

# Annual Report

## 2012-13



Agricultural Scientists Recruitment Board

## Agricultural Scientists Recruitment Board

**T**HE 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, 2012 to March 31, 2013.



# Annual Report

## 2012-13

April 1, 2012 to March 31, 2013



**AGRICULTURAL SCIENTISTS RECRUITMENT BOARD**  
**Indian Council of Agricultural Research**  
Krishi Anusandhan Bhavan I  
Pusa, New Delhi 110 012



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## Foreword

It is my privilege and pleasure to present the Annual Report 2012-13 of Agricultural Scientists Recruitment Board (ASRB), New Delhi. An elaborate account of major activities and achievements during the year is given in various sections of the report. Induction and retention of quality human resource is a prerequisite for the growth and success of any organization. Tapping the best available talent calls for dynamic and constantly evolving talent search strategies while retaining such talent requires an equally effective human resource development approach. It gives me immense satisfaction that during the past one year, Agricultural Scientists Recruitment Board could successfully contribute in both these crucial aspects to impart strength to the ICAR system.

A time bound implementation of the revised Career Advancement Scheme (CAS) for ARS Scientists involving more than 749 proposals in 57 disciplines for promotion from Senior Scientists (RGP ₹9000) to Principal Scientists (RGP ₹10000) was one of the notable achievements. The overall performance in CAS was quite satisfactory reflecting positively on the strength of the ICAR research system. While 86 % of the candidates were recommended for promotion to the next higher grade based on the revised score card system, more than 50% of these successful candidates secured more than 80 % marks.

In respect of direct recruitment, recommendations were given for 97 posts. In addition, there were more than a dozen long pending cases in various law courts across the country, about assessment promotion claims of ARS scientists under the erstwhile Career Advancement Schemes. Most of these scientists have since retired from service but were pursuing their claims in courts. Taking a special drive, the Board considered all these as per the

case to case relevant procedure and disposed the same so that there is no cause for unnecessary litigation by the retired scientists as far as their legitimate service claims are concerned.

Both Agricultural Research Service (ARS) and National Eligibility Test (NET) Examinations - 2011 could be held most successfully as per the completely revised disciplines and syllabi resulting in the induction of 176 scientists in the initial grade of ARS in 48 disciplines and issue of NET certificates to 2340 candidates. From 2012, both ARS and NET have been made completely independent examinations. The NET in 55 revised disciplines will be held twice in a year. ARS (Preliminary) - 2012 and NET - 2012 examinations were conducted successfully on 24<sup>th</sup> February, 2013 at 33 centres across India. Continuing the reforms process in the Direct Recruitment, the Board has evolved and put in place the revised comprehensive evaluation guidelines commensurate to the revised ten major attribute based score card system for various scientific positions. The direct recruitment application format too was completely revised and rationalized especially with a view to standardize performance appraisal under the ten earmarked major attributes in an objective and transparent manner. Special efforts were made to upgrade the question bank and advisors list.

My sincere thanks and gratitude to Hon'ble Sh Sharad Pawar, President, ICAR Society and Union Minister of Agriculture and Food Processing Industries and Hon'ble Union Ministers of State for Agriculture Sh Tariq Anwar and Dr Charan Das Mahant for their consistent encouragement and visionary guidance in all endeavours of ASRB. The Board acknowledge with thanks the continued help and support of Dr S. Ayyappan, Secretary, DARE and Director General, ICAR as well as Sh Rajiv Mehrishi, former Special Secretary, DARE and Secretary, ICAR; Sh Arvind R. Kaushal, Additional Secretary, DARE and Secretary, ICAR and Sh P.K. Pujari, Financial Advisor, ICAR/DARE in all its activities.

I wish to especially thank Dr V.N. Sharda and Dr S.K. Bandyopadhyay, Members; Sh N.S. Randhawa, Secretary and all my other colleagues in ASRB for their efforts and keen interest in bringing out this report.

Finally, the help rendered by Dr Rameshwar Singh, Director, DKMA; Dr V.K. Bharti, Chief Production Officer and Sh Punit Bhasin, Technical Officer, Directorate of Knowledge Management in Agriculture (DKMA), ICAR in bringing out this report is sincerely acknowledged.



**(Gurbachan Singh)**  
Chairman, ASRB





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## Executive Summary

**T**HIS report presents a detailed account of major activities that Agricultural Scientists Recruitment Board (ASRB) undertook and accomplished during the year 2012-13 in discharge of its mandate in terms of recruitment of scientific and other senior manpower, implementation of career advancement scheme for ARS scientists and aiding and advising the Council in evolving as well as implementing various human resource development related policies.

Inducting, developing and retaining best quality human resource at different levels is a prerequisite for sustaining competitiveness in any organization. It is indeed satisfying to note that ASRB could successfully fulfill its functions in this regard during the year. The period was particularly marked by continuing reforms and refinements by the Board in all aspects of 'Talent Search' like Examinations, Direct Recruitments and Career Advancement Scheme (CAS) with a particular emphasis to incorporate use of Information Technology (IT) to enhance efficiency, accuracy, objectivity and transparency in various processes.

In respect of direct recruitment, recommendations were given for 97 posts. Out of this, 22 posts were of Research Management category (RMP), 24 Joint Directors, Head of Divisions and Project Coordinators and 38 Principal Scientists & Senior Scientists. There were 13 cases of NFS (None Found Suitable). Three major direct recruitment advertisements were issued during the year 2012-13. One advertisement had to be withdrawn on account of revision of model qualifications on implementation of Sixth CPC UGC pay package by the ICAR. Of the direct recruitment posts, 68%

belonged to Senior Scientist Positions, 15% to Principal Scientist Positions and 10% to Middle Level (JD, Head, and Project Coordinators) and remaining were for Research Management Positions (RMPs). It was particularly satisfying that as part of talent tapping through direct recruitment at senior scientist level the Board could also select and induct ten Indian nationals working in USA/abroad in some of the best research institutions/ universities.

Agricultural Research Service (ARS) & National Eligibility Test (NET) examination 2011 was successfully conducted in the month of February, 2012 at 33 centres across the country involving more than 28,000 candidates. While 2,342 candidates qualified for NET certificate, the Board recommended 176 candidates for appointment in the initial scientist grade of ARS in 48 disciplines. It was especially encouraging to note that among the recommended candidates there were 23% women. There has been a steady increase in the percentage of successful women candidates in ARS examinations from 8% in 2006-07 to 23% in 2011-12. The Board has been making all possible efforts to encourage women candidates to compete so as to improve gender equity in the system in keeping with the spirit of government guidelines and policies. An analysis of the results of ARS examinations over the last 5 years reveal that 7 agricultural universities namely IARI, IVRI, CIFE, TNAU, GBPUA&T, UAS Bangalore, and NDRI, Karnal have contributed more than 50% selections to ARS. The top 6 states from where candidates in ARS have qualified included: Tamil Nadu 226, Karnataka 130, West Bengal 117, Rajasthan 94, Kerala 86 and Bihar 83.

This year the NET Examination - 2012 and ARS (Preliminary) Examination - 2012 have been held completely as independent examinations as per the new scheme with 55 disciplines and revised syllabi on February 24, 2013 at 33 centers across the country. There were total 29,011 candidates for NET examination while 22,537 candidates have appeared in ARS (Preliminary) examination competing for 431 vacancies of scientists in 36

disciplines of ARS. As per the new scheme, the NET is to be held twice in a year to meet long pending demand of SAUs. The Board has tentatively scheduled the second NET in this year.

In terms of time bound implementation of the revised Career Advancement Scheme (CAS) put in place by the ICAR consequent to UGC based sixth pay commission package for ARS scientists, the Board successfully considered more than 749 proposals in 57 disciplines for promotion from Senior Scientist (RGP ₹9000) to the grade of Principal Scientist (RGP ₹10000). Reflecting a satisfactory overall performance and an indication of the strength of ICAR research system, 86% of the candidates were recommended for promotion for the next higher grade based on the revised score card system. Of the successful candidates, 50% secured more than 80% marks and merely 7% of the unsuccessful candidates secured less than 65% marks. Nearly 12% of candidates crossed the level of 75% marks on the basis of work report and AAR alone before the interview stage while 34% of candidates crossed the 75% level on the basis of work report & Interview. Though 1.07% candidates had less than 75% marks in research potential, but because of their better performance in interview and AAR, they got promotion and 41% of candidates had less than 75% marks in interview but because of their better performance in research potential and AAR they got promotion. The Board is of a firm view that meeting of legitimate Career advancement aspirations of scientists by such timely implementation of CAS will have huge morale boosting impact. One case of induction from Technical Officer to S-0 grade in the ARS in Seed Science and Technology discipline and eleven proposals of five yearly assessments from S-2 to the grade of S-3 and S-0 to the grade of S-1 in the erstwhile CAS/ Assessment schemes were also considered during the year and recommendations made to the ICAR.

During the year, special efforts were made to upgrade the question bank and advisors list. A library for the use of advisors

and ASRB staff in the present premises was also established. A committee under the Chairmanship of Dr V.N. Sharda, Member, ASRB was constituted to suggest further reforms to make examinations and recruitment system more efficient and transparent. The committee submitted its report and action on the recommendations was initiated.

Celebration of 39<sup>th</sup> Foundation Day on 1<sup>st</sup> November, 2012 at Dr B.P. Pal Auditorium, Pusa Campus, New Delhi and review of implementation of official language policy of Govt. of India by the Parliamentary Sub Committee on official language on 22<sup>nd</sup> January, 2013 were some other notable events. Main highlight of the Foundation Day was the visionary lecture delivered by Sh P.K. Basu, former Agriculture Secretary, Govt. of India in which he shared his soul searching, farmer centric vision for modernizing Indian agriculture with NARS fraternity. An extract each of the speech of Sh P.K. Basu and Presidential Address of Chairman ASRB is included in this report for the benefit of readers. The Parliamentary Sub Committee on official language in its review meeting appreciated the efforts of ASRB in promoting the Rajbhasha Hindi in all its working areas and also offered valuable suggestions for further progress, all of which have been complied by the ASRB.

The Chairman and Members visited several ICAR institutes and SAU's during the year to have interaction and feed back from the scientists and research managers for bringing further reforms in examination, recruitment and assessment system. The ASRB in collaboration with ICAR prepared guidelines for conducting uniform NET examinations for technical and administrative recruitments. A special cell is being established to conduct these examinations in ASRB during 2013-14.

The ASRB was allotted 2.4 Acre plot of land in 2011 on DPS Marg near NASC in pusa campus for construction of its independent

office building to fulfill a long felt need. Based upon a green design concept and layout for the new building at an estimated cost of ₹ 72.00 crores with rough drawing, design and Detailed Project Report, the Board has already submitted an EFC proposal during 2012 which is in the process of approval with ICAR. Hopefully well before the end of the current plan, the ASRB will have its own independent office building, sufficient and skilled manpower, fully automated and computerized evaluation and assessment procedures, online examination & assessment systems, completely digitized records enabling highest level of efficiency, foolproof security, objectivity and transparency in all its working areas.





Dr Gurbachan Singh, Chairman; Dr V.N. Sharda and Dr S.K. Bandyopadhyay, Members; Sh N.S. Randhawa, Secretary, and Sh Suresh Pal, Technical Officer, ASRB presenting ASRB's Annual Report 2011-12 to Shri Sharad Pawar, Hon'ble President, ICAR Society and Union Minister for Agriculture and Food Processing Industries





# Introduction

## 1.1 Historical Background

Agricultural Scientists Recruitment Board established in 1973 as an independent recruitment body for ICAR has all along played a key role in induction of best quality scientists and other senior manpower in the ICAR system and in aiding and advising the Council in evolving and implementing human resource development related policies as well as Career Advancement Schemes for ARS Scientists. The ASRB has endeavoured to constantly reform and refine its talent search strategies to meet the emerging requirements of National Agricultural Research System.

## 1.2 Mandate

The mandate of ASRB is to make available the best human resource to man various positions in the ICAR and its institutes across 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 ICAR and to such other posts and services that the President, ICAR, may specify from time to time.
- ◆ Rendering such other assistance to the Council in personnel matters, including promotions 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.

**1.2.1** Subsequently, after the creation of the Agricultural Research Service (ARS), as an All-India Service, the following additional responsibilities were also assigned to the Board:

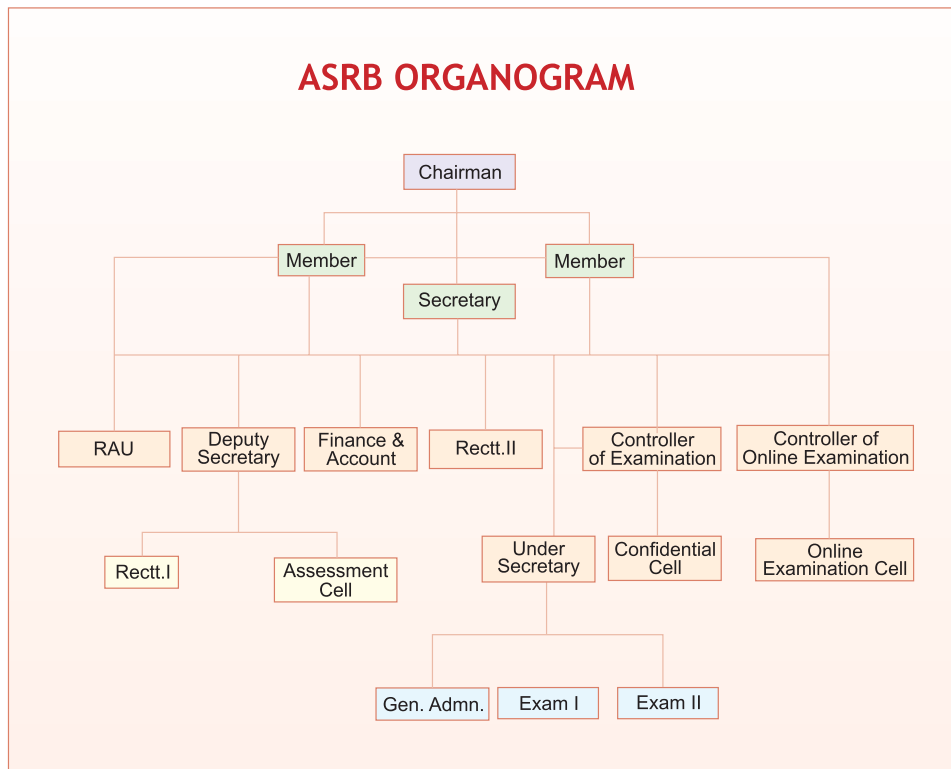
- ★ Recruitment to the entry level scientists grade of the ARS through an All-India Competitive Examination.
- ★ Induction of existing scientists of ICAR to the ARS under the initial constitution of the ARS.
- ★ Assessment for merit promotion and grant of advance increments to the scientists of the ARS.

**1.2.2** 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 which are required to be filled by direct recruitment or through competitive examinations. The duties and responsibilities of the Board are enshrined in Rules and Byelaws of the ICAR Society (Appendix I).

**1.2.3** The Board also conducts National Eligibility Test in 55 disciplines, the qualifying of which is a prerequisite for the initial recruitment as Assistant Professor/Lecturer in the State Agricultural Universities (SAU's).

### **1.3 Organization**

The Board comprises of a Chairman and two Members. To effectively discharge its responsibilities, the Board is assisted by a Secretary and Controller of Examinations along with other financial, administrative and technical functionaries. A vacant post of one member was filled up by the joining of Dr S.K. Bandyopadhyay as a new Member on 14<sup>th</sup> May, 2012. The current organizational structure of ASRB is shown in Fig. 1.



**1.3.1** The total sanctioned strength of the officers and staff of the Board as on 31<sup>st</sup> March, 2013 was 80 (*Appendix X*). The list of the officers and staff of the Board for the period from 1<sup>st</sup> April, 2012 to 31<sup>st</sup> March, 2013 is given in *Appendix XII*.

### 1.3.2 Expenditure

The Board has incurred an expenditure of ₹767.23 lakh under Non-Plan and ₹183.66 lakh under NAIP/World Bank funded sub-project on online examination system during the period from 1<sup>st</sup> April, 2012 to 31<sup>st</sup> March, 2013. The details are given in Appendix II.

## 1.4 Activities

In discharging its mandated functions, the Board undertook various activities as given in Table 1. A comparative statement of various activities during the past five years is presented in Appendix III.

**Table 1.** Summary of ASRB activities during 2012-13

Activities	Numbers
<b>I. Recruitment by Interviews (Direct Recruitment)</b>	
Posts for which recruitment action was pending from previous years	93
Posts for which requisitions were received during the current year	340
Posts for which recruitment action has been completed	97
Applications received for various posts	1505
Candidates interviewed	442
Candidates recommended for appointment	84
Cases where no candidate was found suitable for appointment	12
Cases where no candidate attended interview	01
Cases where posts were withdrawn by the ICAR	163
Applications screened for various posts advertised during the year	1800
Posts for which recruitment action is in progress	346
No. of posts advertised	349
<b>II. Recruitment by Examinations</b>	
<b>(i) Examination held for NET Certificate</b>	
Number of applicants	29,011
Candidates appeared	22,537

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Activities	Numbers
NET certificates awarded	2340
(ii) Examination held for ARS entry grade	
Number of applicants	16,790
Candidates appeared	11,472
iii. Assessments and Review of Assessments	
Assessment of senior scientists under CAS	749
Induction of scientists	1
Five yearly Assessment	11
IV. Committees	
Parliamentary Committee on Official Language	01

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

Eleven cases of scientists were referred for five yearly assessment, one case received for consideration of induction into ARS and there was no reference pertaining to review of assessment results during the period under report.

### 1.5 Important Events

#### 1.5.1 Foundation Day Celebrations

39<sup>th</sup> Foundation Day was celebrated by ASRB on 1<sup>st</sup> November, 2012 to mark the completion of nearly four decades of glorious services to the National Agricultural Research System. Shri P. K. Basu, former Secretary, Dept. of Agriculture and Cooperation, Govt. of India graced the occasion as the Chief Guest and delivered the Foundation Day lecture.

## AGRICULTURAL SCIENTISTS RECRUITMENT BOARD



Chief Guest Sh P.K. Basu, Chairman & Members, ASRB, Former Chairman of ASRB, Joint Director, IARI and Secretary, ASRB at the Foundation Day Function

### 1.5.2 Review by the Parliamentary Sub-committee on Official Language

The second sub-committee of Parliamentary Committee on Official Language, conducted review of implementation of the



Sh P.K. Basu, Former Secretary, Dept. of Agril. & Cooperation delivering 39th Foundation Day lecture



Dr Gurbachan Singh, Chairman, ASRB addressing the gathering on the 39th Foundation Day of ASRB

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Parliamentary Committee Meeting on review of Official Language implementation in ASRB in progress



Compilation of Presidential Orders being Presented to Dr Gurbachan Singh, Chairman, ASRB, by the Parliamentary Committee on Official Language

Official Language Policy in ASRB on 22<sup>nd</sup> January, 2013. The Deputy Chairman of the Parliamentary Committee on Official Language, Dr Nirmal Khatri, Member of Parliament (Lok Sabha) alongwith Members of the Parliamentary Committee, Shri Raghunandan Sharma, Member of Parliament (Rajya Sabha) and Dr (Smt.) Botcha Jhansi Laxmi, Member of Parliament (Lok Sabha) were present in the review meeting held at 2:00 pm on 22<sup>nd</sup> January, 2013 at Hotel Ashok, New Delhi. Apart from the officials of the parliamentary committee secretariat, Dr Gurbachan Singh, Chairman, ASRB, members of ASRB Dr V.N. Sharda & Dr S.K. Bandyopadhyay, Sh N.S. Randhawa, Secretary and other senior officers of ASRB attended the meeting. Dr B.B. Singh, Assistant Director General, ICAR and Sh H.C. Joshi, Director (OL) ICAR represented ICAR Headquarters in the meeting.

The Deputy Chairman of the Parliamentary Committee on Official Language, Dr Nirmal Khatri and other members of the parliamentary committee reviewed the implementation of official language as per the information submitted by the ASRB in the Inspection Questionnaire and also gave suggestions for further improvements and progress. Dr Gurbachan Singh, Chairman, ASRB while acquainting the parliamentary committee on various initiatives taken by the Board for promoting the use of official language (Rajbhasha) Hindi also apprised them about the choice of Hindi as medium being provided to candidates in all competitive examinations as well as in interviews of the Board and also about procuring and providing for Hindi books on different areas in the small library that ASRB has recently created within its limited premises. The Parliamentary Sub Committee appreciated the progress made in the implementation of Official Language (Hindi) by ASRB including the efforts being especially made for further improvements.

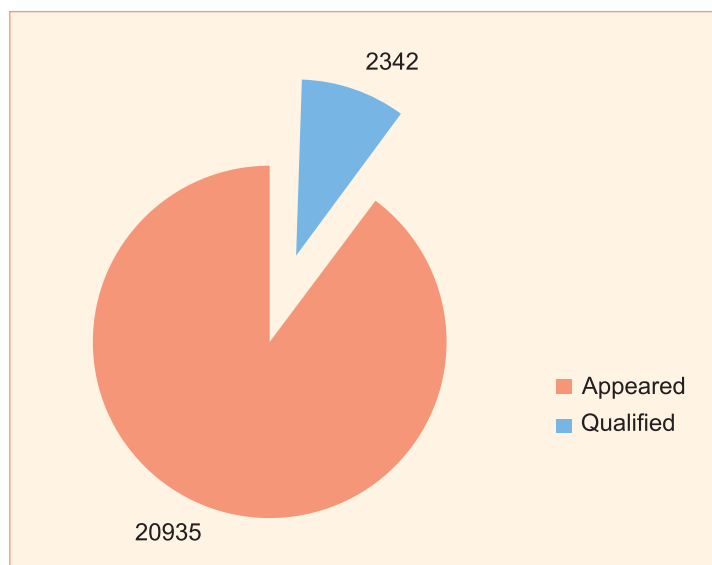




## 2

# Recruitment through Examinations

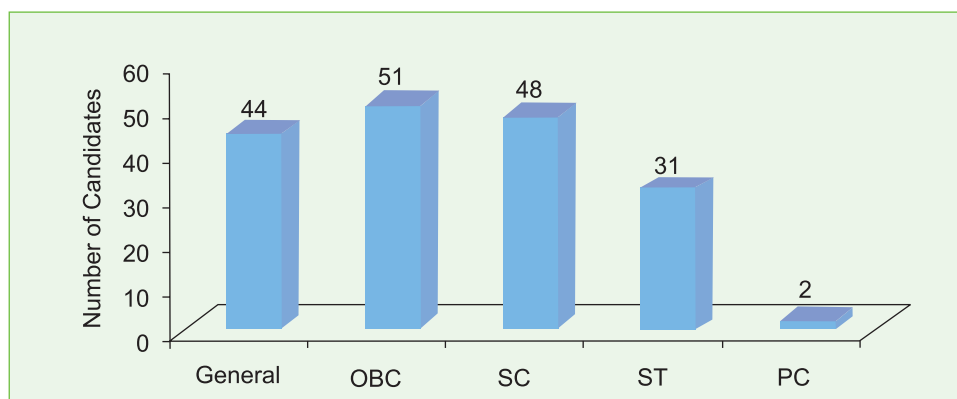
**2.1** The ARS/NET Examination 2011 was conducted by ASRB in 23 disciplines on February 19, 2012 across India. The total number of candidates who appeared in the examination were 20,935, of which 2,342 qualified for NET. The success ratio for NET was 1:9. Fig 2 below gives candidates appeared-candidates qualified profile of NET - 2011.



**Fig.2** NET Examination 2011

The ARS main examination 2011 was held for recruitment to 303 vacancies of scientists in initial grade of ARS in 49 disciplines

under the ICAR system. Out of 14,143 candidates who had applied for the ARS Examination, only 7,328 (51.8%) who qualified in the ARS (Preliminary) examination, appeared in the ARS Main Examination. Out of these 543 candidates who obtained marks above the cut off level were called for ARS interview for the 303 advertised vacancies. However, only 176 vacancies could be filled (Fig.3) and the success ratio for ARS worked out to be 1:42. No candidate qualified in Agricultural Chemicals/ Organic Chemistry, Soil Science-Pedology, Soil Science-Soil Physics/Soil and Water Conservation, Textile Manufacture and Electrical Engineering. Analysis of the ARS 2011 results points to some interesting trends.



**Fig.3** Category-wise details of selected ARS candidates in different categories, i.e. General, Other Backward Classes(OBC), Scheduled Caste (SC), Scheduled Tribe (ST), and Physically Challenged (PC) in ARS 2011

The Board usually interviews/calls 5 candidates against each vacancy. But for the ARS - 2011 examination, the number of candidates who cleared written test was far below the target. In Agricultural Biotechnology, Veterinary Pathology, Veterinary Parasitology and Agricultural Chemistry disciplines, the number of vacancies and the number of candidates clearing written examination was almost equal while in the disciplines of

Nematology, Biochemistry Plant Science, Plant Physiology, Agricultural Physics, Home/Family Resource Management, Agricultural Statistics and Mechanical Engineering, it was even less than the number of earmarked vacancies.

- Candidates belonging to OBC category outperformed the general category, and claimed 09 seats earmarked under the general category. Candidates belonging to SC category also performed fairly well and claimed 3 seats earmarked under the general category on merit.
- Candidates belonging to ST category also performed fairly well and claimed 1 seat earmarked under general category.
- State-wise distribution remained skewed, as 77% of successful candidates came from just 10 states (West Bengal, Karnataka, Tamil Nadu, Kerala, Maharashtra, Rajasthan, Uttar Pradesh, Andhra Pradesh, Haryana and Odisha). States like Pondicherry, Punjab and

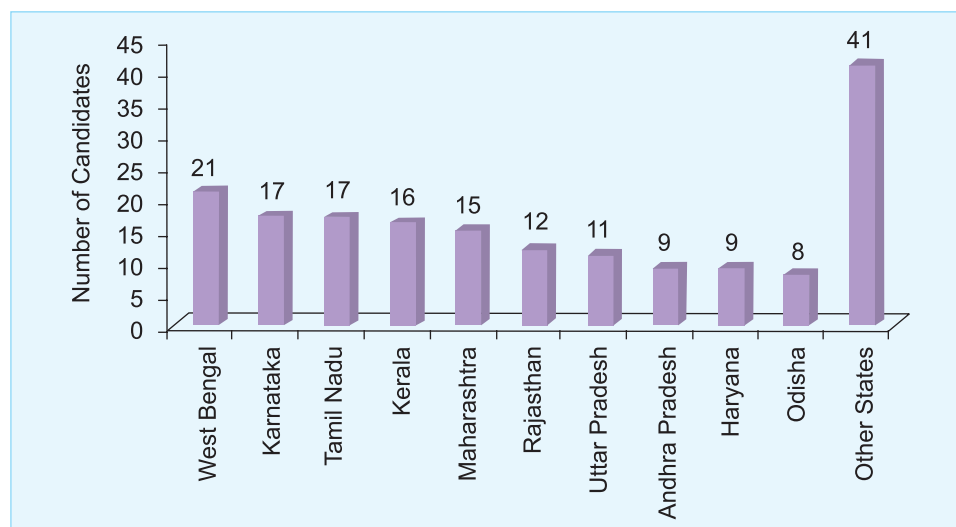


Fig. 4 State wise Details of successful Candidates in ARS Examination 2011

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Uttarakhand had very little representation in the list of successful candidates (Fig.4).

- Data showed that out of 176 posts, 83% of the selected candidates were from ten State Agricultural Universities/Deemed to be Universities and the remaining 7% from rest of SAUs and 10% from General Universities (Fig.5). Interestingly, of the successful candidates, 51% were those who had written ARS examination for the first time (Fig.6).

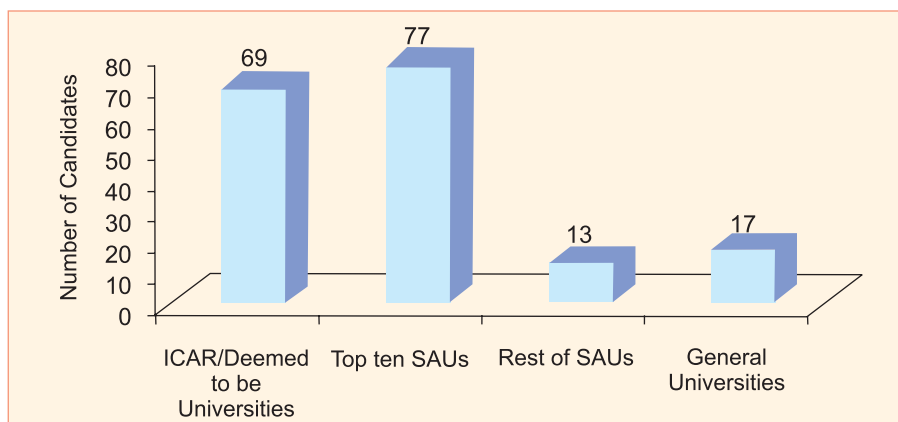


Fig. 5 Organization wise Performance of candidates in ARS 2011

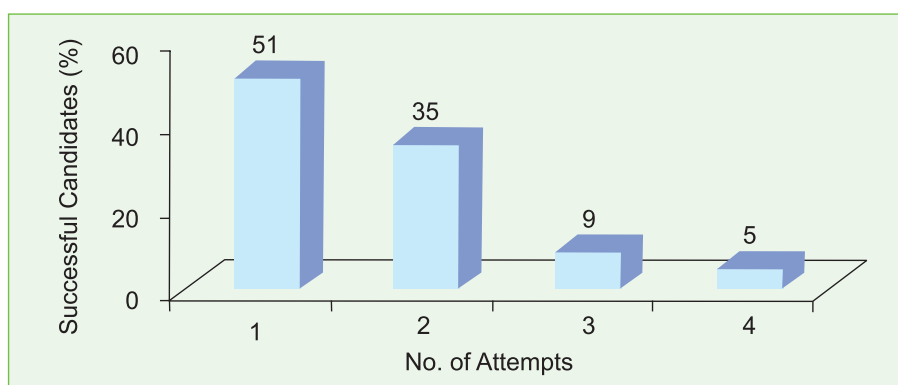


Fig. 6 No. of attempts made by successful candidates

- Reflecting a positive trend in interest and participation of women candidates in agricultural sciences during this year, out of 176 selected candidates, 22.7% were women (Fig.7).

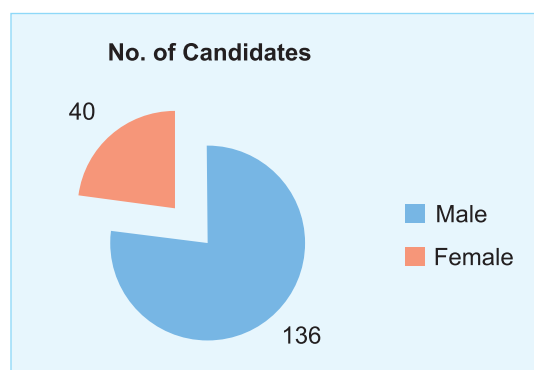


Fig. 7. Gender wise details of selected candidates in ARS

**2.2** For the first time the NET Examination 2012 and ARS (Preliminary) Examination 2012 have been conducted completely as separate and independent examinations on 24.02.2013 at 33 centers across the country as per the revised scheme and syllabus. The total number of candidates who applied for the NET examination 2012 was 29,011 and those for ARS 2012 (Preliminary) Examination was 16,790. 22,537 and 11,472 candidates, respectively actually appeared in these two examinations. So far as NET is concerned, there are no stipulated vacancies and it is only an enabling certificate to apply for positions of Assistant Professors / Lecturers in teaching institutions/SAUs. The ARS (Preliminary) Examination 2012 was held for recruitment to 431 vacancies of initial grade of scientists in 36 disciplines.

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ARS (Preliminary) Examination 2012 and NET Examination 2012  
in progress at a centre on 24<sup>th</sup> February, 2013

The ARS Main examination 2012 has been scheduled to be held in June, 2013 in conventional method at 12 centres across the country. The discipline-wise breakup of NET and ARS candidates is given in appendices IVA & IVB.

## 3

## Direct Recruitments

**3.1** The Board received requisitions from ICAR for 340 posts during the year while requisitions of 93 posts were carried over from the previous years. Board's advertisement 2/2012 for 163 posts had to be withdrawn due to revision of model qualifications of various posts consequent to adoption of UGC pay package on sixth Pay Commission recommendations. These posts were therefore advertised afresh with new set of qualifications. As such, during the period, the Board undertook direct recruitment mainly through two advertisements viz 03/2012 and 04/2012 as per details given in Table 2.

**Table 2.** Category-wise breakup of various advertised scientific posts

Posts Advertised during the year 2012-13			
Posts Advertised	3/2012	4/2012	Total
National Director	1	-	1
Deputy Director Generals	2	-	2
Assistant Director Generals	2	3	5
Directors of National Institutes	-	2	2
Directors	2	7	9
Project Director	-	1	1
Zonal Project Director	1	-	1
Joint Director of National Institute	1	-	1
Head of Divisions	12	21	33
Joint Director	-	1	1
Project Coordinators	-	2	2
Principal Scientists	22	31	53
Senior Scientists	125	112	237
Programme Coordinator	-	1	1
<b>Total</b>	<b>168</b>	<b>181</b>	<b>349</b>



Fig. 8. A Selection Board Meeting in Progress

The category-wise break-up of the advertised posts showed that nearly 68% of the posts belonged to Senior Scientist Positions, 15% to Principal Scientist Positions and 10% to Middle Level Positions (JD, Head, and Project Coordinators) while remaining were for Research Management Positions.

**3.2** The Board completed the recruitment process for 97 posts during the year. Of these, 23 posts were Research Management Positions (RMP), 27 were in the middle-level cadre (Project Coordinators, Joint Directors of other than National Institutes and Heads) and remaining were Principal Scientists and Senior Scientists. The Board could make positive recommendations in 84 cases and for the rest, no suitable candidates were available (Table 3).

In all the Board had screened more than 1,500 applications and called 683 candidates for interview. However, only 442 candidates actually attended the interview. Thus, on an average there were



4.6 candidates for each position. But the inter-category distribution of the available candidates was highly skewed. Availability of the candidates for the Head of Division posts was quite low and about 66 % selections were based on 1-4 eligible candidates, in most cases belonging to the same institute. There could be two possible reasons for such poor response. Firstly, not many eligible scientists tend to opt for such positions where movement is involved without any extra monetary incentive. Secondly, lesser and lesser eligible candidates from SAU's tend to compete for these positions possibly for the same reason viz. involvement of movement without monetary incentive.

**Table 3.** Summary of direct recruitment process completed during the period

Category	No. of Post (s)	No. of Applications	Candidates Called for Interview	Candidates Interviewed	Selected	NFS
National Director	1	33	12	8	1	0
Deputy Director Generals	2	42	22	18	2	0
Assistant Director Generals	3	94	31	24	3	0
Directors	14	361	129	94	13	1
Project Directors	2	58	14	11	2	0
Joint Director of National Institute	1	16	13	3	1	0
Joint Director of other than National Institutes	1	12	4	4	1	0
Project Coordinators	8	87	58	37	6	2
Head of Divisions	18	125	81	57	17	1
Principal Scientists	3	21	16	12	1	2
Senior Scientists	44	656	303	173	37	7
<b>Total</b>	<b>97</b>	<b>1505</b>	<b>683</b>	<b>442</b>	<b>84</b>	<b>13</b>

In spite of revisions in qualifications for the posts of senior scientists, about 13% positions remained vacant as candidates were not found suitable for these positions. From the poor response, it appears that there is a general shortage of suitable candidates for such research positions. An encouraging feature, however, was the selection and induction at this level of ten Indian nationals working in USA/abroad in some of the best research institutions/universities. As such, the Board strongly feels that a window for talent tapping of Indian scientists working abroad must be kept as part of the revised model qualifications of scientific posts at the levels of senior scientist/ principal scientist.

### Progress of Selection Process

The Board completed recruitment process for 97 posts (Fig.9), which were advertised vide advertisement nos. 4/2011, 1/2012 and 3/2012. The number of applicants per post for research management positions was much higher as compared to non RMP positions. (Fig.10). In spite of the same scale of pay at the level of principal scientist and director, the number of applications per post for managerial positions was much higher (Fig.11,12 &13).

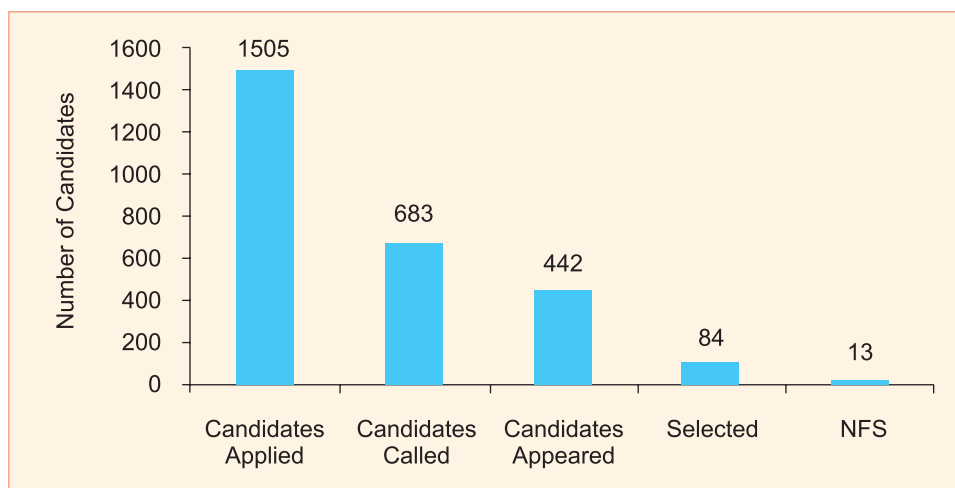
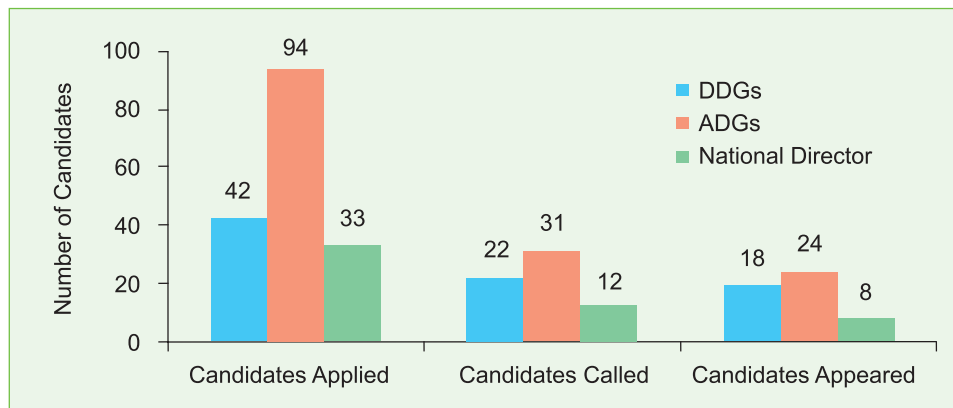
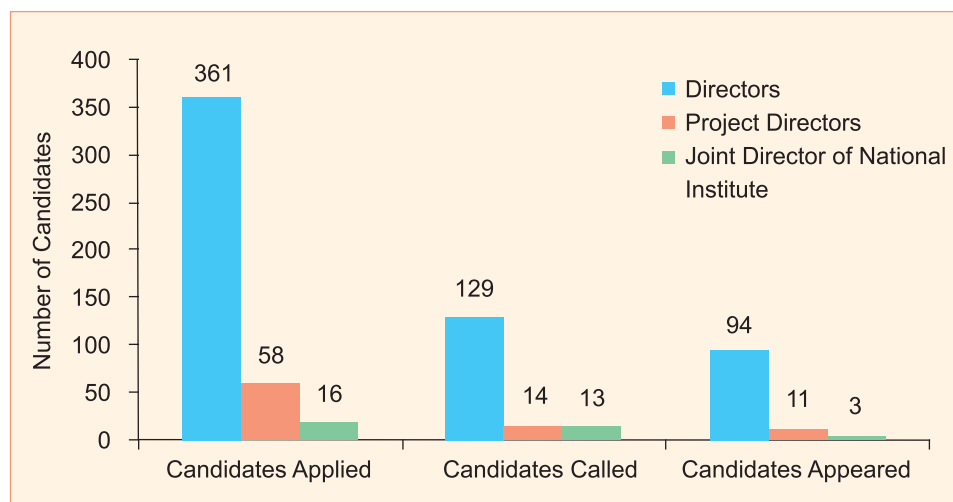


Fig. 9 Details of 97 direct selection posts

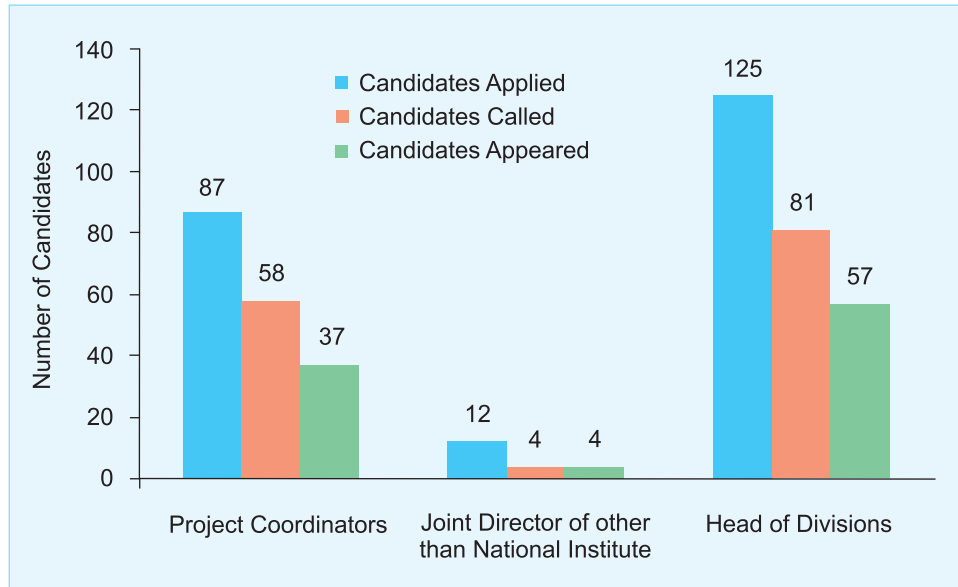


**Fig.10** Recruitment Details of Deputy Director Generals (DDGs), Assistant Director Generals (ADGs) and National Director

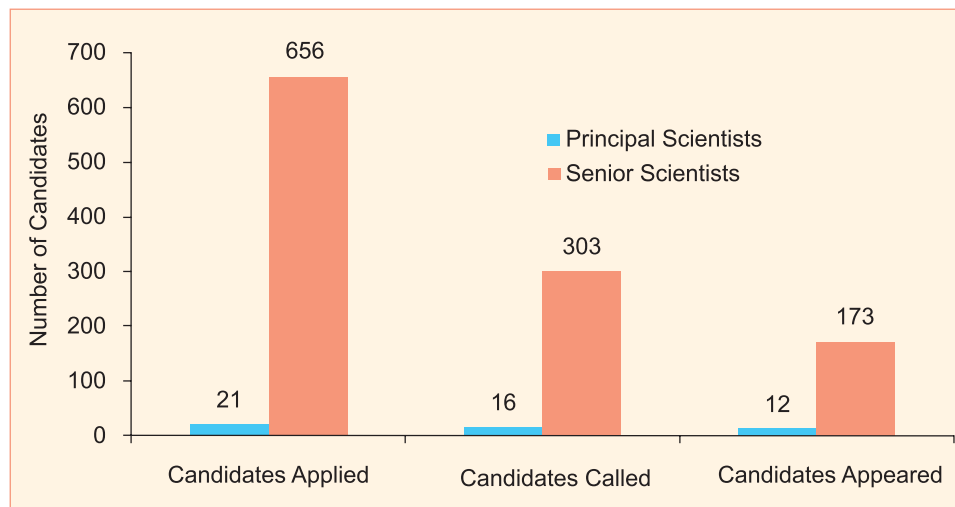


**Fig.11** Recruitment Details of Directors, Project Directors and Joint Directors of National Institute

## AGRICULTURAL SCIENTISTS RECRUITMENT BOARD



**Fig. 12** Recruitment Details of Project Coordinators, Joint Director of other than National Institute and Head of Divisions



**Fig. 13** Recruitment Details of Principal Scientists and Senior Scientists

## 4

## Recruitment of Candidates belonging to SC/ST, PC and OBC Categories

### 4.1 Recruitment by Examinations

The Board has already adopted relaxed standards in the selection process for the candidates belonging to Scheduled Caste, Scheduled Tribes, Physically Challenged and Other Backward Classes as per the Government of India guidelines. The break-up of the selected candidates and the number of vacancies in each category are given in Table 4.

**Table 4.** Distribution of posts in SC, ST, PC and OBC categories for ARS Examination 2011

Category	Allocation	Actually filled	
SC	72	48	} Suitable candidates were not available for all posts
ST	67	31	
PC	30	02	
OBC	73	51	
<b>Total</b>	<b>242</b>	<b>132</b>	

Despite applying the relaxed standards, availability of suitable candidates from SC, ST and PC category still continues to be low and about 48% positions have remained unfilled.



# 5

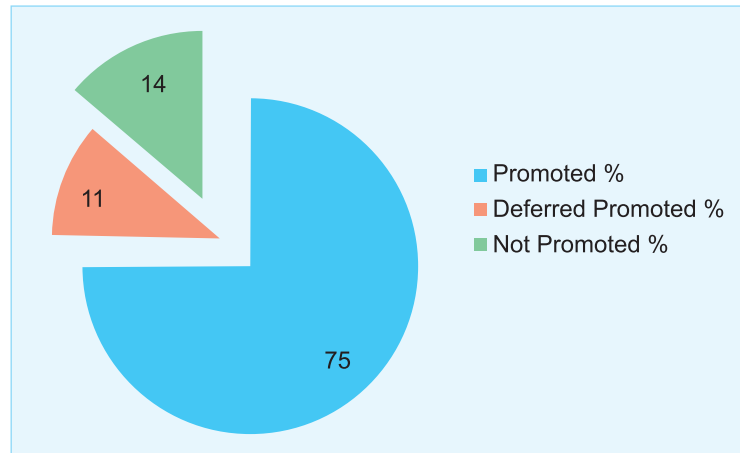
## Assessment of Scientists: Career Advancement Scheme (CAS)

### 5.1 Assessment/ Promotion of Sr. Scientists under Revised Career Advancement Scheme

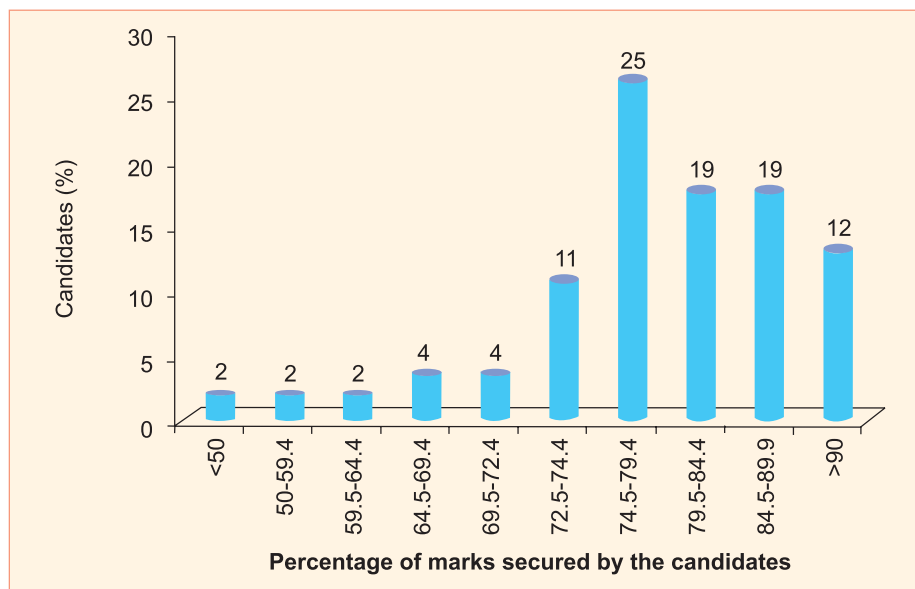
Consequent upon the adoption of sixth pay commission UGC package for ARS, the revised Career Advancement Scheme (CAS) was promulgated by the Council during the period effective from 1<sup>st</sup> January, 2009. In terms of its time bound implementation during the year, the Board has considered more than 749 proposals in 57 disciplines (Annexure - VII) for promotion from Senior Scientist (RGP ₹9000) to the grade of Principal Scientist (RGP ₹10000). The performance in respect of assessment promotion was quite satisfactory, as 86% (11% Deferred Promoted) of the candidates were recommended for promotion to the next higher grade (Fig.14). Of the successful candidates, 50% secured more than 80% marks and amongst the unsuccessful candidates, merely 6% had secured less than 65% marks (Fig. 15). This infact reflects positively on the strength of the ICAR research system.

Nearly 12% of candidates crossed the level of 75% marks on the basis of work report and AAR before the interview stage while 34% of candidates crossed the 75% level on the basis of work report & Interview. About 1.07% candidates had less than 75% marks in research potential, but because of their better performance in interview and AAR, they got promotion. 41% of candidates had less than 75% marks

## AGRICULTURAL SCIENTISTS RECRUITMENT BOARD



**Fig. 14** Assessment of Senior Scientists for promotion to the higher grade of Principal Scientists under the Career Advancement Scheme (CAS)



**Fig. 15** Performance of Candidates Assessed for promotion from Senior Scientist to Principal Scientist

in interview but because of their better performance in research potential and AAR they got promotion. The discipline wise details of



the assessment cases are given in Annexure VII.

## 5.2 Induction in the ARS

One case of induction was considered during the year, and recommendation was sent to the ICAR (Table 5).

**Table 5.** Cases of Induction into ARS during 2012-13

Discipline	Interview Date	No. of candidates	Post	No. of persons recommended for Induction
Seed Science and Technology	15.01.2013	01	Technical Officer	01

**Table 6.** Assessment cases of the scientists in various disciplines and grades processed during 2012-13

Discipline	Interview Date	Post	Number of Cases
Vety. Parasitology	25.04.2012	S-2	01
Vety. Pathology	25.04.2012	S-2	01
Vety. Medicine	25.04.2012	S-2	01
Vety. Surgery	25.04.2012	S-2	01
Animal Genetics & Breeding	25.04.2012	S-2	02
Animal Nutrition	25.04.2012	S-2	01
Animal Reproduction	25.04.2012	S-2	01
Agril. Extension	26.04.2012	S-0	01
Soil Science & Agril. Chemistry	26.04.2012	S-0	01
Organic Chemistry	26.04.2012	S-0	01

## 5.3 Five yearly assessment promotion of scientists

The Board received eleven proposals for assessment, which were processed, and the results have been communicated in all cases to the ICAR. The discipline wise details are given in Table 6.



# 6

## The Reforms

### **6.1 Revision of Score Card for Direct Selections to Senior Scientific Positions**

Commensurate to the revised and rationalized 10 major attribute based score card adopted for direct recruitment to scientific positions, the ASRB has evolved and notified comprehensive evaluation guidelines under each major attribute for the general information of the candidates and for an objective, transparent and comprehensive merit appraisal by the screening committees.

The revised and rationalized score card criteria for selection to various posts under Direct Recruitment given in Table 7.

1. The first ten ranking candidates for each post subject to a minimum of 50% and 60% marks in the screening as per score card shall be eligible for interview for selection to non-RMP and RMP positions, respectively,

2. The final selection shall be made by giving weightage to score card marks and interview marks in the manner indicated in the statement given in Table 8.

### **6.2 Revision of Application Form for Direct Recruitment**

Application format for direct recruitment was completely revised as well as simplified in compatibility with the revised score card for various scientific posts. The revised format has already been implemented.

## AGRICULTURAL SCIENTISTS RECRUITMENT BOARD

**Table 7.** Summary of revised Score card

S. No.	Criteria	Senior Scientist	Principal Scientist	HoD/ HRS	PC/ JD	PD/ Director/ JDNI/ADG	DDG/ DNI/ ND
1.	Academic Qualification	15	6	2	2	2	2
2.	Employment record and experience in relevant field	10	10	15	15	20	20
3.	Service in remote areas/ regional centres*	6	5	3	3	2	2
4.	Recognitions & Awards/ Special Attainments & Achievements of practical importance	13	15	20	20	24	24
5.	Teaching/Research/ Extension/ Service Function	18	18	13	13	8	8
6.	Externally Funded Projects/Resource Generation	7	9	10	10	10	10
7.	Summer/Winter School/ Refresher Course/ Symposia/Conference Etc.	2	2	5	5	3	3
8.	International recognition	2	3	5	5	6	6
9.	Publications including papers in refereed journals	20	25	20	20	15	15
10.	Institution Building	7	7	7	7	10	10
	<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

\* Proposed benefit to be availed **only** once during the service.

(**Senior Scientist**, **Principal Scientist**, **HoD** -Head of Division, **HRS**- Head of Regional Station, **PC** - Project Coordinator, **JD**- Joint Director, **PD** - Project Director, Director, **JDNI** - Joint Director of National Institute, **ADG** - Assistant Director General, **DDG** - Deputy Director General, **ND** - National Director)

**Table 8.** Post-wise allocation of marks in direct selection process

Category of Post	Score Card Marks	Interview Marks	Total
<b>Non-RMP &amp; Semi RMP Posts</b>			
1. Senior Scientist	60	40	100
2. Principal Scientist	60	40	100
3. HOD/HRS	50	50	100
4. HOD NI/ NC/JD/PC	50	50	100
<b>RMP Posts</b>			
5. Directors/ PD/ ADG/ JD NI/ ZPD	40	60	100
6. DDG/ Director NI/ ND	40	60	100

### 6.3 New Initiatives

#### 6.3.1 “Developing, Commissioning, Operating and Managing an Online system for NET/ARS – Prelim Examination in ASRB, ICAR”

An NAIP funded Project “Developing, Commissioning, Operating and Managing an Online system for NET/ARS – Prelim Examination in ASRB, ICAR” was sanctioned for ASRB in March-April 2010. An agency for “Procurement of Equipment/Goods/Services for Developing, Commissioning, Operating and Managing an Online System for NET/ARS Prelim Examination at ASRB HQ and 23 Nodal Centers across India” (Table 9) was finalized with the approval of the World Bank and the Contract agreement has since been signed. As per the mutually agreed timelines, the Agency has made the project plan presentation and deputed personnel at ASRB for smooth implementation of the Project. The Operating System software has been handed over to ASRB. The Agency has also demonstrated the newly developed software (Admit card module, bar code/registration system, Test publishing software, question bank digitization software, Examination website) which are to be installed under the Project. The testing of question bank digitization software with sample data has also been completed.

## AGRICULTURAL SCIENTISTS RECRUITMENT BOARD

**Table 9.** List of dedicated online Examination Centers

ASRB, New Delhi	CARI, Port Blair	CAZRI, Jodhpur	CICR, Nagpur
CIFA, Bhubaneswar	CIFE, Mumbai	CIPHET, Ludhiana	CITH, Srinagar
CIFRI, Barrackpore	CIAE, Bhopal	CMFRI, Cochin	CPRI, Shimla
CSWCRTI, Dehradun	DMAPR, Anand	IARI, New Delhi	ICAR RC NEH, Barapani
ICAR RC ER, Patna	IISR, Lucknow	IVRI, Bareilly	NAARM, Hyderabad
NDRI, Karnal	NIANP, Bangalore	SKUAST, Jammu	TANUVAS, Chennai



View of an Online Examination Centre



Signing of Contract Agreement between M/S Vayam Technologies Ltd and ASRB for Online Examination System

# 7

## Implementation of Right to Information Act-2005

The ASRB is committed to maintaining complete transparency in the recruitment, assessment and selection processes and to implement the Right to Information Act, 2005 of in letter and spirit. According to section 4 of the RTI Act 2005 all up to date informations pertaining to recruitments and assessments are made available on the ASRB website ([www.asrb.org.in](http://www.asrb.org.in)) from time to time. The Board has efficiently and satisfactorily responded to various requests and appeals under RTI Act within the stipulated time period as per provisions of Right to Information Act. Accordingly, the Board as a responsible "Public Authority" has taken due and appropriate actions in this regard. Board has appointed two CPIOs and one Appellate Authority for systematically handling the requests received from Information Seekers.

During the period under report, the Board received 322 cases, mainly concerning the disclosures of names of experts, marks secured in the screening and interviews, procedure for screening of applications for direct recruitment posts, marks secured in the ARS/ NET examination, photocopy of answer sheets and OMR sheets, proactive orders/decisions of the Board and implementation of Section 4 of the RTI Act. Out of 322 cases, only 12 applicants filed appeals with the CIC against the ASRB decisions. All the cases were disposed off successfully to the satisfaction of all concerned. The complete details are given in Table 10.

**Table 10. Summary of cases processed in compliance of RTI Act, 2005 during 2012-13**

**Block I.** (Details about the requests and appeals)

Opening Balance as on 1.04.2012	No. of applications received on transfer from other PAs	Received during the quarter (incl. transferred to other PAs)	No of cases transferred to other PAs/ u/s 6(3)	Decisions where requests/ appeals rejected	Decisions where requests/ appeals accepted
0	18	304	12	15	295
0	N.A.	30	N.A.	0	30
Total No. of CAPIOs designated			Total No. of CPIOs designated	Total No. of AAs designated	
-			02	01	

**Block II.** (Details of fees collected, penalty imposed and disciplinary action taken)

Registration fee collected (in Rs.) u/s 7(1)	Additional Fee collected (in Rs.) u/s 7(3)	Penalty amount recovered (in Rs.) as directed by CIC u/s 20(1)	No. of cases disciplinary action taken against any officer u/s 20(2)
3340/-	1586/-	0.00	0.00

**Block III.** (Details of various provisions of section 8 while rejecting the requested information)

**No. of times various provision were invoked while rejecting request**  
Relevant Sections of RTI Act 2005

Section 8 (1)						Other Section					
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	Others
-	-	-	-	25	-	-	-	-	17	-	15
-	-	-	-	-	-	-	-	-	-	(9)	(24)
-	-	-	-	-	-	-	-	-	-	-	-



# 8

## Promotion of Hindi (Rajbhasha)

**8.1** Adequate arrangements were made to promote progressive use of Hindi in the ASRB 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 by the ASRB/ICAR.

**8.2** The Board fully ensures that bilingual requirement of the circulars, reports and other documents, as per the provisions of the Act and Rules, are complied with.

**8.3** About 95 percent of the officers and 100 percent staff working in the Board have the working knowledge of Hindi.

**8.4** Help literature, such as Agriculture Glossary, Specimen of Standard letters/drafts in Hindi, Hindi equivalents of common sentences etc. are also made available to the staff.

**8.5** Representatives of the Board participate in quarterly meetings of the official language implementation committee of the ICAR headquarters, where progress made in the use of Hindi in official works of the Board is reviewed from time to time.

**8.6** Hindi version of examination rules, notices, syllabi, instructions to candidates, admission certificates, test booklets, answer sheets, question papers, application forms, attendance sheets and attendance lists were printed along with the English version.

**8.7** During the year, two advertisements issued by the Board were prepared and published in both Hindi and English languages in leading newspapers of the country including 'Rozgar Samachar'.

**8.8** All Computer keyboards in the ASRB office have been provided with letters in Devnagari script.

**8.9** The Board has decided that to start with, the accounts section of ASRB will carry out 100% work in Hindi and that the section has been declared as fully Hindi compliant. Now the general administration section has taken the initiative to achieve 100% target of working in Hindi.

**8.10** English - Hindi dictionary of important technical terms used in agricultural education / research has been prepared for the benefit of paper setters / translators.

**8.11** Installation of Akshar Naveen Hindi software for word processing has been carried out in 10 computers of the Board.

**8.12** Shri Rajender Kumar Assistant has been awarded by the ICAR for best worker in Hindi.

**8.13** The ASRB ensures full and free availability of option to candidates for opting Hindi as medium in all competitive examinations as well as for answering questions in interviews at the Board.

**8.14** The second sub-committee of Parliamentary Committee on Official Language, made an Official Language inspection of ASRB. The inspection meeting was held on 22<sup>nd</sup> January, 2013 at 2:00 PM in Hotel Ashok, New Delhi. The Deputy Chairman of the Parliamentary Committee on Official Language Dr Nirmal Khatri, Shri Raghunandan Sharma, Member of Parliament (Rajya Sabha) and Dr (Smt) Botcha Jhansi Laxmi, Member of Parliament (Lok Sabha) were present in



Parliamentary Committee on Official Language meeting in Progress



Address by Dr Nirmal Khatri, Deputy Chairman of the Parliamentary Committee on Official Language



Address by Shri Raghunandan Sharma, Member of the Parliamentary Committee on Official Language



Address by Dr (Smt.) Botcha Jhansi Laxmi, Member of the Parliamentary Committee on Official Language

the inspection meeting. During the inspection meeting the Parliamentary Sub Committee while appreciating the efforts being made by ASRB for successful implementation of the official language in the work of ASRB also gave further suggestions for improvement which have been fully complied.





9

## 39<sup>th</sup> Foundation Day, 1<sup>st</sup> November, 2012

The Board celebrated its 39<sup>th</sup> Foundation Day on 1<sup>st</sup> November, 2012 at Dr B.P. Pal Auditorium, IARI, Pusa Campus, New Delhi. Dr Gurbachan Singh, Chairman, ASRB presided over the function and Sh P.K. Basu, Former Secretary, Ministry of Agriculture, Govt. of India delivered the Foundation Day Lecture. The occasion was graced by the former Chairmen and Members of ASRB, Senior ICAR officers,



The Chief Guest Sh P.K. Basu and other dignitaries on the dias

Dean and Joint Director, IARI, New Delhi, Dr M Mahadevappa former Chairman, ASRB, many Vice Chancellors of SAUs, Directors of ICAR Institutes and members of scientific fraternity.

Dr VN Sharda, Member, ASRB delivered the welcome address and presented the progress report highlighting significant achievements and activities of the Board. In his presentation he particularly drew attention to the declining number of candidates for research positions vis-à-vis research management positions. Dr Sharda also mentioned that the success rate in case of NET has come down considerably while in case of ARS too only 63 % of the advertised vacancies could be filled up which is a cause of concern.

Dr Gurbachan Singh, Chairman, ASRB began his presidential address by referring to and renewing his pledge made to himself at the time of assuming charge for upholding the highest ethical standards and values of transparency, objectivity and fair play for promoting excellence in the system. While welcoming the dignitaries and guests present at the occasion, he thanked them especially for their continued cooperation and support to all endeavours of ASRB for improvements.

Drawing attention towards the fast technological advancements and economic interdependence which have made the research systems world over to reposition continuously to face the cutting edge competition for resources, he felt that the induction and retention of best quality human resource in such a scenario continue to be both a necessity as well as a challenge. This requires the talent search systems in the organization to constantly introspect and upgrade in every respect.

Recounting some important developments during the period, he felt satisfied that, the long overdue revisions in the model qualifications for ARS scientists at different levels alongwith commensurate revisions of score card system based upon Dr Paroda

Committee recommendations on ARS could be successfully implemented. Delinking of ARS and NET examinations has been another major accomplishment. This would enable conducting of NET as a separate examination twice a year to meet a long standing demand of SAUs. The disciplines as well as syllabi in respect of both ARS and NET too have completely been revamped and updated commensurate with recent advancements in agriculture and allied sciences and broadly in tune with the requirements of ICAR institutes and SAUs. He also stated that the Board has already developed separate set of scheme and rules for these examinations and for the first time both these examinations are going to be held independently in 2013. The Board has also initiated measures to ensure that hereinafter both these examinations are held independently with fixed periodicity and regularity.

Appreciating the unstinted support of ICAR and the World Bank funding provided through NAIP he said that the Board is on the verge of fully operationalising a dedicated all India infrastructure for online examinations. The system to be controlled and coordinated centrally from ASRB will have 23 centres across the country in ICAR institutes / SAUs. Once this state of the art facility is in place it would revolutionize the examination set up including for ARS / NET in terms of objectivity, transparency, reliability as well as regularity. He felt that ASRB/ICAR/NARS can rightly be proud of this accomplishment being the first of its kind dedicated talent search system under any public sector research organization in the country.

The Chairman recalled that after the new Career Advancement Scheme (CAS) was formulated and put in place recently based on 6<sup>th</sup> CPC, UGC package, there were about 765 backlog cases of scientists for promotion from Senior Scientist to Principal Scientist due for consideration. The Board could successfully take up this massive work as a special drive so that the legitimate career advancement aspirations of the scientists are met timely. In addition, there were

about a dozen long pending cases in various law courts across the country, about assessment promotion claims of ARS scientists under the erstwhile Career Advancement Schemes. Most of these scientists have since retired from service but were pursuing their claims in courts. Taking a special initiative, the Board considered all these as per the case to case relevant procedure and disposed these with due recommendation in each case to the Council. This too he felt would not only meet the legitimate claims of these retired scientists but also put an end to unnecessary litigation.

Chairman, ASRB also shared about the Agricultural Research Service (ARS) & National Eligibility Test (NET) 2011 having been successfully conducted in the month of February, 2012 at 33 centres across the country in 23 disciplines involving more than 28,000 candidates. While 2,342 candidates qualified for NET certificate, the Board recommended 176 candidates for appointment in the initial scientist grade of ARS to the Council in 48 disciplines. He said that it was especially encouraging to note that among the recommended candidates there were 23% women. Referring to the last five year's analysis, Chairman shared that percentage of women candidates in ARS examinations has increased from about 8 % in 2006-07 to 23 % in 2011-12. This the Chairman felt is a very positive and encouraging sign towards achieving gender equity in the system. Talking about performance patterns emerging from last five years ARS examinations, Chairman said that 7 agricultural universities namely IARI, IVRI, CIFE, TNAU, GBPUA&T, UAS Bangalore, and NDRI have contributed more than 50 % students to ARS in last 5 years. The top 6 states from where candidates in ARS have qualified included: Tamil Nadu 226, Karnataka 130, West Bengal 117, Rajasthan 94, Kerala 86 and Bihar 83. He also referred to the two limited departmental examinations conducted during the period on special request of the Council for the posts of Section Officers and Assistants on the basis of which the Board recommended the filling up of 25 and 38 vacant posts respectively in these grades.



Chairman informed that the process for construction of new office building of ASRB to meet a long felt need could also be taken up in the right earnest. The EFC for the new building for ASRB at the allotted plot of land at Pusa Campus has already been submitted for approval of the Council. He felt that a dedicated and independent office building alongwith minimum needed accommodation for the visiting Advisers / Experts would greatly enable the ASRB in terms of secure working environment, more transparency and high quality and efficiency in all recruitment operations.

Chairman felt that when we aspire for highest level of excellence in the system, the proper nurturing and development of managerial leadership in the system require special emphasis. For a research system of the scale and size of ICAR and confronted with the type of challenges in agriculture both at national as well as at global level, it is imperative that potential managers and leaders are identified early so as to nurture and develop such talent. It is here that systematic trainings and exposure can play a critical role. This aspect has rightly been recognized and made a part of the revised model qualifications. He noted with satisfaction that NAARM has already taken due initiatives in developing and putting in place Advanced Executive Development and Management Development Programmes. NAARM would do best by constantly improving these programmes based on hands on experiences to make these furthermore effective. Chairman felt that our own system specific case studies which need not necessarily be success stories could also be a part of the learning models that can be incorporated into these training modules. He expected the future research managers and leaders to be capable of successfully devising and executing innovative strategies to sustain the national as well as global competitiveness of our system.

While sharing satisfaction over all these positive developments and accomplishments during this past one year, the Chairman, ASRB particularly warned against any sense of complacency. Reforms have

to be a consistent and continuous process. There has to be an open mind to allow steady infusion of best talent from other research systems both national and international including from within the NARS. Best brains and talent of our nation working in different capacities or even doing advanced studies at different universities / institutions abroad need also to be especially attracted. Chairman felt happy that the Board has indeed been able to make good progress in this direction while making direct recruitments to various scientific positions. However sustaining this tempo would require efforts at all levels including constant review and rationalization of qualifying criteria and norms, as well as widest possible publicity of opportunities and challenges presently offered by our National Agricultural Research System. The Chairman also referred to a separate proposal on human resource development under XII Plan made by the ASRB to ICAR especially to attract and tap best Talent from other research systems including from abroad to strengthen NARS.

Dr Gurbachan Singh, Chairman, ASRB while concluding his address especially felt that agriculture which acts as an engine for economic growth of the country is at the present confronted with diverse challenges. These challenges are complex. The issues related to water, energy, climate change, natural resource degradation, diversion of agriculture land for non agricultural use and international agreements/ treaties will require special focus to achieve food, nutritional, environmental and livelihood security. Among other things, the quality of human resource that we induct, develop and retain in our system will play a significant role in enabling us to meet all these complex challenges successfully. At the end he exhorted all present to feel free to send their suggestions from time to time to the ASRB on further possible improvements to strengthen our cherished national agricultural research system in every possible way.

Dr S.K. Bandyopadhyay, Member ASRB while presenting the vote of thanks at the inaugural session referred to the Journey of ASRB from a humble beginning in a rented office in Nirmal Tower at Barakhambha Road in 1973 to completing nearly four decades of invaluable service to NARS. He felt satisfaction over the way ASRB has evolved and strengthening all these years through the dynamic processes of reforms, restructuring and reorientations. The only constant thing remained is its mandate of searching and identifying the best talents for research in various disciplines in agriculture and allied sciences to continuously feed about 100 research establishments of ICAR. The motto had and will always be to “select the right people for the right job”. While thanking the dignitaries and distinguished guests he said that the Foundation Day Celebration is a humble attempt to reaffirm the commitment of ASRB to the National Agricultural Research Service in particular and to the nation in general.

The Chief guest Sh P.K. Basu former Secretary, Ministry of Agriculture, Government of India began his Foundation Day lecture by appreciating the efforts of the ASRB in bringing about radical transformation and objectivity in its recruitment and assessment procedures. Through his Foundation Day lecture he shared his vision for a farmer sensitive and centric modernization of Indian agriculture.

He mentioned that Indian Agriculture has the daunting task of feeding 17% of the world population with a share of 4.2% in water and 2.3% of land. Moreover, our agriculture is dominated by small and marginal farmers, having very small landholdings for cultivation. The estimates of the countries demand for food grains by 2020 is around 280-300 million tones. Add to that the challenge of climate change. We will have floods, droughts, cyclones and recession of glaciers. Pest profiles would change. Are we prepared? Let's examine the issues one by one. Agriculture is usually the less glamorous corner within the government. Almost taken for granted. The general belief

is that if rains are good the production would be good and there is nothing to be worried about. Therefore, sufficient attention is seldom paid to what are the real structural defects in the sector that need to be attended to. Is India happy with the 2.5 to 3.5% growth in agriculture? Are we comfortable with the fact that more than 50% of the workforce depends directly on agriculture and generate only 14.5% of the national GDP? Is such a structure at all viable for our economy? Uncomfortable questions, difficult to handle. So, just pray for a good rainfall. Unlike the organized sector there is no FICCI or CII to orchestrate the demands of the sector before governments, in the media. Here are some poor Indians who break their back for us to have food on our plates. They speak a language-literally and figuratively—which the policy planners, the economists and bureaucracy seldom understand. Very few really want to deal with them. Look at the number of meetings with industry and compare that to such interactions with farmers. Even the press likes to talk mostly about the corporate world, the stock market and not track down what the farmers have to say. Except, perhaps, when a severe drought breaks out. Questions on agriculture are raised by urban based experts and answers are also given by them on what is good or bad for the farmers. Imagine if a doctor were to do that to you! Not listen to your complaints, decide on his own what your ailment is and prescribed medicines.

Sh Basu questioned as to should we suffer this defect in the economy? The answer is a clear no. We have to modernize our agriculture, get the rural youth absorbed in non-agricultural side of the economy and move people away from the unorganized employment market to the organized side. Imagine a child in urban India. He has options to go to school and college and pursue several professional options in the secondary or tertiary sector. Now imagine a similar child in rural India. To start with, there may not be any school. Even if it is there, it may involve walking a good five miles to reach it. Forget a college. A small and marginal farmer hardly has

any surplus funds after feeding his family to cater to their medical and educational needs. So willy-nilly the farmers child has no option but to get into farming. Some as farmers and some as farm labour. So the numbers do not go down despite some amount of migration to other sectors. The answer, therefore, lies in creating job opportunities for these huge mass of people entrapped in rural India. Mahatma Gandhi highlighted their cause throughout his life. His voice has not been heard fully. In fact, many of us in our hearts do not even think of these Indians as equal. Bharat is the embarrassing family member of shining India. I wonder how many of us really would accept in our hearts that the lot of these poor farmers is really our fault. We the better educated, better fed, could not think and create a better living for the brother Indians.

Sh Basu emphasized that expenses on seeds, fertilizers, water, and electricity are going up and agriculture prices that the farmer gets are not keeping pace. The smart middle men are pocketing the bulk of the profit margins. In fact, with average holding size of about a hectare, farming is hardly viable. If there is no irrigation available, which is true for 60% of our arable land, then cultivation alone is not remunerative for the farmer. Imagine that he grows wheat and the average productivity is 2.8 tons per hectare, then with a price of ₹12,000 per ton he makes ₹33,600 per year. The cost of production is around ₹8,000 per ton, which means that he makes a profit of about ₹11,000 from his land. Can he survive? Should he and his family at all do farming? During our field visits in all states, the farmers would say just this one thing-farming is no longer remunerative. In fact, in one of my visits, one middle-aged farmer threw this poser at me. He said 'why should I ask my son to do farming and earn his pittance after such hard labour, when he can take a peons job in a sarkari office and earn more, sitting under a fan in the corridor of Krishi Bhavan and serve you tea and move papers'. There might even be some extra income! In fact, a government study showed that about 27% of farmers do not want to undertake farming as they

find it unremunerative. Then the logical question is as to why do they keep doing farming? The cruel answer is that they have no alternative opportunity.

According to Sh Basu only answer seems to be to get these millions of small and marginal farmers and agricultural labourers a voice. The SMF who are 85-90% in number are never heard. Now if women's representation can happen and the constitution provides for reservation of seats for SC and STs and now even OBCs to get them justice and for them to be heard I think a time has come when we can think of providing the SMF and agriculture labourers a formal forum. I think then their problems would be at least debated and solutions found. If in 65 years we have not resolved their problems it is time I guess that we involve them directly in the law and decision making process. And we can have their participation at all levels i.e. the village and panchayat level to the state level and finally the Parliament of India. We cannot ignore about half the population in the decision making process involving their lives. May be we could save some of them from taking the ultimate step and commit suicide. That is a very heavy burden for our society to carry on its conscience! Even one such death in a welfare state is a crime against society. So we have to look at agriculture in all earnestness and not sleep as a nation till we have made sure that every rural Indian has the same basic amenities as we in the cities. The concept of 'PURA', propounded by Dr Abdul Kalam our beloved ex-President, was a brilliant concept and to my mind the one effective solution. In fact, in an experiment in Maharashtra through cooperative bodies, this has been shown to be a resounding success. We could expand this nationwide.

Sh Basu felt that, there are three categories of people who have been left behind in the India growth story. They are women, the peasants and the workers in the unorganized sector. They are unfortunate for being left out as well as the cause for inefficiencies

in the system. And clearly we become a developed country only after they share the same amenities that an average middle class Indian enjoys. The latter I say because you can't call yourself developed if you are not educating them or say have no health care even for basic ailments such as malaria or dysentery for the farm labourers or workers. When malaria hits a poor farmer or labourer and he is not treated, his output goes down and hence the productivity of agriculture. If the mother's health is not taken care of you produce unhealthy and malnutrition afflicted young Indians. So while you rejoice in the high percentage of your youth in the society, wonder how many are effectively productive? The unfortunate part is that of these three categories almost 60% are engaged in agriculture. Therefore, if you wish to make a dent in the agriculture sector you have no choice but to think of making their lives better. The clear need is immediate programmes on their education and health care, if not for care for fellow Indians from a purely mathematical point of view to improve efficiency in the economy. There are good government programmes to do this we admit but the pace is far from satisfactory from the national perspective.

The other important aspect which needs urgent policy level intervention is agriculture marketing. Agriculture deals with commodities and unless we can ensure an efficient, modern, transparent market, both domestic and international, which is easily accessible to farmers, agriculture just cannot grow at the desired pace. And here we have a serious drawback in our country. In fact, in the absence of cold chains, cold storages and other godown, warehousing and market infrastructure we lose almost upto 30% of our horticulture produce annually as post harvest losses. What is required here is a massive program of building warehouse capacity with the system of warehousing receipts, cold chains, a law to facilitate free movement of agri-produce throughout the country etc. This would reduce the number of middle men, ensure better

Some Glimpses from 39<sup>th</sup> Foundation Day Function of ASRB



Chief Guest Sh P.K. Basu and other dignitaries on the dais



Honouring Sh P.K. Basu, with bouquet



Honouring Dr Gurbachan Singh, Chairman, ASRB with bouquet



Lighting of the lamp by dignitaries



Address by Dr. V.N. Sharda, Member, ASRB



Address by Dr M. Mahadevappa, Former Chairman, ASRB



Vote of Thanks by Dr S.K. Bandyopadhyay, Member, ASRB



Address by Sh P.K. Basu



Honouring Sh P.K. Basu, Former Secretary, A&C with Memento by Chairman, ASRB



Honouring Dr M. Mahadevappa, Former Chairman, ASRB with Memento by Member, ASRB



prices to farmers and consumers, both and help drastically reduce post-harvest losses.

Sh Basu exhorted for providing much bigger focus to Indian agriculture, involving the farming community, the government, the private sector and the media; provide alternate job opportunities to the rural workforce to reduce their dependence on agriculture; introduce large scale mechanization simultaneously; build an efficient market system; and develop our basic agriculture science with effective application of this knowledge in farmer's field.

In his formal vote of thanks, Sh N.S. Randhawa, Secretary, ASRB, expressed gratitude to the Chief guest for his having spared valuable time to grace the function and in particular for sharing his most enlightening and soul searching vision with the NARS fraternity through his foundation day lecture. He also expressed special thanks for the Chairman & Members of ASRB, all other dignitaries and distinguished guests for their interest and keen participation making the Foundation Day programme an immensely enriching experience. He especially thanked Director and Joint Director, IARI for their logistical support and all colleagues & staff of ASRB for their efforts in making the programme a grand success.

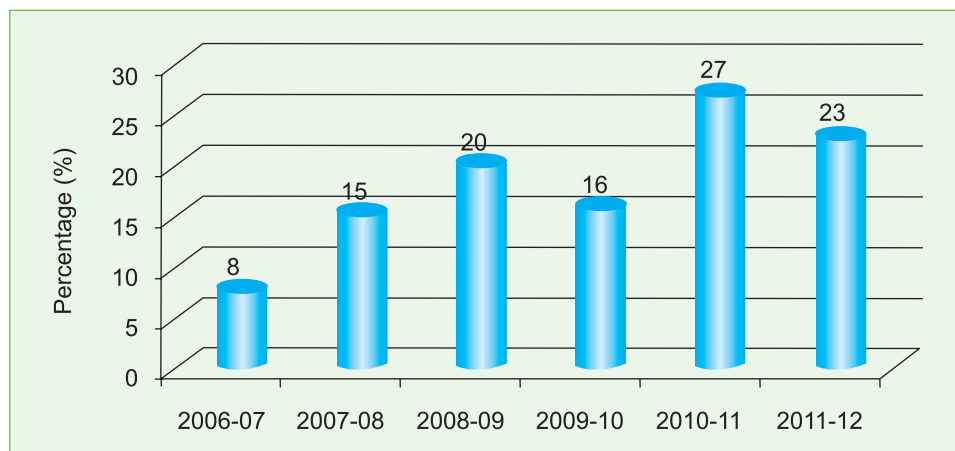




# 10

## Women Empowerment- towards Gender Equity

**10.1** The last five years analysis reveals that percentage of women candidates in entry level of Agricultural Research Service (ARS) increased from about 8% in 2006-07 to 23% in 2011-12 which seems a very positive development. The Board has been making all possible efforts to encourage women candidates to compete so as to improve gender equity in the system in keeping with the spirit of government of India guidelines (Fig 16).



**Fig. 16.** Performance of female candidates in ARS (2006-12)



View of ARS Examination 2012

**10.2** An analysis of last six years direct recruitment data for various positions (Deputy Directors General, National Directors, Assistant Directors General, Directors/Project Directors of Institutes, Joint Directors of National Institutes, Joint Directors of other Institutes, Project Coordinators, Head of Divisions, Principal Scientists and Senior Scientists) clearly indicates positive and encouraging trend of female candidates participation in agricultural research as well as management (Fig.17) .

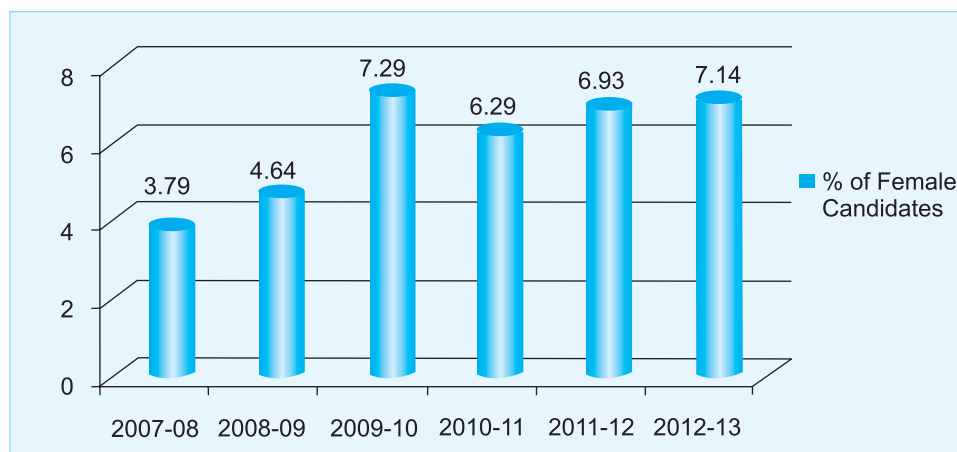


Fig. 17 Performance of female candidates in Direct Recruitment (2007-13)



Selection Board in progress

For example, in 2007-08 hardly 3.79% women candidates were selected in direct recruitment. This percentage increased almost constantly over the years and in 2012-13 share of female candidates in direct recruitment increased to 7.14%. As mentioned earlier the share of female candidates in ARS examinations was 27% in 2010-11 and 23% in 2011-12.







## Miscellaneous

In accordance with the scheme and rules of Career Advancement Scheme (CAS) for ARS scientists, the Chairmen of the various committees to consider the cases of promotion of scientists in the ICAR institutes are nominated by the Chairman, ASRB. The various nominations were accordingly made for heading the selection committees in the institutes by the Chairman, ASRB. Besides this, nominations were also made by the Chairman ASRB for constitution of Assessment committees for considering cases of technical cadre staff working in the ICAR HQ and ICAR Institutes across the country.

### 11.1 Assessment Promotion of Technical Personnel

The Board finalized nominations of experts for 93 institutes for Assessment committees for various categories of technical personnel. Details are given in Appendix VIII.

### 11.2 Assessment Promotion of Scientists

The Board finalized nomination of experts for 46 institutes for constitution of Departmental Promotion Committees (DPCs) for assessment of scientists from RGP ₹6,000 to ₹7,000, RGP ₹7,000 to ₹8,000 and from RGP ₹8,000 to ₹9,000, the details of which are given in Appendix IX.







# 12

## Honours/Awards

### 12.1 Recognitions/Awards/Honours Conferred upon Dr Gurbachan Singh, Chairman, ASRB

#### Doctor of Science Conferred

Orissa University of Agricultural Sciences and Technology, Bhubaneswar conferred Doctor of Science (*Honouris Causa*) on Dr Gurbachan Singh in the 32<sup>nd</sup> Convocation of the University held on 28<sup>th</sup> July, 2012 for his outstanding contribution in Agricultural Research and Development.



Hon'ble Governor of Odisha presenting the Degree of Doctor of Science to Dr Gurbachan Singh during the 32<sup>nd</sup> Convocation of OUAT, Bhubaneswar on July 28, 2012. Also seen in the picture are Dr S. Ayyappan, DG, ICAR and Dr D.P. Ray, Vice Chancellor, OUAT.

### Life Time Achievement Award

Society for Community Mobilization for Sustainable Development, Solan awarded the Life Time Achievement Award to Dr Gurbachan Singh in the Inaugural Function of the 6<sup>th</sup> National Seminar held at Dr Yashwant Singh Parmar University of Horticulture and Forestry, Solan (H.P.) on 18<sup>th</sup> December, 2012.

### Dr D. Sundaresan Memorial Oration Award

National Dairy Research Institute, Karnal awarded Dr D. Sundaresan Memorial Oration Award to Dr Gurbachan Singh in the 11<sup>th</sup> Convocation of NDRI on 16<sup>th</sup> February, 2013.



Chairman, ASRB being felicitated with Dr D. Sundaresan Memorial Oration Award at 11<sup>th</sup> Convocation of NDRI, Karnal on 16<sup>th</sup> February, 2013

### 12.2 Recognitions/Honours Received by Dr V.N. Sharda, Member, ASRB

- Co-chaired a Plenary Session - 2 in the Third International

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Agronomy Congress held at New Delhi on November 26, 2012.

- Nominated Member of Journal Rating Committee of National Academy of Agricultural Sciences for finalising the ratings of scientific journals having non-impact factor effective from January 1, 2014.
- Guest of Honour in the International Women Day held at Indian Institute of Horticultural Sciences, Bangalore on March 15, 2013.



- Guest of Honour in the Inaugural Function of National Conference on “Farmers First for Conserving Soil and Water Resources in Southern Region” (FFCSWR-2013) on March 16, 2013 Chaired by Former Union Minister of State for Planning, Govt. of India.



- Nominated Member of the Sectional Committee on Agricultural Engineering and Technology for finalizing the fellowship of National Academy of Agricultural Sciences for the years 2014-15.



### 13.1 Special Talks, Technical Visits and Interactive Sessions held by Dr Gurbachan Singh, Chairman, ASRB

- ◆ Attended the “Award Ceremony” as well as “**Conference of Indian Association of Soil and Water Conservationists (IASWC)**” on 5<sup>th</sup> April, 2012 at OUAT, Bhubaneswar and held Interaction Meeting with Directors and Scientists of CIFA, Directorate of Water Management, Directorate of Research on Women in Agriculture, CRRI, Cuttack and other ICAR Research Centres located at Bhubaneswar.
- ◆ Visited and inspected the research activities & held Interaction Meeting with Directors and Scientists of National Research Centre for Grapes, Directorate of Onion and Garlic Research, National Institute of Abiotic Stress Management and other ICAR Research Centres as well as KVKs in Pune (MS).
- ◆ Delivered Convocation Address on **2<sup>nd</sup> Convocation of University of Agricultural Sciences**, Raichur as Chief Guest on 22<sup>nd</sup> April, 2012 and held Interaction Meeting with Directors and Scientists of NAARM, Project Directorate on Poultry, CRIDA, DOR, DRR, DSR, NRC on Meat, KVKs and other ICAR Research Centres located at Hyderabad on 23<sup>rd</sup> April, 2012.

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Dr Gurbachan Singh, Chairman, ASRB delivered convocation address on 2<sup>nd</sup> Convocation of UAS, Raichur 22<sup>nd</sup> April, 2012



Dr Gurbachan Singh, Chairman, ASRB interacting with Directors and Scientists of NAARM, Project Directorate on Poultry, CRIDA, DOR, DRR, DSR, NRC on Meat, KVKs and other ICAR Research Centres located at Hyderabad on 23<sup>rd</sup> April 2012.

- ◆ Attended the Inaugural Function of 40<sup>th</sup> Anniversary of Marathwada Krishi Vidyapeeth Foundation Day as Chief Guest at Parbhani (MS) on 17<sup>th</sup> May, 2012.
- ◆ Invited for the Global Conference on Horticulture for Food, Nutrition and Livelihood Options as Guest of Honour and chaired Evening Plenary Lecture on 28<sup>th</sup> May, 2012 at OUAT, Bhubaneswar.

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- ◆ Invited for the **Foundation Day Celebration of Central Institute of Fisheries Education (CIFE)** as Chief Guest on 6<sup>th</sup> June, 2012 and held Interaction Meeting with Directors and Scientists of CIRCOT, CIFE and as well as KVKs and other ICAR Research Centres located at Mumbai.
- ◆ Delivered lecture on **32<sup>nd</sup> Convocation** of Orissa University of Agriculture and Technology (OUAT), Bhubaneswar on 27<sup>th</sup> July, 2012.
- ◆ Invited for the Inauguration Function of **Golden Jubilee year** of College of Agriculture, CCS HAU, Hisar as Chief Guest on 29<sup>th</sup> August, 2012.



Prize Distribution Function at College of Agriculture, CCS HAU, Hisar on 29<sup>th</sup> Aug, 2012

- ◆ Delivered lecture on Foundation Day of Directorate of Wheat Research, Karnal as Chief Guest on 9<sup>th</sup> September, 2012.

## AGRICULTURAL SCIENTISTS RECRUITMENT BOARD



Inaugural Function of Foundation Day of Directorate of Wheat Research, Karnal on 9<sup>th</sup> September, 2012

- ◆ Delivered lecture on the 48<sup>th</sup> Foundation Day of University of Agricultural Sciences at Bangalore on 4<sup>th</sup> October 2012.



Inaugural function of 48<sup>th</sup> Foundation Day of University of Agricultural Sciences, Bangalore on 4<sup>th</sup> October, 2012

- ◆ Attended the National Symposium on “Noni—The Tool for Wellness” at Chennai on 7<sup>th</sup> October, 2012.



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- ◆ Chaired Technical Session and presented Paper in the **Fifth Indian Horticultural Conference-2012** at Punjab Agricultural University, Ludhiana during 6<sup>th</sup>-9<sup>th</sup> November, 2012.
- ◆ Invited for the Valedictory Session of **National Conference on KVK 2012** as Chief Guest on 22<sup>nd</sup> November, 2012 at PAU, Ludhiana.



Dr Gurbachan Singh, Chairman, ASRB addressing the National Conference on KVK - 2012 on 22<sup>nd</sup> November, 2012 at PAU Ludhiana

- ◆ Delivered the lecture on the 17<sup>th</sup> Foundation Day of National Institute of Animal Nutrition & Physiology, Bangalore as Chief Guest on 24<sup>th</sup> November, 2012.
- ◆ Visited ICAR - CIMMYT Experimental Stations along with the Delegates of 3<sup>rd</sup> International Agronomy Congress in Haryana on 30<sup>th</sup> November, 2012.
- ◆ Invited for the Valedictory Function of **National Seminar on “Application of Science and Technology to Promote Agricultural Growth and Value Addition”** as Chief Guest



Lighting of the lamp by Dr Gurbachan Singh, Chairman, ASRB on 17<sup>th</sup> Foundation Day of National Institute of Animal Nutrition & Physiology, Bangalore on 24<sup>th</sup> November, 2012

on 3<sup>rd</sup> December, 2012 at Mysore & Inaugurated the **National Symposium on “Blending Conventional and Modern Plant Pathology for Sustainable Agriculture”** as Chief Guest on 4<sup>th</sup> December, 2012 at IIHR, Bangalore.

- ◆ Invited for the Inaugural Function of the **6<sup>th</sup> National Seminar on “Emerging Challenges and Paradigm for Sustainable Agri-Rural Development”** on 18<sup>th</sup> December, 2012 as Chief Guest at Dr Yashwant Singh Parmar University of Horticulture and Forestry, Solan (H.P.).
- ◆ Attended the Retreat of Senior Officials of ICAR during 28<sup>th</sup>-29<sup>th</sup> December, 2012 at NDRI, Karnal.
- ◆ Invited for the 5<sup>th</sup> Convocation of Sardar Valabh Bhai Patel University of Agriculture and Technology, Meerut as Chief Guest on 28<sup>th</sup> January, 2013.



ICAR officer's Retreat at NDRI, Karnal on 28<sup>th</sup> December, 2012



Chairman, ASRB delivered the convocation address as Chief Guest during the 5<sup>th</sup> Convocation of SVPUAT, Meerut on 28<sup>th</sup> January, 2013.

His Excellency the Governor of UP Sh Banwari Lal Joshi conferred the degrees.

- ◆ Reviewed and inspected the arrangement of NET/ARS Centre at Ludhiana and participated in the celebrations of 48<sup>th</sup> Annual Day of PAU Kisan Club at Ludhiana during 6<sup>th</sup>-8<sup>th</sup> February, 2013.
- ◆ Delivered **Dr D. Sundaresan Memorial Oration** at NDRI, Karnal on 11<sup>th</sup> February, 2013.

- ◆ Reviewed and inspected the arrangement of NET/ARS Examination Centres at Palampur and Karnal during 24<sup>th</sup>-25<sup>th</sup> February, 2013.
- ◆ Attended the “National Symposium ( ) on Hindi” at CSSRI, Karnal as Chief Guest and visited IARI Regional Station at Karnal and interacted with Scientists during 13<sup>th</sup>-14<sup>th</sup> March, 2013.

### 13.2 Special talks, Technical visits and interactive sessions held by Dr V.N. Sharda, Member, ASRB

- ◆ Organised and participated in the “National Conference on Livelihood and Environmental Security through Resource Conservation in Eastern region of India (LESRC-2012)” as President, IASWC in collaboration with OUA&T, Bhubaneswar during 3-8 April, 2012.



Inaugural Function of the National Conference with Hon'ble Minister for Fisheries and Animal Husbandry, Govt. of Odisha, Chairman and Member, ASRB and VC, OUA&T on the dais

- ◆ Inaugurated the Community based Animal Feed Block Making Machine at Village Harsolav, District Nagore (Rajasthan) on September 30, 2012 and addressed the farmers about Livestock Based Livelihood Improvement Project.

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Dr V.N. Sharda inaugurating the Community Based Animal Feed Block Making Machine at Village Harsolav, District Nagore (Rajasthan) on September 30, 2012.



Dr V.N. Sharda, Member, ASRB addressing the farmers about Livestock Based Livelihood Improvement Project at Village Harsolav, District Nagore (Rajasthan) on September 30, 2012.

- ◆ Delivered Foundation Day lecture “**Strategies for Drought Management in Arid Zone**” at CAZRI, Jodhpur on 1st October 2012 as Chief Guest. Visited Regional Research Station of CAZRI at Jaisalmer and interacted with scientists during 29 September - 04 October, 2012.

## AGRICULTURAL SCIENTISTS RECRUITMENT BOARD



Dr V.N. Sharda releasing the publications as Chief Guest during 53<sup>rd</sup> Foundation Day of CAZRI, Jodhpur on October 1, 2012.

- ◆ Attended **Special Consultation Meeting of Quinquennial Review Team** to give recommendations for NAARM future development during October 8-9, 2012 at NASC Complex, New Delhi.
- ◆ Visited Consultancy project on “**Geo-Jute for rehabilitation of degraded Shiwaliks**” funded by National Jute Board and interacted with scientists of Centre about other activities of CSWCRTI Research Centre, Chandigarh during November 16-18, 2012.
- ◆ Co-Chaired the Plenary Session of the “**Third International Agronomy Congress**” on “**Agriculture Diversification, Climate Change and Livelihoods**” organised by Indian Society of Agronomy and Indian Council of Agricultural Research during November 26 - 30, 2012 at New Delhi.
- ◆ Participated in the Annual Convention of **Indian National Academy of Engineering** at IIT, Roorkee. Visited and interacted with scientists of KVK at Haridwar (Uttarakhand) during December 5-8, 2012.
- ◆ Participated in **NAAS Journal Rating Committee meeting** under the Chairmanship of Dr S.L. Mehta on 28<sup>th</sup> December, 2012 at NASC Complex, New Delhi.

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- ◆ Attended the meeting of the **Committee of Parliament on Official Language (IInd Sub-Committee)** to inspect use of Hindi language in official work on January 22, 2013 at New Delhi.
- ◆ Attended **meeting of the Screening Committee of the Niche Areas of Excellence** to review the new proposal “Exploring possibility of MIS in Canal Command and Hilly (tribal) areas of South Gujarat” under the Chairmanship of Secretary, DARE & DG, ICAR on February 1, 2013 at ICAR, Krishi Bhavan, New Delhi.
- ◆ Visited and interacted with scientists of CSWCR&TI, Dehradun and inspected arrangements of ARS/NET Examination-2012 at Dehradun Centre during February 9-11, 2013.
- ◆ Visited and interacted with scientists of ICAR Research Complex for Eastern Region (Patna), NBSSLUP Regional Centre, NIRJAFT (Kolkata), CRIJAF & CIFRI (Barrackpore) and inspected arrangements of ARS/NET Examination-2012 at Patna and Kolkata centres during February 20-26, 2013.



Dr V.N. Sharda interacting with the scientists of ICAR Research Complex for Eastern Region, Patna during his visit on February 21, 2013.

## AGRICULTURAL SCIENTISTS RECRUITMENT BOARD



Dr V.N. Sharda interacting with the scientists and staff of CRIJAF, Barrackpore during his visit on February 22, 2013.



Dr V.N. Sharda interacting with the scientists and staff of NIRJAFT, Kolkata during his visit on February 23, 2013.

- ◆ Guest of Honour for chairing a Session on Dr K.G. Tejwani Memorial Lecture during Conference on “**Farmers First for Conserving Soil and Water Resources in Southern Region (FFCSWR-2013)**” organized at IASWC at Bengaluru on March 14, 2013 and visit to Indian Institute of Horticultural Research, Bengaluru on March 15, 2013.



**13.3 Special talks, Technical visits and interactive sessions held by Dr S.K. Bandyopadhyay, Member, ASRB during the period May, 2012 to March, 2013**

- ◆ Visited Online Examination Centre and interacted with scientists of NIANP, IVRI, NDRI, CIFRI and CIFA, Regional Station at Bangaluru on 21<sup>st</sup>-24<sup>th</sup> June, 2012.
- ◆ Attended the Selection Committee for filling up the posts of Scientists F to D at National Institute of Animal Biotechnology, Hyderabad during 06<sup>th</sup>-08<sup>th</sup> September, 2012.
- ◆ Attended the XXIX Annual Conference and National Symposium of Indian Poultry Science Association as Chief Guest for the Valedictory Function at Hyderabad on 07<sup>th</sup> December, 2012.
- ◆ Attended the **National Seminar on Future Challenges and Opportunities to Improve Health and Production of Small Ruminants as Guest of Honour** during the inaugural function on 21<sup>st</sup>-22<sup>nd</sup> December, 2012 at CIRG, Makhdoom.
- ◆ Delivered Foundation lecture in the Foundation Day Function of CSWRI, Avikanagar as Chief Guest on 4<sup>th</sup> January, 2013.



Dr S.K. Bandyopadhyay, Member, ASRB delivered the Foundation Day lecture on Foundation Day of Central Sheep & Wool Research Institute, Avikanagar on 4<sup>th</sup> January, 2013

- ◆ Inaugurated the Lecture cum Seminar hall at the University Campus of UP Pandit Deen Dayal Upadhyaya Pashu Chikitsa Vigyan Vishwa Vidhyalaya Evam Go Anusandhan Sansthan, Mathura on 18<sup>th</sup> January, 2013.
- ◆ Delivered an invited Key Note Lecture on "Enabling One Health Policy Environment-Views from the Public Sector", in the Global Conference on "A World United Against Infectious Diseases: Cross-Sectoral Solutions". Held in Bangkok, Thailand from 31<sup>st</sup> January to 2<sup>nd</sup> February, 2013.
- ◆ Attended the meeting of the **Committee of Parliament on Official Language (2nd Sub-Committee) to inspect use of Hindi language in official work** on 22<sup>nd</sup> January, 2013 at New Delhi.
- ◆ Hold a meeting with Center Supervisors of Southern states and visited ARS Exam-2012 Centres at Hyderabad, Chennai and Bangalore during 20<sup>th</sup> February, 2013 to 25<sup>th</sup> February, 2013.



## 14.1 Infrastructure facilities

Recruitment and selection related works being of sensitive nature require maintenance of adequate security, secrecy and safety precautions to ensure utmost objectivity, transparency and fairplay in the larger public interest. Limited premises available to ASRB presently in the Krishi Anusandhan Bhawan - I puts a severe constraint in this regard. Since the building is shared by the ASRB with many other offices of ICAR, it renders impossible to secure entry and exit points for proper and effective monitoring which remains a constant working hazard. An independent secure office building for ASRB has been a long pending requirement. This need has been addressed by the Council with allotment of 2.4 Acres of land on DPS Marg near NASC for the independent office building of ASRB. Based on the green building concept and the rough drawings, architectural plan and detailed project report prepared by M/s Limba Co. Architects, New Delhi, the ASRB has already submitted an EFC proposal for construction of new office building at an estimated cost of ₹ 72.00 crores under the XII plan. The proposal is likely to be approved by the ICAR very shortly to pave the way for construction of the independent office building of ASRB to meet this overdue requirement of the Board.

## 14.2 Shortage of staff

Over the past decade or so there has been steady depletion of

regular manpower in the Board. Needed substitutions for time to time retirements, transfers of regular staff, could not somehow be made by the Council. About 38 percent sanctioned posts in the Board are lying vacant and the Board is facing acute problems due to shortage of staff. Incidentally, the volume of work has increased manifold during the same period. Although some help is organized through contractual engagements but that hardly suffice to cope with the workload. Moreover, sensitive recruitment related works cannot always be left to the contract staff. The Board is constrained to point out that shortage of staff at all levels (with reference to sanctioned strength) is adversely affecting its functioning and efficiency. It has also hampered the effort for strengthening the Research and Analysis section in ASRB. As such the Board would like to emphasize that not only the vacant posts should be filled up by ICAR on priority basis, but additional staff also needs to be given to effectively perform the diversified functions of ASRB especially after introduction of 'Online Examination System' and the new eligibility tests at national level being proposed by the Council for Technical and Administrative cadre posts under the ICAR system. The existing staff position is presented in Annexure - X.

### 14.3 Consultations on service rules

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

### 14.4 Consultations on disciplinary matters

Provision of rule 26(C), which stipulates consultation with the

Board in disciplinary matters relating to personnel recruited/ appointed either by ICAR itself or in consultation with the Board, is not somehow being observed. No disciplinary case was received from ICAR for advice by ASRB. 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.

### 14.5 Human resource development

It has been the endeavour of the Board to keep track of the performance of the scientists and other officers recruited by it in terms of feedback for refining selection process with the ultimate aim of improving human resource of the National Agricultural Research System. The G.V.K. Rao Committee which reviewed the functioning of ICAR had *inter alia* recommended that the Board should not merely remain as recruitment machinery, but should assume the responsibility for overall human resource development in ICAR. For this purpose, the Committee felt that the Board is required to maintain contact with scientists selected for the ICAR system, and this feedback would enable the Board to make refinements in the operation of the Agricultural Research Service and the personnel policies governing it. The committee further recommended that a Research and Analysis section 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 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 ICAR.

#### 14.6 Creating opportunities for updating the 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 for 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 organizations in India/abroad.

#### 14.7 Special Global Talent Search Initiative

Agriculture is backbone of the country and acts as an engine to push economic growth. To achieve an average growth of 4% per year, special emphasis will be needed to develop location specific problem solving technologies through cutting edge research in NARS laboratories. Special drives at the level of ASRB will be required to search talent beyond national boundaries. Accordingly, special budget provision has been proposed for international travel during the XII Plan to visit prestigious international institutions and universities/ Research facilities abroad so as to motivate and inspire Indian nationals/students working there on the opportunities and challenges now offered by our National Agricultural Research System and to sensitize them for participation in these.



# 15

## Publications

### Research Papers

- Babu, Subhash, D.S. Rana, Dashrath Prasad, and **Suresh Pal**, 2013. Effect of Sunflower Stover and Nutrients Management on System Productivity, Nutrient Economy and Phosphorus use Indices of Pigeonpea-Sunflower Cropping. *Indian J. of Agril. Science* 83(2):203-209.
- Babu, Subhash, G.S., Yadav, B.A., Gudade, H., Singh, Raghavendra Singh and **Suresh Pal** (2013). Bio-efficacy of anilofos against grasses and non grasses in transplanted rice. *Annals of Agricultural Research* 34(1): 19-25.
- Dongre, V.B., R.S. Gandhi, Avtar Singh, **A.P. Ruhil** (2012). “Comparative efficiency of artificial neural networks and multiple linear regression analysis for prediction of first lactation 305-day milk yield in Sahiwal cattle”, *Livestock Science* 147 (2012) 192-197.
- Lal, Khajanchi, R.K. Yadav, Ravinder Kaur, D.S. Bundela, M.I. Khan, Madhu Choudhary, R.L. Meena, S.R. Dar and **Gurbachan Singh**. 2013. Productivity, essential oil yield and heavy metal accumulation in lemon grass (*Cymbopogon flexuosus*) under varied waste water–ground water irrigation. *Industrial Crops and Products* 45:270-278.

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Sharda, V.N., Debashis Mandal and P.R. Ojasvi. 2013. Identification of soil erosion risk areas for conservation planning in different states of India. *J. Environmental Biology*, 34:219-226.

शारदा, वी.एन. एवं अम्बरीश कुमार. 2012. सुनिश्चित सिंचाई के लिए जल संभरण प्रबंधन। *कृषिका*। वर्ष 1, अंक 1 (जुलाई-दिसम्बर), पृष्ठ 18-25.

### Conference/Symposia Papers

#### International Conference

Pal, Suresh; Sharma, Rajvir; Sharma, Hari Babu and Pankaj. 2012. Bio-efficacy and Selectivity of Different Herbicides for



Weed Control in Wheat (*Triticum aestivum*). In: 3<sup>rd</sup> International Agronomy Congress on Agriculture Diversification, Climate Change, Management and Livelihoods during Nov. 26-30, 2012, pp 48.

Prasad, Dashrath, Rana, D.S., Babu, S, **Pal, Suresh** and Bhan, Chander. 2012. Crop Diversification with Maize (*Zea mays*) and Soybean (*Glycine max*)-based Cropping Systems under Different Tillage Practices. In: International Conference on Extension Education in the Perspective of Advances in Natural Resource Management in Agriculture. (NRMA-IV) during December 19-21, 2012, pp 14.

**Singh, Gurbachan.** 2012. Agriculture diversification options for climate resilient agriculture and livelihood security. Plenary lecture delivered during the 3<sup>rd</sup> International Agronomy Congress, November 26-30, 2012, New Delhi, India.

**Singh, Gurbachan.** 2012. Agroforestry as diversification option for climate resilient agriculture. Published in Souvenir released during 3<sup>rd</sup> International Agronomy Congress, November 26-30, 2012, New Delhi, India, pages 12-20.

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## National

**Singh, Gurbachan.** 2012. Future climate change scenario and Indian Horticulture. In Shodh Chintan: Swadesh Prem Jagriti Sangosthi 2012, Orissa University of Agriculture and Technology, Bhubaneswar, May 28-31, 2012, pages 183-188.

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Prasad, Dashrath, Ram, Asha, Babu, Subhash and **Pal, Suresh** 2013. Rain Water Harvesting Techniques to improve Crop Productivity In Rainfed Areas. Indian Farming. 62(11):16-18 and 30-32

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Palanisami, K., **Sharda ,V. N.** and Singh, D. V. (Eds.). 2013. Water Management in the Hill Regions: Evidences from Field

Studies, Bloomsbury Publishing India Pvt. Ltd., New Delhi, 288 p.

**Ruhil, A.P.**, Mohanty, T.K., and Lathwal, S.S. 2012 “Data Mining Techniques for Farm Animal Management”, Agrotech Publisher, Udiapur, India, ISBN: 978-81-8321-293-9.

**Sharda, V.N.**, Sikka, A.K. and Juyal, G.P. 2012. Participatory Integrated Watershed Management - A Field manual (2<sup>nd</sup> Ed.). CSWCRTI, Dehradun, Allied Printer, Dehradun: 396 p + Annexures.

#### Book Chapters

**Ruhil, A.P.**, Natchimuthu, K., Rao, S.V.N., Mohanty T. K., Lathwal, S.S. and Himanshu, “Applications of information and communication technologies in animal husbandry”, Chapter to be published in ICAR handbook on Animal Husbandry.

**Ruhil, A.P.**, Rao, S.V.N., Lathwal, S.S. and Natchimuthu, K “ICT Interventions in Livestock Production and Management”, Chapter published in book on “New Paradigms in Livestock Production from Traditional to Commercial Farming and beyond” Agrotech Publisher, Udiapur, India, PP.180-195.

**Sharda V.N.** 2012. Status of Natural Resources for food and Environmental Security in Central India. In: Conservation of Natural Resources for Food and Environmental Security, S.K. Dubey, R.K. Dubey, A.K. Singh, P.K. Pandey, S. Kala and V. N. Sharda (Eds.), pp 1-32.

- Sharda, V.N.** and Juyal, G.P. 2013. Water Resource Development in the Indian Himalayan Region: Potential and Strategies. In: Water Management in the Hill Regions-Evidences from Field Studies, Bloomsburg Publishing India Pvt. Ltd., New Delhi, pp 106-125.
- Sharda, V.N.** and Kurothe, R.S. 2012. Introduction - Bamboo Cultivation in Ravine Lands. In: Conservation and Production Potential of Bamboo in Ravine Lands, R.S. Kurothe, M.L. Gaur, B. Krishna Rao, A.K. Parandiyal and A.K. Singh (Eds.). Anand Press, Anand, Gujarat, pp. 1-8.



*Appendix I*  
*(vide para 1.2.2)*

## Excerpts of relevant 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 or the other member of the ASRB, as the President, Indian Council of Agricultural Research, may appoint for the purpose.

**25 (b)** The Chairman of the ASRB shall hold office for a term of 7 years and other Members of the ASRB 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; here in 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 misbehavior 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 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.

## 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.

(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

#### 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 1.3.2)

Receipts and expenditure  
of the ASRB during 2012-13

Receipts	Amount (₹ in lakh)	
<b>A – Receipts</b>		
Application and examination fees		128.29
<b>B – Expenditure</b>	(Non-Plan)	NAIP
Salaries	318.78	
Wages(Contractual Staff)	53.41	8.81
Over-time allowance (OTA)	0.62	--
Travel expenses (within country/ Abroad)	11.08	0.47
Office expenses	125.30	183.66
<b>Expenditure on Examinations and Selections/Recruitment</b>		
(a) Travelling/ Honorarium expenses (Experts, Advisors and candidates)	95.91	—
(b) Other expenses	162.13	—
<b>Total Non-Plan</b>	<b>767.23</b>	<b>183.66</b>
<b>Total Plan</b>	<b>00.00</b>	<b>0.00</b>
<b>Grand Total (Non-Plan and Plan)</b>	<b>767.23</b>	<b>183.66</b>



Appendix III  
(vide para 1.4)

Comparative profile of workload  
of the Board over the preceding five years

	2008- 09	2009- 10	2010- 11	2011- 12	2012- 13
<b>A. Recruitment by examinations</b>					
No. of examinations held	3*	1#	3+	5@	**2
No. of posts	293	445	319	764	431
No. of applications received	17,748	21,179	28,379	1,04,894	-
No. of candidates interviewed	872	1,487	740	665	543
No. of centers in India where examinations were held	33	32	33	99	33
<b>B. Recruitment by interviews/Direct Recruitment</b>					
No. of posts for which interviews were held	318	495	371	228	97
No. of applications received	4,273	6,342	5,390	3,224	1505
No. of candidates called for interview	1,963	2,643	2,426	1,488	683
No. of candidates appeared for interview	1,422	1,887	1,808	1,132	442
<b>C. No. of candidates qualified for NET</b>	2,311	2,623	4,904	2342	Result Awaited

D. No. of scientists assessed (CAS)	206	205	247	9	749
E. Five yearly assessment	1	—	—	—	11
F. Induction into ARS	—	3	—	—	1

- \*1. ARS/NET Examination 2007 and Limited Departmental Competitive Examination 2008 for Section Officer at ICAR Headquarters & Audit and Accounts for ICAR Institutes.
- #2. Limited Department Examination for Personal Assistant 2009.
- +3. ARS/NET Examination 2010 and Limited Departmental Competitive Examination 2010 for Assistant and Section Officer at ICAR Headquarters.
- @4. ARS/NET Examination 2011, AO & F& AO Examination and Limited Departmental Competitive Examination 2011 for Assistants & Section Officers at ICAR Headquarters and Online Examination for Assistants.
- \*\*5. ARS and NET 2012 Preliminary Examinations.

Appendix IV(A)  
(vide para 2.2)

## Discipline-wise break-up of candidates in NET 2012 held on 24<sup>th</sup> February, 2013

Code No.	Discipline	Applied	Appeared
01.	Agricultural Biotechnology	3909	2954
02.	Agricultural Entomology	1734	1327
03.	Agricultural Microbiology	1379	1049
04.	Economic Botany & Plant Genetics Resources	328	197
05.	Genetics & Plant Breeding	1642	1272
06.	Nematology	125	92
07.	Plant Biochemistry	539	385
08.	Plant Pathology	1503	1178
09.	Plant Physiology	538	400
10.	Seed Science & Technology	378	308
11.	Floriculture & Landscaping	377	303
12.	Fruit Science	940	767
13.	Spices, Plantation & Medicinal & Aromatic Plants	161	134
14.	Vegetable Science	943	751
15.	Animal Biochemistry	192	142
16.	Animal Biotechnology	193	149
17.	Animal Genetics & Breeding	171	142
18.	Animal Nutrition	220	184
19.	Animal Physiology	148	118
20.	Animal Reproduction & Gynaecology	225	189

## AGRICULTURAL SCIENTISTS RECRUITMENT BOARD

Code No.	Discipline	Applied	Appeared
21.	Dairy Chemistry	62	47
22.	Dairy Microbiology	47	40
23.	Dairy Technology	252	200
24.	Livestock Product Technology	98	87
25.	Livestock Production Management	302	258
26.	Poultry Science	96	76
27.	Veterinary Medicine	274	227
28.	Veterinary Microbiology	256	212
29.	Veterinary Parasitology	121	104
30.	Veterinary Pathology	264	220
31.	Veterinary Pharmacology	202	164
32.	Veterinary Public Health	117	99
33.	Veterinary Surgery	282	234
34.	Aquaculture	430	333
35.	Fisheries Resource Management	213	168
36.	Fish Process Technology	94	75
37.	Fish Nutrition	50	38
38.	Fish Health	71	59
39.	Fish Genetics & Breeding	35	32
40.	Agricultural Chemicals	79	53
41.	Agricultural Meteorology	104	85
42.	Agroforestry	539	431
43.	Agronomy	1913	1520
44.	Environmental Sciences	974	748
45.	Soil Sciences	1289	1005
46.	Agricultural Business Management	558	383

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Code No.	Discipline	Applied	Appeared
47.	Agricultural Economics	861	654
48.	Agricultural Extension	997	740
49.	Agricultural Statistics	248	194
50.	Home Sciences	547	387
51.	Farm Machinery and Power	229	188
52.	Agricultural Structures and Environmental Management	9	4
53.	Land and Water Management Engineering	382	290
54.	Agricultural Process Engineering	276	229
55.	Food Technology	1095	912
	<b>Total</b>	<b>29,011</b>	<b>22,537</b>

Appendix IV(B)  
(vide para 2.2)

Discipline-wise break-up of candidates  
in ARS (Preliminary) 2012 Examination held on  
24<sup>th</sup> February, 2013

Code No.	Discipline	Applied	Appeared
01.	Agricultural Biotechnology	6349	4231
02.	Agricultural Entomology	435	230
03.	Agricultural Microbiology	1454	895
04.	Genetics & Plant Breeding	506	319
05.	Nematology	42	29
06.	Plant Biochemistry	182	103
07.	Plant Pathology	347	194
08.	Plant Physiology	121	62
09.	Seed Science & Technology	141	113
10.	Fruit Science	618	502
11.	Spices, Plantation & Medicinal & Aromatic Plants	248	167
12.	Vegetable Science	695	565
13.	Animal Physiology	63	51
14.	Animal Reproduction and Gynaecology	91	74
15.	Dairy Chemistry	67	52
16.	Dairy Microbiology	32	24
17.	Poultry Science	94	79
18.	Veterinary Medicine	56	44
19.	Aquaculture	459	331

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Code No.	Discipline	Applied	Appeared
20.	Fisheries Resource Management	242	179
21.	Fish Process Technology	84	68
22.	Fish Nutrition	49	40
23.	Fish Health	98	82
24.	Fish Genetics & Breeding	62	46
25.	Agricultural Statistics	76	66
26.	Agricultural Meteorology	61	55
27.	Agroforestry	517	358
28.	Environmental Sciences	1299	891
29.	Soil Sciences	388	279
30.	Agricultural Business Management	125	78
31.	Agricultural Economics	157	107
32.	Agricultural Extension	449	310
33.	Agricultural Chemicals	74	11
34.	Agricultural Structures and Environmental Management	19	9
35.	Agricultural Process Engineering	129	96
36.	Food Technology	961	732
<b>Total</b>		<b>16,790</b>	<b>11,472</b>

Appendix V  
(vide para 3.2)

Direct recruitment 2012-13

Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommenda- tion	Recomm- endation sent to council on
<b>Deputy Directors General</b>								
1	01/2012 (01)	Deputy Director General, (Horticulture), ICAR Hqrs., New Delhi	07.08.2012	21	12	9	Selected*	07.08.2012
2	03/2012 (199)	Deputy Director General (NRM), ICAR Hqrs., New Delhi	30.01.2013	21	10	10	Selected	31.01.2013
<b>National Director</b>								
1	03/2012 (201)	National Director, NAIP, ICAR, New Delhi	29.01.2013	33	12	8	Selected	31.01.2013
<b>Assistant Directors General</b>								
1	01/2012 (03)	Assistant Director General (Agronomy & Agroforestry), ICAR Hqrs., New Delhi	06.08.2012	31	9	7	Selected	06.08.2012
2	01/2012 (02)	Assistant Director General (Horticulture-I), ICAR Hqrs., New Delhi	24.08.2012	22	10	6	Selected	24.08.2012
3	03/2012 (203)	Assistant Director General (Seeds), ICAR Hqrs., New Delhi	21.03.2013	41	12	11	Selected	22.03.2013
<b>Directors</b>								
1	01/2012 (11)	Director, National Research Centre on Yak, Dirang	30.07.2012	17	3	1	Selected	30.07.2012
2	01/2012 (15)	Director, Central Institute for Research on Goats, Makhdoom, Uttar Pradesh	31.07.2012	37	15	14	Selected	03.08.2012
3	01/2012 (09)	Director, Central Sheep and Wool Research Institute, Avikanagar	01.08.2012	26	10	7	Selected	03.08.2012

\* Where candidate selected & recommended



## ANNUAL REPORT 2012-13

Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recom- menda- tion	Recomm- endation sent to council on
4	01/2012 (05)	Director, Indian Grassland and Fodder Research Institute (IGFRI), Jhansi	08.08.2012	27	14	10	Selected	08.08.2012
5	01/2012 (04)	Director, Central Agricultural Research Institute, Port Blair	09.08.2012	66	17	12	Selected	09.08.2012
6	01/2012 (14)	Director, National Centre for Integrated Pest Management, IARI Campus, New Delhi	14.08.2012	30	11	9	Selected	04.08.2012
7	01/2012 (06)	Director, National Bureau of Agriculturally Important Micro-organisms, Mau, Uttar Pradesh	16.08.2012	16	4	2	Selected	17.08.2012
8	01/2012 (13)	Director, National Research Centre on Pomegranate, Solapur	16.08.2012	19	8	4	Selected	17.08.2012
9	01/2012 (17)	Director, National Research Centre on Seed Spices, Tabiji, Ajmer	17.08.2012	34	11	8	Selected	17.08.2012
10	01/2012 (07)	Director, Directorate of Cashew Research, Puttur	18.08.2012	12	3	2	Selected	21.08.2012
11	01/2012 (16)	Director, NRC on Pigs, Rani, Guwahati	21.08.2012	26	13	10	Selected	13.09.2012
12	01/2012 (10)	Director, National Research Centre on Meat, Hyderabad	21.08.2012	16	4	2	Selected	13.09.2012
13	03/2012 (205)	Director, National Bureau of Agriculturally Important Insects (NBAII), Bangalore	22.03.2013	21	09	08	Selected	22.03.2013
<b>Project Directors</b>								
1	01/2012 (18)	Project Director, Directorate of Knowledge Management in Agriculture (DKMA), New Delhi	18.08.2012	39	7	5	Selected	21.08.2012
2	01/2012 (19)	Project Director, Directorate of Maize Research, IARI, New Delhi	23.08.2012	19	7	6	Selected	24.08.2012
<b>Joint Director of National institute</b>								
1	01/2012 (20)	Joint Director, Central Institute of Fisheries Education, Mumbai	03.08.2012	12	4	4	Selected	03.08.2012

\* Where candidate selected & recommended

## AGRICULTURAL SCIENTISTS RECRUITMENT BOARD

Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recom- menda- tion	Recomm- endation sent to council on
<b>Joint Director of other than National Institute</b>								
1	04/2011 (247)	Joint Director, ICAR RC for NEH Region, Mizoram Centre, Kolasib under ICAR Research Complex for NEH Region, Umiam, Barapani	27.4.2012	16	13	3	Selec- ted	27.04.2012
<b>Project Coordinators</b>								
1	04/2011 (258)	Project Coordinator (Spices), Indian Institute of Spices Research, Calicut	01.05.2012	10	9	5	Selec- ted	01.05.2012
2	04/2011 (260)	Project Coordinator (Potato Improvement), Central Potato Research Institute, Shimla	03.05.2012	8	7	3	Selec- ted	03.05.2012
3	01/2012 (33)	Project Coordinator (Honey Bee & Pollinators), AICRP on Honeybees & Pollinators, CCSHAU, Hisar with its Hqrs. At ICAR, Krishi Bhavan, New Delhi	31.08.2012	9	7	5	Selec- ted	03.09.2012
4	01/2012 (35)	Project Coordinator (Forage Crops), Indian Grassland & Fodder Research Institute, Jhansi	03.09.2012	11	6	3	Selec- ted	03.09.2012
5	01/2012 (32)	Project Coordinator (Post Harvest Technology), Central Institute of Post Harvest Engineering & Technology, Ludhiana	20.11.2012	9	8	5	Selec- ted	26.11.2012
6	01/2012 (36)	Project Coordinator (Farm Implements and Machinery), Central Institute of Agricultural Engineering, Bhopal	21.11.2012	16	9	7	Selec- ted	26.11.2012
<b>Head of Divisions</b>								
1	04/2011 (254)	Head, Division of Crop Improvement, Central Plantation crops Research institute, Kasargod	30.04.2012	11	6	4	Selec- ted	0.04.2012
2	04/2011 (256)	Head, Division of Quality Evaluation & Improvement, National Institute of Research on Jute and Allied Fibre Technology, Kolkata	04.05.2012	2	2	2	Selec- ted	07.05.2012

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Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recom- mendation	Recomm- endation sent to council on
3	04/2011 (255)	Head, Division of Processing & Product Development, Indian Institute of Natural Resins & Gums, Ranchi	04.05.2012	3	2	1	Selected	7.05.2012
4	04/2011 (249)	Head, Division of Standardization, Indian Veterinary Research Institute, Izatnagar	18.06.2012	8	6	5	Selected	25.06.2012
5	04/2011 (250)	Head, Division of Bacteriology & Mycology, Indian Veterinary Research Institute, Izatnagar	18.06.2012	8	6	4	Selected	25.06.2012
6	04/2011 (252)	Head, Division of Pelagic Fisheries, Central Marine Fisheries Research Institute, Cochin	27.06.2012	4	2	2	Selected	29.06.2012
7	04/2011 (257)	Head, Division of Dairy Extension, National Dairy Research Institute, Karnal	04.07.2012	7	6	6	Selected	05.07.2012
8	01/2012 (24)	Head, Division of Dairy Cattle & Physiology, National Dairy Research Institute, Karnal	23.08.2012	10	8	4	Selected	28.08.2012
9	01/2012 (22)	Head, Division of Livestock Products Technology, Indian Veterinary Research Institute, Izatnagar	24.08.2012	6	5	1	Selected	28.08.2012
10	01/2012 (23)	Head, Division of Pathology, Indian Veterinary Research Institute, Izatnagar	24.08.2012	7	5	5	Selected	28.08.2012
11	01/2012 (25)	Head, Division of Crop Improvement, Central Tuber Crops Research Institute, Thiruvananthapuram	30.08.2012	7	5	4	Selected	30.08.2012
12	01/2012 (30)	Head, CPCRI Regional Station, Vittal under Central Plantation Crops Research Institute, Kasargod	30.08.2012	6	3	2	Selected	30.08.2012
13	01/2012 (26)	Head, Division of Computer Applications, Indian Agricultural Statistics Research Institute, New Delhi	02.11.2012	9	3	3	Selected	05.11.2012

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Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation	Recommendation sent to council on
14	01/2012 (27)	Head, Division of Land Use Planning, National Bureau of Soil Survey & Land Use Planning, Nagpur	05.11.2012	8	7	5	Selected	09.11.2012
15	01/2012 (28)	Head, CS&WCR&TI Regional Centre, Udhamandalam under CS&WCR&TI Dehradun	06.11.2012	11	5	3	Selected	09.11.2012
16	01/2012 (29)	Head, CAZRI Regional Research Station, Bhuj (Gujarat) under Central Arid Zone Research Institute, Jodhpur	07.11.2012	10	6	4	Selected	09.11.2012
17	01/2012 (31)	Head, Division of Horticultural Crop Processing, Abohar Centre under Central Institute of Post Harvest Engineering & Technology, Ludhiana	20.11.2012	6	3	2	Selected	26.11.2012
<b>Principal Scientist</b>								
1	04/2011 (262)	Principal Scientist (Animal Genetics & Breeding), National Bureau of Animal Genetic Resources, Karnal	03.07.2012	6	5	4	Selected	05.07.2012
<b>Senior Scientists</b>								
1	04/2011 (286)	Senior Scientist (Floriculture & Landscaping), Directorate of Floricultural Research, Indian Agricultural Research Institute Campus, Pusa, New Delhi (Two Posts)	04.05.2012	12	7	4	Selected	04.05.2012
2	04/2011 (266)	Senior Scientist (Genetics & Plant Breeding), Directorate of Soybean Research, Indore	07.05.2012	28	12	5	Selected	07.05.2012
3	04/2011 (270)	Senior Scientist (Genetics & Plant Breeding), AICRP Unit, Indian Grassland and Fodder Research Institute, Jhansi	07.05.2012	29	10	3	Selected	07.05.2012

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Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recom- mendation	Recomm- endation sent to council on
4	04/2011 (271)	Senior Scientist (Agronomy), Indian Grassland and Fodder Research Institute, Jhansi	07.05.2012	35	11	6	Selected	09.05.2012
5	04/2011 (273)	Senior Scientist (Agronomy), Indian Institute of Natural Resions and Gums, Ranchi	08.05.2012	16	9	5	Selected	09.05.2012
6	04/2011 (283)	Senior Scientist (Genetics & Plant Breeding), Indian Agricultural Research Institute, Pusa, New Delhi	08.05.2012	34	13	2	Selected	08.05.2012
7	04/2011 (299)	Senior Scientist (Agronomy), Manipur Centre, ICAR Research Complex for NEH Region, Barapani	08.05.2012	6	4	2	Selected	09.05.2012
8	04/2011 (300)	Senior Scientist (Agronomy), Sikkim Centre, ICAR Research Complex for NEH Region, Barapani	09.05.2012	14	10	7	Selected	10.05.2012
9	04/2011 (301)	Senior Scientist (Agronomy), Zonal Coordinating Unit, Zone - III, ICAR Research Complex for NEH Region, Barapani	09.05.2012	15	11	7	Selected	10.05.2012
10	04/2011 (281)	Senior Scientist (Genetics & Plant Breeding), National Research Centre for Agro-forestry, Jhansi	08.05.2012	22	9	3	Selected	08.05.2012
11	04/2011 (275)	Senior Scientist (Agricultural Biotechnology), National Institute of Abiotic Stress Management, Baramati	09.05.2012	25	10	6	Selected	09.05.2012
12	04/2011 (282)	Senior Scientist (Agricultural Biotechnology), National Research Centre on Plant Biotechnology, Pusa, New Delhi	09.05.2012	31	12	6	Selected	10.05.2012
13	04/2012 (279)	Senior Scientist (Fruit Science), National Institute of Abiotic Stress Management, Baramati	10.05.2012	9	6	3	Selected	10.05.2012
14	04/2011 (305)	Senior Scientist (Agronomy), Sugarcane Breeding Institute, Coimbatore	10.05.2012	15	11	5	Selected	11.05.2012

## AGRICULTURAL SCIENTISTS RECRUITMENT BOARD

Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recom- menda- tion	Recomm- endation sent to council on
15	04/2011 (280)	Senior Scientist (Agronomy), National Institute of Abiotic Stress Management, Baramati	11.05.2012	14	12	9	Selec- ted	15.05.2012
16	04/2011 (264)	Senior Scientist (Agricultural Economics), Directorate of Soybean Research, Indore	14.05.2012	15	5	3	Selec- ted	15.05.2012
17	04/2011 (293)	Senior Scientist (Agricultural Process Engineering), Central Institute of Agricultural Engineering, Bhopal (Two Posts)	15.05.2012	12	7	6	Selec- ted	17.05.2012
18	04/2011 (297)	Senior Scientist (Geography), Central Arid Zone Research Institute, Jodhpur	16.05.2012	7	3	3	Selec- ted	21.05.2012
19	04/2011 (303)	Senior Scientist (Farm Machinery & Power), National Institute of Research on Jute and Allied Fibres Technology, Kolkata	17.05.2012	5	4	3	Selec- ted	21.05.2012
20	04/2011 (276)	Senior Scientist (Plant Physiology), National Institute of Abiotic Stress Management, Baramati	18.05.2012	16	7	4	Selec- ted	21.05.2012
21	04/2011 (268)	Senior Scientist (Agricultural Microbiology), Indian Grassland and Fodder Research Institute, Jhansi	30.05.2012	9	2	2	Selec- ted	30.05.2012
22	04/2011 (274)	Senior Scientist (Agricultural Microbiology), National Institute of Abiotic Stress Management, Baramati	30.05.2012	12	3	2	Selec- ted	30.05.2012
23	04/2011 (272)	Senior Scientist (Plant Pathology), AICRP Unit, Indian Grassland and Fodder Research Institute, Jhansi	30.05.2012	21	9	7	Selec- ted	30.05.2012
24	04/2011 (304)	Senior Scientist (Agronomy) at Karnal Centre of Sugarcane Breeding Institute, Coimbatore	31.05.2012	28	17	5	Selec- ted	31.05.2012
25	04/2011 (294)	Senior Scientist (Agricultural Chemicals), Directorate of	04.06.2012	10	5	2	Selec- ted	05.06.2012

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Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recom- menda- tion	Recomm- endation sent to council on
		Medicinal & Aromatic Plants Research, Anand						
26	04/2011 (285)	Senior Scientist (Agronomy), Indian Agricultural Research Institute, Pusa, New Delhi (Two Posts)	07.06.2012	38	21	13	Selected	08.06.2012
27	04/2011 (284)	Senior Scientist (Agronomy), Indian Agricultural Research Institute, Pusa, New Delhi	08.06.2012	28	16	10	Selected	08.06.2012
28	04/2011 (287)	Senior Scientist (Veterinary Pathology), IVRI, Palampur under Indian Veterinary Research Institute, Izatnagar	19.06.2012	6	3	3	Selected	25.06.2012
29	04/2011 (295)	Senior Scientist (Veterinary Pathology), National Research Centre on Equines, Hisar	19.06.2012	5	3	3	Selected	25.06.2012
30	04/2011 (289)	Senior Scientist (Livestock Production Management), National Dairy Research Institute, Karnal	20.06.2012	14	8	5	Selected	25.06.2012
31	04/2011 (288)	Senior Scientist (Animal Nutrition), National Dairy Research Institute, Karnal (Two Posts)	21.06.2012	21	8	7	Selected	25.06.2012
32	04/2011 (307)	Senior Scientist (Animal Nutrition), Central Institute for Research on Buffaloes, Hisar	21.06.2012	21	8	6	Selected	25.06.2012
33	04/2011 (296)	Senior Scientist (Fisheries Resource Management) Central Marine Fisheries Research Institute, Cochin	28.06.2012	15	4	2	Selected	29.06.2012
34	04/2011 (290)	Senior Scientist (Animal Biochemistry), National Dairy Research Institute, Karnal	03.07.2012	9	3	2	Selected	05.07.2012

Appendix VI  
(vide para 3.2)

Detail of unfilled posts 2012-13

Sl No.	Advt No. & Item No.	Name of Post	Interview date	Candi- dates: appl- ied	Candi- dates: called	Candi- dates: appe- ared	Rea- son	Recomm- endation sent to council on
<b>Director</b>								
1	01/2012 (08)	Director, Central Institute for Research on Cotton Technology, Mumbai	27.08.2012	14	7	5	NFS	27.08.2012
<b>Head of Division</b>								
1	04/2011 (248)	Head, Division of Quality Evaluation & Improvement, Central Institute for Research on Cotton Technology, Mumbai	04.05.2012	2	1	0	NCA	07.05.2012
<b>Project Coordinators</b>								
1	04/2011 (259)	Project Coordinator (Pigeon Pea), Indian Institute of Pulses Research, Kanpur	02.05.2012	10	8	6	NFS	02.05.2012
2	01/2012 (34)	Project Coordinator (Linseed), ICAR Headquarters based Project at C. S. Azad University Agriculture & Technology, Kanpur	31.08.2012	14	4	3	NFS	03.09.2012
<b>Principal Scientists</b>								
1	04/2011 (261)	Principal Scientist (Plant Breeding), IGFRI Regional Research Station, Srinagar under Indian Grassland and Fodder Research Institute, Jhansi	30.04.2012	4	3	3	NFS	01.05.2012
2	04/2011 (263)	Principal Scientist (Horticulture/ Floriculture), Directorate of Floriculture Research, Indian Agricultural Research Institute Campus, New Delhi	04.05.2012	11	8	5	NFS	04.05.2012

NFS: None Found Suitable; NCA: No Candidate Available



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Sl No.	Advt No. & Item No.	Name of Post	Interview date	Candidates: applied	Candidates: called	Candidates: appeared	Reason	Recommendation sent to council on
<b>Senior Scientists</b>								
1	04/2011 (286)	Senior Scientist (Floriculture & Landscaping), Directorate of Floricultural Research, IARI, Campus, Pusa, New Delhi (Two Posts)	04.05.2012	12	7	4	NFS	04.05.2012
2	04/2011 (306)	Senior Scientist (Genetics/ Plant Breeding), Directorate of Groundnut Research, Junagarh	10.05.2012	20	6	4	NFS	11.05.2012
3	04/2011 (277)	Senior Scientist (Agricultural Economics), National Institute of Abiotic Stress Management, Baramati	14.05.2012	10	3	1	NFS	15.05.2012
4	04/2011 (269)	Senior Scientist (Agricultural Process Engineering), Indian Grassland and Fodder Research Institute, Jhansi	15.05.2012	8	4	4	NFS	17.05.2012
5	04/2011 (278)	Senior Scientist (Agricultural Meteorology), National Institute of Abiotic Stress Management, Baramati	16.05.2012	7	2	1	NFS	17.05.2012
6	04/2011 (265)	Senior Scientist (Food Technology), Directorate of Soybean Research, Indore	17.05.2012	7	3	1	NFS	21.05.2012
7	04/2011 (298)	Senior Scientist (Poultry Science), ICAR Research Complex for NEH Region, Barapani	20.06.2012	7	2	1	NFS	25.06.2012

NFS: None Found Suitable

*Appendix VII*  
(vide para 5.1)

Assessment Cases Processed under the Revised Career Advancement Scheme (CAS) of ICAR during 2012-13

S.No.	Name of the Discipline	Date of Interview	Candidates Interviewed
1	Forestry	23-07-2012	2
2	Home Science	23-07-2012	2
3	Home Science Extension	23-07-2012	1
4	Bio-Chemistry (PS)	24-07-2012	6
5	Bio-Technology (PS)	25-07-2012	7
6	Seed Technology	26-07-2012	7
7	Nematology	27-07-2012	10
8	Bio-Physics	22-08-2012	1
9	Computer Application in Agriculture	22-08-2012	1
10	Textile Chemistry	22-08-2012	1
11	Geography	29-08-2012	2
12	Physics	29-08-2012	4
13	Agricultural Meteorology	30-08-2012	4
14	Textile Manufacture	30-08-2012	3
15	Soil Science Pedology	31-08-2012	4
16	Dairy Chemistry	03-09-2012	1
17	Dairy Microbiology	03-09-2012	3
18	Dairy Technology	03-09-2012	2
19	Microbiology (AS)	03-09-2012	1

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S.No.	Name of the Discipline	Date of Interview	Candidates Interviewed
20	Vety. Pharmacology	03-09-2012	1
21	Fish Processing Technology	04-09-2012	4
22	Livestock Production Technology	04-09-2012	5
23	Soil Physics & Soil Water Conservation	04-09-2012	5
24	Vety. Medicine	04-09-2012	4
25	Vety. Surgery	04-09-2012	3
26	Agricultural Structure & Processing Engineering	05-09-2012	7
27	Poultry Science	05-09-2012	6
28	Soil & Water Conservation Engineering	07-09-2012	12
29	Vety. Virology	10-09-2012	7
30	Bio-Technology (AS)	12-13.09.2012	13
31	Microbiology (PS)	12-09-2012	13
32	Organic Chemistry	12-09-2012	13
33	Vety. Microbiology	12-09-2012	13
34	Genetics & Cytogenetics	13-14.09.2012	20
35	Agricultural Statistics	13-14.09.2012	15
36	Animal Physiology	13-14.09.2012	13
37	Economic Botany	14-09-2012	20
38	Vety. Parasitology	18-09-2012	10
39	Bio-Chemistry (AS)	19-09-2012	11
40	Agricultural Economics	19-20.09.2012	18
41	Animal Genetics & Breeding	19-20.09.2012	14
42	Horticulture	20.09.2012	29
43	Farm Machinery & Power	21.09.2012	18
44	Vety. Public Health	21.09.2012	6
45	Livestock Production Management	25.09.2012	8

S.No.	Name of the Discipline	Date of Interview	Candidates Interviewed
46	Animal Reproduction	26.09.2012	8
47	Vety. Pathology	26.09.2012	7
48	Plant Physiology	27.09.2012	32
49	Animal Nutrition	27-28.09.2012	34
50	Soil Chemistry/Fertility/Microbiology	27-28.09.2012	31
51	Plant Pathology	06.10.2012	38
52	Fish & Fishery Science	8-10.10.2012	52
53	Agricultural Chemistry	11-10.2012	7
54	Agricultural Entomology	11-12.10.2012	37
55	Agronomy	13-16.10.2012	68
56	Agricultural Extension	15-17.10.2012	38
57	Plant Breeding	18-19.10.2012	47
<b>Total</b>			<b>749</b>

Appendix VIII  
(vide para 11.1)

List of Institutes for which Departmental Promotion Committees for Technical Cadre Posts (2012-13) were constituted by the ASRB as per Rules

Sl No. Institutes	No. of Committees
(i) ICAR Headquarter, New Delhi	3
(ii) Crop Sciences Division	
1. Directorate of Rice Research, Rajendra Nagar, Hyderabad	3
2. Indian Institute of Sugarcane Research, Lucknow	3
3. Directorate of Oilseeds Research, Hyderabad	2
4. Vivekananda Parvatiya Krishi Anusandhan Sansthan, Almora	4
5. National Bureau of Plant Genetics Resources, Pusa Campus, New Delhi	1
6. Central Institute of Cotton Resources, Nagpur	2
7. Central Tobacco Research Institute, Rajamundry	1
8. Central Tuber Crops Research Institute, Thiruvananthapuram	1
9. Directorate of Soybean Research, Khandwa Road, Indore	2
10. Sugarcane Breeding Institute, Coimbatore	2
11. Indian Grassland & Fodder Research Institute, Jhansi	2
(iii) Natural Resource Management Division	
12. Directorate of Seed Research, Mau, Uttar Pradesh	1
13. Central Soil Salinity Research Institute, Karnal	3
14. ICAR Research Complex for Goa, Ela Old Goa	2
15. Project Directorate for Farming System Research, Modipuram, Meerut	3
16. National Research Centre for Agroforestry, Jhansi	2
17. Central Arid Zone Research Institute, Jodhpur	2
18. Central Soil & Water Conservation Research and Training Institute, Dehradun	1

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Sl No.	Institutes	No. of Committees
	19. Central Research Institute for Dry land Agriculture, Hyderabad	3
	20. National Bureau of Soil Survey and Land and Use Planning, Nagpur	1
<b>(iv)</b>	<b>Horticulture Division</b>	
	21. National Research Centre for Citrus, Nagpur	1
	22. Central Plantation Crops Research Institute, Kasargod	2
	23. Directorate of Medicinal & Aromatic Plants Research, Anand	2
	24. Central Institute For Arid Horticulture, Bikaner, Rajasthan	1
	25. Directorate of Cashew Research, Puttur, Karnataka	1
	26. Indian Institute of Spices Research, Calicut	1
	27. Indian Institute of Vegetable Research, Varanasi	1
	28. Directorate of Oil Palm Research, Pedavegi, West Godavari District	1
	29. National Research Centre on Pomegranate, Solapur	1
	30. National Research Centre for Grapes, Pune	1
	31. Central Agricultural Research Institute, Port Blair	2
	32. National Research Centre on Seed Spices, Ajmer, Rajasthan	2
	33. Indian Institute of Horticulture Research, Bangalore, Karnataka	1
	34. Central Institute for Subtropical Horticulture, Lucknow, Uttar Pradesh	1
<b>(v)</b>	<b>Fisheries Science Division</b>	
	35. Central Institute of Freshwater Aquaculture, Bhubaneswar, Odisha	4
	36. Central Marine Fisheries Research Institute, Cochin, Kerala	3
	37. Directorate of Coldwater Fisheries Research, Bhimtal, Uttarakhand	1
	38. Central Institute of Brackishwater Aquaculture, Chennai, Tamil Nadu	4
<b>(vi)</b>	<b>Animal Science Division</b>	
	39. Project Directorate on Cattle, Meerut, Uttar Pradesh	2
	40. Central Institute for Research on Buffaloes, Hisar, Haryana	3
	41. Central Sheep & Wool Research Institute, Avikanagar, Rajasthan	1
	42. Central Institute for Research on Goats, Makhdoom, Mathura, Uttar Pradesh	1
	43. National Research Centre on Camel, Bikaner, Rajasthan	1

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Sl No.	Institutes	No. of Committees
	44. Project Directorate on Poultry, Hyderabad, Andhra Pradesh	2
<b>(vii)</b>	<b>Agricultural Extension Division</b>	
	45. Zonal Project Directorate, Zone-VIII, HRS, H.A. Farm Post Hebbal, Bengaluru	2
	46. Zonal Project Directorate, Zone-I, ICAR, PAU Campus, Ludhiana, Punjab	1
	47. Directorate of Research on Women in Agriculture, Bhubaneswar, Odisha	1
	48. Zonal Project Directorate, Zone VI, CAZRI Campus, Jodhpur	2
	49. Zonal Project Directorate, Zone IV, Kanpur	1
<b>(viii)</b>	<b>Agricultural Engineering Division</b>	
	50. Central Institute for Research on Cotton Technology (CIRCOT), Mumbai	1
	51. Central Institute of Agricultural Engineering, Nabi Bagh, Bhopal	1
	<b>Total</b>	<b>93</b>

Appendix IX  
(vide para 11.2)

List of Institutes for which  
Departmental Promotion Committees (2012-13)  
were constituted by the ASRB as per Rules for Career  
Advancement of ARS Scientists

Sl No.	Institutes	No. of Committees
<b>(i)</b>	<b>Crop Sciences Division</b>	
1.	Central Research Institute of Jute & Allied Fibres, Barrackpore (W.B.)	1
2.	Directorate of Seed Research, Mau, Uttar Pradesh	1
3.	Directorate of Maize Research, ICAR, Pusa Campus, New Delhi	1
4.	Central Rice Research Institute, Cuttack, Odisha	1
5.	National Bureau of Agriculturally Important Insects, Bengaluru, Karnataka	1
6.	National Bureau of Plant Genetic Resources, New Delhi	1
7.	National Centre for Integrated Pest Management LBS Building, Pusa Campus, New Delhi	1
8.	Central Institute for Cotton Research, Nagpur, Maharashtra	1
<b>(ii)</b>	<b>Horticulture Division</b>	
9.	Indian Institute for Vegetable Research, Varanasi, Uttar Pradesh	1
10.	Central Agricultural Research Institute, Port Blair, Andman & Nicobar Island	1
11.	Central Institute of Temperate Horticulture, Srinagar (J&K)	1
12.	Indian Institute of Horticultural Research, Bengaluru, Karnataka	1
13.	Directorate of Onion and Garlic Research, Pune, Maharashtra	1
14.	National Research Centre for Litchi, Muzaffarpur, Bihar	1
15.	National Research Centre on Pomegranate, Solapur, Maharashtra	1
16.	Central Institute for Arid Horticulture, Bikaner, Rajasthan	1



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Sl No.	Institutes	No. of Committees
17.	Directorate of Cashew Research, Puttur, Karnataka	1
18.	Indian Institute of Spices Research, Calicut, Kerala	3
19.	Directorate of Mushroom Research, Solan (H.P.)	1
<b>(iii) Natural Resource Management Division</b>		
20.	Central Soil Salinity Research Institute, Karnal, Haryana	1
21.	National Bureau of Soil Sciences and Land Use Planning, Nagpur, Maharashtra	1
22.	ICAR Research Complex for Goa Ela, Old Goa	1
23.	Vikevananda Parvatiya Krishi Anusandhan Sansthan, Almora, Uttrakhand	2
24.	Central Research Institute for Dry land Agriculture, Hyderabad (A.P.)	2
25.	ICAR Research Complex for NEH Region, Umiam, Meghalaya	1
<b>(iv) Management &amp; Statistics Division</b>		
26.	National Academy of Agricultural Research Management, Rajendranagar, Hyderabad, (A.P.)	1
27.	Indian Agricultural Statistics Research Institute, Library Avenue, New Delhi	1
28.	National Centre for Agricultural Economics and Policy Research, Pusa, New Delhi	1
<b>(v) Animal Science Division</b>		
29.	Central Avian Research Institute, Izatnagar, Uttar Pradesh	1
30.	National Institute of Animal Nutrition and Physiology, Bengaluru, Karnataka	1
31.	Project Directorate on Foot and Mouth Disease, Indian Veterinary Research Institute Campus, Mukteshwar, Uttar Pradesh	1
32.	National Research Centre on Pig, Rani, Guwahati, Assam	1
33.	National Research Centre on Equines, Hisar, Haryana	1
34.	Project Directorate on Animal Disease Monitoring and Surveillance, Bengaluru, Karnataka	1
35.	Project Directorate on Poultry, Hyderabad, (A.P.)	1
36.	National Research Centre for Mithun, Jharnapani	1

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Sl No.	Institutes	No. of Committees
<b>(vi)</b>	<b>Fisheries Science Division</b>	
37.	Central Institute of Freshwater Aquaculture, Bhubaneswar, Odisha	1
38.	Central Marine Fisheries Research Institute, Cochin, Kerala	1
39.	Central Institute of Brackishwater Aquaculture, Chennai, Tamil Nadu	1
<b>(vii)</b>	<b>Agricultural Engineering Division</b>	
40.	Central Institute of Post Harvest Engineering & Technology, Ludhiana, Punjab	1
41.	Central Institute for Research on Cotton Technology, Mumbai, Maharashtra	1
42.	Central Institute of Agricultural Engineering, Nabi Bagh, Bhopal, (M.P.)	1
	<b>Total</b>	<b>46</b>

Appendix X  
(vide para 1.3.1)

## Sanctioned strength of the Board during 2012-13

Sl No.	Posts	Sanctioned	In position As on 31.3.2013	Vacant
1.	Chairman	1	1	-
2.	Member	2	2	-
3.	Secretary/Director	1	1	-
4.	Controller of Examinations	1	1	-
5.	Deputy Secretary	1	1	-
6.	Sr. Scientist & COE (Online)	1	1	-
7.	Under Secretary	1	1	-
8.	Principal Private Secretary	3	3	-
9.	Section Officer	7	6	1
10.	AF & AO	1	-	1
11.	Technical Officers (T-9)	2	1	1
12.	Technical Officer (T-6)	3	-	3
13.	Private Secretary	1	1	0
14.	Deputy Director (OL)	1	1	-
15.	T-3 (Category-II- Computer Assistant)	1	1	-
16.	PA/Steno	3	1	2
17.	Cashier	1	1	-
18.	Assistants	16	19	+3
19.	U.D.C.	10	2	8
20.	L.D.C.	4	-	4
21.	Hindi Steno Gr. II	1	-	1
22.	Driver	3	2	1
23.	Skilled Support Staff	15	4	11
	<b>Total</b>	<b>80</b>	<b>50</b>	<b>30</b>

## Appendix XI

# Personnel (Appointments, Promotions Transfers, Retirements etc.)

### Appointments/Joining

- Dr. S.K. Bandyopadhyay joined as Member, ASRB w.e.f. 14.05.2012  
Ms. Priyanka Bhatti joined as Assistant w.e.f. 08.08.2012  
Sh Anthony Ekka Assistant joined in ASRB on transfer from law section, ICAR w.e.f. 31.08.2012  
Sh Dinesh Kumar Mishra joined as Assistant w.e.f. 03.09.2012  
Sh Jitender Kumar joined as Assistant w.e.f. 03.09.2012  
Sh Bharat Lal Meena joined as Assistant w.e.f. 03.09.2012  
Sh Sujit Kumar Verma joined as Assistant w.e.f. 03.09.2012  
Sh Raulmuanthang Thawmte joined as Assistant w.e.f. 03.09.2012  
Sh Akhil Ahlawat joined as Assistant w.e.f. 03.09.2012  
Ms. Priyadarshani Niharika Sinha joined as Assistant w.e.f.08.11.2012  
Sh A. K. Yadav, Section Officer joined in ASRB on transfer from NRM Division, ICAR w.e.f. 21.11.2012  
Sh P R Rao, Deputy Director (OL) joined in ASRB on transfer from ICAR H.Q. w.e.f. 17.12.2012  
Sh Mukesh Kumar, PPS, joined in ASRB on transfer from NAIP(ICAR) w.e.f. 14.01.2013

### Promotions

- Shri Vinod Kumar, T.O. (T-7-8) promoted as Technical Officer (T-9) w.e.f. 03.02.2012  
Shri Suresh Pal, T.O. (T-7-8) promoted as Technical Officer (T-9) w.e.f. 03.02.2012  
Sh Manohar, AF&AO promoted as Finance and Account Officer w.e.f. 05.11.2012

### Retirements

- Sh. Vinod Kumar, Technical Officer (T-9) retired on 31.08.2012 on attaining superannuation.



**Obituary**

The ASRB family records with deep sense of regret and condolence the sad and untimely demise of Sh. G.S. Chauhan T-5 (Driver) on 8<sup>th</sup> September, 2012 after he had met with a fatal road accident. Sh. Chauhan served the ICAR for more than 35 years with sincerity and dedication.



*Appendix XII*  
(vide para 1.3.1)

List of the officers and staff of the  
Board in position as on 31.03.2013

**Office of the Chairman**

Dr Gurbachan Singh	Chairman
Sh Y.R. Singh	Principal Private Secretary
Sh Mukesh Kumar	Principal Private Secretary
Sh Dinesh Kumar Mishra	Assistant

**Office of the Member (s)**

Dr V.N. Sharda	Member
Sh Anil Upadhyay	Private Secretary

**Office of the Member (B)**

Dr S.K. Bandyopadhyay	Member
Sh Kailash Chander	Principal Private Secretary

**Office of Secretary, ASRB**

Sh N.S. Randhawa	Secretary
Sh Vinay Kumar	Personal Assistant

**Administration**

Sh Rajiv Mangotra	Deputy Secretary (Gen. Admin. & Recruitment)
Smt. Monika Mohale	Section Officer, (General Administration)
Sh Manohar	Finance and Account Officer
Sh D.S. Rawat	Assistant (Cashier)
Sh Rajender Kumar	Assistant

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Sh Mukesh Chand	Assistant
Smt Ravinder Kaur	Assistant
Sh Jitender Kumar	Assistant
Sh Roshan Singh Rawat	Upper Division Clerk

### Research and Analysis Wing

Dr Suresh Pal	Technical Officer (T-9)
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### Recruitment I Section & Assessment Cell

Sh Rajiv Mangotra	Deputy Secretary (Recruitment)
Smt Ashu Baweja	Assistant
Sh Naresh Kumar Sharma	Section Officer (Recruitment)
Sh Satish Pal Singh	Assistant
Sh Sandeep Chaudhary	Section Officer (Assessment)
Sh Sukh Pal Singh	Assistant
Sh Anthony Ekka	Assistant

### Recruitment II Section

Smt Rita Ghoshal	Section Officer
Sh Jitender Kumar	Assistant
Sh Bharat Lal Meena	Assistant

### Office of the Controller of Examinations

Sh M.K. Jain	Controller of Examinations
Sh N.K. Jindal	Deputy Controller of Examinations
Sh A.K. Yadav	Section Officer (Confidential Cell)
Sh Vinod Kumar	Assistant
Smt Santosh Dhingra	Assistant
Sh Sujit Kumar Verma	Assistant

### Exam - I Section

Ms Priyanka Bhatti	Assistant
Ms Priyadarshani Niharika Sinha	Assistant

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### Exam - II Section

Sh Umesh Gahlot	Section Officer
Sh Pratap Singh	Assistant
Smt Veena Dhall	Assistant
Sh Raulmuanthang Thawmte	Assistant

### Office of the Controller of Online Examinations

Dr A.P. Ruhil	Senior Scientist & COE (Online)
Smt. Veena Sikka	Assistant

### Hindi Section

Sh P.R. Rao	Deputy Director (OL)
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### Staff

Sh Surinder Kumar	Driver
Sh Subhash Chander Kochar	Driver

### Supporting Staff

Sh Jagat Narain,	Skilled Support Staff
Sh Daya Ram Shukla	Skilled Support Staff
Sh Suresh Kumar	Skilled Support Staff
Sh Shiv Prasad	Skilled Support Staff







Glimpses of ASRB Family on the New Year Day get together at KAB - I





A Proposed Layout Plan for New Office Building of ASRB at Pusa Campus, DPS Marg, New Delhi 110 012