

Annual Report 2007-08



कृषि वैज्ञानिक चयन मंडल
Agricultural Scientists Recruitment Board

Annual Report 2007-08

April 1, 2007 to March 31, 2008



Agricultural Scientists Recruitment Board
Indian Council of Agricultural Research
Krishi Anusandhan Bhavan I
Pusa, New Delhi 110 012, India



Agricultural Scientists Recruitment Board

THE Agricultural Scientists Recruitment Board presents to the President, Indian Council of Agricultural Research, its Annual Report as required under rule 26 (d) of Rules and Byelaws of the ICAR Society. This report covers the period from April 1, 2007 to March 31, 2008.



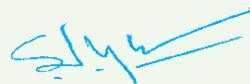
Foreword

I HAVE immense pleasure to present the Annual Report 2007-08 of the Agricultural Scientists Recruitment Board (ASRB), New Delhi. An elaborated account of the ASRB activities is presented in various sections of the report. Importance of appropriate human resource in any research organization is the key factor for successful growth as it is in the Indian Council of Agricultural Research (ICAR). A just assessment system is the backbone of keeping the research, teaching and technology transfer system vibrant. It is the continued endeavor of ASRB to evolve a fair and transparent system of recruitment and assessment. The ASRB is thus striving hard towards its goal of providing the best scientific manpower to the ICAR. In these efforts, with active support of National Agricultural Resource System comprising a trained manpower access the SAUs-ICAR and other Universities, the Board has attempted to evolve a fair and transparent system of direct recruitment and assessment. This year, Board has introduced major reforms in New Scorecard for Direct Recruitment, new syllabus for ARS/NET examinations as per the new disciplines, modification of qualification for the recruitment to the post of Senior Scientists and review of open competitive examination for direct recruitment. These changes will make the functioning of the Board more transparent and efficient.

My sincere thanks are due to the President, ICAR Society and Hon'ble Minister of Agriculture, Shri Sharad Pawar, who took out time to look into all the revised procedures of the Board and gave very useful tips for reforms. I acknowledge the continued support of Dr Mangala Rai, Secretary, DARE and Director-General, ICAR as well as Mr A.K. Upadhyay, Secretary, ICAR, and Dr (Mrs) Rita Sharma,

former Financial Advisor and Mr B.A. Coutinho, Financial Advisor, ICAR, for their continued support to ASRB activities. I wish to especially thank Dr N.K. Tyagi, Member, ASRB, who leads the preparation of the report with keen interest. With joining of Prof. M.J. Modayil in December 2007, the Board is in full strength after a gap of nearly two years. Thanks are due to him and all my colleagues for their efforts to bring out this report.

Finally, the publication is made possible because of the help rendered by Dr T.P. Trivedi, Project Director, DIPA, Shri V.K. Bharti, Chief Production Officer, DIPA and his colleagues, ASRB is thankful to them.



(C.D. Mayee)
Chairman, ASRB

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Executive Summary

THIS report documents the ASRB's experiments with reform in recruitment and the assessment processes and the progress made during the year 2007-2008. The reforms that were made during the previous year were implemented and it is a matter of great satisfaction for the Board that these are gaining acceptance of the community of National Agricultural Research system in general and the ICAR in particular. One of the major initiatives during the current year was development of question banks in 38 disciplines with the active involvement of about 500 experts from across the country. This is an ongoing exercise, which will be continued on regular basis. There has been acute shortage of candidates for lateral entry at Sr. Scientist level. This was largely due to limited recruitment at entry level in recent past, both in the ICAR as well in the State Agricultural Universities. Also, there was some technical hitch for entry of scientist from other Science departments like CSIR/DST due to difference in scales of pay. The Board, therefore took the initiative of modifying the model qualifications for various positions that would facilitate entry of candidates with post doctoral experience in reputed science organizations and enable scientists with only 4 years professional experience to appear for Sr. Scientist grade. It would also qualify scientist in 'F' grade of CSIR to research management position in the ICAR.

The previous scorecard system for direct recruitment has been in operation for 3 years. The Board felt the need for revision of this scorecard on several counts. A broad based committee that was constituted recommended extensive modifications, which were incorporated in the revised scorecard. The new score card stipulates

a minimum cut off 45% for research positions and 50% for research management positions at screening stage with the provision that these marks would not be added to interview marks in selection to research management positions.

The assessment process has been accelerated and 452 cases in 46 disciplines for promotions from Sr. Scientist to Principal Scientist grade were processed according to the new scorecard system that was devised in the previous year. Nearly, 83% scientist were promoted to principal scientist grade.

The direct recruitment for various position remained high on Board's agenda. The advertisements were issued for 300 vacancies and the recruitment process for 175 was fully completed. The Board made positive recommendations in respect of 132 cases and found no suitable candidates for the remaining vacancies.

The ASRB is very proud of its ARS/ Net examination system, which is meant for recruitment of scientist to entry level posts in the ICAR and enabling others to compete for positions in the state agricultural universities. Of the 11000 candidates who took the test, only 618 cleared NET, while 191 vacancies for ARS out of the 220 that were advertised in various disciplines, could be filled. The highlight of the ARS was that OBC category out performed the general category and claimed 19 additional seats. The geographical distribution of successful candidates continued to be skewed. There is a need to deliberate on this issue at national level to develop appropriate strategies to rectify this situations.

With generous supports from ICAR, the ASRB continued to modernize the infrastructure. A new boardroom has been established for conducting interviews. The Board has developed its own website which was inaugurated on the eve of Foundation Day celebration in November 2007. The ASRB remains committed to developing a fair and transparent mechanism to induct the best talent in agricultural research system.



Dr C.D. Mayee, Chairman, ASRB and Dr N.K. Tyagi, Member, ASRB, presenting Annual Report 2006-07 to Shri Sharad Pawar, President, ICAR Society, and Union Minister for Agriculture, Government of India



Introduction

1.1 Agricultural Scientists Recruitment Board

The Agricultural Scientists Recruitment Board (ASRB) was established on 1 November 1973 as an independent recruitment agency in pursuance of the recommendations of the Gajendragadkar Committee. The mandate of the ASRB is to make available the best human resource to man various positions in the ICAR institutes in the country. As per the Cabinet decision, the Board has been assigned the following responsibilities.

- ◆ Recruitment to posts in the Agricultural Research Service (ARS) of the ICAR and to such other posts and services that the President, ICAR, may specify from time to time.
- ◆ Rendering such other assistances to the Council in personnel matters, including promotion, as may be required by the President, ICAR.
- ◆ Advising the Council on disciplinary matters relating to personnel recruited through ASRB or appointed by the Council in consultation with the Board.

1.1.1 Subsequently, on the creation of the Agricultural Research Service (ARS), as an All-India Service, the following additional responsibilities have also been assigned to the Board.

- ★ Recruitment to scientist grade (Rs 8,000-13,500) of the ARS through an All-India Competitive Examination.

- ★ Induction of existing scientists of the ICAR to the ARS under the initial constitution of the ARS.
- ★ Assessment for merit promotion and grant of advance increments to scientists of the ARS.

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

1.1.3 The Board also conducts National Eligibility Test, which is a prerequisite for the initial recruitment as Assistant Professor/Lecturer in the State Agricultural Universities in 69 disciplines.

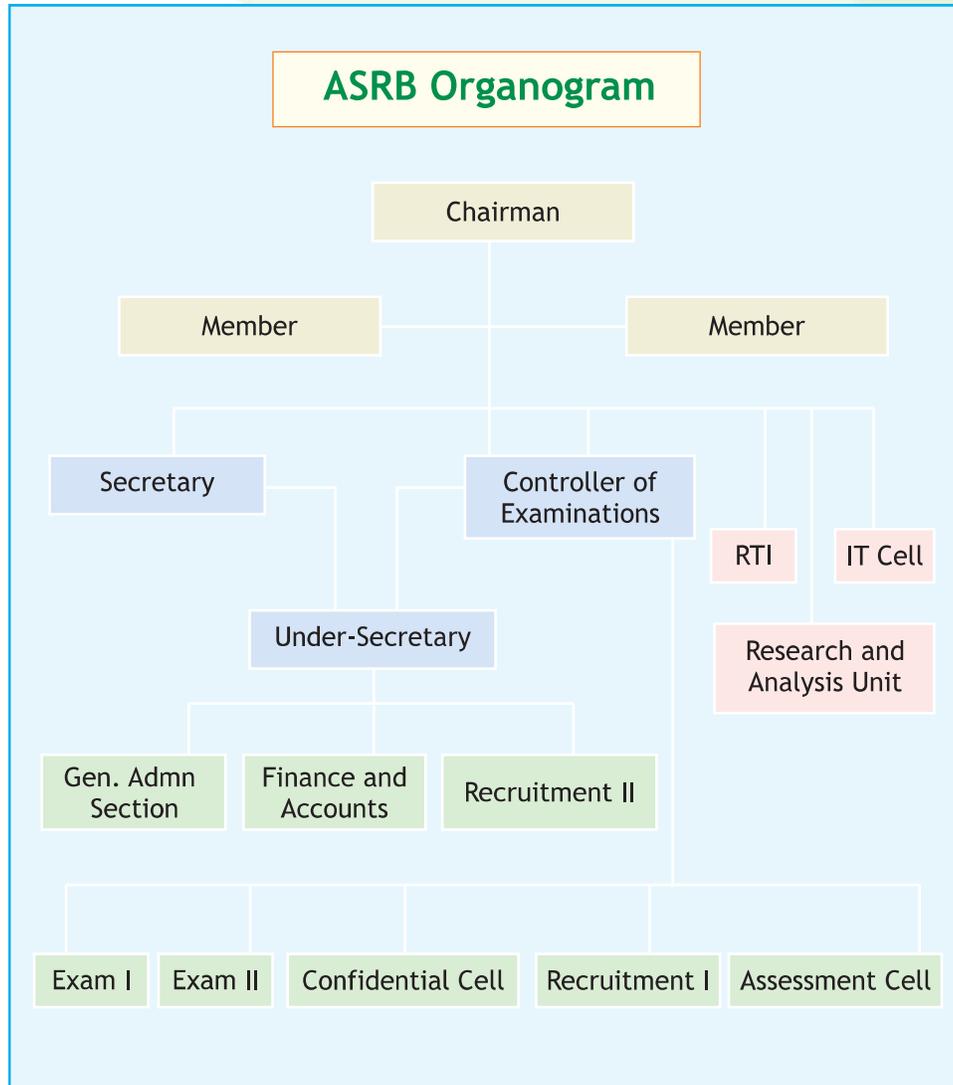
1.2 Organization

The Board comprises a Chairman and two Members. In discharge of its duties, the Board is assisted by a Secretary and a Controller of Examinations along with other financial, administrative and technical functionaries. This year, vacant post of one member has been filled by joining of Prof. Mohan Joseph Modayil as a new Member on 10th December, 2007.

1.2.1 The total sanctioned strength of the officers and staff of the Board as on 31 March 2008 was 74 (Appendix IX). The list of the officers and staff of the Board for the period 1 April 2007 to 31 March 2008 is given in Appendix X.

1.3 Expenditure

The Board incurred an expenditure of Rs 360.87 lakh for the period 1 April 2007 to 31 March 2008. The details are given in Appendix II.



1.4 Activities

In discharging its functions, the Board undertook various mandated activities (Appendix III), which are given in Table 1.

Table 1. ASRB activities during 2007-08

Activities	Number
I. Recruitment by Interviews	
Posts for which recruitment action was pending from previous years	120
Posts for which requisitions were received during the current year	229
Posts for which recruitment action has been completed	175
Applications received	1,880
Candidates interviewed	817
Candidates recommended for appointment	132
Cases where no candidate was found suitable for appointment	34
Cases where no candidate attended interview	09
Cases where posts were withdrawn by the ICAR	114
Screening of applications for posts advertised during the year	1880
Posts for which recruitment action is under progress	174
No. of posts advertised	300
II. Recruitment by Examinations	
Limited Departmental Examination for Assistant Examination held (ARS / NET)	01
Candidates applied	18139
Candidates appeared	10973
Net examination qualified	618
NET certificates awarded	550
ARS-candidates recommended for appointment	191

Activities	Nos
III. Assessment and Review of Assessment	
Assessment of senior scientists under the CAS	452
Reassessment of scientists	1
Assessment of scientists under old scheme	1
IV. Composition of Committees, Boards or other such bodies for promotion, selection, recruitment and other matters	
Appointment of committees of experts for promotion of scientists	30
Appointment of committees of experts for promotion of technical personnel	14
Appointment of committee for revision of application forms for direct recruitment	01
Appointment of committee for revision of qualification for direct recruitment	01
Appointment of committee for revision of scorecard for direct recruitment	01
Appointment of committee for review of ARS / NET examination	01
Appointment of committee for review of ARS / NET examination syllabi	01
Review of open competitive examination for direct recruitment	01

The ASRB did not receive any reference from the ICAR for framing recruitment rules, disciplinary cases, temporary appointments under Rule II (5), read with Rule 15 (5) and appointment on deputation under Rule II (7).

One assessment case of scientist, and one case of review of assessment result were received during the year while no case of induction was received.





Recruitment by Examinations

2.1 ARS/NET Examination 2006

The ARS/NET examination—2006 was conducted by the Board in 69 disciplines at 32 centers in April, 2007. The total number of candidates who applied for the examination was 18,139 and 10,973 (60%) candidates appeared in the examination. Only 618 cleared NET in 49 ARS Disciplines; none qualified in 20 Disciplines (Fig. 1). The success ratio for NET was 1:17. The category-wise detail of successful NET candidates is shown in Fig. 1. As far as NET is concerned, there are no stipulated vacancies and it is only an enabling certificate to apply for positions of Assistant Professor / Lecturer in the teaching institutions.

The ARS examination is used to recruit entry level scientists for vacant positions in the ICAR institutes. Four hundred and nineteen candidates who had obtained marks above the cut off level were called for ARS interview for the 220 advertised vacancies in 24 disciplines. But only 191 vacancies could be filled and the success ratio for ARS worked out to be 1:31. No candidate qualified in Veterinary Medicine discipline. The discipline-wise breakup is given in Appendix (IV). Analysis of the ARS results points to some interesting trends.

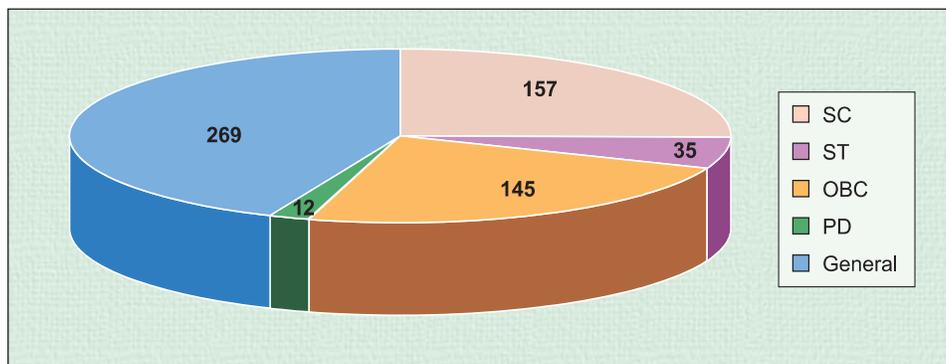


Fig. 1. Category-wise performance of different groups in NET Exam 2006

The Board usually interviews/calls 5 candidates against each vacancy. But during the current year, the number of candidates who cleared written test was far below the target. In some disciplines, the number of vacancies and the number of candidates clearing written examination were almost equal or some times even less.

- Candidates belonging to OBC category outperformed general category, and they claimed 19 seats of the general category (Fig. 2).
- Candidates belonging to SC category also performed fairly well and claimed 7 seats of general category.
- State-wise distribution is skewed, as 73% ARS scientists came from just 7 states, (Tamil Nadu, Bihar, Uttar Pradesh, West Bengal, Karnataka, Rajasthan, Kerala) (Fig. 3). States like Himachal Pradesh, Maharastra and Madhya Pradesh have very little representation in the list of successful candidates.
- Ten top state agricultural universities/deemed to be universities contributed to 79% of the successful ARS candidates (Fig. 4) and only deemed-to-be universities contributed 48% of the successful candidates (Fig. 5).

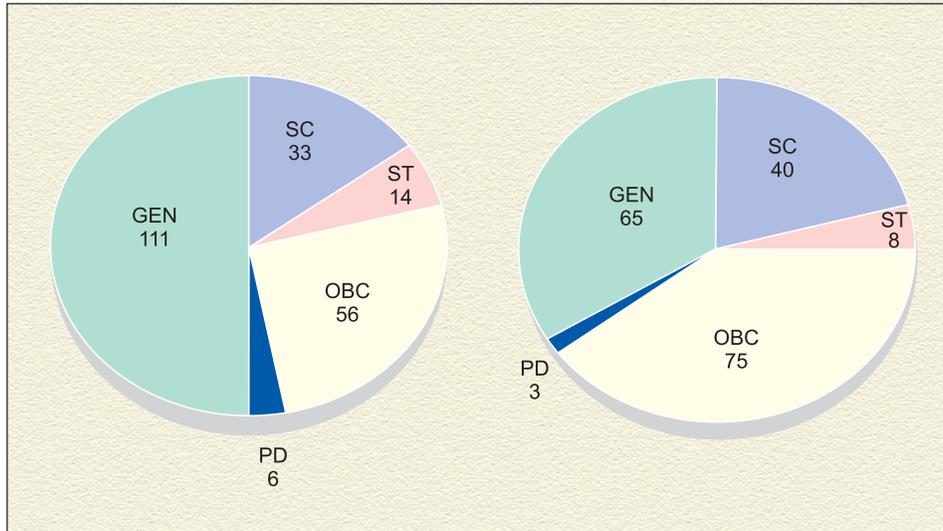


Fig. 2. Category-wise performance of different groups, i.e. General (Gen), Scheduled Caste (SC), Scheduled Tribe (ST), Other Backward Classes (OBC) and Physically Disabled (PD) in ARS 2006

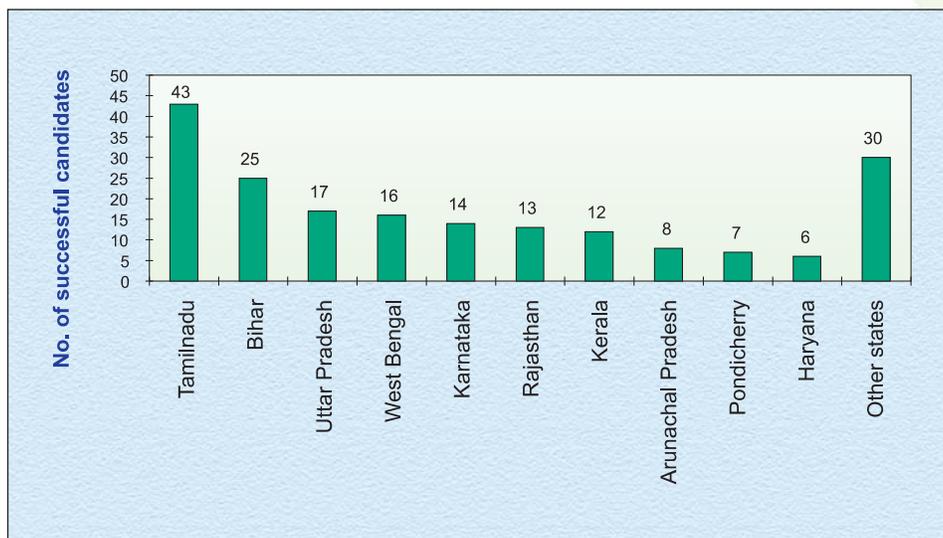


Fig. 3. State-wise performance in ARS 2006



Fig. 4. Performance of the top 10 SAUs/ ICAR deemed-to-be universities in ARS 2006

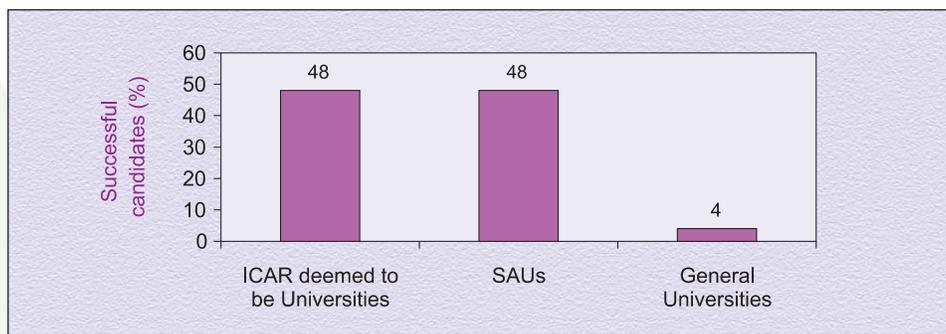


Fig. 5. Organization-wise performance in ARS 2006

- Of the successful candidate 51% were those who had written ARS examination for the first time (Table 2.)

Table 2. No. of attempts made by successful candidates

Attempts	Successful Candidates		Cumulative %
	Nos.	%	
1st	97	51	51
2nd	74	39	90
3rd	18	9	99
4th	2	1	100
Total	191		

2.2 Limited Departmental Examination for Assistant

The Board conducted limited departmental competitive examination for Assistant for filling up 14 vacancies at the ICAR headquarters during January 2008. The total number of candidates applying for the examination was 111, of which 69 candidates appeared for the examination. The remaining work of the examination will be completed during the year 2008.



Fig. 6. View of examination

3

Recruitment by Interviews

3.1 The Board received requisitions from the ICAR for 229 posts during the year, and the requisitions of 120 posts were carried over from the previous years. It may be mentioned that advertisement for 114 posts had to be withdrawn as qualifications and experiences requirements had been revised before the selection process could be undertaken. These posts were advertised afresh on the recommendations of the ICAR with new set of qualifications.

The Board issued three advertisements during the year 2007-2008 as given in Table 3.

Table 3 . Advertisements for various scientific positions during the year 2007-08

Advt No.	Date of publication	No. of posts
01/2007	09.06.2007	10
02/2007	22.12.2007	125
01/2008	01.03.2008	165
Total		300

The category-wise break-up of the advertised posts showed that nearly 91% of the posts belonged to senior scientists and training organizers, and the remaining were for the research management positions (Fig. 7).

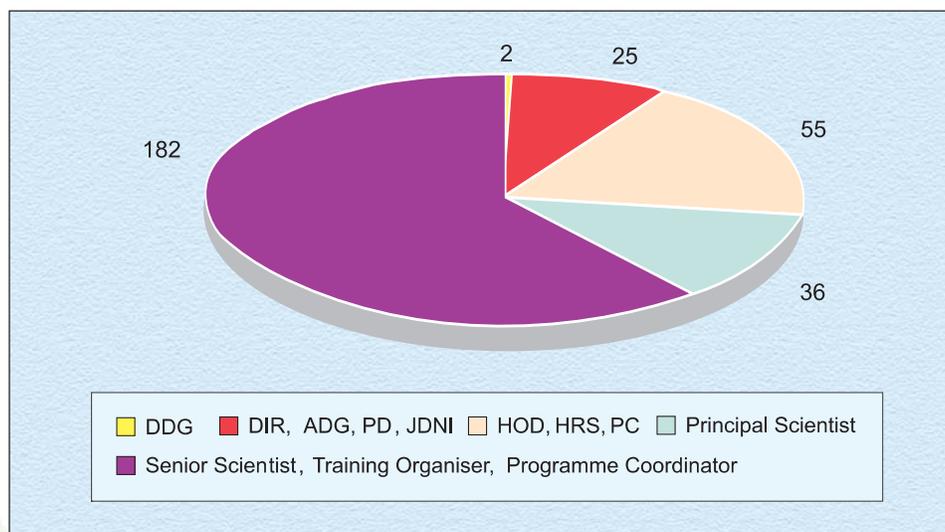


Fig. 7. Category-wise break-up of the advertised scientific posts

[ADG—Assistant Director-General; DDG—Deputy Director-General; DIR—Director; HOD—Head of Department; HRS—Head of Regional Station; JDNI—Joint Director of National Institutes; PC—Project Coordinator]

3.2 The Board completed the recruitment process for 175 posts during the year. Of these, 21 posts were in the research management category (RMP), 41 were in the middle-level cadre (heads, project coordinators, joint directors etc.) and the remaining were in the Senior Scientists, Training Organizers and Principal scientists category. The Board could make positive recommendations in 132 cases, and for the rest, no suitable candidates were found available.

In all, the Board had screened more than 1,800 applications and called 1,178 candidates for interview, and 817 candidates attended the interview (Fig. 9).



Fig. 8. Selection Committee in progress

Thus, on an average, there were 4.7 candidates for each position. But the inter-category distribution of the available candidates was highly skewed. Availability of the candidates for the senior scientists posts was very low, and about 54% of selections were based on 1-3 eligible candidates and no candidate appeared for 9 posts. (Appendices V and V (A)).

Progress of Selection Process

During the year, 111 post of Senior Scientists could not be filled due to the change of qualification. The Board completed recruitment process for 175 posts (Fig. 9), which were advertised vide advertisement Nos 2/2006, 3/2006 and part of 4/2006 and 1/2007.

Table 4. Summary of the posts for which the Board has completed recruitment process

Name of Post (s)	No. of post(s)	No. of applications	Candidates called for interview	No. of candidates interviewed
Deputy Directors General	3	76	38	27
Assistant Directors General	6	127	82	70
Directors	8	154	100	75
Project Directors	3	51	31	24
Joint Directors of National Institutes	1	29	19	6
Joint Directors of other Institutes	2	44	24	12
Heads of Divisions	37	358	233	149
Project Coordinators	2	30	26	19
Principal Scientists	20	206	169	113
Senior Scientists/ Training Organizers	93	805	456	322
Total	175	1880	1178	817

The number of applicants for research management positions were much higher as compared to research positions (Fig. 10, 11). In spite of the same scale of pay at the Principal Scientist level, the number of applications for managerial posts, were high. Positions of Heads of Division, for which there were only 4 candidates per vacancy, did not appear to be attractive (Figs. 12).

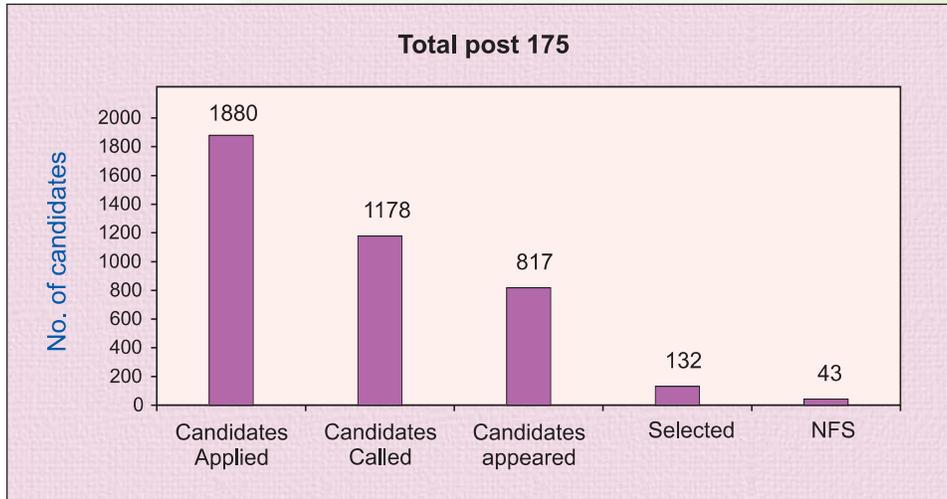


Fig.9. Details of 175 direct selection posts.

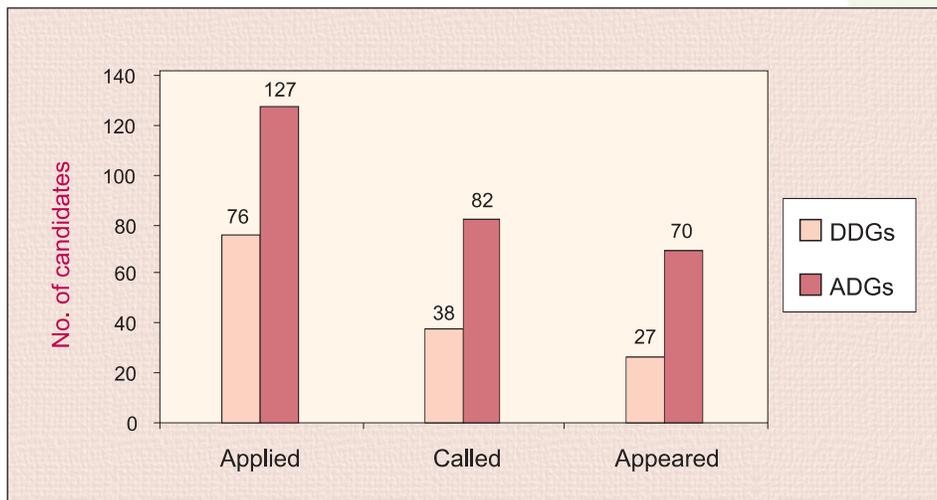


Fig.10. Recruitment detail of deputy directors general (DDGs) and assistant directors general (ADGs).

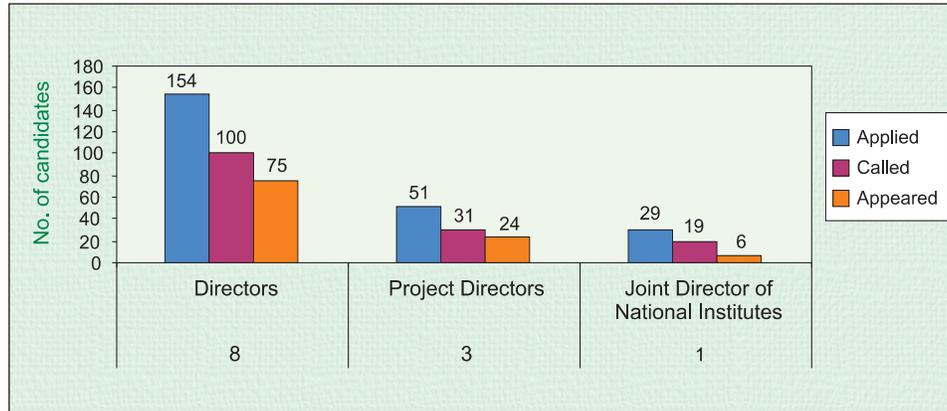


Fig. 11. Recruitment detail of directors, project directors and joint director of national institutes.

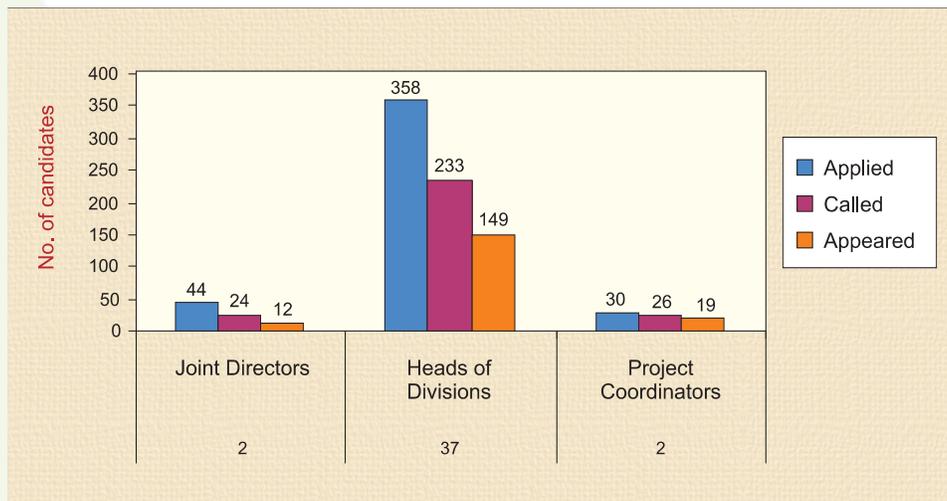


Fig. 12. Recruitment details of joint directors, heads of divisions and project coordinators.

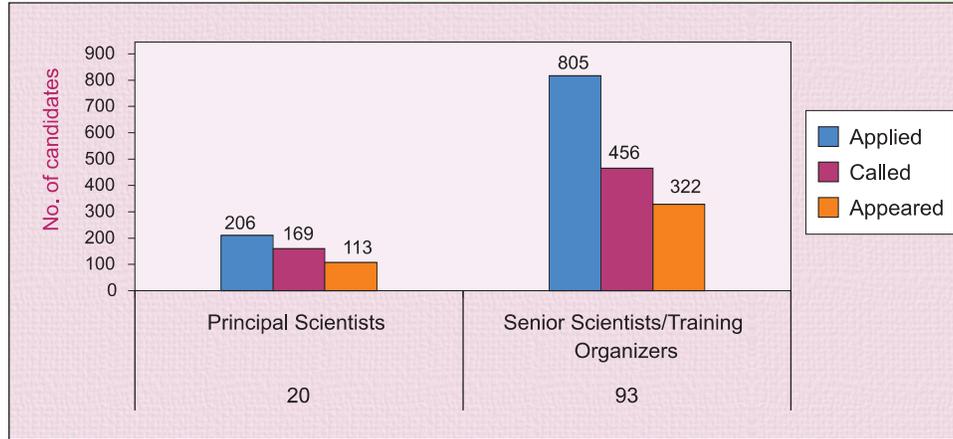


Fig. 13. Recruitment details of principal scientists and senior scientists/training organizers.

Screening of Application for Various Posts Advertised

In the recruitment process, screening is one of the important steps. Based on the newly adopted score card system, the Board got screened applications for 175 posts by experts committees. The Interview process of all these post has been completed.

4

Recruitment of Candidates belonging to SC, ST, PD and OBC Categories

4.1 Recruitment by Examinations

Through the performance of SC/ST and OBC candidates has been continuously improving, the Board has adopted relaxed standards in the selection process for the candidates belonging to scheduled castes, scheduled tribes and other backward classes as per the guidelines of the Government of India. The break-up of the selected candidates and the number of vacancies in various categories are given in Tables 5.

Table 5. Distribution of posts in SC,ST ,OBC and PD categories for ARS examination 2006

Category	Posts	Actually filled	Remarks
SC	33	40	The difference is due to filling of posts from general category
OBC	56	75	
ST	14	08	Suitable candidates were not available
PD	06	03	

5

Assessment, Review of Assessment and Induction in the ARS

5.1 Assessment Promotions of Scientists under the Career Advancement Scheme

The selection committees for considering the cases of promotion from Senior Scientist to the grade of Principal Scientist at the ASRB were constituted. During the year, 452 proposals in 46 disciplines, were considered (Appendix VI). The performance in respect of assessment promotion was quite high as 83 % of the candidates were recommended for promotion to the next higher grade (Fig. 14). Of the successful candidates, 37% secured more than 80% marks and amongst the unsuccessful candidates, 10% had less than 60% marks (Fig 15).

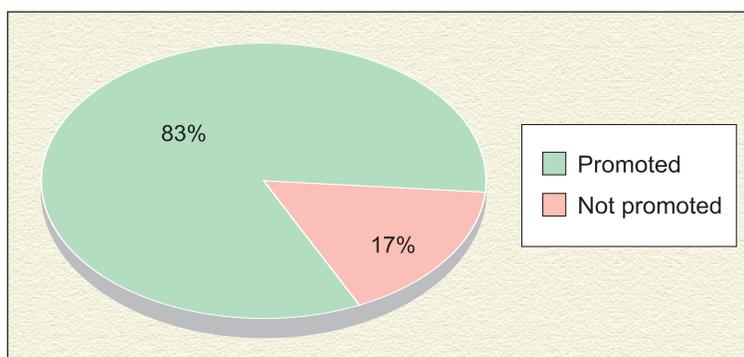


Fig. 14. Assessment of senior scientist for promotion to the grade of principal scientist under Career Advancement Scheme

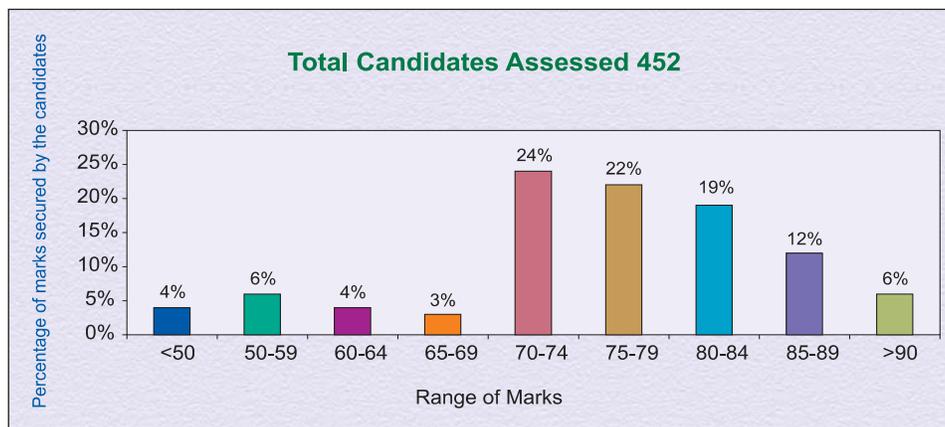


Fig. 15. Performance of candidates assessed for promotion from senior scientist to principal scientist

Nearly 15% of candidate had crossed the 70% level on the basis of work report and ACR before the interview stage. It was further seen that marks in ACR generally corresponded with their performance in research contribution (60%) and interview (20%). As a matter of fact the ACR evaluations in most cases were higher than the other two parameters pointing out to the fact that non promotion through assessment may not be attributed poor ACR.

5.2 Review of Assessment Result

The Board received one proposal for review of assessment result, which was processed, and the results has been communicated to the ICAR.

Table 6. List of scientists in whose case review of assessment results was done

Discipline	Interview date	Post	Numbers
Veterinary Medicine	17.01.2008	S-2	1

Assessment Promotion of Scientists under old scheme

The Board received one proposal for assessment, which was processed, and the result has been communicated to the ICAR.

Table 7. List of Scientist assessed

Discipline	Interview date	Post	Numbers
Veterinary Medicine	17.01.2008	S-2	1

6

Reforms

6.1 New Scorecard for Direct Recruitment

A New Scorecard has been designed with revised weightage for all categories. This has been done to take care of the activities that are generally performed at different levels. Also, it has been decided that 45% would be the minimum marks for calling candidates for interview, provided they fall in the first 10 ranks. The cutoff marks for calling a candidate for personal interview at RMP level is 50%.

6.2 New Syllabus for ARS/NET Examinations as per New Disciplines

According to the regrouping of disciplines, that was done during the previous years, syllabi for various recognized disciplines were prepared by the high level committee which was approved by the President in order to avoid delay in the ARS/NET examination. Question Bank is being prepared. The next ARS/NET examination which is due in May 2008, would be held according to the revised syllabus.

6.3 Modification of Qualification for the Recruitment to the Post of Senior Scientists

Experience during the last two years had shown that availability of the candidates for position of Sr. Scientists posts was very low. The Board recommended reducing the requirement of experience by one year in the previous grade and also for considering the candidates with post doctoral experience in reputed institutions. The competent authority has accepted these recommendations.

6.4 Review of Open Competitive Examination for Direct Recruitment

A committee was constituted for comprehensive review of open competitive examinations for direct recruitment of Assistant at ICAR Headquarters, Administrative Officers and Finance & Accounts Officers at ICAR Headquarters and its Institutes. Recommendations of the committee have been sent to the Council for further necessary action.



7

Right to Information

The ASRB is committed to maintaining transparency in various activities undertaken by it. With the objective of maintaining transparency, the Board has geared itself to implement the Right to Information Act, 2005 of Govt of India, in right earnest. The Board has prepared a manual to cover various aspects of the Right to Information Act, 2005, as applicable to the ASRB, which is available at the ICAR website (www.icar.org.in). The Board has tried to respond satisfactorily within the stipulated time-frame to various letters received, seeking information under the Right to Information Act.

During the year Board had received 77 cases, largely related to the disclosures of marks secured in the screening and interviews. In keeping with the policy of complete transparency, the Board has now decided to disclose marks to individuals seeking this information under RTI. Out of 77 cases only 6 candidates filed their appeals with CIC against the ASRB decision. All the cases were disposed off successfully to the satisfaction of all concerned.



8

Promotion of Hindi

8.1 Adequate arrangements were made to promote progressive use of Hindi in the Board office to ensure compliance of the official language policy of the Central Government/ICAR, and to fulfill targets fixed in the annual official language programme.

8.2 The majority of the officers and staff working in the Board have the working knowledge of Hindi.

8.3 Representatives of the Board participate in the quarterly meetings of the official language implementation committee of the ICAR headquarters, where progress made in the use of Hindi in the official work of the Board is reviewed.

8.4 Hindi versions of the examination rules, notice, syllabi, instructions to candidates, admission certificates, test booklets, answer sheets, application forms, attendance sheets and attendance lists were printed along with the English version.

8.5 All advertisements issued by the Board were prepared and published both in Hindi and English in the leading newspapers of the country including 'Rozgar Samachar'. During the year, 3 advertisements were published.

8.6 Computer keyboards in the ASRB office have been provided with letters in Devnagri script.



9

Foundation Day

Agricultural Scientists' Recruitment Board held its 34th Foundation Day celebrations on 5 November 2007. Dr C.D. Mayee, Chairman, ASRB, presided over the function, and Dr K.V. Raghavan, Chairman, Recruitment and Assessment Centre (RAC) of the Defence Research and Development Organisation, delivered the foundation-day lecture. Dr Mangala Rai, Director-General, ICAR, was the guest of honour. The occasion was also graced by the former



Chief Guest, Secretary, DARE and DG, ICAR, Chairman, Member ASRB and Secretary, ASRB

Glimpses of Foundation Day of ASRB



Lighting of the lamp by Dr Raghavan Chairman, RAC (DRDO) on foundation day



Honouring Chief Guest with memento by Chairman, ASRB



Honouring Dr Mangala Rai, Secretary, DARE, and DG, ICAR with memento by Member, ASRB



Honouring Chairman, ASRB with bouquet by Secretary, ASRB



Presentation of the progress report of the ASRB by Dr N.K. Tyagi Member, ASRB



Dr Raghavan Chairman, RAC (DRDO) delivering Foundation Day Lecture



Address by Dr Mangala Rai, Secretary, DARE, and DG, ICAR



Address by Dr C.D. Mayee, Chairman, ASRB



Inauguration of ASRB Website by Dr Mangala Rai, Secretary, DARE, and DG, ICAR



View of invitees on foundation day



Vote of thanks by Mr Sanjay Kant, Secretary, ASRB

Chairmen and Members of ASRB along with the senior ICAR headquarters personnel. Dr Mangala Rai, Secretary, DARE, and DG, ICAR, inaugurated the newly developed website of ASRB which was developed by IISR, Calicut. A website can serve several different purposes and the biggest advantage is that it is available to the viewers 24x7 for 365 days a year. On the eve of the Foundation day, a discussion was organized on “How to promote excellence in agricultural research and education and attract talent” and “Quality improvements in scientists recruitment”. Prof. R.B. Singh, Ex-Chairman, ASRB, Dr. Arun Kumar, Director, RAC, DRDO, Dr S.A. Patil, Director, IARI and Dr S.K. Ghosh, Indian Institute of Public Administration, took part in the discussion.

Dr N.K. Tyagi Member, ASRB, presented the progress report of the ASRB, and mentioned that Board’s experience of last three years has shown that Dr. Mangala Rai, as DG has been the staunchest supporter and upholder of the principle of independence of ASRB not only in words but also in action. He presented a brief account of the activities of the Board during the year and it was reported that the Board made a record number of selections (275) under the category of direct recruitment. He expressed his concern on the declining number of candidates for research positions *vis-a-vis* the research management position. Dr Tyagi also mentioned that the success rate in case of NET had come down largely due to the raising of cut off and improvement in the standard of question paper. The success rate in case of ARS was also low as only 419 candidates cleared written examination and only 70% of the advertised vacancies could be filled. He further mentioned that success rate of assessment promotion had been quite high. Some of it could be attributed to lowering of cut off percentage from 75 to 70. Mention was also made of the serious shortage of suitable candidates for senior scientist positions and the changes that had been recently made to rectify the situation.

Dr K.V. Raghvan in his foundation day lecture appreciated the efforts of the ASRB in bringing about radical transformation and objectivity in its recruitment and assessment procedures while maintaining high standards of confidentiality and trust during all these years. He delivered a lecture on “New Frontiers in Scientific Performance Measurement”. He mentioned that the performance measurement techniques cannot be the same for attracting bright talent. These have to be as innovative as the person they wanted to select. The institution has to compete to attract people from the general market with the private sector. He also mentioned that DRDO had sanctioned project worth two crores to initiate a research project to develop good recruitment practices two years back.

He also stated that it was not adequate to just attract creative talent, but it was also important to nurture it. He understood the importance of performance measurement which itself is science. Quality assurance in the performance measurement techniques was another important issue.

Dr Magala Rai, DG, ICAR, greatly appreciated contributions made by the ASRB in terms of providing human resource. He said that any Foundation Day is a day of introspection of what we have done, what we wanted to do and to look to the future. On all accounts it was not for ASRB to judge how ASRB was doing, neither was it for ICAR to judge what ICAR was doing. It was for the clientele, the user, to judge what the organization was doing. ICAR’s performance can be best judged by the farmers who are our masters. Because it is they who used the technology and the entrepreneurs who will use the technology. Similarly the scientists recruited by the ASRB are used by the ICAR. He also stated that ICAR was indeed extremely satisfied with the kind of scientists which they have got in the last two years. And when one particularly thought of the young entry level scientists, who had been recruited by ASRB, one simply feels that they were indeed full scintillating and vibrating.

Dr C.D. Mayee, Chairman, ASRB, mentioned that since in the process of selection has been settled to the satisfaction of everybody, it time to look more into for S-1 scientists recruitment in terms of long term goals. In some subjects the ICAR was recruiting full number and in some subjects it was zero, now this imbalance would go on because somewhere in the past a mistake was made and so the continuity was lost. Manpower planning at ICAR level for next 10 years was needed to determine ASRB schedule of recruitment to ARS. It was not only the shortage of scientists, but also shortage of experts.

Mr Sanjay Kant, ASRB, proposed the vote of thanks, and the function ended with dinner, attended by the ASRB staff and all the invited guests.

10.1 Assessment Promotions

Chairmen of the various selection committees to consider the cases of promotion of scientist from scientist to scientist (senior scale) and scientist (senior scale) to senior scientists at the ICAR institutes are nominated by the Chairman, ASRB. Besides, for considering the cases of technical personnel also, nominations were made by the Chairman, ASRB to consider the cases by the assessment committee in the ICAR HQ and ICAR institutes.

10.1.1 Assessment Promotions of Scientists

The Board finalized nominations of experts for 30 institutes for departmental promotion committees (DPCs) for assessment of scientist and scientist (senior scale and selection grade). Details are given in Appendix VII.

10.1.2 Assessment Promotions of Technical Personnel

The Board finalized nominations of experts for 14 institutes for selection committees/departmental promotion committees (DPCs) for various grade categories of technical personnel. Details are given in Appendix VIII.



Honours/Awards

Zoological Society of India Eminent Zoologist Gold Medal 2008



Prof. M.J. Modayil, Member, A.S.R.B. has been awarded the Eminent Zoologist Gold Medal by the Zoological Society of India for his outstanding contributions in Zoology, Environment Sciences and Life Sciences. The award was presented to him at a function during the occasion of the International Conference on Biodiversity Conservation and Management (BIOCAM2008) on 4 February 2008.

Meetings attended by Dr C.D. Mayee, Chairman, Agricultural Scientists' Recruitment Board (ASRB), New Delhi, as Chief Guest from April 2007 to March 2008.

- ◆ Attended seminar on Importance of Agrochemicals in Quality Horticulture as Chief Guest at Pune (14-16.05.2007).
- ◆ Attended the Award Function of ISCI at CIRCOT, Mumbai (16.06.2007).
- ◆ Attended the Conference Bio-Eco 2007/Session 3 at Tianjin (Beijing)(25-30.06.2007).
- ◆ Attended the National Seminar on 'Organic Agriculture: Hope of posterity' at Lucknow (13.07.2007).
- ◆ Attended the 4th World Cotton Research Conference (WCRC -4) held at Texas Tech. University, Lubbock (10-14.09.2007) .
- ◆ Attended National Symposium on 'Potentials of Bio-Control Agents in Agriculture Prospects and perspective' as Chief Guest at College of Agriculture, Nagpur (28.10.2007).
- ◆ Attended International Conference on 'Recent Trends in Biodiversity and Biotechnology as Chief Guest on 15.11.2007 at Aurangabad. Attended the 'World Cotton Research Conference' held at CIRCOT, Mumbai on 16.11.2007 and delivered a lecture on 'Biotechnology-aided Agriculture Development' at Pune on 17.11.2007.

- ◆ Attended 2nd Asian Congress of Mycology and Plant Pathology on ‘Microbial Diversity for Asian Prosperity’ at Osmania University, Hyderabad on 19th December, 2007.
- ◆ Delivered Keynote address in the Symposium on ‘Plant Protection-Technology Interface’ on 28 December, 2007 at BCKV, Kalyani, Nadia W.B.
- ◆ Delivered a lecture in the Symposium on ‘Plant Disease Scenario in Organic Agriculture for Eco-friendly Sustainability’ as Chief Guest at Mahabaleshwar(9-10.1.2008).
- ◆ Delivered Keynote address in the Seminar on ‘Organic Textile Farming at Mumbai (18.1.2008).
- ◆ Attended Inaugural function of Inter University Youth Festival Rverie,2008 as Chief Guest at NDRI, Karnal on 17.03.2008.

Invitational Lectures delivered by Dr C.D. Mayee, Chairman, Agricultural Scientists Recruitment Board (ASRB), New Delhi as Chief Guest from April 2007 to March 2008.

- ◆ Valedictory Address as ‘Chief Guest’ at NBFGR, Lucknow (27.08.2007).
- ◆ Inaugurated the National Symposium on Innovative Approaches for Diseases Management in Arid Regions for Enhancing Export: Potentials organized by the CAZRI Jodhpur (2 November 2007).
- ◆ Attended National Symposium on “Sustainable Pest Management for Safer Environment” as Chief Speaker and Chief Guest at OUAT, Bhubaneswar (6-7 December 2007).
- ◆ Visited NBSS & LUP, Kolkata on 14th December 2007 for interaction with Scientists. and delivered a Diamond Jubilee Lecture at CIFRI, Barrackpore, Kolkatta on 15 December 2007.
- ◆ Attended the International Crop Science Conference and Exhibition at Kualalampur, Malaysia (24-25 January 2008).

- ◆ Attended the Convocation Function as ‘Chief Guest’ and Delivered speech at KKV, Dapoli (29.1.2008).
- ◆ Attended the Convocation Function as ‘Chief Guest’ at Navsari Agricultural University Navsari (25.2.2008).
- ◆ Inaugurated the National symposium on Advances in biotechnology research for crop improvement and food security at SVPUA&T, Meerut on 6.3.2008.

Lectures delivered and interaction sessions held by Dr N.K. Tyagi, Member, Agricultural Scientists Recruitment Board (ASRB), New Delhi from April 2007 to March 2008.

- ◆ Visited NRC for orchids, Sikkim & ICAR Research Complex for NEH, Regional Station and to oversee the ARS/NET examination 2006 and interaction with Scientists (12-16 April, 2007)
- ◆ Delivered Diamond Jubilee lecture at CIFRI, Barrackpore (20 June, 2007).
- ◆ Presided over the Foundation Day Function of institute of pulses Research, Kanpur and delivered key note address (5 September 2007).
- ◆ Delivered a talk on Water management – the Indian Scene and interaction with scientists at CPRI, Shimla. The interview for direct selection of HODs were also conducted.(12-14 September, 2007).
- ◆ Delivered key note address at 10th Inter-Regional Conference on Water and Environment (Envirowat 2007) organized by Water Management Society of India at New Delhi (17-20 October, 2007).
- ◆ Attended Executive Council Meeting of ISCAR on 26 October 2007 and chaired plenary session of the International

Symposium on” Management of Coastal Ecosystem: Technological Advancement and Livelihood Security” organized by Indian Society of Coastal Agricultural Research at Science City, Kolkata.(27-29 October, 2007).

- ◆ Inaugurated the XV National Conference of Agricultural Research Statisticians at Birsa Agricultural University, Ranchi (3-4 December, 2007).
- ◆ Visited NRC on Camel, Central Institute of Arid Horticulture & CSWRI Arid Region Campus (Regional Station), Bikaner and interacted with scientists (27-29 December, 2007).
- ◆ Presented the paper on “Managing Drainage Effluents and Urban Wastewaters for Augmenting Irrigation Supplies” in the International conference on “Conservation Farming Systems & Watershed Management in Rainfed Areas for Rural Employment & Poverty Eradication” organized by Soil Conservation Society of India in New Delhi (12-16 February, 2008).
- ◆ Delivered a lecture on “Recruitment and Assessment of Scientists : Concerns, methodologies and strategies” at Central Arid Zone Research Institute, Jodhpur on 5 March 2008.

13

Constraints and Suggestions

13.1 Shortage of Staff

The Board is constrained to point out the shortage of staff at all levels (with reference to sanctioned strength), which has hampered its efforts. It was desired by the President, ICAR, that ASRB should be strengthened. The Board would, therefore, like to emphasize that the vacant posts should be filled up by the ICAR on priority basis.

13.2 Consultations on Service Rules

While the Board has taken steps to reduce response time on references received from the ICAR in relation to the recruitment rules, 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 ICAR. The ASRB Review Committee, in its report vide para 4.22.5, has recommended total adherence to provision of byelaws 24. This has been approved by the President of the ICAR Society.

13.3 Consultations on Disciplinary Matters

Likewise, provision of rule 26(C), which stipulates consultation with the Board in disciplinary matters relating to personnel recruited/appointed either by the ICAR itself or in consultation with the Board, was not observed. No disciplinary case was received for advice. The

Board suggested to the ICAR to adhere to the provisions of the rules and byelaws. The 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 the ICAR Society.

13.4 Human Resource Development

It has been the endeavour of the Board to keep track of the performance of the scientists and the other officers recruited by it as the feedback for refining selection process with the ultimate aim of improving human resource of the National Agricultural Research System. The GVK Rao Committee which reviewed the functioning of the ICAR has *inter alia* recommended that the Board should not merely remain as a recruitment machinery, but should assume the responsibility for overall human resource development in the ICAR. For this purpose, the Committee felt that the Board would require to maintain contact with the career of the scientist selected for the ICAR system, and this feedback would enable Board to make refinement in the operation of the Agricultural Research Service and the personnel policies governing it. The committee further recommended that a Research and Analysis Wing should be set up in the Board so that research on human capital development in the agricultural sciences may be done to help evolve policies for personnel management in the ICAR System. Immediately after the acceptance of the recommendations by the Governing Body of the ICAR and the President ICAR Society, a proposal had been forwarded by the Board for the establishment of the Research and Analysis Wing. Though the proposal has been sanctioned in principle, further action regarding creation of relevant positions is pending with the ICAR.

13.5 Creating Opportunities for Updating Board

There has been a sea-change in recruitment and assessment

procedures in research and development organizations throughout the world. There are specialized agencies/institutions developing new models/methodologies of recruitment/assessment. There is a need for the Board to continuously get itself updated through interactions with such organizations by participating in seminars/workshops organized by them and through visits to such organization in India/abroad.

13.6 Infrastructure Facilities

The Board is located in the Krishi Anusandhan Bhawan I (KAB) at Pusa Gate, New Delhi. It occupies first two floors but the space is still insufficient, and no good 'Board Rooms' for conducting interviews are available. Moreover, moderation and evaluation of large number of papers in various disciplines requires separate evaluation halls. Currently, these activities are done in the available rooms, and maintaining secrecy has been a problem. Since KAB also houses other ICAR offices and the entrances are common, it is difficult to check visitors entering ICAR offices. It is suggested to have either a separate ASRB building in XI plan or to redesign current facility to make it more seclusive.

सारांश

इस रिपोर्ट में वर्ष 2007-2008 के दौरान कृषि वैज्ञानिक चयन मंडल की भर्ती और मूल्यांकन प्रक्रिया में सुधार और प्रगति का उल्लेख है। पिछले वर्ष किये गये सुधारों को लागू किया गया और यह चयन मंडल के लिए अत्यंत संतुष्टि की बात है कि इन्हें राष्ट्रीय कृषि अनुसंधान प्रणाली में सामान्य रूप से, और भारतीय कृषि अनुसंधान परिषद में विशेष रूप से, स्वीकृति मिल रही है। देश भर के लगभग 500 विशेषज्ञों के सक्रिय योगदान से 38 विषयों में प्रश्न बैंक तैयार करना चालू वर्ष की एक प्रमुख उपलब्धि है। इस अभ्यास को नियमित रूप से जारी रखा जायेगा। वरिष्ठ वैज्ञानिक स्तर पर भर्ती के लिए उम्मीदवारों की बेहद कमी है। इसका कारण पिछले कुछ समय से भा.कृ.अनु.प. और राज्य कृषि विश्वविद्यालयों में आरम्भिक स्तर पर सीमित भर्ती है। इसके अलावा सीएसआईआर/डीएसटी जैसे अन्य वैज्ञानिक विभागों से वेतनमान में अंतर होने के कारण, वैज्ञानिकों के न आने का तकनीक कारण भी है। इसके लिए मंडल ने विभिन्न पदों के लिए मान योग्यताओं में सुधार की शुरुआत की है। इससे विख्यात वैज्ञानिक संगठनों में डाक्टरेट पश्चात वैज्ञानिक 4 वर्ष के व्यावसायिक अनुभव के पश्चात वरिष्ठ वैज्ञानिक वेतनमान की साक्षात्कार में शामिल होने की अनुमति होगी तथा सीएसआईआर के 'एफ' ग्रेड के वैज्ञानिक भी भा.कृ.अनु.प. में प्रबंधन पदों के योग्य माने जायेंगे।

सीधी भर्ती के लिए पिछली स्कोर कार्ड पद्धति का प्रयोग 3 वर्षों से हो रहा है। इसमें कई बिंदुओं पर संशोधन की आवश्यकता महसूस की गई। एक विस्तृत आधार वाली गठित कमेटी ने व्यापक सुधारों की संस्तुति की जिन्हें संशोधित स्कोरकार्ड में शामिल कर लिया गया है। नये स्कोरकार्ड के अनुसार स्क्रीनिंग अवस्था में अनुसंधान पदों के लिए 45% और अनुसंधान प्रबंधन पदों के लिए 50% न्यूनतम कट ऑफ रखा है लेकिन अनुसंधान प्रबंधन पदों के चयन में ये अंक साक्षात्कार में नहीं जोड़े जायेंगे।

मूल्यांकन पद्धति को तेज कर दिया गया है और वरिष्ठ वैज्ञानिक से प्रमुख वैज्ञानिक वेतनमान के लिए 46 विषयों के 452 मामलों को नई स्कोरकार्ड पद्धति से निपटाया जा चुका है। लगभग 83% वरिष्ठ वैज्ञानिकों को प्रमुख वैज्ञानिक वेतनमान पद पर पदोन्नति दी गयी है। विभिन्न पदों पर सीधी भर्ती करना मंडल के कार्यों में प्रमुख रहा है। 300 पदों के लिए विज्ञापन दिये गये और 175 पदों के लिए भर्ती क्रिया पूरी कर ली गयी। 132 मामलों में मंडल ने सकारात्मक संस्तुति दी है। शेष पदों के लिए उपयुक्त उम्मीदवार नहीं मिल सके।

कृषि वैज्ञानिक चयन मंडल को एआरएस/नैट परीक्षा पद्धति पर गर्व है। इसमें भा.कृ.अनु.प. में प्रारंभिक भर्ती स्तर पर वैज्ञानिकों की भर्ती की जाती है और राज्य कृषि विश्वविद्यालयों में पदों के लिए यह प्रतियोगी परीक्षा है। परीक्षा में बैठे 11000 उम्मीदवारों में से मात्र 618 उम्मीदवारों ने नैट परीक्षा पास की और विभिन्न विषयों में विज्ञापित एआरएस के 220 पदों में से 191 पद भरे जा सके। एआरएस की विशेष उपलब्धि यह रही कि सामान्य वर्ग के मुकाबले अन्य पिछड़े वर्गों ने शानदार प्रदर्शन करके 19 अतिरिक्त सीटें प्राप्त कर ली। सफल उम्मीदवारों के भौगोलिक वितरण की प्रक्रिया में विषमता जारी है। इन हालातों से निपटने के लिए उचित रणनीति बनाने हेतु राष्ट्रीय स्तर पर विचार विमर्श की आवश्यकता है।

भा.कृ.अनु.प. से पूर्ण समर्थन के साथ कृषि वैज्ञानिक चयन मंडल ने ढांचागत सुविधाओं का आधुनिकीकरण जारी रखा। साक्षात्कार के आयोजन के लिए एक नया बोर्डरूम बनाया गया है। मंडल ने अपनी वेबसाइट तैयार की है। इसका उद्घाटन नवंबर, 2007 में संस्थापना दिवस समारोह के दौरान किया गया। कृषि अनुसंधान पद्धति में उत्कृष्ट प्रतिभा को शामिल करने के लिए, उचित और पारदर्शी प्रक्रिया के विकास में कृषि वैज्ञानिक चयन मंडल सतत प्रयासरत है।

Appendix I
(vide para 1.1.2)

Excerpts of provisions of rules and byelaws of the 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, or 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 the order of the President, ICAR, on the 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 an 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 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.

FUNCTIONS

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 assistances to the Council in personnel matters including promotion as may be required by the President.

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

Byelaw 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 authorized by him and duly approved by the President, ICAR.

APPOINTMENT OF EMINENT SCIENTISTS/SCIENTIST PLACEMENT SCHEME

Byelaw 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 the 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 para 1.3)

Receipts and expenditure
of the ASRB during 2007-08

Receipts	Amount (Rs in lakh)
A – Receipts	
Application and examination fees	57.65
B – Expenditure (Non-Plan)	
Salaries	119.87
Wages	-
Over-time allowance	1.10
Travel expenses (within country)	7.34
Office expenses	45.88
Expenditure on Examinations and Selections	
(a) Travel expenses (Experts and candidates)	52.70
(b) Other charges	123.98
Total Non-Plan	350.87
(Plan)	
Renovation	10.00
Total Plan	10.00
Grand Total (Non-Plan and Plan)	360.87



Appendix III

Comparative statement of workload of the Board during the five years

	2003- 04	2004- 05	2005- 06	2006- 07	2007- 08
A. Recruitment by examinations					
No. of examinations held	1*	3 ⁺	1 [#]	1 [@]	2 ^{**}
No. of posts	-	29	160	15	234
No. of applications received	854	3,620	20,855	63	18250
No. of candidates interviewed	-	73	21	28	383
No. of centers in India where examinations were held	15	38	32	1	32
B. Recruitment by interviews					
No. of posts for which interviews were held	22	13	240	266	175
No. of applications received	387	337	3,013	3,268	1,880
No. of candidates called for interview	135	154	1,816	1,989	1,178
No. of candidates appeared for interview	135	110	1,254	1,386	817
C. No. of candidates qualified for NET	-	6,386	-	1,760	618
D. No. of scientists assessed	01	137	1	-	1

	2003- 04	2004- 05	2005- 06	2006- 07	2007- 08
E. Review of Assessment result	Nil	-	-	3	1
F. Induction into ARS	2	2	2	2	-
G. Scientists recommended for promotion under Career Advancement Scheme	456	76	46	-	452

- *1. ICAR Audit and Accounts Examination 2003
- +2. ARS/NET/SRF Examination 2003
- +3. ICAR Administrative Officers Examination 2004
- +4. Limited Departmental Examination for Stenographers Grade-II 2005
- #5. ARS/NET Examination 2005
- @6. Limited Departmental Examination for Section Officers
- **7. ARS/NET Examination 2006 and Limited Departmental competitive Examination 2008 for Assistants at ICAR Headquarters

*Appendix IV
(vide para 2.1)*

Discipline-wise break-up of candidates in ARS/NET examination 2006

Code No.	Discipline	Applied	Appeared	Qualified
1.	Agricultural Chemistry	52	23	NIL
2.	Agricultural Entomology	1055	624	48
3.	Agricultural Meteorology	52	37	4
4.	Agronomy	1049	674	56
5.	Biochemistry (Plant Science)	433	272	7
6.	Biotechnology (Agriculture Science)	1985	1214	45
7.	Economic Botany	65	34	1
8.	Genetics	67	35	NIL
9.	Horticulture (Fruit Science)	607	322	43
10.	Horticulture (Floriculture)	309	172	4
11.	Horticulture (Vegetable Science)	611	350	5
12.	Microbiology (Agriculture)	194	124	NIL
13.	Nematology (Agriculture)	81	54	10
14.	Plant Breeding	1462	873	41
15.	Plant Pathology	732	448	12
16.	Plant Physiology (Agriculture & Horticulture Crops)	203	145	9
17.	Seed Technology	256	172	12
18.	Soil Science-Pedology	294	154	13
19.	Soil Science-Soil Chem./Fertility/Microbiology	438	259	4

Code No.	Discipline	Applied	Appeared	Qualified
20.	Soil Science-Soil Phy. & Soil and Water Conservation	263	130	6
21.	Animal Genetics & Breeding	216	120	18
22.	Animal Nutrition	174	116	NIL
23.	Animal Physiology	120	78	8
24.	Animal Reproduction/Gynecology	172	122	31
25.	Biochemistry (Animal Science)	120	76	4
26.	Biotechnology (Animal Science)	500	315	26
27.	Dairy Chemistry	35	26	1
28.	Dairy Microbiology	45	30	1
29.	Dairy Technology/processing	100	57	1
30.	Livestock Production and Management	174	105	10
31.	Livestock Products Technology	73	50	4
32.	Poultry Science	76	52	5
33.	Veterinary Medicine	240	154	NIL
34.	Veterinary Microbiology	285	178	29
35.	Veterinary Parasitology	93	68	7
36.	Veterinary Pathology	205	130	21
37.	Veterinary Pharmacology	171	93	11
38.	Veterinary Public Health	55	36	2
39.	Veterinary Surgery	159	110	3
40.	Fish and fishery Science	190	107	1
41.	Fish Processing Technology	33	20	2
42.	Aquaculture	683	390	34
43.	Aquaculture Engineering	2	NIL	NIL
44.	Agril. Structure and process Engineering	163	104	3

Code No.	Discipline	Applied	Appeared	Qualified
45.	Chemical Engineering	9	4	NIL
46.	Electrical Engineering	NIL	NIL	NIL
47.	Electronics and Instrumentation	8	3	NIL
48.	Farm Machinery and Power	82	50	NIL
49.	Mechanical Engineering	4	1	NIL
50.	Soil and Water Conservation Engineering	149	89	1
51.	Textile Chemistry	2	2	NIL
52.	Textile Manufacture	3	2	NIL
53.	Child Development	114	63	NIL
54.	Food and Nutrition	340	212	4
55.	Home Management/Family Resource Management	58	36	NIL
56.	Home Science—Extension	104	71	NIL
57.	Textile and clothing	75	49	NIL
58.	Forestry	334	194	32
59.	Agricultural Chemical/Organic Chemistry	205	114	3
60.	Agricultural Economics	475	290	7
61.	Agricultural Extension	503	310	15
62.	Veterinary Extension Education	51	35	3
63.	Agricultural Statistics	155	85	3
64.	Computer Application in Agriculture	238	132	2
65.	Veterinary Anatomy	40	25	3
66.	Food Science and Technology	311	195	NIL
67.	Dairy Engineering	14	7	NIL
68.	Soil and Water Management	5	3	NIL
69.	Environmental Sciences	568	348	3
Total		18,139	10,973	618

Appendix V
(vide para 3.2)

Direct recruitment action 2007-08

Sl No.	Advt No.	Item No.	Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recom- mendation sent to Council on
Deputy Directors-General (DDGs)								
1.	4/06	277	DDG (Animal Science) ICAR, HQ, New Delhi	30.04.2007	20	13	11	30.04.2007
2.	1/07	1	DDG(NRM) ICAR, HQ, New Delhi	26.09.2007	26	12	12	28.09.2007
3.	1/07	2	DDG(CS), ICAR, HQ, New Delhi	27.09.2007	30	13	4	28.09.2007
Assistant Directors-General (ADGs)								
1.	4/06	280	ADG (Educational Quality Assurance & Reforms) ICAR, HQ, New Delhi	27.04.2007	59	32	28	30.4.2007
2.	4/06	278	ADG (Animal Nutrition & Physiology) ICAR, HQ, New Delhi	01.05.2007	23	17	15	01.05.2007
3.	4/06	281	ADG (Commercial Crops) ICAR, HQ, New Delhi	11.07.2007	14	11	8	12.07.2007
4.	1/07	3	Assistant Director-General (Hort-II), ICAR, HQ, New Delhi	3.10.2007	12	11	9	04.10.2007
5.	1/07	4	Assistant Director-General (Marine Fisheries), ICAR, HQ, New Delhi	8.10.2007	9	6	6	16.10.2007
Directors								
1.	4/06	283	Director, NCIPM, New Delhi	06.07.2007	42	22	13	06.07.2007
2.	4/06	282	Director, CARI, Izatnagar	10.07.2007	18	14	12	11.07.2007

Sl No.	Advt No.	Item No.	Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to Council on
3.	1/07	5	Director, NRC for women in Agriculture, Bhubaneswar	1.10.2007	19	11	8	01.10.2007
4.	1/07	8	Director, Central Institute of Temperate Horticulture, Srinagar	3.10.2007	5	3	3	04.10.2007
5.	1/07	7	Director, National Bureau of Animal Genetic Resources, Karnal	4.10.2007	15	13	10	05.10.2007
6.	1/07	9	Director, ICAR Research complex for NEH region, Barapani	5.10.2007	28	18	13	11.10.2007
7.	1/07	6	Director, NRC for Groundnut, Junagarh	9.10.2007	11	9	8	15.10.2007
8.	2/06	54	Director, NBSS & UP, Nagpur	7.01.2008	16	10	8	7.01.2008
Project Directors								
1.	4/06	284	Project Director, DIPA, New Delhi	26.04.2007	33	19	15	27.04.2007
2.	4/06	285	Project Director, NRC on Plant Biotechnology, IARI, Pusa, New Delhi	12.07.2007	8	6	4	12.07.2007
3.	1/07	10	Project Director, Project Dte. of Animal disease monitoring and surveillance, Bangalore	12.07.2007	10	6	5	16.10.2007
Joint Directors of National Institute								
1.	4/06	286	Joint Director (Research) IVRI, Izatnagar	09.07.2007	29	19	6	10.07.2007
Joint Directors								
1.	4/06	287	Joint Director, HASDL, Bhopal RS, IVRI	03.05.2007	9	7	6	03.05.2007
2.	2/06	56	Jt. Director, Nagaland Centre ICAR Res. Comp. For NEH Region Barapani	28.05.2007	35	17	6	18.06.2007

Sl No.	Advt No.	Item No.	Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to Council on
Project Coordinators								
1.	3/06	176	Project Coordinators (Salt affected Soil & use of saline water in Agriculture) CSSRI, Karnal	15.05.2007	13	13	11	18.05.2007
2.	3/06	177	Project Coordinator (Application of Plastics in Agril.) CIPHET, Ludhinana	17.05.2007	17	13	8	18.05.2007
Heads of Division								
1.	2/06	64	Head Division of Agril. Economics Extn. & Training, CAZRI, Jodhpur	25.04.2007	15	10	9	27.04.2007
2.	2/06	74	Head of Div. Livestock Economics & Statistics, IVRI, Izatnagar	25.04.2007	5	4	3	27.04.2007
3.	2/06	59	Officer Incharge, CSSRI, RRS, Lucknow	16.05.2007	26	12	7	18.05.2007
4.	2/06	78	Head of Div. (Crustacean Fisheries) CMFRI, Cochin	21.05.2007	3	3	3	23.05.2007
5.	2/06	79	Head of Div. (Mariculture) CMFRI, Cochin	21.05.2007	8	5	4	23.05.2007
6.	2/06	80	Head of Div. (Marine biodiversity) CMFRI, Cochin	21.05.2007	15	8	4	31.05.2007
7.	2/06	84	Head of Div. (Crustacean Culture) CIBA, Chennai	21.05.2007	6	6	5	23.5.2007
8.	2/06	58	Officer Incharge, CRURRS, Hazaribagh (CRRRI)	22.05.2007	9	7	5	1.06.2007
9.	2/06	87	Head of Div. (Lac Production) ILRI, Ranchi	22.05.2007	4	4	4	22.05.2007
10.	2/06	91	Head, CPRS, (CPRI) Shillong	22.05.2007	12	7	4	24.05.2007
11.	2/06	97	Head of Div. (Crop Production) VPKAS, Almora	22.05.2007	11	9	4	24.05.2007
12.	2/06	61	Head of Div, Fruits & Hort. Tech., IARI, New Delhi	23.05.2007	11	9	9	24.05.2007

Sl No.	Advt No.	Item No.	Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to Council on
13.	2/06	62	Head of Floriculture & Landscaping, IARI, New Delhi	23.05.2007	9	8	4	6.06.2007
14.	2/06	60	Head of Div, Plant Pathology, IARI, New Delhi	24.05.2007	18	18	8	30.05.2007
15.	2/06	63	Head IARI, Regn. Station, Pune	24.05.2007	9	6	6	4.06.2007
16.	3/06	180	Head of Div. of Grassland & Silviculture Management, IGFR, Jhansi	25.05.2007	9	6	4	—
17.	4/06	294	Head, CS&WCR&TI Regn. Station. Agra	12.09.2007	17	11	8	26.09.2007
18.	4/06	295	Head, CS&WCR&TI Regn. Station, Koraput	13.09.2007	10	5	3	26.09.2007
19.	4/06	297	Head, Div. of Soil Biology, IISS, Bhopal	13.09.2007	7	4	1	09.10.2007
20.	4/06	298	Head, Div. of Environmental Soil Science, IISS, Bhopal	13.09.2007	12	8	4	—
21.	4/06	299	Head, Div. of Soil Physics, IISS, Bhopal	14.09.2007	6	5	2	26.09.2007
22.	4/06	296	Head, NTRS, Garsa CSWRI, Avikanagar	18.09.2007	12	6	3	09.10.2007
23.	4/06	291	Head, Div. of Animal Science, CARI, Port Blair	18.09.2007	20	8	7	05.10.2007
24.	4/06	306	Head, Div. of Crop Improvement, SBI, Coimbatore	19.09.2007	5	5	2	08.10.2007
25.	4/06	292	Head, Div. of Agricultural Mechanization, CIAE, Bhopal	20.09.2007	4	4	4	05.10.2007
26.	4/06	293	Head, Div. of Transfer of Technology, CIAE, Bhopal	20.09.2007	10	9	7	05.10.2007
27.	4/06	305	Head, Div. of Transfer of Technology, NIRJ&AFT, Kolkata	20.09.2007	10	5	4	05.10.2007
28.	4/06	301	Head, Div. of Aquaculture Production & Environment, CIFA, Bhubaneswar	21.09.2007	9	5	4	08.10.2007

Sl No.	Advt No.	Item No.	Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to Council on
29.	4/06	303	Head, Div. of Fish Genetics & Biotechnology, CIFA, Bhubaneswar	21.09.2007	5	2	2	09.10.2007
Principal Scientists								
1.	3/06	185	Pr. Scientist (Soil Phy./Soil & Water Conversation) IISS, Bhopal	18.05.2007	8	6	4	25.05.2007
2.	3/06	183	Pr. Scientist (Soil Chem./ Ferti./Microbiology) IISS, Bhopal	23.05.2007	15	13	11	1.06.2007
3.	3/06	184	Pr. Scientist Agronomy), IISS, Bhopal	31.05.2007	23	13	9	25.06.2007
4.	2/06	101	Pr. Scientist (Vet. Public Health) ICAR Res. Complex for NEH Region, Umiam, Barapani	12.06.2007	5	5	3	2.07.2007
5.	3/06	181	Principal Scientist (Animal / Fish/Genetics&Breeding), CIFE,Mumbai	12.06.2007	7	7	3	21.06.2007
6.	3/06	182	Pr. Scientist (Plant Physiology) IISS, Bhopal	14.06.2007	8	7	7	25.06.2007
7.	3/06	187	Pr. Scientist (Agril. Entomology) PDBC, Bangalore	18.6.2007	8	8	5	26.06.2007
8.	3/06	188	Pr. Scientist (Agril. Entomology) PDBC, Bangalore	18.6.2007	5	4	3	26.06.2007
9.	3/06	191	Pr. Scientist (Plant Pathology) IGFRI, Jhansi	18.6.2007	11	9	6	29.06.2007
10.	3/06	186	Pr. Scientist (Hortculture-Vegetable Science) IIVR, Varanasi	19.6.2007	9	8	6	27.06.2007
11.	3/06	190	Pr. Scientist (Plant Breeding) IGFRI, Jhansi	20.6.2007	10	10	9	26.06.2007
12.	4/06	315	Principal Scientist (Pl. Breeding) IIVR, Varanasi	26.11.2007	15	11	5	27.11.2007
13.	4/06	307	Principal Scientist (Pl. Breeding) DOR, Hyderabad	26.11.2007	16	15	9	27.11.2007

Sl No.	Advt No.	Item No.	Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to Council on
14.	4/06	313	Principal Scientist and Head, NRC on Makhana, Darbhanga of ICAR–RC for Eastern Region, Patna	27.11.2007	13	9	5	27.11.2007
15.	4/06	309	Principal Scientist (Soil Chemistry/Fertility/Microbiology) Central Soil Salinity Research Institute, Karnal	28.11.2007	15	14	10	29.11.2007
16.	4/06	308	Principal Scientist (Pedology) Central Soil Salinity Research Institute, Karnal	29.11.2007	6	3	3	29.11.2007
17.	4/06	312	Principal Scientist (Soil Chemistry/Fertility/Microbiology) NRC for Agroforestry, Jhansi	29.11.2007	18	15	8	29.11.2007
18.	4/06	310	Principal Scientist (Microbiology), Mukteswar Centre(IVRI)	30.11.2007	3	3	3	03.12.2007
19.	4/06	311	Principal Scientist (Animal Physiology), NRC on Yak, Dhirang	30.11.2007	6	6	3	03.12.2007
Senior Scientist								
1.	3/06	253	Sr. Scientist(Soil Science/ Pedology), NRCon Seed Spices, Ajmer	24.05.2007	8	6	4	1.06.2007
2.	3/06	266	Sr. Scientist (Soil Science/ Soil Chem./Ferti./Microbiology), IGFRI, Jhansi (Two Post)	24.05.2007	17	14	8	15.06.2007
3.	3/06	205	Sr. Scientist (Soil Science/Soil Chem./Ferti./Microbiology), CRR, Cuttack	29.05.2007	13	10	7	1.06.2007
4.	3/06	213	Sr. Scientist (Soil Science/ Soil Chem./Ferti./Microbiology) CHES, IIHR, Chettalli	29.05.2007	10	8	6	15.06.2007

Sl No.	Advt No.	Item No.	Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to Council on
5.	3/06	201	Sr. Scientist, (Agril. Economics) CICR, Nagpur	06.06.2007	12	8	5	13.6.2007
6.	3/06	264	Sr. Scientist (Agril. Eco) IGFRI, Jhansi	06.06.2007	11	8	5	21.06.2007
7.	3/06	223	Sr. Scientist (Agril. Eco.) CIFE, Mumbai (Two Posts)	07.06.2007	13	8	4	21.06.2007
8.	3/06	258	Sr. Scientist(Agril.Chemis.) NRC on Seed Spices, Ajmer	07.06.2007	5	4	2	18.06.2007
9.	3/06	235	Sr. Scientist (Animal /Fish Nutrition) CIFE, Mumbai (Two Post)	08.06.2007	14	3	3	21.06.2007
10.	3/06	243	Sr. Scientist (Animal /Fish Nutrition) CIFA, Bhubaneswar	08.06.2007	10	4	4	13.06.2007
11.	3/06	226	Sr. Scientist (Vet/Fish Pathology) CIFE, Mumbai	11.06.2007	13	3	3	21.06.2007
12.	3/06	242	Sr. Scientist (Fish Pathology) NRC on Cold Water Fisheries Bhimtal, Nainital	11.06.2007	8	3	3	21.06.2007
13.	3/06	217	Sr. Scientist (Vety. Pathology) CARI, Port Blair	11.06.2007	5	4	4	26.06.2007
14.	3/06	195	Sr. Scientist (Biotechnology.) CIFT, Cochin	11.06.2007	7	4	3	18.06.2007
15.	3/06	196	Sr. Scientist (Biotechnology.) CIFT, Cochin	11.06.2007	5	5	3	18.06.2007
16.	3/06	232	Sr. Scientist (Biochemistry.) CIFE, Mumbai	11.06.2007	6	4	2	18.06.2007
17.	3/06	233	Sr. Scientist (Biotechnology.) CIFE, Mumbai	11.06.2007	10	7	5	14.06.2007
18.	3/06	192	Sr. Scientist (Biochemistry.) CIFT, Cochin	11.06.2007	9	6	2	14.06.2007
19.	3/06	241	Sr. Scientist (Biotechnology - Animal Science) NRC on Cold Water Fisheries Bhimtal, Nainital	11.06.2007	5	5	3	11.06.2007

Sl No.	Advt No.	Item No.	Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to Council on
20.	3/06	234	Sr. Scientist (Animal /Fish Genetic & Breeding) CIFE, Mumbai (Two Posts)	12.6.2007	9	7	6	18.06.2007
21.	3/06	237	Sr. Scientist (Animal /Fish Genetic & Breeding) NRC on Cold Water Fisheries Bhimtal, Nainital (Two Posts)	12.06.2007	5	4	4	18.06.2007
22.	3/06	225	Sr. Scientist (Fish & Fishery Sci.) CIFE, Mumbai	12.6.2007	20	7	5	21.06.2007
23.	3/06	238	Sr. Scientist (Fish & Fishery Sci.) NRC on Cold Water Fisheries Bhimtal, Nainital	12.6.2007	10	3	1	18.06.2007
24.	2/06	125	Sr. Scientist (Fish & Fishery Science) NRC on Coldwater Fisheries, Nainital	12.6.2007	11	4	1	21.06.2007
25.	3/06	212	Sr. Scientist (Vety. Public Health) ICAR, RC, for NEH Reg. Sikkim Centre	12.06.2007	3	3	2	25.06.2007
26.	3/06	224	Sr. Scientist, (Agril. Extn.) CIFE, Mumbai	13.06.2007	13	9	6	2.07.2007
27.	3/06	245	Sr. Scientist, (Agril. Extn.) ICAR Res. Complex for Eastern Region, Patna	13.06.2007	13	10	7	25.06.2007
28.	3/06	263	Sr. Scientist (Agril. Extn.) IGFRI, Jhansi	13.06.2007	17	12	9	21.6.2007
29.	3/06	240	Sr. Scientist (Aquaculture) NRC on Cold Water Fisheries Bhimtal, Nainital	13.6.2007	9	4	3	18.06.2007
30.	3/06	244	Sr. Scientist (Aquaculture) CIFA, Bhubaneswar	13.6.2007	12	5	3	2.07.2007
31.	3/06	229	Sr. Scientist (Aquaculture) CIFE, Mumbai (Two Posts)	13.6.2007	26	11	7	2.07.2007
32.	3/06	219	Sr. Scientist (Agril. Ext.) CARI, Port Blair	14.06.2007	12	8	4	2.02.2007

Sl No.	Advt No.	Item No.	Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to Council on
33.	3/06	193	Sr. Scientist (Fish Processing Technology) CIFT, Cochin (Three Post)	14.06.2007	11	3	1	14.06.2007
34.	3/06	231	Sr. Scientist (Economic Botany) CIFE, Mumbai	14.6.2007	5	2	1	22.06.2007
35.	3/06	259	Sr. Scientist (Plant Physiology) NRC on Seed Spices, Ajmer	14.6.2007	14	7	3	22.06.2007
36.	3/06	255	Sr. Scientist (Agril. Microbiology) NRC on Seed Spices, Ajmer	14.6.2007	5	2	2	22.06.2007
37.	3/06	269	Sr. Scientist (Microbiology-Plant Sci.) IGFRI, Jhansi	14.6.2007	2	2	1	22.06.2007
38.	3/06	254	Sr. Scientist (Plant Pathology) NRC on Seed Spices, Ajmer	18.6.2007	16	12	6	26.06.2007
39.	3/06	270	Sr. Scientist (Plant Pathology) IGFRI, Jhansi (Two Posts)	18.6.2007	17	11	7	27.06.2007
40.	3/06	206	Sr. Scientist (Horticulture) CPCRI, Regional Station Kasaragod	19.06.2007	15	9	6	27.06.2007
41.	3/06	207	Sr. Scientist (Horticulture) CPCRI, Regional Station, Vittal	19.06.2007	9	6	3	26.06.2007
42.	3/06	208	Sr. Scientist (Horticulture) CPCRI, Regional Station, Kayangulam	19.06.2007	13	6	3	26.06.2007
43.	3/06	209	Sr. Scientist (Horticulture) CPCRI, Regional Station, Mohitnagar	19.06.2007	7	5	3	26.06.2007
44.	3/06	262	Sr. Scientist (Horticulture) IGFRI, Jhansi	19.06.2007	10	8	4	26.06.2007
45.	3/06	274	Sr. Scientist (Plant Breeding) IGFRI, Jhansi (Three Posts)	20.6.2007	20	14	8	27.06.2007
46.	3/06	203	Sr. Scientist (Plant Breeding) VPKAS, Almora	20.6.2007	6	4	2	27.06.2007

Sl No.	Advt No.	Item No.	Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to Council on
47.	3/06	204	Sr. Scientist (Plant Breeding) IISR Regional Research Centre, Bihar, IISR, Lucknow	20.6.2007	7	6	3	26.06.2007
48.	3/06	248	Sr. Scientist (Plant Breeding) NRC for Rapeseed, Mustard, Bharatpur	20.6.2007	11	11	6	26.06.2007
49.	3/06	251	Sr. Scientist (Plant Breeding) NRC on Seed Spices, Ajmer	20.6.2007	13	10	7	26.06.2007
50.	3/06	250	Sr. Scientist (Biotechnology-Plant Sci.) NRC for Banana, Thiuchirpalli	21.6.2007	14	3	2	26.06.2007
51.	3/06	267	Sr. Scientist (Biochemistry-Plant Sci.) IGFRI, Jhansi (Two Posts)	21.6.2007	6	1	1	26.06.2007
52.	03/06	202	Sr. Scientist(Agricultural Entomology) CICR Regional Station, Sirsa	24.08.2007	13	10	6	28.08.2007
53.	03/06	252	Sr. Scientist (Agril. Entomology) NRC on Seed Spices, Ajmer	24.08.2007	13	9	6	28.08.2007
54.	03/06	210	Sr. Scientist (Agricultural Entomology) CPCRI Regional Station, Kayangulam	24.08.2007	12	7	2	28.08.2007

Appendix V(A)
(vide para 3.2)

Details of unfilled posts 2007-08

Sl No.	Advt No.	Item No.	Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Reason
1.	4/06	279	ADG (Agril. Extension) ICAR, HQ, New Delhi	04.05.2007	10	5	4	NFS
2.	2/06	76	Head of Div. (Fisheries Environment & Management) CMFRI, Cochin	21.05.2007	10	3	2	NFS
3.	2/06	88	Head of Div. (Lac Processing Product Development) ILRI, Ranchi	22.05.2007	5	3	2	NFS
4.	4/06	297	Head, Div. of Soil Biology, IISS, Bhopal	13.09.2007	7	4	1	NFS
5.	4/06	300	Head, Div. of Soil Chem. & Fertility, IISS, Bhopal	14.09.2007	13	8	5	NFS
6.	4/06	288	Head, CPCRI Regn. Sation, Minicoy	19.09.2007	4	2	0	NCA
7.	4/06	289	Head, CTRI, Regn. Station, Kandukur	19.09.2007	12	6	1	NFS
8.	4/06	290	Head, CTRI, Regn. Station, Jeelugumili	19.09.2007	7	5	0	NCA
9.	2/06	90	Head of Div. of Mechanical Processing, CIRCOT, Mumbai	20.09.2007	2	1	1	NFS
10.	4/06	314	Principal Scientist (Biotech.) IIVR, Varanasi	27.11.2007	5	3	1	NFS
11.	3/06	275	Training Organizer at KVK, CPCRI, Kasargod	14.06.2007	5	2	1	NFS

NFS: None found suitable; NCA : No candidate available

Sl No.	Advt No.	Item No.	Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Reason
12.	3/06	276	Training Organizer at KVK, CPCRI, RS, Kayangulam	14.06.2007	6	1	1	NFS
13.	3/06	246	Sr. Scientist (Agril.Mateorology) ICAR Res. Complex for Eastern Region, Patna	18.05.2007	3	1	1	NFS
14.	3/06	265	Sr. Scientist (Soil & Water Conservation Engg.) IGFRI, Jhansi (Two Posts)	18.05.2007	6	4	2	NFS
15.	3/06	216	Sr. Scientist (Soil Chem./ Ferti./Microbiology) CARI, Port Blair	23.05.2007	12	8	1	NFS
16.	3/06	227	Sr.Scientist (Soil Science) CIFE, Mumbai	30.05.2007	9	6	1	NFS
17.	3/06	198	Sr. Scientist (Electronics & Instrumentation) CIFT, Cochin	30.05.2007	1	1	1	NFS
18.	2/06	141	Sr. Scientist (Agronomy) NRC for Medicinal & Aromatic Plants, Anand	31.05.2007	8	6	2	NFS
19.	3/06	272	Sr. Scientist Project Co-ordinating Unit (Forage Crops) IGFRI, Jhansi	01.06.2007	12	10	5	NFS
20.	3/06	273	Sr. Scientist (Agronomy) IGFRI, Jhansi	01.06.2007	11	10	4	NFS
21.	3/06	268	Sr. Scientist (Agril.Chemis.) IGFRI, Jhansi	07.06.2007	3	2	1	NFS
22.	3/06	239	Sr. Scientist (Animal /Fish Nutrition) NRC on Cold Water Fisheries Bhimtal Nainital (Two Post)	08.06.2007	8	3	2	NFS

NFS: None found suitable; **NCA :** No candidate available

Sl No.	Advt No.	Item No.	Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Reason
23.	3/06	236	Sr. Scientist (Microbiology) CIFE, Mumbai (Two Post)	11.06.2007	10	1	0	NCA
24.	2/06	124	Sr. Scientist (Vet. Medicine) Project Directorate on Poultry, Hyderabad	12.06.2007	7	2	0	NCA
25.	3/06	230	Sr.Scientist (Animal /Fish Physiology) CIFE, Mumbai (Two Post)	13.06.2007	7	3	0	NCA
26.	3/06	221	Sr.Scientist (Fish Processing Tech. CIFE, Mumbai	14.06.2007	9	2	0	NCA
27.	3/06	200	Sr. Scientist (Plant Pathology) CICR, Nagpur	18.06.2007	14	7	4	NFS
28.	3/06	215	Sr. Scientist (Horticulture-Fruit Science) CARI, Post Blair	19.06.2007	4	1	1	NFS
29.	3/06	220	Sr. Scientist (Biotechnology-Plant Sci.) CARI, Port Blair	21.06.2007	8	1	0	NCA
30.	3/06	247	Sr. Scientist (Biotechnology-Plant Sci.) NRC for Rapeseed, Mustard, Bharatpur	21.06.2007	16	8	4	NFS
31.	3/06	256	Sr. Scientist (Biotechnology) NRC on Seed Spices, Ajmer	21.06.2007	12	4	1	NFS
32.	3/06	261	Sr. Scientist (Biotechnology) IGFRI, Jhansi	21.06.2007	16	6	2	NFS
33.	3/06	271	Sr. Scientist(Agricultural Entomology) IGFRI, Jhansi	24.08.2007	11	8	2	NFS

NFS: None found suitable; NCA : No candidate available

Appendix VI
(vide para 5.1)

Assessment cases under Career Advancement Scheme of ICAR during 2007-2008

S.No	Discipline	Date of Screening	Date of Interview	Candidates Interviewed
1.	Soil Science/Soil Chemistry/ Fertility/Microbiology	23.7.2007	24.7.2007	12
2.	Agril. Chemistry	23.7.2007	24.7.2007	01
3.	Soil Science-Pedology	23.7.2007	24.7.2007	07
4.	Plant Physiology	23.7.2007	24.7.2007	18
5.	Genetics/Cytogenetics	24.7.2007	25.7.2007	04
6.	Plant Breeding	24.7.2007	25.7.2007	19
7.	Seed Technology	25.7.2007	26.7.2007	04
8.	Economic Botany	25.7.2007	26.7.2007	09
9.	Organic Chemistry	25.7.2007	26.7.2007	05
10.	Soil Physics/Soil & Water Conservation	25.7.2007	26.7.2007	06
11.	Biochemistry (Plant Science)	26.7.2007	27.7.2007	07
12.	Biotechnology	26.7.2007	27.7.2007	01
13.	Textile Chemistry	27.7.2007	27.7.2007	01
14.	Soil & Water Conservation Engg.	27.7.2007	27.7.2007	01
15.	Agril. Statistics	27.7.2007	28.7.2007	04
16.	Agril. Economics	27.7.2007	28.7.2007	08
17.	Animal Physiology	30.7.2007	31.7.2007	05
18.	Animal Nutrition	30.7.2007	31.7.2007	03
19.	Livestock Production & Management	30.7.2007	31.7.2007	05
20.	Horticulture	30.7.2007	01.8.2007	34
21.	Animal Genetics & Breeding	31.7.2007	01.8.2007	09
22.	Poultry Science	31.7.2007	01.8.2007	01

S.No	Discipline	Date of Screening	Date of Interview	Candidates Interviewed
23.	Animal Reproduction	31.7.2007	01.8.2007	04
24.	Agril. Structure & Processing Engg.	01.8.2007	02.8.2007	03
25.	Entomology	01.8.2007	03.8.2007	25
26.	Farm Machinery & Power	02.8.2007	02.8.2007	01
27.	Dairy Microbiology	02.8.2007	03.8.2007	01
28.	Dairy Technology	02.8.2007	03.8.2007	02
29.	Fish & Fishery Science	06.8.2007	07.8.2007	12
30.	Plant Pathology	06.8.2007	08.8.2007	31
31.	Agronomy	07.8.2007	08.8.2007	13
32.	Forestry	07.8.2007	08.8.2007	02
33.	Microbiology (Agril.)	08.8.2007	09.8.2007	05
34.	Nematology	08.8.2007	09.8.2007	05
35.	Veterinary Parasitology	09.8.2007	10.8.2007	02
36.	Veterinary Microbiology/Virology	09.8.2007	10.8.2007	01
37.	Veterinary/Fish Pathology	09.8.2007	10.8.2007	02
38.	Veterinary Public Health	09.8.2007	10.8.2007	01
39.	Veterinary Surgery	09.8.2007	10.8.2007	04
40.	Biochemistry (Animal Science)	09.8.2007	10.8.2007	03
41.	Agril. Extension	13.8.2007	14.8.2007	11
42.	Farm Machinery & Power	08.1.2008	08.01.2008	02
43.	Agricultural Structure & Process Engineering	08.1.2008	08.01.2008	03
44.	Soil & Water Conservation Engineering	08.1.2008	08.01.2008	03
45.	Agronomy	10.1.2008	10.1.2008	11
46.	Forestry	10.1.2008	10.1.2008	01
47.	Agricultural Statistics	11.1.2008	11.1.2008	06
48.	Computer Applications in Agriculture	11.1.2008	11.1.2008	01
49.	Plant Breeding	14.1.2008	14.1.2008	13
50.	Genetics & Cytogenetics	14.1.2008	14.1.2008	02
51.	Soil Science Pedology	15.1.2008	15.1.2008	09
52.	Soil Physics & Soil & Water Conservation	15.1.2008	15.1.2008	03

S.No	Discipline	Date of Screening	Date of Interview	Candidates Interviewed
53.	Geography	15.1.2008	15.1.2008	01
54.	Plant Physiology	15.1.2008	15.1.2008	09
55.	Economic Botany	15.1.2008	15.1.2008	04
56.	Seed Technology	15.1.2008	15.1.2008	03
57.	Soil Chemistry/ Fertility/ Microbiology	16.1.2008	16.1.2008	05
58.	Textile Manufacture	16.1.2008	16.1.2008	01
59.	Animal Nutrition	16.1.2008	16.1.2008	08
60.	Livestock Production & Management	17.1.2008	17.1.2008	06
61.	Dairy Chemistry	18.1.2008	18.1.2008	02
62.	Vet. Parasitology	18.1.2008	18.1.2008	01
63.	Animal Physiology	18.1.2008	18.1.2008	03
64.	Animal Reproduction	18.1.2008	18.1.2008	03
65.	Animal Genetics & Breeding	21.1.2008	21.1.2008	06
66.	Horticulture	21.1.2008	21.1.2008	05
67.	Plant Biochemistry	21.1.2008	21.1.2008	06
68.	Plant Biotechnology	21.1.2008	21.1.2008	01
69.	Poultry Science	22.1.2008	22.1.2008	01
70.	Food Science & Technology	22.1.2008	22.1.2008	01
71.	Vety. Public Health	22.1.2008	22.1.2008	01
72.	Vety. Microbiology	23.1.2008	23.1.2008	03
73.	Bio-Chemistry (Animal Science)	23.1.2008	23.1.2008	03
74.	Organic Chemistry	23.1.2008	23.1.2008	01
75.	Fish & Fishery Science	24.1.2008	24.1.2008	03
76.	Plant Pathology	31.1.2008	31.1.2008	08
77.	Entomology	31.1.2008	31.1.2008	08
78.	Nematology	31.1.2008	31.1.2008	02
79.	Agricultural Economics	01.2.2008	01.2.2008	05
80.	Agricultural Extension	01.2.2008	01.2.2008	04
81.	Home Science	01.2.2008	01.2.2008	02
Total				452

Appendix VII
(vide para 10.1.1)

**List of Institutes for which Scientists Departmental
Promotion Committees (2007-08) were constituted**

Sl No.	Institutes	No. of Committees
I. ICAR ,HQ		
1.	ICAR ,HQ,New Delhi	1
II. Crop Science		
2.	NBPGR, New Delhi	1
3.	PDBC, Bangalore	1
4.	DMR, New Delhi	1
5.	CRIJAF, Barrackpore	1
6.	NBPGR, New Delhi	1
7.	IARI. New Delhi	1
III. Horticulture		
8.	CPRI, Shimla	1
9.	IIVR,Varanasi	1
10.	IIHR ,Bangalore	1
11.	CIAH, Bikaner	1
12.	NRC for Citrus, Nagpur	1
IV. Agricultural Extension		
13.	NRC for Women in Agriculture, Bhubaneshwar	1

Sl No.	Institutes	No. of Committees
V. Natural Resource Management		
14.	CSWCR & TI, Dehradun	1
15.	CARI, Port Blair	2
16.	WTC, Bhubaneswar	1
17.	NBSS & LUP, Nagpur	2
18.	NRC Weed Science, Jabalpur	1
VI. Agricultural Engineering		
19.	CIPHET, Ludhiana	1
20.	CIRCT, Mumbai	1
21.	CIAE, Bhopal	1
VII. Animal Science		
22.	NRC Camel, Bikaner	1
23.	CIRG, Makhdomm Farah, Mathura	1
24.	NRC on Meat, Hyderabad	1
25.	NRC on Mithun, Jharapani (Nagaland)	1
26.	CARI, Izatnagar	1
VIII. Fisheries		
27.	CIFE, Mumbai	1
IX. Management & Statistics		
28.	IASRI, New Delhi	1
Total		30

Appendix VIII
(vide para 10.1.2)

**List of Institutes for which Technicals Departmental
Promotion Committees (2007-08) were constituted**

Sl No.	Institutes	No. of Committees
I. Agricultural Extension		
1.	ZCU, Zone - II, Kolkata	1
II. Crop Science		
2.	NBPGR, New Delhi	1
3.	SBI, Coimbatore	1
4.	IIPR, Kanpur	1
III. Horticulture		
	NRCC, for Citrus, Nagpur	1
IV. Natural Resource Management		
5.	IISS, Bhopal	2
6.	ICAR, Res. Complex for Eastern Region Patna	1
7.	CRIDA, Hyderabad	1
V. Animal Science		
8.	NRC, Camel, Bikaner	1
9.	NRC, for Equines, Hisar	1
10.	NRC, on Yak, West Kameng, Dirang	1
VI. Management & Statistics		
11.	IASRI, New Delhi	2
Total		14

Appendix IX
(vide para 1.2.1)

Sanctioned strength of the Board during 2007-08

Sl No.	Posts	Sanctioned	In position	
			As on 31.3.2008	
Composition of Board				
1.	Chairman		1	1
2.	Member		2	2
Officers and Staff				
3.	Secretary	1		1
4.	Controller of Examinations	1		1
5.	Under Secretary	1		1
6.	Special Assistant	1		1
7.	Assistant Finance & Accounts officer	1		1
8.	Section Officer	5		6
9.	Technical Officers	2		2
10.	T-3 (Computer Assistant)	1		Vacant
11.	Private Secretary	5		3
12.	Technical Officer (T-5) (Hindi)	1		Vacant
13.	PA/Steno	3		2
14.	Assistants	11		9
15.	U.D.C.	13		10
16.	L.D.C.	6		2
17.	Hindi Steno Gr. II	1		-
18.	Jr. Gestetre Operator	1		-
19.	Driver	2		2
20.	Daftry	2		7
21.	Peon	8		-
22.	Jamadar	3		1
23.	Packer	1		-
24.	Mali	1		1
25.	Frash	-		1
Total		74		54

Appendix X
(vide para 1.2.1)

List of the officers and staff of the Board during 2007-08

Chairman

Dr C.D. Mayee

Member (S)

Dr N.K. Tyagi

Prof. (Dr) M.J. Modayil

Officers

Shri Sanjay Kant

Shri Vikram Singh

Ms. Namrta Sharma

Ms. Tripta Sharma

Shri Suresh Pal

Shri Vinod Kumar

Shri Manohar

Shri Rajinder Kumar

Shri N.K. Jindal

Shri Gian Chand

Shri Naresh Kumar Sharma

Smt Rita Ghoshal

Shri O.P. Madan

Shri S.K. Ahuja

Shri R.C. Bhaskar

Shri Kailash Chander

Secretary

Controller of Examination

Under Secretary (Recruitment)

Special Assistant

Technical Officer

Technical Officer

AF&AO

Section Officer

Section Officer

Section Officer

Section Officer

Section Officer

Section Officer

PS

PS (Hindi)

PS

Staff

Shri Anil Upadhyay	PA
Shri Amit Bhaskar	Steno (Grade-III)
Shri B.S. Rawat	Assistant
Shri Sanjeev Kumar	Assistant
Shri Babu Lal	Assistant
Smt Krishna Devi	Assistant
Smt Santosh Dhingra	Assistant
Smt Sushil Kalra	Assistant
Smt Ashu Baweja	Assistant
Shri Rajender	Assistant
Shri Umesh Gahlot	Assistant
Shri Prabhakar Bhatt	UDC
Shri Tejpal Singh	UDC
Shri M.C. Bhatt	UDC
Smt Neelam Sharma	UDC
Shri D.S. Rawat	UDC
Shri Pratap Singh	UDC
Shri Kripalu Chander	UDC
Shri Rajinder Singh Atri	UDC
Shri Rajinder Kumar	UDC
Shri Sanjay Kumar	UDC
Shri Nikhil Kumar	LDC
Shri Roshan Singh Rawat	LDC
Shri Surinder Kumar	Driver (T-II)
Shri Subhash Chander Kochhar	Driver (T-II)

Supporting Staff

Shri Jagat Narain,	Daftry
Shri Misri Paswan	Daftry

Shri Daya Ram Shukla	Daftry
Shri Devinder Singh	Daftry
Shri Ved Prakash	Daftry
Shri Umed Singh	Daftry
Shri Shiv Prasad	Mali
Shri Virender Mehto	Daftry
Shri Satpal Singh	Jamadar
Shri Suresh Kumar	Frash

Guidance : Dr C.D. Mayee
Chairman, ASRB

Dr N.K. Tyagi
Member, ASRB

Prof. Dr. M.J. Modayil
Member, ASRB

Contribution : Shri Sanjay Kant
Secretary, ASRB

Shri Vikram Singh
Controller of Examinations

Smt. Namrta Sharma
Under Secretary

Compiled & Edited by : Shri Suresh Pal
Technical Officer

Project Director (DIPA) : Dr T.P. Trivedi

Editing : Dr R.P. Sharma, Incharge, English Editorial Unit
Som Dutt, Technical Officer

Design and Production : V.K. Bharti, Chief Production Officer
Punit Bhasin, Technical Officer

