training Institute, Solan	2/97 (18)	7	7	6	24.11.97	1	26.11.97	- do -
99.	Principal Scientist(Plant Pathology) Project Dte. on Veg. Res., Varanasi	2/97 (23)	18	10	8	25.11.97	1	26.11.97	- do -
100.	Principal Scientist(Horticulture) PDVR, Varanasi	2/97 (22)	21	12	9	26.11.97	2	2.12.97	Selection made
101.	Principal Scientist(LPM), NRC on Women in Agriculture, Bhubaneswar	2/97 (16)	14	11	8(1 in absentia)	27.11.97	1	2.12.97	- do -
102.	Senior Scientist(LPM), Project Dte. on Cattle, Meerut	2/97 (36)	24	11	7	28.11.97	1	2.12.97	- do -

December, 1997

103.	Principal Scientist(Plant Breeding) Dte. of Wheat Research, Karnal	2/97 (29)	29	15	9(1 in absentia)	1.12.97	2	3.12.97	- do -
104.	Principal Scientist(Plant Breeding) IIPR, Kanpur	2/97 (31)	27	13	8	2.12.97	1	3.12.97	- do -
105.	Principal Scientist(Agril. Extension, CSWCR & TI, Dehradun	2/97 (25)	11	9	7	3.12.97	1	4.12.97	- do -
106.	Principal Scientist(Agril. Extension) Project Dte. for Cropping System Research, Meerut	2/97 (24)	24	10	9	4.12.97	1	4.12.97	- do -
107.	Senior Scientist(Soil Phy., Soil Water Conservation), WTCER, Bhubaneswar	2/97 (43)	8	4	4	8.12.97	1	9.12.97	- do -
108.	Senior Scientist((Soil Physics) Dte. of Water Management Res., Patna	2/97 (38)	8	8	4	8.12.97	1	9.12.97	- do -
109.	Senior Scientist(Bio-Chemistry), Project Dte. of Veg. Research, Varanasi	2/97 (45)	12	5	2	9.12.97	1	10.12.97	- do -



1	2	3	4	5	6	7	8	9	10
110.	Senior Scientist (Agril. Extension) CIFR, Mumbai	2/97 (32)	13	4	3	9.12.97	1	10.12.97	- do -
111.	Principal Scientist(Fish & Fishery Sciences, CIFR, Mumbai	2/97 (7)	32	10	8(1 in absentia)	10.12.97	1	18.12.97	- do -
112.	Sr. Scientist(Soil Chemistry) WTCER, Bhubaneswar	2/97 (44)	15	11	8	10.12.97	1	10.12.97	- do -
113.	Senior Scientist(Fish & Fishery Sciences), CIFR, Mumbai	2/97 (34)	32	10	7	11.12.97	1	15.12.97	- do -
114.	Senior Scientist (Soil Science), CIFR, Mumbai	2/97 (33)	17	11	7	15.12.97	1	17.12.97	- do -
115.	Deputy Director General(Engg.), ICAR Headquarters, New Delhi	3/97 (1)	18	15	15	31.12.97	1	6.1.98	- do -

### January, 1998

116.	Senior Scientist (Hort.), CITH, Jammu & Kashmir	2/97 (51)	10	7	4	7.1.98	1	8.1.98	- do -
117.	Senior Scientist (Plant Bio-Tech.), IIPR, Kanpur	2/97 (56)	27	6	5	7.1.98	1	8.1.98	- do -
118.	Senior Scientist, (Home Science)	2/97 (57)	6	2	1	7.1.98	1	8.1.98	None found suitable - do -
119.	Senior Scientist (Home Science Extn.), CIAE, Bhopal	2/97 (58)	9	3	2	7.1.98	1	8.1.98	Selection made - do -
120.	Senior Scientist (Agril. Extension), DWMR, Patna	2/97 (40)	12	7	6	7.1.98	1	10.1.98	- do -
121.	Senior Scientist (Hort.), NRC on Banana, Trichy	2/97 (53)	8	5	5	8.1.98	1	12.1.98	- do -
122.	Senior Scientist(Hort.) ICAR Research Complex, Goa	2/97 (55)	16	10	9	8.1.98	1	12.1.98	- do -

### February, 1998

123.	Senior Scientist(Hydrology, Soil & Water Cons. Engg.), Dte. of Water Management, Patna	2/97 (39)	10	2	1	2.2.98	1	3.2.98	Selection made
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1	2	3	4	5	6	7	8	9	10
124.	Senior Scientist (Agronomy) Dte. of Water Management, Patna	2/97 (37)	11	9	8	2.2.98	1	3.2.98	- do -
125.	Senior Scientist (Agronomy) CSWCR & TI Dehradun	2/97 (46)	39	18	16	3.2.98	5	4.2.98	- do - for five posts
126.	Senior Scientist(Plant Breeding/Genetics), CAZRI, Jodhpur	2/97 (41)	21	9	6	4.2.98	1	6.2.98	- do -
127.	Senior Scientist(Agronomy) CAZRI, Jodhpur	2/97 (42)	19	10	9	4.2.98	1	6.2.98	- do -
128.	Senior Scientist(Genetics), NRC on Arid Horticulture, Bikaner	2/97 (52)	8	2	2	5.2.98	1	6.2.98	None found suitable
129.	Senior Scientist(Plant Breeding & Genetics, PDCSR, Modipuram	2/97 (50)	29	7	4	5.2.98	1	6.2.98	Selection made
130.	Sr. Scientist(Pl. Pathology), NRC for Mushroom Res. & Training Inst, Solan	2/97 (48)	24	7	5	6.2.98	1	9.2.98	- do -
131.	A.D.G.(Technical Coordination), ICAR Headquarters, New Delhi	3/97 (2)	49	9	6	10.2.97	1	10.2.98	- do -
132.	A.D.G. (Veg. Crops) ICAR Headquarters, New Delhi	3/97 (3)	16	6	5	18.2.98	1	19.2.98	- do -
133.	Director CRIJAF, Barrackpore	3/97 (6)	15	10	10	19.2.98	1	23.2.98	- do -
134.	Director, IISS, Bhopal	3/97 (5)	30	10	7	20.2.98	1	23.2.98	- do -
135.	Director WTCER, Bhubaneswar	3/97 (7)	27	8	5	23.2.98	1	26.2.98	None found suitable
136.	Director, NRC on Camel, Bikaner	3/97 (4)	16	11	7	24.2.98	1	26.2.98	Selection made
137.	Project Director, Dte. of Cattle, Modipuram	3/97 (8)	12	10	6	26.2.98	1	27.2.98	- do -
March, 1998									
138.	Head, CSWCR & TL, Regional Station, Chandigarh	3/97 (15)	30	11	7	10.3.98	1	12.3.98	- do -
139.	Senior Scientist(Soil & Water Cons. Engg.), CSWCR & TI, Dehradun	3/97 (57)	10	1	1	10.3.98	1	12.3.98	- do -



1	2	3	4	5	6	7	8	9	10
140.	Senior Scientist(Soil Physics/Water Cons. Engg.), CSWCR & TI, Dehradun	3/97 (56)	11	4	2	10.3.98	2	12.3.98	Selection made
141.	Principal Scientist(Soil & Water Cons. Engineering), CARL, Port Blair	3/97 (22)	2	2	1	11.3.98	1	16.3.98	- do -
142.	Principal Scientist(Soil & Water Cons. Engineering), WTCER, Bhubaneswar	3/97 (24)	15	13	11	11.3.98	2	16.3.98	- do -
143.	Principal Scientist (Horticulture) CARL, Port Blair	3/97 (20)	5	5	3	12.3.98	1	19.3.98	- do -
144.	Principal Scientist(Agril. Statistics) CIFE, Mumbai	3/97 (18)	4	4	4	12.3.98	1	16.3.98	- do -
145.	Senior Scientist (Agronomy) WTCER, Bhubaneswar	3/97 (53)	13	7	6	30.3.98	1	1.4.98	- do -
146.	Senior Scientist (Plant Physiology) WTCER, Bhubaneswar	3/97 (54)	10	7	6	30.3.98	1	1.4.98	- do -
147.	Senior Scientist(Soil & Water Cons. Engineering Irrigation), DWMR, Patna	3/97 (46)	7	2	1	31.3.98	1	1.4.98	- do -
148.	Senior Scientist (Crop Physiology) DWMR, Patna	3/97 (44)	6	3	1	31.3.98	1	1.4.98	- do -
149.	Senior Scientist (Agril. Economics) DWMR, Patna	3/97 (45)	10	5	4	31.3.98	1	1.4.98	- do -
Total			2488	1452	1001		157		

## APPENDIX - XI

(vide paragraph 3.4)

**POSTS WHICH COULD NOT BE FILLED BECAUSE NONE WAS FOUND  
ELIGIBLE AT SCREENING STAGE DURING THE PERIOD 1.4.97 TO 31.3.98**

S.No.	Name of the Post	No. of Post	Advt. No./Item No.	No. of Applicants
1.	Head, Engg. & Instrumentation, CIFT, Cochin	1	3/96 (47)	5
2.	Senior Scientist (Biotechnology), CIFE, Mumbai	1	3/97 (37)	7
3.	Senior Scientist (Computer Application in Agriculture), CIFE, Mumbai	1	3/97 (43)	6



## APPENDIX - XII

(vide paragraph 3.5)

### POSTS WITHDRAWN BY THE ICAR AFTER THEY WERE NOTIFIED DURING THE PERIOD 1.4.97 TO 31.3.98

S.No.	Name of the Post	No. of Post	Advt. No./Item No.	No. of Applicants
1.	Project Coordinator(Nitrogen Fixation), IISS, Bhopal	1	3/97 (10)	10
2.	Senior Scientist (Computer Application in Agri.), CS&CRTI	1	2/97 (47)	15
3.	Senior Scientist (Computer Application), JTRL, Calcutta	1	2/97 (49)	12
4.	Senior Scientist(Computer Application), NAARM, Hyderabad	1	2/97 (84)	10
5.	Head, Avian Physiology & Reproduction, CARI, Izatnagar	1	1/97 (35)	11
6.	Head, Animal Genetics & Breeding Division, IARI	1	1/97(36)	9
7.	Head, Technology Transfer Division, Central Institute for Research on Cotton Tech., Mumbai	1	1/97(24)	9

### APPENDIX - XIII

(vide paragraph 3.6)

#### CHANGE IN QUALIFICATION AFTER NOTIFICATION OF ADVERTISEMENT

S. No.	Name of the Post	No. of Post	Advt. No.	Date of Publication	Date of request from the Council for change in qualification	Remarks
1.	Principal Scientist, Fish Genetics & Breeding, CIFE, Mumbai	1	2/97 (5)	12.7.97	23.10.97	Addition in qualifications



## APPENDIX - XIV

(vide paragraph 6.1)

### LIST OF SCIENTISTS ASSESSED IN VARIOUS DISCIPLINES AND GRADES DURING THE PERIOD FROM 1.4.1997 TO 31.3.1998

S.No.	Date	Subject	S-0	S-1	S-2	S-3	S-4	RMP	Total
1.	13.8.97	Agril.Extension	-	01	-	-	-	-	01
2.	21.8.97	Agril. Statistics	-	-	01	-	-	-	01
3.	15.9.97	Genetics & Cytogenetics	-	-	01	-	-	-	01

## APPENDIX - XV

(vide paragraph 6.2)

### CASES OF INDUCTION INTO ARS DURING THE PERIOD FROM 1.4.1997 TO 31.3.1998

S.No.	Date	Discipline	Grade	Number of persons considered for induction	Number of persons recommended for induction
1.	4.9.97	Horticulture	RMP	1	1



**APPENDIX - XVI**  
(vide paragraph 7.3)  
**1.4.1997 to 31.3.1998**

Statement showing the number of experts nominated by the Chairman, ASRB as Chairman under Rule 6.6 & Chairman & Members under Rule 6.7 on the Assessment Committee for merit promotion/grant of advance increments for technical personnel under ICAR Technical Service Rules.

Statement showing the number of Chairman nominated by the Chairman, ASRB on the Departmental Promotion Committee for promotion of scientist to the next higher grade.

S. No.	Name of the Institute	Under Rule 6.6	Under Rule 6.7		Chairman
		Chairman	Ch.	Member	
1	2	3	4	5	6
1.	Central Institute of Fisheries Technology, Cochin	2	6	9	2
2.	Central Research Institute for Dryland Agriculture, Hyderabad	6	8	12	2
3.	Central Institute of Agricultural Engineering, Bhopal	-	-	-	-
4.	Central Inland Capture Fisheries Research Institute, Barrackpore	-	6	9	-
5.	Central Sheep & Wool Research Institute, Avikanagar	12	8	12	3
6.	Central Institute of Freshwater Aquaculture, Bhubaneswar	2	4	6	2
7.	Central Potato Research Institute, Shimla	-	2	3	2
8.	Central Institute of Brackishwater Aquaculture, Madras	-	-	-	-
9.	Central Institute for Research on Cotton Technology, Bombay	4	6	9	2
10.	Central Tuber Crops Research Instt. Thiruvanthpuram	-	-	-	-
11.	Central Plantation Crops Research Instt. Kasaragod	8	-	-2	12
12.	Central Institute of Fishery Education, Bombay	8	-	-	2
13.	Central Institute for Sub-Tropical Horticulture, Lucknow	10	6	9	1
14.	Central Avian Research Institute, Izatnagar	8	-	-	2
15.	Central Agricultural Research Institute, Port Blair	-	-	-	1
16.	Central Sol Salinity Research Institute, Karnal	-	4	5	2
17.	Central Rice Research Institute, Cuttack	8	2	3	2
18.	Central Institute for Research on Goats, Mathura	-	-	-	3

1	2	3	4	5	6
19.	Central Institute for Cotton Research, Nagpur	6	-	-	-
20.	Central Tobacco Research Institute, Rajamundry	2	4	6	-
21.	Central Institute for Research on Buffaloes, Hisar	-	4	6	3
22.	Central Soil & Water Conservation Research & Training Instt., Dehradun	-	-	-	1
23.	Central Marine Fisheries Research Instt., Cochin	-	2	3	2
24.	Central Institute of Post Harvest Technology Engineering & Technology, Ludhiana	2	-	-	-
25.	Central Arid Zone Research Institute, Jodhpur	-	2	3	2
26.	Central Research Institute for Jute & Allied Fibres, Barrackpore	-	-	-	2
27.	Central Institute of Temperate Horticulture, Srinagar	-	-	-	-
28.	Directorate of Wheat Research Karnal	2	-	-	1
29.	Directorate of Rice Research, Hyderabad	4	2	3	2
30.	Directorate of Oilseeds Research, Hyderabad	4	-	-	2
31.	Directorate of Water Management Research, Patna	-	-	-	-
32.	Indian Institute of Sugarcane Research, Lucknow	2	2	3	2
33.	Indian Veterinary Research Institute, Izatnagar	-	-	-	1
34.	ICAR Research Complex for NEH Barapani	-	-	-	2
35.	Indian Lac Research Institute, Ranchi	-	6	9	-
36.	ICAR Research Complex for Goa	4	2	3	-
37.	Indian Agricultural Statistics Research Institute, New Delhi	18	10	15	2
38.	Indian Council of Agril. Research Hdqrs., New Delhi	2	10	18	-39.
39.	Indian Institute of Pulses Research, Kanpur	-	4	6	2
40.	Indian Agricultural Research Institute, New Delhi	-	6	9	1
41.	Indian Grassland & Fodder Research Institute, Jhansi	6	6	9	2
42.	Indian Institute of Soil Sciences, Bhopal	-	-	-	2



1	2	3	4	5	6
43.	Indian Institute of Horticultural Research, Bangalore	8	10	15	2
44.	Indo-US Sub-Project on Soybean Process & Utilisation, Bhopal	-	-	-	-
45.	National Institute of Research on Jute and Allied Fibre Technology, Calcutta	-	-	-	2
46.	National Research Centre for Spices, Calicut	-	2	3	1
47.	National Research Centre for Soybean Indore	4	-	-	-
48.	National Research Centre on Sorghum, Hyderabad	-	--	-	1
49.	National Centre for Integrated Pest Management, New Delhi	2	-	-	-
50.	National Bureau of Soil Survey & Land Use Planning, Nagpur	10	14	18	-
51.	National Dairy Research Institute, Karnal	-	-	-	2
52.	National Centre for Mushroom Research and Training, Solan	-	-	-	-
53.	National Bureau of Plant Genetic Resources, New Delhi	-	-	-	2
54.	National Research Centre for Agro-Forestry Jhansi	2	-	-	3
55.	National Bureau of Fish Genetic Resources Lucknow	-	-	-	-
56.	National Research Centre for Weed Sciences, Jabalpur	16	-	-	2
57.	National Research Centre on Camel, Bikaner	4	-	-	1
58.	National Research Centre for Citrus, Nagpur	-	2	3	2
59.	National Research Centre for Groundnut, Junagarh	2	-	-	-
60.	National Research Centre for Groundnut, Junagarh	4	-	-	1
61.	National Bureau of Animal Genetic Resources & National Institute of Animal Genetics, Karnal	1	-	-	3
62.	National Research Centre on Meat Raigarh	-	-	-	-
63.	National Research Centre on Equines, Hissar	2	-	-	-
64.	National Research Centre on Cold-water Fisheries, Haldwani	2	-	-	-
65.	National Research Centre for Agril. Economics & Policy Research, New Delhi	-	-	-	-



1	2	3	4	5	6
66.	National Research Centre on Orchids, Gangtok	-	-	-	-
67.	National Research Centre for Rapeseed Mustard, Bharatpur	-	-	-	-
68.	National Research Centre for Medicinal & Aromatic Plants, Anand	-	-	-	-
69.	National Research Centre for Banana, Trichinapalli	-	-	-	2
70.	National Research Centre for Onion & Garlic, Godhra	-	-	-	-
71.	National Research Centre for Oilpalm, Pedavegi Village	-	-	-	-
72.	National Research Centre for Grapes, Pune	-	-	-	-
73.	National Research Centre for Arid Horticulture, Bikaner	-	-	-	-
74.	National Academy of Agril. Research & Management, Hyderabad	4	-	-	-
75.	Project Directorate of Cropping Systems Research, Modipuram	-	2	3	-
76.	Project Directorate of Biological Control, Bangalore	-	-	-	-
77.	Project Directorate on Poultry, Hyderabad	-	2	3	-
78.	Project Directorate of Vegetable Research, Varanasi	-	-	-	2
79.	Project Directorate on Cattle, Modipuram	-	-	-	2
80.	Sugarcane Breeding Institute, Coimbatore	-	10	15	-
81.	Vivekananda Pravatiya Krishi Anusandhan Shala, Almora	-	-	-	2
82.	Water Technology Centre for Eastern Region, Bhubaneswar	-	-	-	-
83.	Zonal Coordination Unit for Transfer of Technology Project (Zone V), Hyderabad	-	-	-	-
84.	Zonal Coordination Unit for Transfer of Technology Project (Zone II), Calcutta	-	-	-	-
85.	Zonal Coordination Unit for Transfer of Technology Project (Zone IV), Kanpur	-	-	-	-
86.	Zonal Coordination Unit for Transfer of Technology Project (Zone VII), Jabalpur	-	-	-	-
87.	National Research Centre (Mithun) Jharapani, Nagaland	-	-	-	-
88.	Transfer of Technology Projects, Bangalore	-	2	3	-
89.	Zonal Coordinating Unit Zone I, PAU Campus, Ludhiana	-	2	3	-
Total:		179	154	233	87



## APPENDIX - XVII

(vide paragraph 5.1.4.)

### ANALYSIS OF DATA PERTAINING TO RESERVATION OF POSTS IN ARS -- EFFECT OF DISCIPLINE WISE RESERVATION

Examination	Type of Vacancy	No. of Vacancies	Vacancies Filled	Vacancies Unfilled	% of vacancies Unfilled
ARS-1992 (Reservation applied on the Exam. as a whole)	General	257	208	49	10.1%
	S/Caste	50	46	4	8.0%
	S/Tribe	25	9	16	64.0%
	<b>Total</b>	<b>332</b>	<b>263</b>	<b>69</b>	<b>20.8%</b>
ARS-1994 Reservation applied discipline wise	General	198(207)*	175(173)*	23(44)*	11.6%(21.2%)*
	S/Caste	84(61)*	41(47)*	43(14)*	51.2%(22.9%)*
	S/Tribe	44(30)*	7(12)*	37(18)*	84.1%(60.0%)*
	OBC	82(110)*	39(88)*	43(22)*	52.4%(20.0%)*
	<b>Total</b>	<b>408(408)*</b>	<b>262(310)*</b>	<b>146(98)*</b>	<b>35.8%(21.6%)*</b>
ARS-1995 Reservation applied discipline wise	General	114	93	21	18.4%
	S/Caste	41	20	21	51.2%
	S/Tribe	18	3	15	83.3%
	OBC	69	29	40	57.9%
	<b>Total</b>	<b>242</b>	<b>145</b>	<b>97</b>	<b>40.1%</b>
ARS-1996 Reservation applied discipline wise	General	161	128	33	20.4%
	S/Caste	54	34	20	37.1%
	S/Tribe	32	4	28	87.5%
	OBC	96	80	16	16.7%
	<b>Total</b>	<b>343</b>	<b>246</b>	<b>97</b>	<b>28.2%</b>

\*Position prior to recasting of result by applying reservation discipline wise.

FOR OFFICIAL USE ONLY

REPORT OF THE  
**ASRB**  
  
REVIEW  
  
**COMMITTEE**  
  
1997



## CONTENTS

Chairman's letter to the President, ICAR  
and Union Minister for Agriculture

1.	Introduction	1
2.	Historical background of ASRB	9
3.	Recruitment Procedure	14
4.	Recruitment Procedures & Transparency	21
5.	Size of the ASRB & Selection Procedures	36
6.	Coordination between ICAR & ASRB	39
7.	Annual Reports from ASRB	41
8.	Personnel & other Policy Issues	43
9.	Some Related Issues	51
Annexure I		54
Annexure II		56
Annexure III		59
Annexure IV		61



New Delhi  
Dated August 27, 1997

Dear Mr. President,

Subject : Review of the Agricultural Scientists Recruitment Board (ASRB).

I have the honour to present herewith the Report of the Committee constituted by you in January 1997 to review the working of the ASRB. The Committee, which has made a number of recommendations in its unanimous report, hopes that it will be possible to implement these recommendations, so that the ASRB could function more efficiently and effectively.

2. As it focused on its Terms of Reference (TOR), the Committee came across the following two major policy issues which have an important bearing on the future of agricultural research and development in our country :

- i. the personnel, tenurial and transfer policies for the ARS; and
- ii. the large number and wide geographical spread of ICAR Institutes/Centres.

Not only are these two important matters, strictly speaking, outside this Committees' TOR but they would also need much more time than what has been allocated to this Committee, for being meaningfully gone into.

3. The Committee hopes that as the President, ICAR you would be able to have these two aspects examined, for launching appropriate initiatives on these important policy matters as quickly as possible.

5. The Committee places on record its appreciation of the whole-hearted cooperation from the ICAR and the ASRB in readily furnishing all the details and information asked for by the Committee from time to time. We have also received excellent support from Capt. R.K. Marwaha (Retd.), Director (Personnel), ICAR - who has virtually functioned as the Secretary of the Committee - and his deputy Shri Sodhi Singh and thank them for their valuable assistance and services.

Yours faithfully,

( C. Srinivasa Sastry )

Chairman,  
ASRB Review Committee.

The President, ICAR,  
(Sh. Chaturanan Mishra,  
Agriculture Minister, Govt. of India),  
Krishi Bhawan, New Delhi.



## CHAPTER 1

## INTRODUCTION

## ICAR AND ASRB

1.1 The Imperial Council of Agricultural Research (renamed the Indian Council of Agricultural Research (ICAR) after Independence) was set up on the 16th July, 1929, as a Society registered under the Societies Registration Act, 1860. All through, the Member Incharge of Agriculture in the Viceroy's Council/ the Union Minister in charge of Agriculture has been the ex-Officio President of the ICAR. Till 1966, the ICAR did not establish any of its own research institutions; the schemes funded by the ICAR were being executed mainly at the Central and State Research Institutes, Universities, private institutions etc. Till 1966, three full-time members were appointed by the Government of India (GOI) to look after the day-to-day affairs of the ICAR. While one of the members was an administrator, vested with overall powers of superintendence over the functions of the ICAR and was designated as the Vice-President, the other two members were designated as the Agricultural Commissioner and the Animal Husbandry Commissioner, dealing with crop production and animal husbandry (including veterinary matters) respectively.

1.2 The ICAR was initially charged with the responsibility (i) to promote, guide and co-ordinate agricultural and veterinary research (ii) to collect and co-ordinate information in regard to research and to agricultural and veterinary matters generally (iii) to publish scientific papers, and (iv) to train research workers.

1.3 Over the decades, the ICAR has grown in size, enlarged its functions and has also been restructured based on the recommendations of a number of Committees/Teams which have reviewed several aspects of its working.

1.4 In October, 1963, the GOI appointed an Agricultural Research Review Team with the specific object of enquiring into the agricultural research set-up in the country and suggesting necessary changes. Based on the recommendations of this Team, the GOI decided in March, 1965 to reorganize the ICAR by way of :-

- i. bringing under the ICAR all the Central Research Institutions.
- ii. reconstituting the Governing Body (GB) by making it pre-eminently a body of scientists.
- iii. giving financial assistance for research to the ICAR in the form of a 'block grant' on the model of the Atomic Energy Commission
- iv. agreeing in principle to the IARI, IVRI and NDRI being designated as National Institutes
- v. adoption of a personnel policy on the lines suggested by the team, and
- vi. formation of a Cabinet Committee on Agricultural Research.

1.5 In accordance with these decisions of the GOI, the ICAR took over the administrative control of nine Research Institutes on April 1, 1966; other Research Institutes were taken over and some new Institutes/Centres set up in the subsequent years. The ICAR also assumed the research functions of the Central Commodity Committees dealing with cotton, oilseeds, coconut, lac, jute, tobacco, sugarcane, arecanut, cashewnut and spices, together with the control of research stations and laboratories maintained by these Commodity Committees. The work relating to the recruitment of Agricultural Scientists, which was till then being attended to by the UPSC was withdrawn from the UPSC and vested in the ICAR itself.



1.6 The ICAR today has 87 Research Centres consisting of 46 Central Research Institutes, four National Bureaux, 26 National Research Centres, the National Academy of Agricultural Research Management (NAARM) and 10 Project Directorates, with a total cadre strength of 6280: of these 1465 posts were vacant as on 31.3.1997. The largest institution is the IARI with a sanctioned cadre strength of 720 Agricultural Scientists: IARI also has nine Regional Stations, spread all over India. At the other end, there are a few Institutes/Centres with a cadre strength of only 10 Agricultural Scientists (Central Institute for Tropical Horticulture, Srinagar, National Research Centre on Orchids, Gangtok and National Research Centre on Onion and Garlic, Nasik).

1.7 In June, 1970, the Cabinet approved a proposal for the introduction of a legislation for :-

- i. declaring the ICAR as an Institution of National importance,
- ii. converting the ICAR into a Statutory Body, and
- iii. conferring upon the proposed Statutory Body of the ICAR certain functions performed by the UGC in the field of agricultural education.

1.8 However, before legislation to give effect to these decisions could be introduced, a young Agricultural Scientist (Dr. V.H. Shah) committed suicide on the 4th May, 1972 at the IARI. This event led to a debate in both the Houses of Parliament. Intervening in the debate, Mr. Fakhruddin Ali Ahmed, the then Minister of Food and Agriculture admitted that the GOI was not happy with the prevailing system of recruitment and selection in the ICAR and promised to appoint a High Level Committee to examine the relevant questions.

1.9 In accordance with this assurance, the Union Government issued a notification on the 27th June, 1972, announcing their decision to set up a Committee under the Chairmanship of a retired Chief Justice of the Supreme Court

and consisting of distinguished leaders of Science and Education as Members to enquire into the recruitment policies of the ICAR and suggest measures for improvement. The terms of reference prescribed for the enquiry by the Committee headed by Dr. P.B. Gajendragadkar (GEC) were as follows :-

- i. To examine the statements and incidents mentioned by Dr. Shah in the suicide note of May 5, 1972, addressed by him to the Director General, ICAR, New Delhi.
- ii. To review the recruitment and personnel policies of the ICAR Institutes and Centres working under it, and to suggest measures for their improvement.
- iii. To consider any other relevant matters which, in the opinion of the Committee, would help it to make effective recommendations.

1.10 The GEC made a number of recommendations such as :-

- i. the ICAR should be made a Department of the Central Government, as the Department of Agricultural Research Education (DARE)
- ii. recruitment to scientific posts should be made through the UPSC
- iii. there should be an Advisory Council for Agricultural Research and Education
- iv. the DARE should have two Executive Committees - one for Agricultural Education and the other for Agricultural Research
- v. the posts of the Heads of Division should be manned on a rotational basis, and
- vi. the staff in the Research Institutes should be classified into four categories viz; scientific, technical, administrative and supporting and their service conditions should be improved etc..



1.11.1 Following the decisions taken by the GOI on the recommendations of the GEC, the DARE was set up in December, 1973. The ICAR was retained as an autonomous society so that it enjoys the necessary operational and functional autonomy in organising agricultural research and education. Management Committees were set up at each Research Institute with the functions which the GEC envisaged for the Executive Councils proposed by it.

1.11.2. Since it transpired that the selection of scientists to work in the ICAR, which is a Council outside Government, could not be entrusted to the UPSC, an independent recruitment agency, named Agricultural Scientists Recruitment Board (ASRB) was created, with the approval of the Cabinet on 1.11.1973 with an Agricultural Scientist as a whole-time Chairman, to function as an independent recruitment agency in respect of all posts of agricultural scientists in the pay scales of Rs.700-1300 and above, with the immediate task of filling the then existing 1200 odd vacancies.

1.11.3 Subsequently, on 2.10.1975, an Agricultural Research Service (ARS) was constituted in the ICAR inter-alia providing for recruitment of scientists on a centralised basis and their career advancement to higher grades on the basis of the principle of "flexible complementing", irrespective of the occurrence of vacancies. This was followed by the establishment of Research Management Positions(RMP) with effect from 1.4.1976.

#### ASRB REVIEW COMMITTEE

1.12 Since the ASRB has now been functioning for over two decades, it was felt that there was a need to review its working. Accordingly, the President, ICAR constituted a Committee on the 21st January 1997, comprising the following members to review the working of the ASRB :-

- i. Sh. C.Srinivasa Sastry, Chairman  
Ex-Secretary,  
Deptt. of Agriculture &  
Cooperation, Govt. of India

- |      |  |                  |
|------|--|------------------|
| ii.  | Dr. Dhyan Pal Singh<br>Ex-Vice Chancellor<br>G.B. Pant University of<br>Agriculture & Technology<br>Pantnagar (U.P.) | Member           |
| iii. | Sh. B.K. Taimini<br>Special Secretary, DOAC,<br>Krishi Bhawan, New Delhi   | Member           |
| iv.  | Dr. R.B. Singh<br>Director, IARI<br>New Delhi  | Member           |
| v.   | Sh. Sunil Sud<br>Joint Secretary, DOAC,<br>Krishi Bhawan, New Delhi  | Member           |
| vi.  | Shri G.S. Sahni<br>Secretary, ICAR<br>Krishi Bhawan, New Delhi   | Member-Secretary |

#### TERMS OF REFERENCE

1.13 The terms of reference of the Committee are :

- i. To review the procedures adopted by the ASRB for the recruitment of various grades of scientists including RMPs and other Administrative staff of ICAR and to examine their transparency.
- ii. To review the criteria and procedures for selecting experts/members on the selection committees.
- iii. To assess the present system of coordination mechanism with ICAR and suggest improvements, if needed.
- iv. To examine the need for submission of Annual Report to the President, ICAR, in order to have accountability on the part of ASRB.



- v. To review the need to maintain the existing strength of ASRB especially in view of reduced work-load after adoption of UGC pay scheme, and
- vi. Any other suggestions to improve efficiency and effective functioning of ASRB.

1.14 The Committee was to submit its Report within three months from the date of its constitution.

#### CHANGES IN THE COMPOSITION OF THE COMMITTEE

1.15 Shri B.K. Chauhan who took over from Shri G.S. Sahni, as Secretary, ICAR on the 21st March, 1997, was appointed as the Member - Secretary of the Committee on the 4th April, 1997. Shri B.K. Taimini took over as Secretary in the Department of Food Procurement and Distribution on the 2nd June, 1997, and in his place Smt. Sathi Nair, Additional Secretary, DOAC was appointed as Member on the 24th June, 1997.

#### METHOD OF WORK

1.16 The first meeting of the Committee was held on February 27, 1997 in Krishi Bhawan, New Delhi to discuss and finalise the procedure to be followed and the steps required to be taken to accomplish the task assigned to it. After detailed deliberations, it was felt that for obtaining a full and realistic picture of the prevailing position and possible improvements, it would be desirable for the Committee to meet / interact with as many scientists as possible, both serving as well as retired, who had personal knowledge of the working of the ASRB in one way or another, to ascertain their views and suggestions. Accordingly, the following decisions were taken :

- i. To communicate the terms of reference of the Committee to all the Deputy Directors General, ICAR, Vice Chancellors of the State Agricultural Universities, former Chairmen and Members of ASRB, Directors of

the ICAR Research Institutes and President, ARSS Forum and invite their views / suggestions.

- ii. To hold personal discussions with eminent scientists who had/are having close linkages with the functioning of ASRB, the ICAR and the ARS.
- iii To visit a few places with a cluster of ICAR Institutes such as Karnal, New Delhi, Hyderabad and NEH Region in order to have discussions with the scientists of the various Institutes located there and to hear their views, and
- iv. To hold meetings with the Chairman and Member, ASRB, Director General, ICAR and the Deputy Directors General, ICAR separately to ascertain their views / suggestions.

#### MEETINGS HELD

1.17 Thereafter, the Committee met a number of times to interact with the Agricultural Scientists and others, discussed with the ICAR/ASRB, and also consider the written replies received. (Details in Annexure I [pages 54 to 55]).

1.18 Taking into consideration all these inputs, the Committee finalised its Recommendations and its Report at the meetings held at New Delhi from the 18th to the 23rd August, 1997 and on the 26th to 27th August, 1997.

\*\*\*



## CHAPTER 2

## HISTORICAL BACKGROUND OF ASRB

## ESTABLISHMENT OF ASRB

2.1 Following the decisions of the GOI on the recommendations of the GEC, the Cabinet on 1.11.1973 approved inter-alia setting up of the ASRB, with an Agricultural Scientist, as a whole-time Chairman, to recruit Agricultural Scientists to the posts under the ICAR.

## FUNCTIONS OF ASRB

2.2 Initially, the ASRB started functioning with a small nucleus staff to attend to the following functions assigned to it:

- i. recruitment to posts in the ARS of the ICAR and to such other posts and services as may be specified by the President, ICAR, from time to time ;
- ii. rendering of such other assistance to the Council in personnel matters including promotion, as may be required by the President, ICAR; and
- iii. advising the ICAR on disciplinary matters relating to the personnel recruited/appointed either by the ICAR or in consultation with the ASRB.

2.3 Subsequently, with setting up of the ARS from 2.10.1975 and the RMP from 1.4.1976, the ASRB was assigned the following additional items of work:

- i. recruitment of grade S-1 (Rs. 700-1300) of the ARS through All India Competitive Examination;
- ii. induction of existing scientists of ICAR to the ARS under initial constitution of ARS;

- iii. five yearly assessment for merit promotion and advance increments to scientists of ARS. The scientists who are not recommended for merit promotion to the next higher grade on the basis of the assessment are to be reassessed every year; and
- iv. all cases of lateral entry to ARS as referred to the Board by the ICAR.

2.4 In addition, the ASRB was also entrusted with the recruitment of technical personnel upto certain levels as also to various administrative posts such as Clerks, Stenographers, Assistants, Section Officers, Administrative Officers, Accounts Officers under the ICAR which are required to be filled up by direct recruitment and through limited competitive examinations from time to time.

2.5 While agreeing to the adoption of UGC pay package in the ICAR/State Agricultural Universities (SAUs), one of the conditions stipulated by UGC was that, for initial recruitment as Assistant Professor/Lecturer in a University, a candidate must have passed National Eligibility Test (NET). Thus the need arose to conduct NET Examination for the SAUs. This issue was discussed in a Conference of the Vice Chancellors of SAUs when it was decided to entrust to the ASRB the responsibility of conducting the NET Examination for SAUs along with the annual ARS Examination. The first NET Examination was conducted in 1991.

2.6 The ICAR awards fellowships every year to eligible and deserving candidates for pursuing higher studies leading to the award of Ph.D in Agriculture, Animal Science, Fisheries and Allied Sciences. The awardees were being selected through a competitive examination conducted by the Education Division of the ICAR. This task was also entrusted to the ASRB, which conducted the first Senior Research Fellowship (SRF) Examination in 1994. This is now an annual feature along with ARS/NET Examinations.

2.7 Prior to February, 1991, the positions of Heads



of Division (HOD) in the Institutes except those which were held by the permanent incumbents were filled up on rotation basis from amongst the eligible scientists of the Divisions/Institutes in accordance with the guidelines formulated for the purpose by the ICAR without the involvement of the ASRB. On the recommendations of ICAR Review Committee (GVK Rao Committee), this system was discontinued from the 12th February 1991. Since then, these posts are also being filled up by direct recruitment through ASRB.

2.8 As per rule 73 of the Rules and Bye-Laws of the ICAR, recruitment and appointment to various posts in the ICAR has to be made in accordance with the Recruitment Rules which are to be framed in consultation with the Chairman, ASRB. In all such cases, the ASRB is consulted by the ICAR.

#### STRENGTHENING AND UPGRADATION OF THE ASRB

2.9 Keeping in view the increasing work load of the ASRB, a proposal was submitted for approval of the Cabinet in 1986 for:

- i. Restructuring of the ASRB by increasing its membership from one to three; and
- ii. Creation of two additional posts of Members, ASRB on pay of Rs. 3250/- (fixed) per month.

The Cabinet while approving the proposal on 6.10.1986 also approved that the pay of Chairman should be Rs.3500/- (fixed) i.e., equivalent to the pay scale of Chairman, UPSC.

#### GVK RAO COMMITTEE

2.10 In 1987, the President of the ICAR Society, set up a Committee under the Chairmanship of Dr. GVK Rao, former Member, Planning Commission, to review the existing organizational structure, personnel policies and functional

role of the ICAR. Some of the important recommendations of the Committee relating to the ASRB contained in its report submitted in 1988 are summarised below :-

- i. The ASRB should not remain just a recruitment board. It should assume the responsibility for the overall human resource development in the ICAR. A research and analysis wing should be set up in the ASRB so that research on human capital development in agriculture sciences could be done to evolve policies for management in the ICAR system. The ASRB should also, using the experience of the last ten years, develop a set of operative procedures which may become healthy conventions. (Para 7.30)
- ii. The ASRB should be an independent and fully autonomous body to discharge the functions effectively, with its own budget, staff and operational procedures, and may function on the lines similar to the UPSC. (Para 7.31)
- iii. Recruitment and assessment of administrative, accounts and supporting staff should be taken out of the purview of the ASRB. (Para 7.27)
- iv. With the strengthening of the ASRB, it would not be necessary for the President to nominate two members on the Selection Committee for Grade S-4 (since redesignated as Principal Scientist) and above. (Para 7.26(3)).
- v. As per the procedure adopted by the UPSC, the ASRB itself should take the responsibility for screening the applications. They can invite comments of the Competent Authority in the ICAR before finalizing the list of candidates to be called for interview. The number of candidates to be interviewed should be restricted generally to four times the number of vacancies. Further, it should be within the purview of the ASRB to consider candidates in absentia on the basis of their bio-data and other particulars in addition to the system of 'contact' candidates. (Para 7.29)



### VARIATIONS IN WORK LOAD

2.11 With the adoption of UGC pay package for the scientists of the ICAR w.e.f. 1.1.1986 vide ICAR Notification No. 1-14/87-Per.IV dated the 9th March, 1989, the system of quinquennial assessment which was one of the major areas of work for ASRB came to an end, reducing its work load. However, pending cases of assessment, review and induction are still being looked after by the ASRB.

2.12 To sum up, recruitment to the following posts is now being handled by the ASRB:

- i. S-1 scientists (Rs. 2200-4000) through the All India competitive examination, with which are combined the NET/SRF Examinations (an annual feature).
- ii. Senior Scientists, Principal Scientists, Heads of Division in the Institutes. Project Co-ordinators in All India Coordinated Research Projects / Zonal Co-ordinators for extension programmes.
- iii. RMPs such as Deputy Directors General, Assistant Directors General at the ICAR Headquarters, Directors and Project Directors of the ICAR Institutes including Directors of the National Institutes.
- iv. Technical posts in grade T-7 (Rs. 3000-4500) and above.
- v. Combined cadres of Administrative Officers and Finance and Accounts Officers and other administrative posts at the ICAR Headquarters such as Section Officers, Assistants etc.

In addition, after the adoption of the UGC pay scales, the ASRB also now attends to the nomination of Experts to act as Chairmen in the Departmental Promotion Committees (DPCs) for career advancement of Scientists.

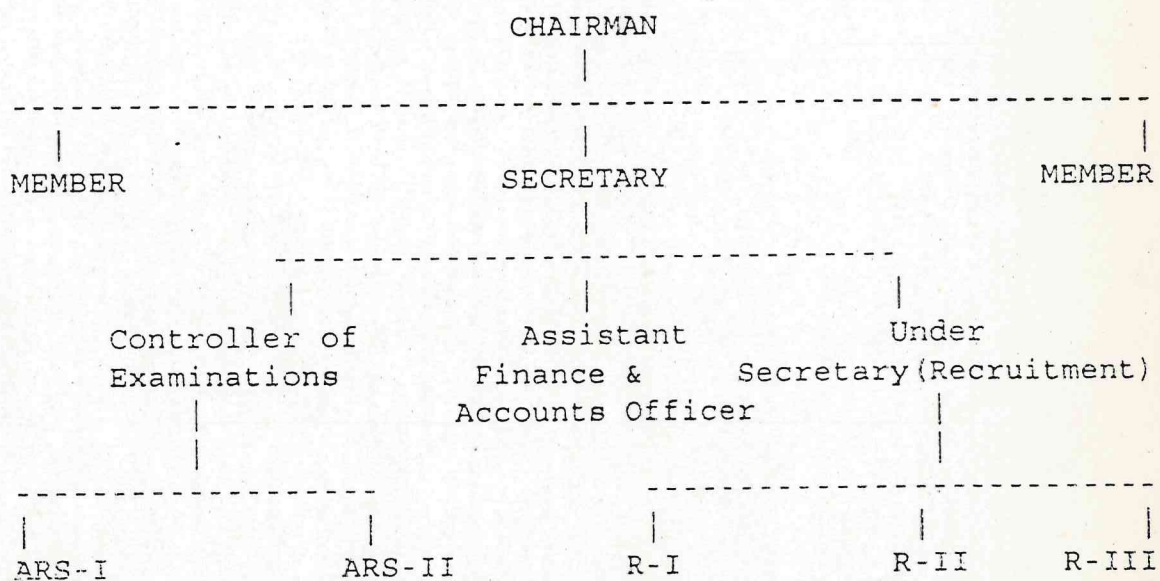
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## CHAPTER 3

## RECRUITMENT PROCEDURE

3.1 To attend to the recruitment and other functions assigned to it, the ASRB, with a total sanctioned strength of 80 posts of Administrative/Technical/Supporting staff is organised as per the following organogram :

## .. ORGANISATIONAL CHART OF ASRB



## SANCTIONED AND VACANT POSTS IN ASRB

3.2 The details of the sanctioned and vacant posts are given below:-



## ADMINISTRATIVE / TECHNICAL

	Sanctioned	Vacant
1. Secretary	1	-
2. Controller of Examinations	1	-
3. Under Secretary	1	-
4. Special Assistant to Chairman, ASRB	1	-
5. Assistant Finance & Accounts Officer	1	-
6. Section Officer	5	-
7. Technical Officer	2	-

## ADMINISTRATIVE / SUPPORTING STAFF

	Sanctioned	Vacant
1. Private Secretary	2	2
2. Senior PA/PA	6	-
3. Assistant	15	3
4. UDC	12	3
5. LDC	14	6
6. Hindi Steno/Gr. III	1	-
7. Sr. Gestetner Operator	1	-
8. Driver	2	-
9. Daftry	2	-
10. Jamadar	3	1
11. Peon	8	-
12. Packer	1	-
13. Mali	1	-

3.3 The vacancies reflect the overall shortages in the ICAR Headquarters staff, which we understand have been distributed as evenly as possible between ICAR and ASRB.

## RECRUITMENT OF SCIENTISTS (ENTRY LEVEL)

3.4.1 The recruitment of scientists in ICAR is done-

- i. through All-India competitive examination and

- ii. through open advertisement and personal discussions depending upon the vacancies communicated by the ICAR.

#### AGRICULTURAL RESEARCH SERVICE/NATIONAL ELIGIBILITY TEST /SENIOR RESEARCH FELLOWSHIP EXAMINATION

3.4.2 For entry point recruitment, the ASRB conducts a combined competitive examination for filling up the vacancies of scientists of the ARS in the pay scale of Rs.2200-4000 in the ICAR Institutes, combined with National Eligibility Test (NET) for recruitment of Lecturers and Assistant Professors by the SAUs and for award of ICAR Research Fellowships annually. The procedure followed by the ASRB in this behalf is detailed in Annexure II (Pages 56-58).

#### RECRUITMENT TO SENIOR POSITIONS

3.5 The recruitment to the posts of Senior Scientists, Principal Scientists, Project Coordinators, Zonal Coordinators, Heads of Division/Regional Stations of ICAR Institutes and RMPs for vacancies as indicated by the ICAR from time to time, is made by ASRB on the basis of interview/personal discussion.

The procedure followed by the ASRB is detailed in Annexure-III (Pages 59-60).

#### SELECTION OF ADMINISTRATIVE/FINANCIAL/TECHNICAL PERSONNEL

3.6 In addition to the scientific posts, the ASRB also recruits technical personnel above certain level, administrative and accounts personnel, such as, Stenographers, Assistants, Section Officers, Administrative Officers and Accounts Officers etc., both on limited and open competitive examinations basis. The procedures adopted are the same as those for the entry point recruitment to ARS. On receiving the requisitions, the vacancies are advertised on national basis/circulated within the ICAR and the examination is conducted for the candidates at the different centres identified. The entire work is done under



the direct supervision of the Controller of Examinations. After the result is compiled, it is sent to the ICAR and also notified by the ASRB in the Employment News / leading Newspapers. The marks sheet is furnished to all the candidates who had successfully qualified in the written examination and called for viva-voce.

#### RECRUITMENT TO COMBINED CADRES OF ADMINISTRATIVE OFFICERS AND FINANCE & ACCOUNTS OFFICERS AT ALL INDIA BASIS

3.7.1 The direct recruitment to the posts of Finance and Accounts Officer (F&AO) and Administrative Officer (AO) in the combined cadres of F&A.O. and A.O. is made through an open written competitive examination followed by Viva-Voce. The combined examination for both the posts of F&A.O. and A.O. is held when the request for making direct recruitment to these posts is received from the ICAR. The announcement of the examination along with detailed rules, syllabus and other details is given in the Employment News/Rozgar Samachar.

3.7.2 The candidates who qualify in the written examination are called for interview/personality test, by an Interview Board consisting of :-

- i. Chairman, ASRB/Member, ASRB
- ii. Two or three Advisers
- iii. Director General, ICAR  
or his nominee

Chairman/  
Members  
Member

#### DIRECT RECRUITMENT OF SECTION OFFICERS AND ASSISTANTS

3.8.1 The direct recruitment to the posts of Section Officer and Assistant is made through an open combined written competitive examination. For the posts of Section Officers this is followed by a viva-voce whereas Assistants are selected only on the basis of written examination. These examinations are conducted by the ASRB on receipt of requests from the ICAR. These are notified in Employment News/Rozgar Samachar alongwith rules, syllabus and other details regarding the examination.

3.8.2 The candidates who qualify in the written examination are called for interview / personality test by an Interview Board consisting of :-

- |                                     |          |
|-------------------------------------|----------|
| i. Chairman, ASRB/Member, ASRB      | Chairman |
| ii. Two or three Experts            | Members  |
| iii. Secretary, ICAR or his nominee | Member   |

#### RECRUITMENT FOR TECHNICAL POSTS IN GRADE T-7 (Rs.3000-4500) AND ABOVE

3.9.1 The recruitment to technical posts in grade T-7 and above is made on All India basis, through open advertisement as and when requisitions are received from the ICAR by the ASRB.

3.9.2 After the scrutiny of the applications, the eligible candidates are called for interview by a Board consisting of:-

- |                            |          |
|----------------------------|----------|
| i. Chairman, ASRB          | Chairman |
| ii. Director General       | Member   |
| or his representative      |          |
| iii. Two to Three Advisers | Members  |

#### CAREER ADVANCEMENT OF ARS SCIENTISTS

3.10 With the adoption of UGC pay package and in consultation with the Ministry of Finance, a comprehensive scheme of career advancement for ARS scientists under ICAR was issued on 28.10.1991, to be effective from 1.1.1986, as under:-

##### I. SCIENTIST (SENIOR SCALE)

3.11 Every Scientist in the pay scale of Rs.2200-4000, will be placed in the Senior Scale of Rs. 3000-5000, if he/she has:-



- i. completed eight years of service after regular appointment as Scientist in the pay scale of Rs. 2200-4000;
- ii. made a mark in the area of Research/Teaching as evidenced by Research Publications in reputed journals, variety/product/technology developed and innovations in teaching/extension education; and
- iii. consistently satisfactory Performance Appraisal Reports.

## II. SCIENTIST (SELECTION GRADE)/ SENIOR SCIENTIST

3.12 Every Scientist in the Senior Scale of Rs. 3000-5000 will be eligible for promotion to the post of Scientist (Selection Grade)/Senior Scientist, in the pay scale of Rs. 3700-5700 if he/she has:-

- i. completed eight years of service in the Senior Scale provided the requirement of eight years will be relaxed if his total service as Scientist is not less than 16 years;
- ii. obtained Ph.D. Degree or an equivalent published work;
- iii. made a mark in the area of Research/Teaching as evidenced by Research Publications in reputed journals/ variety/product/technology developed and innovations in teaching/extension education; and
- iv. consistently good Performance Appraisal Reports.

3.13 Suitability for promotion to the next higher grade will be adjudged by the DPC to be constituted at the Institute level with the following composition:

- i. Chairman - to be nominated by the ASRB.
- ii. One Expert to be nominated by DG, ICAR
- iii. DDG concerned with the Institute or his nominee.
- iv. Director of the Institute or his nominee.

**RELAXATION**

3.14 Scientists in the revised scale of Rs.2200-4000 for promotion to Scientist(Sr. Scale)(Rs.3000-5000) and/or Scientist (Selection Grade)(Rs.3700-5700) will also be entitled to the relaxation in the years of service by three years and one year respectively, if they hold Ph.D or M.Phil degree.

3.15 The Chairman, ASRB nominates Experts to act as Chairmen on the DPCs of the ICAR Institutes/Headquarters for assessing the cases of scientists for promotion to the next higher grade.

**ASSESSMENT COMMITTEES FOR TECHNICAL PERSONNEL UNDER RULE 6.6 AND RULE 6.7 OF THE ICAR HANDBOOK OF TECHNICAL SERVICE RULES**

3.16 The Chairman, ASRB constitutes Assessment Committees under Rule 6.6 of the ICAR Handbook of Technical Services for categories I and II for the ICAR Institutes/Headquarters and nominates experts to act as Chairmen on the Assessment Committees for Merit Promotion/grant of advance increments for the technical personnel. Similarly, under Rule 6.7 of the Handbook, for Category III, the Chairman nominates experts to act as Chairmen and Members on the Assessment Committees.

3.17 On our request, the ASRB prepared a statement reflecting the quantum of work handled by the ASRB during the last four years which is at Annexure IV (Page 61-62). The available data indicate that there has not been any significant reduction in the ASRB's work load even after the introduction of the UGC pay scales for the Agricultural Scientists in the ARS.

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## CHAPTER 4

## RECRUITMENT PROCEDURES AND TRANSPARENCY

4.1 Under its Terms of Reference (TOR) the Committee is called upon to review the procedures adopted by ASRB for the recruitment of various grades of Scientists including Research Managers and other administrative staff of ICAR and to examine their transparency. The Committee specially focused on these issues during its discussions/interactions with the ICAR/ASRB and the Agricultural Scientists.

4.2 The Committee finds that the initial recruitment of Agricultural Scientists to the S-1 grade by the ASRB through an All India Examination followed by Interviews is being carried out in a satisfactory manner, occasioning no complaints or criticisms. Similarly, no criticisms were voiced before the Committee about the ASRB's recruitment procedures for the administrative and supporting staff.

4.3 However, in relation to the recruitment of Scientists of S-2 and above and RMPs, the Committee found that views/opinions about the transparency of ASRB procedures ranged across a wide spectrum.

4.4 At one end was a large section of the Agricultural Scientists who felt that the ASRB procedures so totally lack transparency as to be nearly opaque.

4.5.1 At the other end of the spectrum was the ASRB: being fully aware of all the nuances of the recruitment procedures and the facts relating to each of its decisions, the ASRB tended to regard the transparency levels as satisfactory but with some room for a few minor changes.

4.5.2. There is also a view voiced by the ASRB that transparency has to be balanced against the need for maintaining the confidentiality of the selection process. Implied in this contention is an apprehension that too much of transparency could interfere with the selection process



and also could bring to bear undue pressures on the Members of ASRB as also the Experts on the selection committees.

4.6 In between were the views expressed by the representatives of ICAR, who felt that while the ASRB was doing its job reasonably well there was still considerable scope for improving the procedures and to enhance their transparency.

4.7.1. The Committee noted in passing, that from the point of view of the Scientists who aspire to join in senior positions in ARS/ICAR through the ASRB, from the transparency angle, the ASRB could well be in a "no-win" situation. For each position of Senior Scientists of S-2 and above and RMPs advertised by the ASRB, there are a number of aspirants not only from within the ARS but from outside also. The ASRB scrutinizes these applications and short-lists those to be called for interview. Often enough, those who are not short-listed for being interviewed carry a grouse against the ASRB and tend to complain about the lack of transparency in its procedures for short-listing the eligible candidates for interview.

4.7.2 The Committee also noted that the ASRB now calls a very large number of candidates for interview - this number sometimes going up to as many as 32 candidates being called for interview to fill up a single vacancy, with the interviews being spread over 2/3 days. In the ASRB's view, this problem is due to the recruitment rules (RRs) framed by the ICAR which lay down very broad and general qualifications and experience, instead of narrowly defining the specialisations/sub-specialisations which would not be the same for different positions of Agricultural Scientists. While scrutinizing the applications received on the basis of such RRs couched in broad and general terms, the ASRB maintains that it has been finding it difficult to eliminate any of the candidates who fulfil the prescribed minimum qualifications, lest they approach the CAT to obtain a stay and bring the entire recruitment process to a standstill. This issue is being addressed separately by the Committee elsewhere in the report.



4.7.3 Out of those called for the interview, the ASRB selects one or more candidates to equal the number of posts advertised. Again those interviewed but not selected tend to nurse a number of grievances against the ASRB procedures and criticize them on various counts including their alleged lack of transparency.

4.7.4 Since the applicants who respond to the ASRB advertisements are in a way drawn from a small body of eligible Scientists within the ICAR / SAU system - who are often personally known to each other - there could be a propensity to allege 'bias' and lack of transparency, sometimes even without any valid grounds/reasons. In assessing the opinions and view of the Agricultural Scientists about the alleged lack of transparency in the ASRB procedures, this human tendency, which is in-built into the situation, should not be lost sight of.

4.8 Coming to the ICAR/ASRB interface, the Committee noted that even though the ASRB is meant to serve the recruitment needs of a single client viz. ICAR, the flow of information and interactions between these two organisations are not as free or as frequent as would be desired, particularly at the senior levels. It was argued on behalf of the ICAR that frequent consultations by the ASRB with the ICAR could not by themselves in any manner impair the independence and the autonomy of ASRB, so long as the ASRB takes its decisions on the basis of its own assessment of all the relevant facts. The ASRB while recognizing the need for closer coordination and consultations with the ICAR, emphasised the need for safeguarding ASRB's autonomy.

4.9 In devising any possible measures to enhance transparency in the ASRB's recruitment procedures, these delicate issues and sensitivities have to be kept in view and given due weightage.

#### CRITICISM AGAINST ASRB RECRUITMENT PROCEDURES

4.10.1 The main criticisms of the body of Agricultural Scientists against the ASRB's Recruitment Procedures centered on the following :-



- i. Inclusion/exclusion of names in the subject-wise panels of Experts prepared by the ASRB.
- ii. The basis for the choice by the ASRB of the Experts from its panels, to serve as Advisors on the Selection Committees.
- iii. Frequent repetition of the same Experts in ASRB Selection Committees even though the Experts may not have much expertise in the relevant specializations/sub-specializations.
- iv. Procedures for the short-listing of candidates for interviews, and
- v. The interview process itself.

4.10.2 The criticisms voiced on each of these aspects alongwith the Committee's Recommendations where necessary are presented below.

#### PANEL OF EXPERTS

4.11.1 The ASRB has laid down elaborate procedures for the preparation of panels of Experts subject-wise (summarized in Annexure-III). While these general principles and procedures seem to be fair and satisfactory, the Agricultural Scientist Community seems to nurse wide-spread dissatisfaction at the way the panels are actually drawn up and are not periodically updated. The preparation of these panels is not a one-time operation as these panels should be reviewed critically periodically - atleast once a year - to add new names and to delete some old names.

4.11.2 To enhance the transparency of this process, the Committee recommends that while the final decisions about the composition of these panels will continue to rest with the ASRB, on an yearly basis, suggestions for the inclusion of new names in the panels for each discipline/sub-discipline/specialization should be invited by the ASRB from the DG, ICAR/concerned DDGs/Vice-chancellors of SAUs and the Directors of the Deemed Universities/National Institutes. These inputs should be reviewed by the ASRB in consultation with the DG, ICAR or his representative dealing with the relevant discipline before the panels are finalized by the ASRB. These panels should be revised/updated atleast yearly



so that their comprehensiveness is widely recognized.

#### CHOICE OF EXPERTS AS ADVISERS ON SELECTION COMMITTEES

4.12.1 For choosing the Experts from these panels to serve as Advisors on the Selection Committees, ASRB has again laid down detailed guidelines (summarized in Annexure-III). The major criticisms voiced are about geographical distribution of the Advisers, the adequacy of their knowledge in the relevant discipline/specialization and the relative "juniority" of the "Expert" as compared to the candidates to be interviewed etc..

4.12.2 As per the ASRB, one of the main causes for most criticisms about the lack of specialization/expertise of the "experts" chosen by the ASRB to serve on the Selection Committees is the manner in which the RRs in force are drawn up. At present, the RRs for most of the senior positions in ARS/RMPs are couched in very wide and general terms. In framing these RRs - a process in which the ASRB is consulted - the ICAR endeavors to strike a balance between two contradictory requirements : narrow and sharply focused qualifications and experience versus broad qualifications and experience couched in general terms. If the specializations and sub-specializations are very narrowly defined, ICAR could attract criticism from the Agricultural Scientist Community that attempts are being made to restrict the field of choice so that the selection process could zero-in on one or two pre-determined candidates allegedly favoured by the top brass of ICAR. To avoid this possible criticism, the preferred course is to define the qualifications/experience broadly and in general terms. As a result, the ASRB maintains that it has been finding it difficult to reduce the number of short-listed candidates to a reasonable level - say six per one vacancy, upto 10 for two vacancies and upto twelve for three vacancies.

4.12.3 To make this level of short-listing possible, the ICAR should, in the longer term, move in the direction of evolving detailed and job-specific RRs for each position of Senior Scientist and above. These should clearly and narrowly define the sub-specializations in terms of research

and other experience keeping in view the specific requirements of the post of Senior Scientist and above position being advertised.

4.12.4. Once this goal is achieved, it should be possible to prepare the panels of experts to match the specializations and sub-specializations stipulated in the RRs for each of the specified senior positions in the ARS.

4.12.5 As these twin tasks are accomplished and the panels of experts are updated and revised every year as they should be, it should be possible to include in the Selection Committees the names from these panels strictly in rotation so as to avoid the criticism that is often voiced about the same experts being asked repeatedly to serve on the selection panels as Advisors.

#### REPETITION OF THE SAME EXPERTS :

4.13.1 Keeping in view the criticism about the repetition of the same Advisers on the selection Committees, we requested the ASRB to analyze the data for three years. This analysis revealed that some Experts were called repeatedly as detailed below:

	1995	1996	1997
Twice	27	29	28
Thrice	8	8	7
Four times	1	10	1
Five times	1	1	3
Six times	3	3	2
Nine times	Nil	3	Nil

The ASRB has detailed reasons to explain as to why such repetition became inevitable.

4.13.2 In the shorter-term, while the ICAR and ASRB endeavour to define more sharply qualifications and experience in the RRs keeping in view the specific requirements of each of the scientific positions to be filled as suggested in para 4.12 above, till this task is completed, the Committee recommends that even as the ASRB



continues to strive to improve its procedures for choosing the advisors from the panels of experts, it should be ensured as a matter of policy that no expert is called to serve on the Selection Committees on more than two occasions in a year.

#### SHORT-LISTING

4.14.1 About short-listing of candidates, the GVK Rao Committee has recommended (Para No.7.29) that normally only four candidates should be short-listed for one vacancy and that the ASRB can consult the concerned DDGs while short-listing candidates for interviews.

4.14.2 To avoid any possible delays in consulting the DDGs in the short-listing process, we also recommend that the concerned DDG or his representative be invited to come to ASRB on a day fixed with prior consultation so that the views of ICAR could be ascertained and taken into consideration by the ASRB before it takes its decisions on the candidates to be short-listed. We would also recommend that as an experimental measure one or two scientists from the ICAR system be deputed to serve in the ASRB to help in the scrutiny and the preparation of short-lists and of "comparative statements" of all the candidates short-listed for the interview to be used by the Selection Committees.

#### REDUCTION IN THE NUMBER OF SHORT-LISTED CANDIDATES

4.15.1 To avoid any possible litigation by applicants who while satisfying the minimum essential qualifications prescribed in the advertisement have not been short-listed for interview, the Committee recommends that the following paragraph, with such changes as might be deemed appropriate from the legal stand-point, may be included in all the advertisements issued by the ASRB as also in the information supplied to the candidates:

"The essential qualifications and experience prescribed are the minimum. The mere possession of the essential qualifications/experience does not by itself entitle the applicant to be called for interview."

4.15.2 Where the number of applications received in response to the advertisement is large and it would not be feasible or practical for the ASRB to interview all the candidates who fulfil the minimum essential qualifications and experience, the ASRB may in its discretion restrict the number of candidates to be called for interview to a reasonable level on the basis of qualifications and experience higher than the minima prescribed in the advertisement, or, if considered necessary, by holding a screening test.

4.15.3 This measure, while helping to reduce the number of candidates to be short-listed for the interview, could also improve the quality of interviews since the selection committee would be able to devote more time for each candidate, and important top ranking Advisers who may not be willing to come as Experts for interviews stretching over three to four days might be encouraged to more readily agree to assist the interview board of ASRB for a single day. Further, this could result in a saving of TA/DA.

#### BUNCHING OF VACANCIES TO ECONOMISE ON ADSPEND

4.15.4 The Committee noted that the vacancies notified by ICAR are being bunched together by the ASRB and advertisements are issued once in three or four months to economise expenditure, and also keeping in view the number of candidates that can be interviewed on the available working days by the limited number of Selection Committees that can sit simultaneously under the existing provisions. We are recommending some measures to reduce the number of candidates to be called for interview and also to increase the number of selection committees. As these steps are implemented, to speed up the recruitment process which now tends to take much longer than the internal norm of six months, the ASRB, should aim at issuing monthly advertisements.



## THE INTERVIEW PROCESS

4.16.1 Coming to the interviews, this is yet another area for widespread criticisms and complaints from the body of Agricultural Scientists.

4.16.2 To make the task of the experts/advisors on the Selection Committees easier, we recommend that a "comparative statement" of the qualifications and experience of the candidates called for interview should be prepared by the ASRB and supplied to all the Members of the Selection Committee. With the reduction in the number of candidates called for interview by following the measures suggested by us, the task of preparing the comparative statements could be less difficult than what it would be, if such comparative statements were to be prepared for 30 or more candidates for each interview.

## INCLUSION OF DIRECTORS OF BIGGER INSTITUTES / CENTRES ON THE SELECTION COMMITTEES

4.16.3 Ideally we would have liked the concerned Director/Head of the ICAR Research Centre/Institute to be associated with the Interview Committee when a research position in his Centre/Institute is filled up through the ASRB. But with 87 ICAR Centres widely dispersed, this might not always be practicable. We, therefore, recommend that atleast when the vacancy to be filled up is in one of the bigger ICAR Institutes, the Director of that Institute or his representative should also be included in the interview panel, if the Director himself is not already on the Selection Committee as a representative of the DG, ICAR. In consultation with the ASRB, ICAR may decide which of the ICAR Institutes should be included in this category for representation on the ASRB Selection Committees.

## SHOULD CRs BE CONSIDERED IN THE SELECTION PROCESS

4.16.4 Widely differing views were expressed before us about the use of CRs/Annual Assessment Reports in the selection process. At present the ASRB does not take the CRs into consideration as not all the candidates applying in response to ASRB's advertisements and short-listed for



interview are drawn from within the ICAR system. Instead each candidate presents a statement of his achievements of the past 10 years and his plan of action in the next five years in the new post if he is selected (details in Annexure-III). Each applicant also furnishes the names of three referees who on their own are to send their views on the candidature of the applicant directly to the ASRB. The ASRB itself does not now directly correspond with/remind the referees for securing their reports.

4.16.5 The general feeling of the Agricultural Scientists was also that CRs should not be relied upon in the selection process.

4.16.6 After careful consideration, the Committee recommends that while for the present, the ASRB's practice of not looking at the CRs might be continued, each applicant may also be requested to indicate the names of five referees - including the name of the applicant's immediate superior. The ASRB would choose, in addition to the immediate superior, two of the other four referees from whom references about the work and performance of the applicant will be called for by the ASRB directly.

4.16.7 We realize that this is a modification of the current practice under which the applicant himself requests the referees to send their opinions directly to the ASRB. We also recognize that the modification suggested by us might to some extent add to the time taken by the ASRB to complete the selection process and could also increase the work load of the ASRB. In the considered view of the Committee, this is a price that has to be paid for enhancing the transparency of the recruitment procedures. We expect the ICAR to provide the ASRB with the extra staff needed for this purpose.

#### SELECTION COMMITTEES FOR RMPs

4.17 We would also recommend that in the Selection Committees for the RMPs, the experts should not only be eminent scientists but should also preferably be successful research managers. The presence of such experts should help in assessing the managerial potential of the scientists



aspiring to occupy RMPs in the ICAR system.

#### SELECTIVE INCLUSION OF ICAR SCIENTISTS ON SELECTION COMMITTEES AS ADVISORS

4.18 Possibly as a sequel to the suicide of Dr. V.H.Shah in May 1972 and the observations of the GEC, currently the ASRB has not been inviting any serving ICAR scientists to sit as experts/advisors on the selection panels. It was represented to the Committee that this practice sometimes results in anomalous situations particularly in some modern disciplines, where all the relevant expertise and specialization is available only within the ICAR system and not in the SAUs, or outside. Keeping in view the fact that over 25 years have elapsed since May 1972 and the changed situation obtaining today, the Committee recommends that a beginning be made to include serving ICAR Scientists selectively as advisors on the selection committees of the ASRB. Depending upon how the system works and based on a review, the desirability of making this system more broad based in the future could be considered by the ASRB.

#### LONGER NOTICE FOR SCIENTISTS IN REMOTE AREAS

4.19 The Committee noted that scientists located in the difficult areas like the North-East/Andaman and Nicobar require a longer notice than the others to attend the ASRB interviews as it is often more difficult for them to firm up their travel plans. We have no doubt that the ASRB would keep the genuine difficulties of the scientists in these difficult areas in view and provide them with longer notice for interviews.

#### COMPREHENSIVE AND MORE OBJECTIVE ASSESSMENT OF THE CANDIDATES' PERFORMANCE IN THE INTERVIEW

4.20.1 To enhance the transparency in the selection process, the Committee recommends that the performance of the candidates in the interview should as far as possible be assessed more quantitatively instead of only qualitatively as is now being done by the ASRB. For this purpose the ASRB may allocate suitable "maximum marks" for all the relevant



factors, some of which are :

- i. the candidate's qualifications,
- ii. experience,
- iii. number of publications and their quality,
- iv. the citation index,
- v. Research Products/Patents/Procedures,
- vi. performance in the interview etc.,

and also brief the selection panels suitably, before the interviews of the short-listed candidates commence. This measure should help in ensuring that even while the qualitative assessment does play some role in the selection process, the basis for selection would to the extent possible become quantitative and have a sharper focus.

NEED THE CHAIRMAN ASRB PRESIDE OVER ALL THE SELECTION COMMITTEES FOR SENIOR POSITIONS ?

4.21.1 According to the practice in vogue since December 1990, for the posts of Principal Scientists and above in the ARS and for RMPs, the Selection Committee consists of the Chairman and one Member of the ASRB besides the DG, ICAR or his nominee and not less than three advisors drawn from outside the ICAR system to be nominated by the Chairman, ASRB. This means in effect that on most working days not more than two selection committees could function simultaneously if the Chairman and both the members are in position. To increase the productivity and to speed-up the pace of selections, the practice of having both the Chairman and a Member of the ASRB on the Selection Committees for all the Principal Scientist positions, needs to be given up and these Committees could be chaired by a Member of the ASRB.

4.21.2 The Committee was informed that a proposal to this effect from the ASRB has been received in ICAR/DARE and is awaiting approval. After ascertaining from the ICAR/DARE the reasons why this proposal has been kept pending for so long and after a detailed and careful consideration of all the issues involved, the Committee strongly recommends that this proposal be cleared by ICAR/DARE expeditiously.



PROPOSED AMENDMENT TO BYE-LAW 24 OF THE RULES AND BYE-LAWS  
OF THE ICAR SOCIETY

4.22.1 The Committee also took note of the reference received from the Secretary, ICAR on 8-8-1997 about the proposal for changes in bye-law 24 of the rules and bye-laws of ICAR society, which was placed before the Governing Body of ICAR on the 30th June, 1997, when the Governing Body decided to "refer this issue to the Sastry Committee constituted by the President, ICAR to review the functioning of the ASRB".

4.22.2 The Committee noted that bye-law 24, as it now stands, stipulates that "the composition of committees, boards or other such bodies for promotion, selection, recruitment and other matters incidental thereto or connected therewith for various posts under the Council shall be prescribed in consultation with the Chairman, ASRB or any other member authorised by him and duly approved by the President, ICAR".

4.22.3 The proposed amendment seeks to amend the bye-law by dividing the posts into two categories :

- a) Those posts which are under the Council and are filled through the ASRB and
- b) Those posts which are under the Council and filled by the Council itself.

4.22.4 As per the amendment proposed while for the 2nd category, consultation with the Chairman, ASRB as in the present bye-law is to be retained, for the posts in the first category, the stipulation that the Chairman, ASRB shall be consulted is sought to be given up.

4.22.5 The Committee has carefully considered this matter. Keeping in view the fact that the ASRB, in relation to the ICAR, is in the same position as the UPSC is for rest of the organisations in the GOI, the Committee feels that the

existing provision in the ICAR bye-laws is salutary. In the interests of justice and fairplay to all the ICAR employees, the Committee feels that it should be advisable to retain the right to be consulted in the ASRB on all such matters for all posts under the Council.

4.22.6 The Committee further recommends that as a matter of principle, whenever any ICAR Bye-law /Rule dealing with the role and functions of the ASRB is sought to be amended, the views of the ASRB on the proposal should be obtained and specifically considered by the Governing Body, prior to the matter being placed before the General Body for a final decision.

#### ANNUAL REVIEW OF SUBJECTS COVERED BY NET

4.23 The Committee noted that not all the subjects available in the SAUs e.g., Home Science and Animal Nutrition, are covered by the NET conducted by the ASRB. We recommend that the ASRB should review every year in consultation with the SAUs at an appropriate forum the subjects to be covered by the NET so as to suitably expand/modify the list of subjects from year to year as may be necessary.

#### NET TO BE MADE COMPULSORY BY ALL SAUs

4.24 With effect from December, 1996, we understand DARE/ICAR have issued orders making NET mandatory for all recruitment to the SAUs. However, this procedure is still not followed universally by all the SAUs. We recommend that the DARE/ICAR keep up the pressure on the SAUs so that a uniform level of recruitment becomes universalized in our NARS.

#### PERSPECTIVE PLAN FOR PERSONNEL AND HRD BY ICAR

4.25.1 A point raised by the ICAR system relates to the inordinate delays that occur in completing the selection process by the ASRB and the need for reducing the time taken by the ASRB from the date of receipt of the requisition from the ICAR to the date on which the ASRB furnishes the name of the selected candidate to the ICAR.



4.24.2 We have recommended that the ASRB should move away from the practice of bunching of advertisements and adopt the monthly mode of advertisements. Our recommendations about more focussed and fine-tuned RRs, for reducing the number of candidates being short-listed for the interviews and for having more Selection Committees simultaneously should also help in this behalf.

4.25.3 We recommend that the ICAR, on its part, should also finalise its Perspective Plan for Personnel and HRD for the next ten years along with detailed plans for five years so that vacancies could be anticipated and advance action initiated/taken to fill the vacancies in time through the ASRB.

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## CHAPTER 5

## SIZE OF THE ASRB AND SELECTION PROCEDURES

5.1 The work load of the ASRB has tended to vary from time to time depending upon the personnel policies adopted/implemented by the ICAR system. It is true that the giving up of the quinquennial reviews as a sequel to the adoption of the UGC pay scales has resulted in a decline in the number of assessments to be conducted by the ASRB. The Committee, however, recognises that even under the UGC system presently in force for the ARS, there is likely to be heavy work load in terms of the periodic assessments required for merit-cum-seniority promotions. The data on the work done in the ASRB during the last four years (Annexure IV), indicate that there has been no significant reduction in its work load. In this background, the Committee recommends that the ASRB may continue to have its present strength of a Chairman and two members and there is no case for reducing the total number from three.

**Revised Procedure for selecting the Chairman and Members of the ASRB**

5.2.1 The Committee is of the view that transparency in the working of the ASRB requires also that the Chairman and Members should be persons of unimpeachable integrity and credibility. In order to enhance the credibility of the ASRB it is essential to put in place a procedure for the selection of the Members, including the Chairman, ASRB, which would not only appear to be fair and impartial but also leads to the selection of eminent persons who would be able to do full justice to the work of the ASRB without fear or favour.

5.2.2 The Committee finds that the process leading to the appointment of the Chairman/Members of the ASRB, which has evolved over the years as a loose convention and was generally being followed, has four distinct stages/steps :

- i. President, ICAR appoints a Search Committee for a specified vacancy;



- ii. The Search Committee submits a panel of names for this vacancy;
- iii. President, ICAR recommends a name from this panel for filling up this vacancy for approval by the Appointments Committee of the Cabinet (ACC) and
- iv. The appointment is notified after the ACC approves the proposal made by the President, ICAR with or without modifications.

5.2.3 Since names from earlier panels prepared by Search Committees for vacancies in the ASRB which had occurred in the past have sometimes been recommended to the ACC for filling current vacancies, it is necessary to formally stipulate that the names recommended to the ACC should necessarily be drawn only from the panel prepared by a Search Committee specifically set up for the current vacancy that has arisen/ will arise and is to be filled up.

5.2.4 In order to empower the Search Committee to fulfil its assigned task fairly and judiciously, in addition to broadbasing the composition of the Search Committee, it is also necessary to lay down some parameters as guidelines for its Membership. It would also be appropriate to secure the approval of the ACC for the appointment of the Members of the Search Committee since the Chairman / Members of the ASRB are appointed with the approval of the ACC.

5.2.5 The Committee, therefore, recommends that the Search Committee for the Chairman or Members of the ASRB should comprise two Members ex-officio while the Chairman and two other members should be appointed with the approval of the ACC. The Committee recommends the following composition for the Search Committee :-

- |   |   |
|---|---|
| i. Chairman   | To be nominated with the approval of the ACC. |
| ii. Director General, CSIR.   | Ex-officio                                    |
| iii. Secretary,<br>Deptt. of Science<br>and Technology  | Ex-officio                                    |
| iv. Two eminent personalities<br>in the field of agricultural<br>sciences or other sciences<br>including social sciences<br>or Agricultural Administration. | To be nominated with the approval of the ACC  |

5.2.6 The Committee recommends that the revised procedure spelt out above should be formally notified to replace the loose conventions followed earlier and that the revised procedure as indicated above should be followed without exceptions whenever the Chairman/Members of the ASRB are appointed in future.

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## CHAPTER 6

## COORDINATION BETWEEN ICAR &amp; ASRB

## TOWARDS IMPROVED COORDINATION

6.1 Earlier in this report, we referred to the absence of free flow of information and interactions between the ICAR and the ASRB particularly at the top levels and stressed the need for closer coordination. This Coordination, which should be a continuing process, would be facilitated by providing for a formal forum, in the form of a Committee, which meets at regular intervals with a specified agenda.

6.2 Accordingly, we recommend that the Committee may be formally set up by the President, ICAR to review the progress in the recruitment of agricultural scientists and other related matters consisting of the following:

- i. Secretary, DARE - Chairman
- ii. Chairman, ASRB - Member
- iii. Secretary, ICAR - Member-Secretary

6.3 To the meetings of the Committee, to be held at least once every quarter, the Members of the ASRB/DDGs/Director (Personnel), ICAR/ Secretary, ASRB may also be invited as special invitees whenever necessary, with the approval of the Chairman of the Committee.

6.4 This Committee should include in the agenda for its meetings the following items:

- i. Review of progress in the recruitment process for the posts notified by the ICAR to the ASRB.
- ii. Review of follow up action on selection recommendations received from the ASRB.
- iii. Review of the ASRB proposals pending with the ICAR/DARE
- iv. Any other related matters.

6.5 We also recommend that the minutes of every meeting of this Committee should be placed before the President, ICAR for his perusal and information.

#### CONSULTING ASRB ON DISCIPLINARY MATTERS

6.6.1 Rule 26(C) of the ICAR Rules dealing with the functions of the ASRB lays down that the ASRB "shall advise the Council in disciplinary matters relating to personnel recruited/appointed either by the Council itself or in consultation with the" ASRB.

6.7.2 Though these rules were issued in 1973, till now the ICAR has not been consulting the ASRB in disciplinary matters. The Committee was advised that this is mainly because the interpretation given by the Law Department to the Rule, as it is now worded, makes the consultation of ASRB by ICAR not mandatory but optional. Another reason advanced was that the ASRB does not have any special expertise in such matters.

6 7.3 The Committee feels that if necessary a conscious effort should be made to build up the required competence in the ASRB. We also recommend that the ICAR should start implementing the provisions of Rule 26(c) by consulting the ASRB atleast in all cases involving major punishments.

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## CHAPTER 7

## ANNUAL REPORTS FROM ASRB

7.1 The ASRB has been submitting annual reports to the President of the ICAR. Over the years, these reports containing detailed and comprehensive information and data are becoming progressively more exhaustive and analytical. We would like this trend to be continued.

7.2 In addition we recommend that, on the analogy of what the UPSC does in its report vis-a-vis GOI, the ASRB's annual report to the President, ICAR should specifically mention if any of the recommendations made by the ASRB relating to the selection of the agricultural scientists/disciplinary matters have not been accepted by the ICAR during the period under review.

7.3 It is now the practice to include a very brief summary of the facts contained in the ASRB's Annual Report in the combined Annual Report of the DARE/ICAR which is placed before the Parliament. We recommend that the material about the ASRB included in the combined Annual Report of DARE/ICAR should also contain the details, if any, of the specific cases in which ICAR did not accept ASRB's recommendations on the selection of agricultural scientists/ disciplinary matters.

7.4 The Committee recommends that the Annual Report of the ASRB should also be placed before the General Body of the ICAR for information / discussion.

## STRENGTHENING OF ASRB STAFF

7.5 It was brought to our notice that ASRB's proposals for strengthening its staff and for office automation following the acceptance and implementation of GVK Rao Committee report have been pending with ICAR-DARE for a long time now. We would recommend that suitable decisions in this behalf should be taken quickly by ICAR/DARE. Further, to facilitate freer inter-action between the ICAR/SAUs on the one hand and the ASRB on the other and for better coordination between the ICAR and the ASRB at the working levels also, we recommend that the post of Secretary, ASRB may be upgraded

to the level of Director and the Controller of Examinations to that of Deputy Secretary.

7.6 While on the subject, we would also recommend that the staffing pattern should be officer-oriented and should also provide for the placement of one or more scientists seconded to the ASRB so that the scrutiny of the applications received by the ASRB gets done with a greater understanding and more meaningfully.

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## CHAPTER 8

## PERSONNEL AND OTHER POLICY ISSUES

## COMMITTEE OF SECRETARIES OF SCIENCE DEPARTMENTS

8.1.1 The Committee found that over the years, ICAR/DARE have, with the approval of the Cabinet, taken some major and far reaching decisions on matters of personnel policy. However, in processing these proposals for the consideration of the Cabinet, we find that there is no system/practice for getting these proposals examined in advance by a Committee of Secretaries. It is not uncommon for a body of its employees to try to mount pressure on the GOI for taking decisions in a particular manner on important staff related matters. The extension of the UGC scales to the Agricultural Scientists in 1989 could perhaps be cited as a case in point.

8.1.2 Before-firm proposals relating to ICAR's Agricultural Scientists with such far reaching policy implications come to the stage of being placed before the Cabinet for approval, it would be advantageous to have these proposals discussed in an organized and structured forum like a Committee of Scientific Secretaries. This will enable the other scientific departments in the GOI to make available to the ICAR/DARE their considered advice based on their own experience in relation to their scientific manpower and any possible repercussions. Associating the UGC with this Committee of Secretaries will enable the ICAR/DARE, which deal with the SAUs, to draw on the UGC's experience/expertise in the handling of the general universities.

8.1.3 We would, therefore, recommend that all matters relating to the personnel policies of the ICAR Scientists may first be considered by a Committee of Scientific Secretaries before they are placed before the Cabinet. This Committee, to be chaired by the Cabinet Secretary, could consist of Secretary-DARE, Secretary-DST, Secretary-DOD, Secretary-DBT, Director General-CSIR, Representatives of AEC/DRDO and also of the UGC, along with such others as may

be proposed by DARE/ICAR.

#### NEED FOR HAVING NOMINEES OF PRESIDENT ICAR ON SELECTION COMMITTEES

8.2.1 Till the GVK Rao Committee recommendations were accepted, there was a practice of having two representatives of the President, ICAR on the Selection Committees for the posts in the category of Principal Scientist and above. The GVK Rao Committee recommended that in the changed situation, this practice may be given up. This recommendation was accepted by the GOI and as a result, w.e.f. the 17th December, 1990, this practice has been given up.

8.2.2 During the Committee's interactions with the agricultural scientists, the view urged strongly and unanimously was that the practice of having nominees of the President of ICAR on the Selection Committees for the senior posts in the ARS, which was given up based on the GVK Rao Committee recommendations, should not be resurrected.

8.2.3 This Committee finds a lot of merit in this view, agrees with the GVK Rao Committee and recommends that the practice of the President nominating two members on the Selection Committees for Principal Scientists and above should not be re-introduced.

#### SPECIAL WEIGHTAGE FOR SCIENTISTS WORKING IN REMOTE AREAS / SMALLER CENTRES

8.3 During their discussions with the Committee, some of the Scientists particularly from the North-East pleaded that scientists working in these difficult and remote areas should be given special preference or weightage when promotion opportunities occur. Similar representations were also received to the effect that agricultural scientists working in smaller centres/sub-centres often have to attend to many non-scientific items of work and this should be given due weightage when promotion opportunities arise. Since the ARS, as a body of agricultural scientists, should focus on academic and research excellence, the Committee is not able to extend its support to either of these two proposals.



## PROBLEMS OF SCIENTISTS IN MULTI-DISCIPLINARY CENTRES

8.4 Another difficulty expressed by the scientists in the multi-disciplinary centres is that their specific requirements are often not being attended to and their growth and development prospects are not adequately safeguarded by the concerned subject matter divisions in the ICAR Headquarters, even while the DDG in-charge of these centres tries to do his best, which is regarded by the scientists in the centres as being inadequate. This issue requires attention at the ICAR Headquarters for devising a suitable multi-disciplinary team approach at the DDG level to increase the level of satisfaction among the scientists in the remote/difficult areas and in multi-disciplinary centres.

## DECENTRALISATION OF RECRUITMENT

8.5.1 An issue was raised before the Committee whether the recruitment to ARS need continue to be centralized in the ASRB. One view was that recruitment could as well be done directly atleast by the four Deemed Universities in the ICAR system, if not by all the larger National Research Centres/Institutes, on the analogy of the CSIR Laboratories. An extension of this view which was strongly urged was that the current centralised recruitment through the ASRB does not at all meet the needs of the ICAR system and that it is the ICAR Research Centre/Institute, which must, irrespective of its size, that should have the major say in the selection of Research scientists to work in that Centre/Institute.

8.5.2 The suggestion was that even as the recruitment is being carried out by each of the Research Institutes/Centres directly, the ASRB could take care of two specific functions :

- i. ensuring that all the procedures prescribed have been scrupulously followed in the recruitment process and
- ii. that the selection process itself is fair and impartial.

8.5.3 According to another view, a stage has now been reached when the ASRB should, on behalf of the ICAR, be assigned a well defined role in the recruitment of

teaching/research staff by the SAUs also.

8.5.4 Any proposal to recast the basis for recruitment to the ARS or to expand the functions and the role of the ASRB, as envisaged by these proposals, could be regarded as being clearly outside the TOR of this Committee. Further, the modifications could also seriously alter the ARS as it is now structured and managed and the implications of such decentralized recruitment and of assigning any role to the ASRB in the recruitment of staff to the SAUs in the context of our federal polity should also be carefully thought through. Keeping the ramifications of such proposals in view, we are suggesting an in-depth review of the personnel, tenurial and transfer policies of the ARS.

#### NEED FOR AN IN-DEPTH STUDY OF PERSONNEL/TENURIAL AND TRANSFER POLICIES OF ARS/RMP.

8.6.1 When the ARS was set up with effect from 02.10.1975, it had five major aims :

- "a. Foster co-operation in the place of unhealthy competition.
- b. Enable scientists to get the highest salary possible within the system while remaining rooted to work in their respective discipline/field, thereby eliminating both the undue importance attached in the past to research management posts and the quest for such positions purely for advancement of salary.
- c. Promote an outlook where solving a specific field problem through inter-disciplinary team work is regarded as the primary goal of research than the worship of a discipline or publication of papers.
- d. Promote horizontal and vertical mobility and adequate attention to neglected and backward areas.
- e. Link rights and responsibilities and instil through the five-year assessment system the conviction that dedicated and efficient discharge of responsibilities alone would be the means of securing professional advancement."

8.6.2 The ARS together with RMP constituted with effect from April 1, 1976 made up the restructured personnel policies of the ICAR towards all the categories of its



staff. Three of the most significant features of the new policies were :

- "a. No scientist needs to move hereafter from his/her field of specialization just for the sake of an improvement in salary; a scientist doing his or her job with dedication and distinction can hope to get the highest salary possible within the organisation without recurrent application and competition with management position;
- b. every scientist may have to help for some time during his/her career to solve the problems of neglected and tribal areas; and
- c. all research management and coordinating positions will be filled up on a tenurial basis, so that no scientist needs to give up his/her active research career for too long."

8.6.3 The ARS was also expected to "de-glamourise" the Research Management Positions "and leave such positions only in the hands of those who have a real aptitude and ability in the field of coordination and research management".

8.6.4 It was also envisaged, under Rule 20(2) of the ARS Rules, that scientists would be posted to serve for a minimum period of time in a backward or comparatively less developed area of the country (categorised as areas in Groups A, B, C, D & E). The ARS rules also stipulated that members of the ARS are liable to transfer to any place in India.

8.6.5 It has, however, been urged before this Committee that these policy formulations have essentially remained on paper and have not actually been implemented.

8.6.6 Meanwhile, with the introduction of the UGC pay scales for ARS and throwing open the recruitment to all posts of Senior Scientist and above to all eligible candidates - whether they are already in the ARS or not - many of these provisions of the ARS have been rendered obsolete or redundant. As a result, the system of "flexible complementing" - which was a distinctive feature of the scientific personnel policy of the ICAR - has also become inoperative.



8.6.7 Many eminent Agricultural Scientists, who were earlier in the ICAR system and who met the Committee, lamented that the introduction of the UGC pay scales has severely diluted the competitive spirit among the agricultural scientists and is tending to sap all their initiative for attaining excellence in research.

8.6.8 Further, divergent views were expressed before the Committee on the RMPs. While the ARS Rules envisage that scientists holding RMPs would continue to engage themselves in research work, another view placed before the Committee was that the responsibilities and work load of RMPs leave the incumbents with hardly any time for genuine research work.

8.6.9 According to this view, Scientists holding RMPs tend to include their own names as co-authors of research publications, even without making any contribution to the research work/activity - a tendency that is not desirable.

8.6.10 It was also argued before the Committee that any scientist should hold a RMP only for a single tenure of five years and should not be given an extension for a second tenure (as is now possible under the ARS rules). According to this view, if a scientist holding a RMP desires to continue in that position for a second tenure, he/she should compete alongwith all the other eligible applicants/aspirants for that position. These views were supported by a large cross-section of agricultural scientists whom the Committee was able to meet. However, the ICAR's position was that the present system is working satisfactorily and may be allowed to continue.

8.6.11 All the matters dealt with above relating to the structuring of the ARS and its personnel, transfer and tenurial policies lie outside the purview of the TOR of this Committee. However, these are also critical matters for the effective functioning of the research scientists, agricultural research outputs and their quality and also have a bearing on the work-load of the ASRB.

8.6.12 In this background, the Committee recommends that at the earliest possible opportunity all these related aspects may be carefully studied in-depth by the ICAR and



appropriate decisions taken lest the ARS runs the risk of reducing itself to a "scientific bureaucracy" without much concern for the quantum or quality of its research outputs.

#### REDUCTION IN THE NUMBER OF ICAR INSTITUTES

8.7.1 The rapid multiplication of ICAR institutes and their dispersal over India in the 1960s and the '70s has been referred to earlier in the report (para 1.6 above). This expansion might have been functional and rational at that stage of India's Agricultural Development, when the 'Green Revolution' was still to strike roots in the country. However, a view is now being expressed that this multiplication and wide dispersal of research institutes/centres/sub-centres has also adversely affected the capacity of the ASRB / ICAR system to recruit and post qualified personnel to man different scientific research positions.

8.7.2 The Committee feels that in today's situation, when the country has gained a lot of experience in agricultural development, with the establishment of 28 SAUs and one Central Agricultural University - not to mention the large number (261) of KVKs, - the continuation of the present set-up with many ICAR Institutes widely spread out and manned by a small number of agricultural scientists falling well below the "critical mass", may not be desirable or cost effective.

8.7.3 However, without a central policy directive, it would always be difficult for the ICAR / Head of any ICAR National Institute to propose any reduction in the number of centres/sub-centres as by definition such a proposal would result in instant unpopularity as also in representations from the concerned local area which could be perceived as 'losing' the centre/sub-centres.

8.7.4 Despite this apprehension, it cannot be gainsaid that many of these centres and sub-centres could as well be closed and if and where necessary their functions transferred to be looked after by the SAUs/KVKs. Such a reduction in numbers could, in addition to solving some of the personnel problems, also enable the ICAR system to concentrate on its "core" activities, focus more on "upstream" research while applied research and field trials

could be handled mostly by the SAUs, KVKs etc.

8.7.5 Though this matter could, strictly speaking, be deemed to be outside the purview of its TOR, the Committee feels that in the interest of agricultural research in India a time has come when the number of central institutes /centres / sub-centres and their geographical spread / dispersal should be critically reviewed so as to reduce them to a smaller and more manageable number giving the research activities of the ICAR system a sharper focus. We would request the President, ICAR to consider including this aspect as a specific term of reference for any review of the working of the ICAR that might be ordered by him in the near future.

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## CHAPTER 9

## SOME RELATED ISSUES

9.1 There are two recommendations of the GVK Rao Committee relating to the ASRB with which we are not able to agree.

## SHOULD THE HRD FUNCTION BE WITH THE ASRB

9.2.1 The GVK Rao Committee recommended that the HRD function for the ARS should be handled not by the ICAR but by the ASRB.

9.2.2 We have been informed that the Education Division in the ICAR Headquarters is already implementing an Agricultural-Human Resources Development Project funded by the World Bank. Further, for being able to attend to the HRD function satisfactorily, ASRB requires continuing interaction with ICAR Research Centres/Institutes, arrangements for which do not now exist. On the other hand, such interaction takes place continuously between the Research Centres/ Institutes and the Subject Matter Divisions/DDGs in the ICAR Headquarters. If such interaction between the ASRB and the ICAR centres is to be provided through institutional arrangements, ASRB will have to be provided with extra staff. Such an arrangement could also result in duplication of work between ASRB and what the ICAR is already doing and will continue to do in keeping with its mandate.

9.2.3 We would, therefore, while differing from the GVK Rao Committee, recommend that the ASRB, whose plate is already more than full, should concentrate on matters relating to recruitment of Agricultural Scientists while the HRD function continues to be handled by the ICAR.

## RECRUITMENT OF ADMINISTRATIVE AND SUPPORT PERSONNEL

9.3.1 The GVK Rao Committee also recommended that the responsibility for the recruitment of administrative and support personnel for the ICAR system should be taken away from the ASRB. We are unable to agree with this

recommendation also.

9.3.2 The ASRB has a single client, i.e. ICAR, to service. It is fully geared to handle the entire recruitment process of the Agricultural Scientists who are large in number. In comparison, the administrative and support staff needed by the ICAR are small in number. If the ICAR were to approach any other recruitment agency of the GOI like SSB, an issue could be raised whether the SSB should service a registered society like the ICAR as had happened with the UPSC vis-a-vis the recruitment of agricultural scientists in 1972. Even if the SSB agrees to attend to this function, since the ICAR would be one of its many clients ICAR might not get the same attention or level of satisfaction as the ASRB has been able to give to the ICAR.

9.3.3 We, therefore, recommend that the existing arrangements under which ASRB looks after the recruitment work of the administrative and supporting staff for the ICAR may be continued.

#### PLACEMENT OF ARS SCIENTISTS ON ENTRY

9.4.1 We find that the procedures now followed by the ICAR for the placement of agricultural scientists on their recruitment to the ARS in the various institutes generate a lot of dissatisfaction, bordering on frustration, among the young scientists, even as they have their first brush with the ARS/ICAR. At present, the allocation is being finalised by the concerned DDGs in the ICAR Headquarters.

9.4.2 To see that this sensitive issue is handled with more understanding and sympathy, we recommend that the placement of the recruits of the ARS at S-1 level should be finalized by the ICAR in "counselling sessions" scheduled separately for each discipline. We recommend that the ASRB may be associated with the counselling process, and attempts may be made to associate the Deemed Universities/ prominent multi-disciplinary ICAR Institutes with the placement process to the extent possible.



# VALIDITY PERIOD FOR ASRB SELECTIONS

9.5 We find that at the moment the panels selected by the ASRB do not have any specific validity period. We recommend that as is in vogue with the selections carried out by the UPSC, the panels selected by the ASRB should also have a specified validity period of say one year.

*C. Srinivasa Sastry*

( C. SRINIVASA SASTRY )

*D.P. Singh*  
( D.P. SINGH )

*Sathi Nair*  
( SATHI NAIR )

*R.B. Singh*  
( R.B. SINGH )

*Sunil Sud*  
( SUNIL SUD )

*B.K. Chauhan*  
( B.K. CHAUHAN )

## ANNEXURE I

## MEETINGS HELD

Date	Place	Members present	Work attended to
28.2.97	ASRB, Krishi Anusandhan Bhawan, Pusa, New Delhi.	CSS, DPS BKT GSS	Discussions with the Chairman and Member, ASRB.
8.3.97	NAARM, Hyderabad	CSS, DPS RBS GSS	Discussions with i) scientists from Hyderabad based ICAR Institutes, ii) representatives of ARSS Forum, iii) Dr.N.G.P. Rao, and iv) Dr. M.V. Rao
18.3.97	NDRI, Karnal	CSS DPS RBS BKT GSS	Discussions with i) scientists from Karnal based Institutes and (ii) representatives of ARSS Forum.
19.3.97	IARI, New Delhi	CSS RBS BKC GSS	Discussions with i) scientists of Delhi based Institutes, and ii) representatives of ARSS Forum.
23.7.97	ICAR Research Complex for NEH Region, Barapani.	CSS RBS BKC	Discussions with the scientists from the Institutes based in NEH Region.
24.7.97	ICAR Research Complex for NEH Region, Barapani	CSS RBS BKC	Discussions with the representatives of ARSS Forum.



25.7.97	IARI, New Delhi	CSS, DPS RBS SS	Discussions with Dr.S.K. Sinha and Dr. J.S.P. Yadav.
25.7.97	Krishi Bhawan New Delhi	CSS DPS SN RBS SS BKC	Discussions with the DDGs of ICAR.
26.7.97	ASRB New Delhi	CSS DPS RBS SS BKC	Discussions with the Chairman and Member, ASRB
26.7.97	NBPGR New Delhi	CSS DPS RBS SS BKC	Discussions with the DG, ICAR
18.8.97	IARI, New Delhi	CSS DPS RBS	Discussions with (i) Sh.S.J. Menon, President, PGSSU, IARI and (ii) Dr.Gajendra Singh, DDG(Engg.), ICAR.
20.8.97 to 23.8.87	Krishi Bhawan New Delhi	CSS DPS SN RBS SS BKC	Discussions on the recomemndations and drafting of the Committee's Report.
26.8.97 to 27.8.97	IARI/ Krishi Bhawan, New Delhi	CSS DPS SN RBS SS BKC	Discussions with Prof. V.L. Chopra, finalisation of the Report and its presentation to President, ICAR.

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## ANNEXURE II

## PROCEDURE FOLLOWED BY ASRB FOR CONDUCTING THE ARS / NET /SRF EXAMINATIONS.

(SOURCE-ASRB)

## AGRICULTURAL RESEARCH SERVICE

1. On receiving requisition from the ICAR indicating the vacancies at the entry level in the ARS discipline-wise for the 61 disciplines, the ASRB advertises the vacancies through Directorate of Advertising and Visual Publicity (DAVP) on national basis for being filled through an All India examination. The applications received from the candidates are processed centre-wise and discipline-wise.

2. The examinations are conducted at 25 Centres in the entire country, which are allotted to the ICAR Institutes/SAUs. Each host Institute appoints a Centre Superintendent/supervisors and appropriate number of Invigilators (depending upon the number of candidates appearing at the Centre) from their own staff/faculty. Detailed instructions are provided by the ASRB to the Centre Superintendents, on maintaining confidentiality of the papers, administration of the examination, packing and sealing of the question papers etc. The functioning of the Centre is supervised and controlled directly by the Centre Superintendent/Supervisors.

3. The office of the Controller of Examinations gets question papers from 3-4 eminent teachers/scientists approved by the ASRB in respective disciplines. Two papers, one subjective and one objective in each professional subject and one paper in General Knowledge and their aptitude are to be attempted by each candidate. After receiving the question papers from many sources independently, the Controller of Examinations also gets the same moderated from senior teachers/scientists approved by the ASRB in the concerned discipline. The work of getting question papers moderated, typed, translated into Hindi, photocopied to required number of copies, set making for each centre and sealing etc., is done under the direct supervision of the Controller of Examinations.



4. The question papers, attendance sheets, blank answer books and related examination material is carried to each Centre by a team consisting of the staff drawn from the ASRB and the ICAR, and handed over to the Superintendent of the respective Centre. After the conduct of the examination, the used answer sheets, account of the blank answer sheets, unused question papers and related examination material is brought back by the respective teams to the ASRB's Office. The office of the Controller of Examinations takes the account of all the examination material issued to each team on return.

5. The answer sheets/books are pooled discipline-wise and fake Roll Nos. are allotted to each candidate by the Controller of Examination's office. The question papers are then sent to the evaluators identified by the ASRB and on return the examination result is compiled.

6. The successful candidates are invited for personal discussion/interview. The interview is conducted by the Committee consisting of one of the Members as the Chairman of the Board and recognized teachers / scientists in the respective discipline from the Universities or elsewhere. The final result is sent to the ICAR as well as notified and published for general information.

#### NATIONAL ELIGIBILITY TEST

7. The eligibility mode of examination for NET is same as for the direct recruitment to Scientist grade of ARS except that the examination comprises of only written papers which are same as in the case of ARS. The candidates do not appear for the interview. The candidates who become eligible on the basis of marks obtained in the professional papers and General Knowledge papers are declared successful. The list of successful candidates is circulated to the concerned Universities. All the successful candidates are also issued certificates to this effect by the ASRB.

#### SENIOR RESEARCH FELLOWSHIP

8. The eligibility mode of examination for SRF is same as for the direct recruitment to Scientist grade of ARS. In addition,

weightage is given for educational qualifications possessed by the candidates as per laid down criteria. The successful candidates are then called for viva-voce.

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## ANNEXURE III

A DETAILED NOTE ON THE ASRB'S PROCEDURES FOR RECRUITMENT TO  
POSITIONS OF SENIOR SCIENTISTS AND ABOVE IN THE ARS AND TO RMPs  
( SOURCE - ASRB )

1. On receiving the requisitions from the ICAR Headquarters/Institutes, the posts along with the qualifications and duties prescribed by the ICAR are advertised both nationally and internationally through the Indian Missions abroad. On receipt of applications, these are scrutinised and the candidates meeting the prescribed qualifications are invited for personal discussion. Short-listing is also resorted to in case the eligible candidates become too large.

2. In order to make the personal discussions sharp and focussed, each candidate is required to bring a brief note on his scientific and professional achievements in the last 10 years and his plan of work for the post for the next five years. The candidates are interviewed by the interview board constituted as per composition duly approved by the President, ICAR.

## LIST OF EXPERTS MAINTAINED BY ASRB

3.1 The ASRB has been maintaining a comprehensive list of experts for each discipline of the ARS. The lists were initially developed long back after extensive consultation with the DDGs, SAUs and other relevant sources. The list is periodically updated taking into account inputs received from DDGs, VCs of the SAUs and other research organisations and bodies. The ASRB also receives bio-data from individual experts which are duly considered and if found suitable are included in the list of experts.

3.2 The guiding criteria for incorporation of their names in the list are as under :-

- i. Position held/last held before retirement.
- ii. Previous reputation and standing in the field of specialisation.

3.3 All the experts on the panel of the ASRB are at least in the rank of Professor and above and are drawn from a wide variety

of organisations and institutions such as :-

- i. Retired personnel from the ICAR and the Universities;
- ii. Serving personnel from SAUs and other universities as per their specialised interest
- iii. International organisations.
- iv. Other departments, research institutes etc.

**CRITERIA AND PROCEDURE ADOPTED FOR SELECTION OF EXPERTS/MEMBERS TO SIT ON THE SELECTION COMMITTEES AS "ADVISORS"**

4.1 Within the frame-work of the Rules and Bye-Laws of the ICAR Society, the composition of selection committee stands approved by the President, ICAR. The nomination of outside experts on these selection committees rests with the Chairman, ASRB. The ASRB in principle has adopted general guidelines such that:-

- i. the experts nominated represent regional balance ;
- ii. the expert nominated should be in a higher position than the post for which he/she is invited to assist the ASRB;
- iii. the expert should have established his/her standing in the field of his/her specialisation.

4.2 Within the above three parameters, the concerned Member representing the relevant group of disciplines recommends a panel of experts for inclusion in the Selection Committees as "Advisors". Normally, the Chairman approves the Panel if the above three criteria are met. However, at times, if there is any difference of opinion, it is resolved in consultation with the Members and through consensus the names of experts are chosen.

5. To make the selection transparent, all the Members/Experts of the Selection Committees are required to sign the proceedings of the Selection Committee meeting.

6. The final result is sent to the ICAR as well as notified and published for general information by the ASRB.

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## ANNEXURE IV

Details of work performed by ASRB during the last four years  
( Source - ASRB )

	1993-94	1994-95	1995-96	1996-97
<b>A. Recruitment by Exam</b>				
No. of examinations held	3	4	3	3
No. of posts	348	346	289	356
No. of candidates	9459	14806	19192	10080
No. of candidates interviewed	687	355	1025	1802
No. of centres in India where arrangements were made for examination	23	24	24	25
<b>B-Recruitment by interview</b>				
No. of posts for which interviews were held	54	120	128	129
No. of applications received	1023	1471	2317	1887
No. of candidates called for interview	433	840	1442	1330
No. of candidates appeared for interview	324	571	1053	931
<b>C-Review &amp; Assessment</b>				
i) Review	4	2	1	6
ii) Assessment	46	12	67	14
<b>D-Induction</b>	8	3	2	4

E- Nomination of experts under rules 6.6 of Technical Services Rule	202	214	302	193
Nomination of Chairmen and Experts under Rule 6.7 of Technical Service Rules	60	89	160	94
	114	145	259	147
F- Career advancement of Scientists-nomination of Chairmen on DPCs	10	161	193	48

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The report of ASRB Review Committee has been approved for implementation by the Agriculture Minister and President, ICAR as per Council's No.21(4)/98-Per.IV dated 30th March, 1998.

**Comments of the ASRB  
on Review Committee Report**



## **TERMS OF REFERENCE**

1. To review the procedures adopted by the ASRB for the recruitment of various grades of scientists including RMPs and other administrative staff of ICAR and to examine their transparency.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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**4.1 to 4.10 (Page 21-24) - Recruitment procedures and transparency**

The committee has observed that while the recruitment to S-1 grade of Scientists by examination followed by interview is being conducted by the Board in a satisfactory manner without complaints or criticism of any kind, the views/opinions about the transparency of ASRB procedures in relation to the recruitment of Senior Scientists/ Principal Scientists and other Research Management Positions ranged across a wide spectrum - from being satisfactory to unsatisfactory. In this context the committee has noted that since the applicants for posts for which ASRB conducts recruitment are drawn from a small body of eligible Scientists within the ICAR-SAUs system who are often known to each other - there could be a propensity to allege 'bias' and lack of transparency, sometimes even without any valid ground/reasons and has therefore, commented that while assessing the opinions/views about the alleged lack of transparency in ASRB procedures, this human tendency, which is inbuilt in the situation, should be kept in view.

The examination procedures of the ASRB have been commended by the Committee (para 4.2). In the case of direct selections to posts of Senior Scientists/Principal Scientists and other Research Management Positions the ASRB proceeds as per qualifications prescribed by the Council which are very broad and general instead of narrowly defining the specialisation/subspecialisation keeping in view job requirements of the post. As a result of a large number of applicants became eligible. (Para 4.7.2). All those who are eventually not selected nurse grievance against ASRB procedures (Para 4.7.3). The ASRB is in a 'no win' situation (Para 4.7.1). The points of criticism have been examined by the Committee and the comments of the Board have been recorded at appropriate place in the subsequent paragraphs.



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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Main criticism voiced about ASRB procedures centred on the following:-

- i) Inclusion/exclusion of names in the subject of wise panels of Experts prepared by the ASRB
- ii) The basis for the choice by the ASRB of the Experts from its panels, to serve as Advisors on the Selection Committees.
- iii) Frequent repetition of the same Experts in ASRB Selection Committees even though the Experts may not have much expertise in the relevant specializations/sub-specializations.
- iv) Procedures for the short-listing of candidates for interviews, and
- v) The interview process itself.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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**4.15.1, 4.15.2 and 4.15.3 (page 27-28) - Short listing**

The number of candidates called for interview should be reduced to improve the quality of interview.

The number of candidates called for interview should be restricted generally to four times the number of vacancies (para 7.29).

The suggestion of the Committee is useful. It will however, be possible for the Board to do meaningful shortlisting so as to reduce the number of candidates only if the requisitions of the Council clearly and narrowly define the qualifications, research and other experience required keeping in view job requirements of the post. In other words unless the qualifications are sharp focussed it is not possible for the Board to reduce the number of candidates to be called for interview.



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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#### 4.14.2 (page 27)

ICAR be associated in shortlisting of candidates to be called for interview.

ASRB should screen the applications. They can invite comments of the ICAR before finalising list of candidates to be called for interview (para 7.29).

The initial screening of applications is done by the Secretariat of the Board where the process is initiated by the Section Officer, checked by the Under Secretary and finally by the Secretary before submission to the concerned Member or the Chairman for approval. In cases where the number of applications is more, suitable criteria have been fixed for short-listing. Whenever required outside experts are also invited for short-listing of applications. Association of representative of ICAR in the process of shortlisting may not bring any qualitative improvement but is most likely to introduce departmental bias in the process of selection and hence not being followed. In this connection it is relevant to mention that para (iv) of the model qualifications refers to the specialisation required for each post. The ICAR(DDGs/Directors) get full opportunity to sharp focus the sub specialisation in terms of research and other experience keeping in view the specific requirements of the post. Moreover, the DG or his nominee is a Member of the Selection Board. Therefore, association of ICAR officers in screening of applications is likely to lead to undue involvement of the department in the process of independent selection by the Board.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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**4.12.2 and 4.12.3 (page 25) -**

The number of candidates called for interview should be reduced to say six for one vacancy, upto 10 for two vacancies and upto 12 for 3 vacancies etc. For this ICAR should evolve detailed job specific RRs for each position of Senior Scientist and above.

The number of candidates called for interview should be restricted to four times the number of vacancies (para 7.29).

The Board has been underlining the need for sharp focussing, the qualifications for various posts keeping in view the job requirements. Para (iv) of the model qualifications reads as under:-

“Specialisation (to be defined)”

If requisition is clearly and narrowly defined in terms of research and other experience keeping in view specific requirements of the post, it will be possible for the Board to short-list the candidates on the basis of relevant specialisation.



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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4.16.2(Page 29) - Interview process "Comparative Statement" of qualifications and experience of the candidates called for interview should be furnished to all the Members of the Selection Committee.

While making the recommendations, the Committee has pre-supposed that the qualifications will be clearly and narrowly defined by the Council in terms of research and other experience keeping in view the specific requirements of the post while making requisitions thus enabling the Board to shortlist the candidates on the basis of the relevant specification(Para 4.12.3). The implementation of this recommendation to that extent depends on the Council. The Board would endeavour to prepare such "comparative statement" for the Experts.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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#### 4.20.1 (Page 31-32) -

Suitable "maximum marks" for various factors be allocated by the Board and provided to the experts before the start of interview. It is intended to assess the performance quantitatively as well as qualitatively.

It is a useful suggestion and the Board will take steps in this regard.



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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4.19 (Page 29) -Longer notice for Scientists in remote areas

Longer notice should be given to Scientists located in difficult areas like the north-east areas/Andaman and Nicobar to attend the ASRB's interviews.

Every endeavour is made by the Board to give reasonable notice to the candidates. In future also the Board will provide appropriate notice to the candidates.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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**4.16.6 and 4.16.7 (page 30) - Referee's comments**

The candidates should be asked to indicate names of five referees- one of which should be his immediate superior. The Board should choose in addition to the immediate superior, two of the other four referees from whom reference about the work and performance of the applicant be called for.

The referee's comments are no doubt a useful input but keeping in view the prevailing hypocrisy in the society it is unrealistic to expect the referees to give critical comments about the candidate. It has been observed that most of the references are laudatory in nature instead of giving critical remarks. The immediate supervisor is also an interested party and chances of his opinion being coloured cannot be ruled out. Putting the onus of obtaining referees' comments on ASRB will add to the administrative process of selection and lead to delay. Therefore, it may not be worthwhile to make any change in the existing procedure which is in line with international practice in this regard and is also followed by other organisations. In case however, this recommendation is to be implemented, the Board will need additional staff and more time to fill up posts.



## TERMS OF REFERENCE

2. To review the criteria and procedures for selecting experts/members on the selection committees.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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**4.11.2(page 24) - Panel of Experts**

Disciplinewise panel of experts be revised annually with inputs from DG, ICAR/concerned DDGs/VCs of SAUs/Directors of deemed Universities/National Institutes.

The disciplinewise panel of experts was initially developed after extensive consultation with ICAR, SAUs and other research organisations. It is periodically updated taking into account inputs received from ICAR, SAUs, other universities, IITs and other scientific organisations. Bio-data received from individual experts are also considered by the Board. The process of consultation with ICAR for revision of panels is being followed.



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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#### 4.12.5 and 4.13.2(page 26)

Experts on the selection boards should be drawn from the panel strictly in rotation and no expert should be called on more than two occasions in a year.

The Board invites most appropriate experts as Advisors keeping in view the prescribed qualifications and job requirements of the post using the following criteria:-

- (i) The experts should be in a higher position than the post under selection.
- (ii) The expert should be an established leader in his field / sub-field and
- (iii) The selection committee with these experts as Advisors should represent regional balance.

In fields where sufficient number of experts of comparable eminence is available, different experts are associated on different occasions. However, in areas like Vety. Science, Fisheries, Engineering and Technology etc. some repetition is inevitable due to shortage of senior persons in these areas particularly for making selections for senior positions. There are occasions when experts after confirming participation back out at the last moment necessitating substitution by experts available in and around Delhi. In future also, the Board will continue to strive to associate the most appropriate experts keeping in view the prescribed qualifications and job requirements. Repetition is avoided as far as possible.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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4.16.3 (Page 29) - Directors on the Selection Committees

The Directors of bigger Institutes/Centres be included in the Selection Boards.

According to existing composition of selection committees the DG or his nominee is a member of the selection committee for the posts of Principal Scientists and other Research Management Positions. Likewise the Director of the concerned Institute is a member of the selection committee for the post of Senior Scientists and other technical posts. The Board agrees that participation of the Director of the concerned Institute uniformly in all the selections is desirable and may be considered. However, the implementation of this recommendation relates to the Council who may consider to nominate the Director of the concerned Institute as DG's nominee. For the posts at the Headquarters either the concerned DDGs may be nominated or the DG himself may participate. Thus the recommendation can be implemented by the Council within the framework of existing composition of the selection committees.



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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4.17 (page 30) - Selection Committee for RMPs

Successful research Managers be associated as experts for selection of RMPs.

The Board is already associating successful research managers with proven track record and high eminence on the selection boards for research management positions.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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4.18 (page 31) ICAR Scientists as Member of ASRB Selection Committee

ICAR Scientists should also be selectively associated as experts on the selection boards.

Apart from the Chairman and Member of the Board and the DG or his nominee, there are at least three Advisors who are drawn from panel of experts taking into account the prescribed qualifications and job requirements of the post under selection. The panel comprises of scientists from a wide variety of organisations and institutions such as :-

- (i) Retired personnel from ICAR and Universities.
- (ii) Serving personnel from the Universities
- (iii) Personnel having served with the international organisations
- (iv) Personnel having worked in senior positions in other departments, research institutions etc.

The present practice of not associating serving ICAR employees as experts has stood the test of time. However, in areas where persons of high eminence are not available from outside the ICAR system names of ICAR Scientists could also be considered on exceptional basis. In the opinion of the Board, it is always better to associate experts from outside the system to avoid any institutional/professional/personal biases.



### TERMS OF REFERENCE

3. To assess the present system of coordination mechanism with ICAR and suggest improvements, if needed.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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**6.2 and 6.4 (Page 39) - Coordination between ICAR & ASRB**

Committee may be set up to review the progress in the recruitment process and other issues relating to co-ordination between the ICAR and the Board

The future of agricultural research and its application for food production and welfare of the people depends upon the quality and quantity of research work turned out by agricultural scientists. Hence the best talent available in the country should be selected for this work based on merit, and there should not be any sort of pressure or influence on the ASRB, which is the recruiting agency. We, therefore, recommend that the ASRB should be an independent and fully autonomous body to discharge the functions effectively, with its own budget, staff and operational procedures, and may function on the lines similar to the UPSC. (Para 7.31)

It is pointed out that Rule 26 of ICAR Society envisages the Board to function as an independent recruiting agency. The GVK Rao Committee has also emphasised that the Board should function like UPSC and it should be autonomous with its own staff, budget and operational procedures so that it could recruit best talent without any kind of pressure or influence. This recommendation has been duly accepted by the GB and the President, ICAR. The Board feels that the ASRB and the Council should have a healthy interface and working relationship. The word "coordination" is more appropriate in cases where the activities of the two bodies are similar. This is not so in the case of the Board and the Council. The progress of work in the Board depends on its operational procedure and the facilities available. In our opinion the Board should be strengthened in terms of manpower, control over its staff, budget and operational procedures. During the VIII Plan, a number of posts were sanctioned by the EFC but for want of necessary follow up action by the Council, the posts could not be created. Computers were purchased but are not being put to proper use for want of staff which was sanctioned but not created by the Council in spite of repeated efforts by the Board even though the DG, ICAR was the competent authority and the proposal had been duly cleared by the Finance. Staff car for one of the Members which was duly sanctioned by the EFC was not provided by the Council till his retirement and the Board had to hire taxi. Nearly 30% of the sanctioned posts in administrative and support staff are vacant for a number of years. All these matters have been taken up by the Board at the appropriate level in the Council. Subsequently these matters were also raised in the joint meeting of ICAR and ASRB taken by the AM in



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee if any	Comments of the Board
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his chamber on 9.8.86 and the AM had directed the Council to look into them on priority but in vain. The recruitment work can be expedited if these problems are resolved. In other words what is called for is improved working relationship between the Board and the Council. Similarly the Board has suggested that it should be represented in the GB of the Council. It will lead to better interaction and appreciation of related issues on both the sides.

Therefore, in the opinion of the Board, the Coordination Committee in the form it has been suggested may not serve any useful purpose and may in due course of time become a forum for mutual bickering. If however, it is decided to set up such a committee it is necessary that it should be chaired by the President, ICAR.

Here it may not be out of place to mention that pursuant to approval of GB, and the President, ICAR, the recommendation of GVK Rao Committee vide para 7.31 some initiative was taken by the Council to create separate budget head for ASRB in the budget grant released by the Govt. of India through DARE (D.O. No. 2-57/89-R.C. dated 6.6.89 from Secretary, ICAR). The Ministry of Finance was considering the matter but later it was blocked by the Council. The matter needs to be pursued.

Even though the Board was set up in 1973 as an independent recruiting agency, the ICAR/DARE has not framed rules/procedures of business/transaction and as a result the Board is experiencing indirect control of the Council like a subordinate office which is affecting the spirit and the principle for which the Board was set up. With the evolution of rules/procedures of business/transactions the problem under reference in the paragraph will be resolved automatically.

### TERMS OF REFERENCE

4. To examine the need for submission of Annual Report to the President, ICAR, in order to have accountability on the part of ASRB.



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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7.3.(page 41) - Annual Report of ASRB  
The material about the ASRB should be included in the combined Annual Report of DARE/ICAR.

The Annual Report of the Board is prepared in terms of rule 26(d). Rules and Bye-laws of ICAR Society which envisage the report to be an instrumentality of apprising the President about the activities of the Board for the financial year in question in a structured manner. Therefore, by its very nature the Annual Report of the Board is different from the Annual Report of DARE/ICAR and other similar institutions. It can be circulated to relevant quarters like SAUs etc. after it has been perused by the President and laid before the general body. The recommendation of the Committee about the combined Annual Report of DARE/ICAR containing details if any, of specific case in which ICAR did not accept ASRB's recommendations on the selection of Scientists/disciplinary matters etc. could however, be implemented, but such in corporation would be possible only after perusal of the report by the President, ICAR.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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7.4(page 41)

Annual Report of the ASRB should be placed before the General Body of the ICAR for information/ discussion.

The Board agrees with the suggestion and a suitable mechanism needs to be devised for this purpose. The Board, however, feels that it will be more meaningful of a report on action taken by the Council on the Annual Report of the Board is placed below the General Body for information/discussion after perusal by the President, ICAR.



### TERMS OF REFERENCE

5. To review the need to maintain the existing strength of ASRB especially in view of reduced work-load after adoption of UGC pay scheme.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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#### 5.1(page 36) - Size of the ASRB

The ASRB should continue to have its present set up of Chairman and two Members and there is no case for reducing the total number from three.

After assessing the work load, the Committee has come to this conclusion. At the time of strengthening and upgradation of the Board from one Member body to three member body, areas of specialisation from which three members were to be drawn were clearly defined. It is, therefore, necessary that all the three members should be in position at all times. This calls for proper manpower planning on part of the Council. Unfortunately the experience of the Board is that no advance action is taken when incumbent member is to retire and even after the process of selection is set in motion, it is not properly followed up leading to inordinate delay in filling up of vacancies. At present the Board is short of one Member since January 1997, and it has caused avoidable stress for Members in position.



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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#### 7.5 and 7.6 (page 41-42)

ASRB staff should be strengthened.

The ASRB should not remain just a recruitment board. It should assume the responsibility for the overall human resources development in the ICAR. It is, therefore necessary for the ASRB to maintain contact with the career of the scientists selected for the ICAR system. By this feed back the ASRB would be in a position to make refinement in the operation of the Agricultural Research science and the personnel policies. The ASRB should be charged with the overall human resources development in the ICAR. It is recommended that a research and analysis wing be set up in the ASRB so that research on human capital development in agricultural sciences could be done to help evolve policies for personnel management in the ICAR system. The ASRB should also, using the experience of the last ten years, develop a set of operative procedures which may become healthy convention (Para 7.30). The Board should be an independent and fully autonomous body to discharge the functions effectively with its own budget, staff, and operational procedure and may function on the lines similar to UPSC. (Para 7.31).

It has been observed by the Committee in its report that the staff support available in the Board is just inadequate and needs to be strengthened. In line with recommendation of GVK Rao Committee a proposal for appropriate strengthening for computerisation/automation of functions and setting up of Research and Analysis Wing was submitted to the council and later included in the VIII Plan EFC memo. It was duly sanctioned by the EFC but necessary follow up action was not taken by the Council and as a result no post could be created. The Board would reinstitute necessary action in this regard.

## TERMS OF REFERENCE

6. Any other suggestions to improve efficiency and effective functioning of ASRB.



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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4.22.5 (page 33-34) - Proposed amendment of Bye law 24

The provision of bye-law 24 of the Rules and Bye-laws of ICAR Society is salutary. In the interest of justice and fair-play to ICAR employees, the ASRB should have a right to be consulted on all matters referred to in bye-law 24 for all posts under the Council. Whenever any bye law/rule dealing with the role and functions of the ASRB is sought to be amended, views of ASRB on the proposal should be obtained and specifically considered by the competent authority.

As per byelaw 24 of Rules and Bye-Laws of ICAR Society, the composition of the committees, boards or other such bodies for promotion, selection, recruitment and other matters incidental thereto or connected therewith for various posts in the Council is to be prescribed in consultation with the ASRB. In practice, however, it has been seen that the Board is being consulted selectively. It has rightly been pointed out by the Committee that the ASRB, in relation to the ICAR is in the same position as the UPSC is for the rest of the organisation in the Govt. of India. This was also the intent of the Cabinet while approving the setting up of the Board in 1973 and its strengthening and upgradation from one Member body to three members body in 1986. The Board feels that the provision of rules and bye-laws of ICAR Society relating to the Board may be scrupulously followed by the Council.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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6.6.1, 6.7.2 and 6.7.3 (Page 40) Consultation with ASRB in disciplinary matters-

ASRB should be consulted on disciplinary matters.

As per rule 26(c) of rules and bye-laws of ICAR society, the recruitment board has to advise the Council in disciplinary matters relating to personnel recruited/appointed either by the Council itself or in consultation with the recruitment Board. The provision is mandatory in nature but the Council has been violating the same. All disciplinary cases decided by the Council in violation of specific provision of rule 26(c) of Rules and Byelaws of ICAR Society are void ab initio. The contention of the Council that the ASRB was so far not consulted in disciplinary matters because it did not have expertise in disciplinary matters is not correct. The Board has a secretariat where the Under Secretary as well as the Secretary have undergone detailed training in handling of disciplinary matters and have adequate experience and expertise in the field. The present as well as the future incumbents of the office of the Chairman and Members of the Board are and will be very senior and eminent scientists having proven of efficient management of Institutions/Universities/organisations and fully conversant with rules/regulations. Therefore, the expertise available in the Board in this regard matches well with if not exceeds that in the Council. However, the same could be further strengthened in due course of time. Principles of justice, equity and good conscience suggest that before a disciplinary case is decided it is looked into by an independent body. It will bring about much needed transparency and restore confidence in the system which is the need of the hour.



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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4.21.1(Page 32) - Need the Chairman preside over all the selection committees  
Chairman and the Members of the Board should independently chair the Selection Boards.

The recommendation is in line with the system followed by the UPSC. A proposal in this regard was made by the Board in November, 1995 and is pending with the Council. With the implementation of this recommendation the selection process will be considerably expeditious.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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8.2.3 (Page 44) - No need for President's nominees on the selection committee

There is no need for having nominees of President, ICAR on Selection Committees.

With the strengthening of ASRB (from one Member to 3 Members), it would not be necessary for the President to nominate two Members on the Selection Committee for grade S-4 and above. (Para 7.26)

The recommendations of both the Committees are in line with the provision of rule 26(a) of the Rules and Bye-laws of ICAR Society which envisage the Board to function as an independent recruiting agency. The principle of independent and autonomous functioning of the Board on the pattern of UPSC was endorsed by the Union Cabinet while approving the proposal relating to strengthening the Board from single member body to three members Board.



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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4.15.4 (Page 28) 4.25.2 and 4.25.3 (page 34) - Bunching of vacancies by ASRB - Preparation of perspective plan for personnel and HRD.

Noting that vacancies notified by the Council are being bunched together by the ASRB and advertisements are issued once in three or four months the committee has recommended that advertisements be issued on monthly basis. For reducing the time taken for completing the selection process (i) the ICAR should finalize the Perspective Plan for the Personnel and HRD for next two years and (ii) the ASRB should issue advertisement on monthly basis.

The time taken for completion of selection process depends on a number of factors. After the applications are received, they are processed by the secretariat of the Board and screened with reference to prescribed qualifications etc. If the qualifications are sharp focussed the number of applicants will be less. Further at present every meeting of the selection board is required to be chaired by the Chairman and therefore, it is not possible to hold more than one Board at a time. If simultaneous boards are held, under the Chairmanship of individual Members and the administrative staff and the infrastructure is correspondingly strengthened to complete the pre-selection formalities the capacity of the Board will be increased. It goes without saying that the number of posts included in an advertisement and the number of advertisements issued in a year depends on the operational capacity of the Board. If the capacity is increased the Board will certainly issue advertisements on monthly basis.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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**8.5.4 (page 46) - Decentralisation of Recruitment**

An issue was raised before the Committee suggesting that recruitment to scientific posts be made at the Institute level as is being done in the CSIR. Another suggestion before the Committee was to assign a well defined role to the ASRB in the recruitment of teaching and research staff of the SAUs. Since both the proposals have wide ramifications, the Committee has suggested further indepth review of the personnel tenorial and transfer policies of the ARS.

The present system of entry into ARS through All India competitive examination was commended by the GVK Rao Committee, as an appropriate procedure for attracting young promising scientists from diverse fields to the ICAR System. from all over the country as well as from the abroad. (Para 7.14).

Prior to formation of ARS as an All India Service, the scientific positions in the Institutes were treated as isolated posts and recruitment was made at the Institute level for junior positions and through UPSC for senior posts. The post based career progression led to stagnation and resultant frustration and heartburning leading to incidents of suicides. An enquiry committee was set up under the Chairmanship of Mr.P.B. Gajendragadkar. As a sequel to the report of this Committee the scientific services were reorganised and an all India service called ARS was set up and recruitment and career progression of scientists was entrusted to an independent agency viz. ASRB. On the other hand the CSIR does not have an All-India Service and their posts are isolated and Institute based. Therefore, the two situations are not comparable. In our system the Scientists are transferable on all-India basis. The institute based recruitment will create regional imbalance and the concept of service will be jeopardised.. The Institutes based in north eastern region and other relatively less developed regions in the country will not be able to fill up their vacancies and to that extent the poor and underdeveloped regions of the country will remain poor and underdeveloped. Therefore, the concept of Institute based recruitment will take us back to pre-1973 position and will negate the reform process initiated with the approval of the Cabinet pursuant to Gajendragadkar Committee report. It will be a retrograde step.

2. As regards role of ASRB in the recruitment of teaching/research staff of the SAUs, it is pointed out that the Universities are a state subject and it has rightly been observed by the Committee in its report that centralised recruitment in case of SAUs will not be in keeping with our federal polity.



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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4.23(page 34) - NET

Subjects covered by NET should be reviewed annually.

The review of subjects covered by NET is to be done by the Education Division with the approval of the Committee on ARS on which the Board is duly represented. Initiative in this regard lies with the Education Division of the Council and not with the Board.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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4.24 (page 34) -

NET should be made compulsory by all SAUs.

Action for implementation of this recommendation is to be taken by Education Division of the Council.



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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5.2.4 and 5.2.5 (page 37) - Revised procedure for selecting Chairman /Member of ASRB

The composition of the Search Committee should be broadbased, some guidelines be laid down for its membership and approval of the ACC be obtained for appointment of the Members of the Search Committee. The Committee has also suggested the composition of the Search Committee.

The Board agrees that the process of selection of Chairman and Members of the Board should be institutionalised so that eminent persons are selected who may not only be able to do full justice to the work of the ASRB without fear or favour but also instill confidence in the scientific community at large about the process of selection. There is a case for clearly defining the procedure for selection of Members/Chairman so that it does not remain a loose convention as at present but at the same time the recommendation of the Committee in the present form tend to dilute the role of the President, ICAR. This aspect needs careful consideration because in the context of ICAR society the President, ICAR is supposed to discharge the same role which President of India discharges in relation to other organisations of Govt. of India.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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**8.1.1 to 8.1.3 (Page 43-44) Committee of Scientific Secretaries**

The Committee has observed that major personnel policy decisions have been taken by the ICAR with the approval of the Cabinet but there is no system/practice for getting these proposals examined in advance by Committee of Secretaries. The extension of UGC scale to ICAR scientists in 1989 has been cited as an example of a body of employees mounting pressure on Govt. of India for taking decision in a particular manner. It has been suggested that in future such matters be first discussed in a Committee of Scientific Secretaries under the Chairmanship of the Cabinet Secretary.

The thrust of the recommendation is that process of decision making needs to be institutionalised so that proposals especially those relating to important staff related matters are objectively examined without undue influence of staff pressure. In the context of adoption of UGC scales it may be pointed out that the damage done to the research environment as a result of adoption of the running scale of UGC system and consequent abrogation of the virtues of the ARS system is a matter of common knowledge. The personnel policy of ARS has become redundant and new policy is not in place. A far better structured five-yearly assessment system based on peer review conducted by the ASRB on all India basis has been replaced by institute based promotion by DPC. All this notwithstanding the board does not agree with the remedy suggested by the Committee. In our opinion the adoption of UGC scales in undue haste became possible not because mechanism for proper and structured examination of issues involved did not exist but because the existing system/procedure providing for consultation with the ASRB was short circuited. Rules and Byelaws specifically provide for consultation with the Board in such matters. This was not done by the Council. Therefore, no useful purpose would be served by prescribing for another body of Committee of Scientific Secretaries. The ASRB as an independent body with exclusive responsibility of the ICAR is in a much better position to deliberate and examine such issues. The provisions of Rules and Byelaws should be scrupulously followed.



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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**8.3. (Page 44) - Special weightage for Scientists working in remote areas/ smaller centres**

In the course of interaction, with the scientists the committee was given the following suggestions by Scientists located in remote area/smaller centres:-

1. The Scientist working in difficult and remote areas should be given special preference or weightage, when promotion opportunity occurred.

2. Scientist working in smaller centres/sub-centres often have to attend to many non-scientific items of work and this affects their research output and due weightage for which should be given by ASRB when promotion opportunity arise.

The Committee has considered both the demands but has taken a view that since the ARS as a body of research scientists, has to focus on academic and research excellence, it may not be advisable to give any kind weightage in such cases .

There is some merit in the demand of the Scientists posted in remote areas and or at smaller centres. While the Committee has rightly concluded that in matters of direct selection such considerations may not be advisable, the Board feels that due weightage for these factors can be given at the time of promotion under the career advancement scheme applicable to ICAR Scientists. This is all the more desirable because the transfer policy referred to in para 8.6.4 of the report has not been implemented properly other wise the personnel policy of ARS had provided for movement of personnel from such difficult areas after serving a fixed tenure. Earlier when five-yearly assessment promotions were being considered by the Board due cognisance was given to such factors. ICAR should address to this genuine difficulty of Scientists.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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8.4 (page 45) Problem of Scientists in multidisciplinary centres.

The Committee has noted that the specific requirements of scientists posted in multi-disciplinary centres are not being properly attended to and has suggested suitable team approach at DDG level.

While the committee has pointed towards an area of concern for scientists posted in multi disciplinary Institutes the recommendation is not sharp focussed. The crux of the matter is that with the movement from discipline oriented research to programme oriented research cutting across disciplines it is necessary to evolve a new management outlook where every scientist contributing towards generation of technology packages should have the satisfaction of realising his potential regardless of his discipline of basic training and the subject matter division to which the Institution of his posting is attached. Equality of opportunity, and treatment in an environment of fairplay are of paramount significance in removing the apprehensions referred to by the committee.



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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8.6.12(Page 48) - In depth study of personnel/ tenurial and transfer policy of ARS/RMP

There is urgent need for an indepth study of personnel/tenurial and transfer policy of ARS/RMP.

The ARS was set up as an All India Service with most laudable objectives. The concept of flexible complementing and career progression based on five-yearly assessment by peer review method without subject to occurrence of vacancy were unique distinctive features of the service, All India transfer liability was introduced to remove regional imbalance and provide scientific manpower at all centres. The stations were categorised and a transfer policy was laid down so that after certain number of years at relatively difficult stations the Scientists may move over to convenient stations. The Board would further like to add that no serious effort was made by the Council to finetune its personnel policy in keeping with the changes in the macro-environment and taking into account the experience gained as a result of the operation of the service over a period of time. It has rightly been observed by the Committee that many of the provisions of ARS have become obsolete or redundant as a result of introduction of UGC pay scale and consequent revision of recruitment rules to bring them in line with those in the University system. As rightly observed by the Committee these changes have severely diluted the competitive spirit among the agricultural scientists and is tending to sap all their initiative for attracting excellence in research. At that no analysis of likely impact of the policy changes on the research environment seems to have been made by the Council.

For the Research Management Positions, the appointments are made for a fixed tenure of five years with provision for giving second tenure. The spirit of the rule is very clear that second tenure is to be granted on a very selective basis. However, in practice the second ten-

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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ure has been given in a majority of cases as a matter of routine. This has defeated the purpose of keeping the period of tenure as five years. This has severely affected the quality of leadership. It has been observed that after completion of second tenure the incumbants are left with very short period of service before superannuation and they are found to be unwilling to go back to laboratories for active science. This has given rise to phenomenon of accomodating such scientists as OSD, etc. which in net terms operates as a drag on the system. The Board feels that the Council should take a close look on the performance of research managers during first four years and the question of giving second tenure should be considered in a well structured manner provided the incumbant has opted to be considered for second tenure. He should also be asked to submit a write-up on why he should be given second tenure. The biodata together with achievement in net terms should be rigorously evaluated with reference to the projections made by the candidate in the write-up submitted to the Board at the time of selection. Though a research manager is duely selected by the Board following prescribed procedure, renewal of tenure amounts to second appointment for another term and hence, the procedure should envisage concurrence by the Board and grant of second tenure should be restricted to exceptionaly competent research managers. Another alternative could be that the post be advertised after 4 years of the tenure are over and side by side the performance of the incumbant be rigourously scrutinised. After interviewing the fresh candidates the case of the incumbant research manager should be considered by the Selection Board and the incumbant be evaluated with reference to his past performance vis-a-vis his claims/projections and the strengths/potential of fresh candidates. The recommendation of the Selection Board should be put up to the Appointing Authority for approval. In



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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the normal course the endeavour should be to encourage research managers to go back to active science. Restrictive grant of second tenure will also contribute to development of management potential in other senior level scientists and will also make the incumbent scientist more accountable.

The Board would further like to add that both in respect of ARS and Research Management Positions, the basic policies framed by the Council were sound but their implementation has not been as effective as required. Even now with some finetuning good results can be obtained. It is, therefore, necessary that indepth study should be conducted in this regard as per recommendation of the Committee.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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9.2.3(page 51) - Should HRD function be with the ASRB

The HRD functions should continue to be handled by the ICAR.

The ASRB should not remain just a recruitment Board, it should assume the responsibility for overall human resources development in the Council.(Para 7.30)

To fulfil its mandated role in terms of rule 26 of ICAR Society the Board has to be involved in HRD functions of the Scientific personnel of ICAR. Though it has rightly been pointed out by the ASRB Review Committee that the hands of the Board are full but with suitable strengthening, the Board can certainly assume the responsibility for HRD functions of the Council. A proposal in this regard was submitted in January, 1990 and necessary provision was also made in the VIII Plan proposal of the Board which was duly sanctioned, but for want of follow up action on the part of the Council, strengthening could not materialise. It may be added that the human resource development has a very wide spectrum. The personnel division of the ICAR is taking care of foundation training and placement aspects. The GVK Rao Committee had envisaged a different role for the Board in this regard. Conceptually the Board is required to maintain contact with the selected Scientists and to assess and judge their performance and growth for lateral and horizontal movement keeping in mind the job specification and scientific potential. The feedback received in the process would enable the Board to further refine its selection process. It is necessary to do research on human capital development in agricultural sciences to evolve policies for personnel management. Thus the HRD functions envisaged for the Board are different from what the Council is doing and these functions can best be done by a body like the Board.



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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**8.7.5(page 50) - Reduction in the number of ICAR Institutes**

It has been recommended that the number of Institutes /Centres/Sub-Centres and their geographical spread/dispersal should be critically reviewed so as to reduce them to a smaller and more manageable number giving the research activities of the ICAR system a sharper focus.

It has rightly been observed by the Committee that rapid expansion has taken place without corresponding contribution. In several cases established institutions were fragmented to create new institutions without regard to its effect on on-going activities. This has resulted in duplication of activities. All India Coordinated research projects were continued without any critical review and in due course, they were upgraded to the level of an Institute in the name of Project Directorate. During VII and VIII plan period there has been rapid growth in the number of Institutes and National Research Centres. Regional Centres of Institutes have been opened without regard to capacity of the system to sustain such expansion and to derive benefits commensurate to investment. ICAR has opened regional centres even for area specific research which is the mandate of the SAUs. The net result has been thin spreading of resources. There are several centres and Institutes where the number of Scientists is below the "critical mass". Most of the Institutes are facing serious resource crunch as a result of diversion of financial resources to new Institutes. As per ICAR budget book 1997-98, 80 to 90% of the budget of old Institutes is accounted for by salary and other establishment expenses which means that there is inadequate money for doing actual science and for obtaining research results from the scientists employed. On the other hand the money being provided to new institutions is being spent for development of infrastructure and their allocation is far short of their requirements and below the "critical mass" in terms of financial resources.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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9.4.2 (page 52) - Placement of ARS Scientists on entry

ASRB should be associated by the ICAR in the process of placement of ARS of Scientists on entry.

The ASRB should maintain contact with the career of the Scientists selected for the ICAR system. On the basis of the feed-back, it should make refinement in the operation of the Agricultural Research Service. The ASRB should assume the responsibility for overall human resource development in the Council (para 7.30).

The suggestion of the ASRB Review Committee is very useful. During the course of interview, full particulars of specialisation/areas of interest of the candidates come to the notice of the Board and it is, therefore, in a position to meaningfully contribute to appropriate placement of the selected Scientists.



Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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9.3.3 (Page 52) - Recruitment of administrative and support personnel  
 Recruitment of administrative and support personnel should remain with ASRB.

The recruitment of administrative, accounts and support staff should be taken out of the purview of the Board (Para 7.27)

Since rules and bye-laws of the ICAR Society envisage the Board to function as an independent recruiting agency for the ICAR, it is logical that the recruitment of administrative and other support staff is made by the Board. As has been observed by ASRB Review Committee in para 7.5 and 7.6 of their report the Board staff is inadequate even for existing activities. Therefore the Board would need to be appropriately strengthened for this additional work.

Recommendations of ASRB Review Committee	Comments of GVK Rao Committee, if any	Comments of the Board
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9.5 (page 53) - Validity period for ASRB selections

Validity period for ASRB selection should be specified.

The Board is following instructions issued by the Personnel Division of the Council in this regard. The Council may consider the instructions issued by the Government of India and adopted by them in this regard from time to time.





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Agricultural Scientists Recruitment Board ASRB which prescribes a syllabus for each subject and the mode of the examination. Since these syllabus were introduced as early as 1976, the Committee would suggest updating the same for each discipline and for introducing improvements in the formulation of question papers and evaluation, using modern educational technology suitable for such a competitive examination.			

(1) and (2)  
 The five yearly assessment system provided under ARS rules has been repalced by UGC system of assessment in which the assessment Committees are Institute based and the role of ASRB in limited to nominating experts on the

Accepted by the GB and President, ICAR

- 2 7 7.24 to 7.26 (1) The ASRB should examine and introduce improvements in the existing proforma of annual and five-yearly assessment so that as much valid information as possible can be obtained for the assessment by them.
- (2) In the Institute itself there must be every two years an evaluation of the progress in



## Committee.

the Research Projects and work of Scientists by a panel of two advisors along with the Head of the Division or Unit and the Director. The advisors will be appointed by the Director for a period of five years in consultation with the Management Committee. The advisors role would be to review the research projects and the work of the institute during a plan period (five years) to help the Director in monitoring and evaluating the entire research of the Institute. Two advisers with scientific expertise and experience for each broad area of research in the institute may be appointed. While reviewing the Research Projects of a Division or Unit, the Head of the division and the Director will sit with the advisors in making a critical examination of the project work. While making this review this

team will record their assessment of work of the scientists in the project. Each set of advisors may be required to spend a week in reviewing the project work and the scientists accomplishment in a Division. At the end of this review, the deficiencies that have appeared in the project should be indicated to be remedied and the scientists explained the strengths and weaknesses of their performance. All these should be recorded. This feed back will help the scientists to improve his/her performance. Good work done should also be indicated which will be an incentive to further progress. In this way there will be two internal assessments during a five year period of each scientist's work. The complete record of these two assessments along with other materials that



are already prescribed should be made available to the ASRB at the time of five yearly assessment. The ASRB Assessment Committee itself should spend one day before the interview to go through all the records and make use of this study in the discussions during the interview. The assessment made in the institute would already have been made known to the scientists and he would have attempted to improve upon the suggestions. The ASRB may constitute Assessment Committees which may visit each Institute and have on-the-spot interaction with the scientists and their supervisors. Such an interaction will allow assessment of the work done by the scientist in relation to the work assigned to them and work facilities available.

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	(3) With the strengthening of the ASRB it would not be necessary for the President to nominate two members on the Selection Committee for Grade-4 and above.		<p>The composition of the Selection Committees has been notified vide Secretary's D.O. letter No. 2-53/89-RC cell Dated 17.12.90. With this the system of nominating two Members by President, ICAR on each Selection Committee has been discontinued.</p> <p>Recruitment to the Grade A posts of Administrative officer and Finance &amp; Accounts Officer is made by ASRB. Recruitment of Assistants and Section Officers is also done by the ASRB. Limited Departmental Examinations are also entrusted to the Board. Some Administrative posts like LDCs, Stenographers, etc. are however filled through</p>
3	7	7.27	
	The ASRB is also vested with the responsibility of recruitment for middle and lower-level administrative posts. It is recommended that recruitment and assessment of administrative, accounts and supporting staff should be taken out of the purview of the ASRB.		



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			Staff Selection Commission. Thus this recommendation has been implemented partly.
4	7	7.28	<p>In the ASRB a broad grouping of three areas as Crop Science, Animal Science and Basic and Social D.O. Sciences including Extension has been done, and it is indi- cated that the three members have been chosen to represent the three broad areas and assume the responsibility for the respective area. In principle this has limitations because each group has a range of subjects and it is not the member's expertise that matters. The persons appointed to the ASRB are eminent and experienced scientists who have broad knowledge and experience of Agricultural sciences. Each one assisted by the external experts in the</p> <p>Accepted by GB and President, ICAR Secretary, ICAR vide D.O. letter No. 2-55/ 89 RC cell dated 26.6.90.</p> <p>At the time of expansion of the Board to a three member body it was proposed in the cabinet note that the Members will be from the areas of Crop Science, Animal Science and Basic and Social Science including Exten- sion. This was approved by the cabinet. However for each selection the Board is assisted by experts of the concerned discipline. This takes care of the apprehension about each of the three broad areas from which the members come having a wide range of subjects. Moreover the Members are eminent and experienced Scientists</p>

specialised subject for which selections are held should be able to make an objective assessment of the candidates. It is not necessary that a member should sit in selection in his area of speciality. The ASRB operates around three major areas, viz. (1) Annual ARS examination and direct recruitment (2) Five-yearly assessment of the scientists in the service, (3) Direct recruitment by advertisement. Specialisation around the three areas of responsibility may perhaps be more appropriate among the Board members rather than the subject-matter areas to handle the total task entrusted to the ASRB. Such specialised effort within the ASRB could result in refinement of the system and its efficiency.

who have broad knowledge and experience of Agricultural Sciences. It may also be mentioned that the chairing of selection Committee is not strictly discipline oriented and the selection Committee is chaired by the chairman or Member. The ASRB was not taken into confidence before the recommendation was taken to GB and the President ICAR for approval, Development of specialisation among Members/Chairman along the three major areas viz. Annual ARS Exam and Direct recruitment (2) Five yearly assessment and (3) Direct recruitment by advertisement is not a workable proposition. The underlying idea behind the recommendation which appears to be to ensure high quality of recruitment is fully



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5	7 7.29	<p>At present while the ASRB is charged with the responsibility of making selection in accordance with the prescribed manner, all applications received after the advertisement of the vacancy are forwarded by the Board to the Headquarters for preliminary screening. In our view, this is not advisable. As per the procedure adopted by the UPSC, the ASRB itself should take the responsibility for screening the applications. But they can invite comments of the competent authority in the ICAR before finalising the list of candidates to be called for interview. Secondly, in our</p>	<p>served by the present system of a professionally managed Board constituted on the lines of approval of the Cabinet.</p> <p>Scrutiny of Applications is now being done by ASRB.</p>

Accepted by GB and President, ICAR vide Secretary ICAR D.O. letter No. 2-55/89-RC cell dated 28.6.90.

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	<p>view. the number of candidates to be interviewed should be restricted generally to four times the number of vacancies. Thirdly, it should be within the preview of the ASRB to consider candidates in absentia on the basis of their boidata and other particulars in addition to the system of 'contact' candidates.</p>		<p>It involves strengthening of the Board. A proposal in this regard was forwarded to the Council vide letter No. 1/Secretary/ASRB/90 dated 11.1.90. Necessary provision for strengthening which included creation of Research and Anaysis Wing was also made in the VIIth plan EFC memo. The proposal was sanctioned by the EFC/PIC. Action for creation of posts is however pending</p>
6	7	7.30	
	<p>The ASRB should not remain just a recruitment board.It should assume the responsibility for the overall human resources development in the ICAR. It is, therefore necessary for the ASRB to maintain contact with the career of the scientists selected for the ICAR system By this feedback the ASRB would be in a position to make refinement in the</p>		



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7	7.31	Accepted by GB and President ICAR vide Secretary ICAR D.O. letter No. 2-57/89/RC	Separate budget allocation has been made for the Board. For proper implementation of this recom-
7	The future of the agricultural research and its application for food production and welfare of the people		
7	convention.		
7	operation of the Agricultural Research science and the personnel policies. The ASRB should be charged with the overall human resources development in the ICAR. It is recommended that a research and analysis wing be set up in the ASRB so that research on human capital development in agricultural sciences could be done to help evolve policies for personnel management in the ICAR system. The ASRB should also, using the experience of the last ten years, develop a set of operative procedures which may become healthy		with the Council. This recommendation has thus not been implemented.

mentation it is necessary that steps are taken to

reduce the dependence of the Board on the Council so that the Board is able to function without any sort of pressure or influence. At present the

Chairman has been delegated the powers of Head of the department which is not sufficient. The chairman should be given executive and financial powers as in the case of chairman, UPSC.

The DARE should function as the Administrative ministry for the ASRB in the manner the DOPT functions for the UPSC. Since the cadre of Administrative staff is the same the transfer/posting etc. are made by the Council. It sometimes leads to inadequate appreciation of the requirements of the Board

cell dated 6.6.89.

depends upon the quality and quantity of research work turned out by agricultural scientists. Hence the best talent available in the country should be selected for this work based on merit, and there should not be any sort of pressure or influence on the ASRB, which is the recruiting agency. We, therefore, recommend that the ASRB should be an independent and fully autonomous body to discharge the functions effectively, with its own budget, staff and operational procedures, and may function on the lines similar to the UPSC.



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			<p data-bbox="363 331 699 734">           leading to vacancies in the Board not getting due priority at the stage of filing up of posts and posting of unsuitable staff in some cases. Thus this recommendation has been partly implemented only to the extent of allocation of separate budget.         </p>