



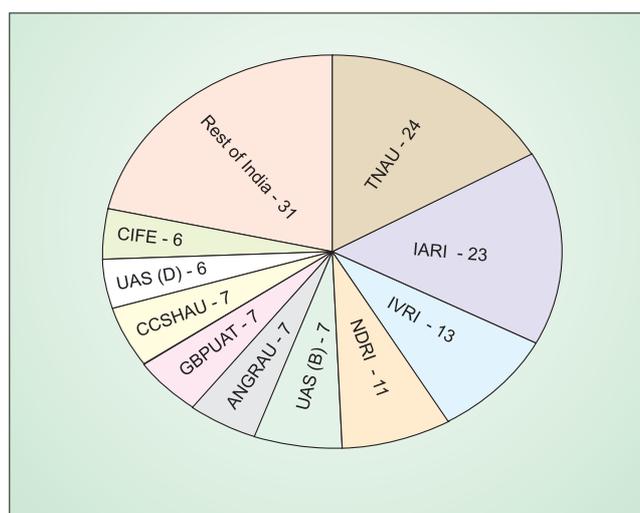
## 7. Agricultural Scientists' Recruitment Board

The Agricultural Scientists' Recruitment Board (ASRB), an independent recruitment agency under DARE/ICAR, had undertaken a number of reforms to make assessment and recruitment more transparent and efficient. The impetus given to reform process during 2005–2006, was maintained during the current year as well. The highlights of the various activities undertaken during 2006–2007 are briefly described.

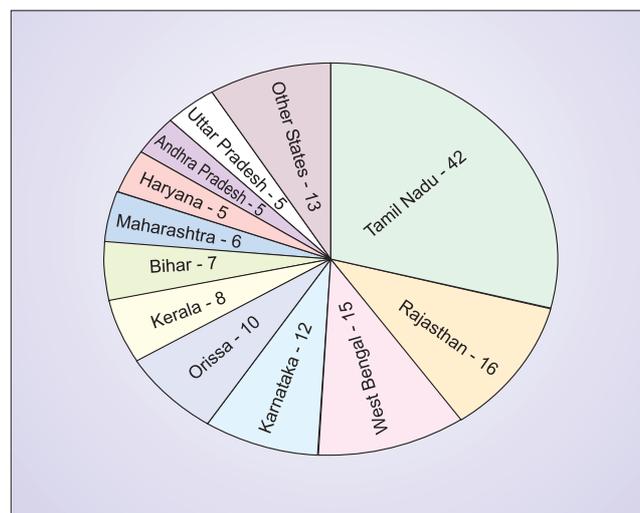
### ARS/NET Examination 2005

The Agricultural Research Service (ARS)/National Eligibility Test (NET) examination was held in February 2006 at 32 centres spread throughout the country. Of the 12,524 candidates appeared in the examination, 1,760 cleared NET and ratio being 1 : 7. There were 599 candidates who were called for interview in ARS. Though the advertised vacancies were 160, none qualified in certain disciplines, and thus only 145 vacancies could be filled. The critical analysis of the ARS results indicated:

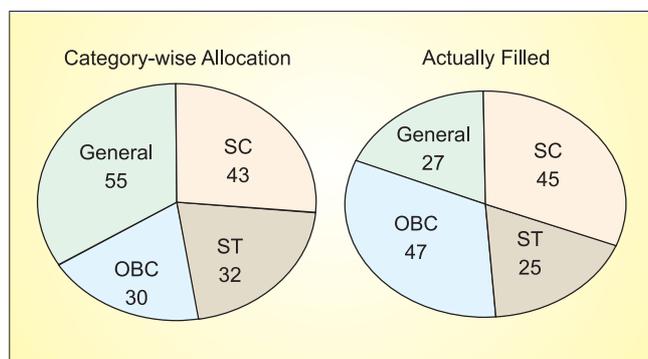
- The candidates belonging to OBC category outperformed the general category, and they claimed 17 seats in general category.
- The candidates belonging to SC category also performed fairly well and could claim 2 seats in general category.
- The top 10 state agricultural universities (SAUs)/deemed-to-be universities contributed 79% of the successful ARS candidates.
- The state-wise distribution was also skewed, as 50% ARS scientists were from only 3 states, viz. Tamil Nadu,



Performance of top ten SAU's/ICAR deemed-to-be universities



State-wise distribution of performance in ARS-2005



Category-wise performance of different groups in ARS examination 2005

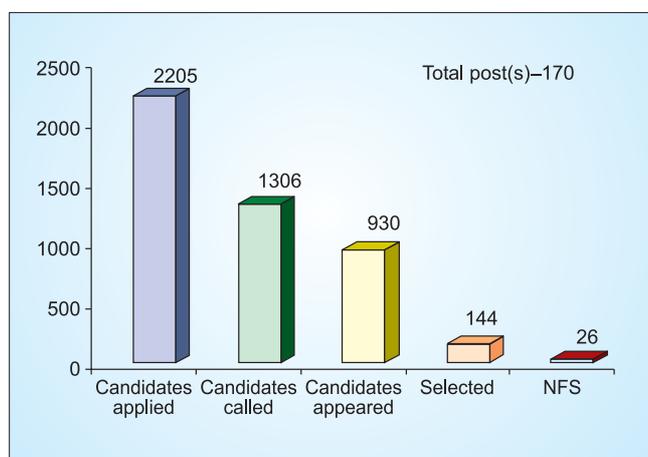
Karnataka and Rajasthan. The tally of Rajasthan was high owing to its contribution to ST category.

- This calls for in-depth analysis of the factors leading to skewed distribution and planning for remedial measures. Therefore in many states steps are called for upgrading the academic standards.



**Direct Recruitment to Scientific Positions through Interview**

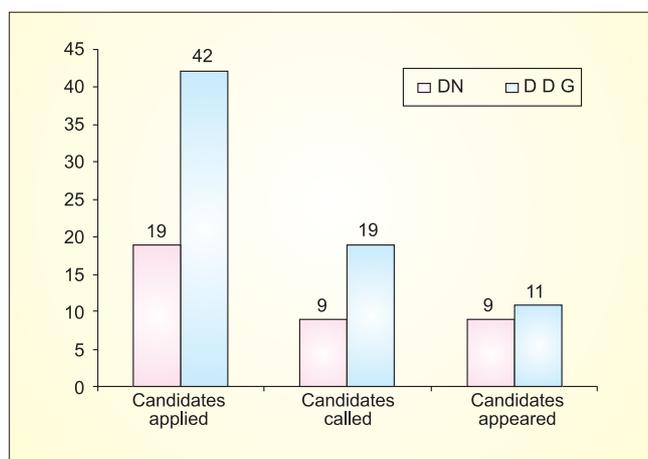
The Board has completed recruitment process in respect of 170 posts during the current year. Of these, 40 posts fall in research and management category (RMP), 25 in middle level management (Heads, Project Co-ordinators, Zonal Co-ordinators etc.) and the remaining in Senior and Principal Scientist category. The Board could make positive recommendations in 144 cases, whereas in rest of the cases, no suitable candidates were available.



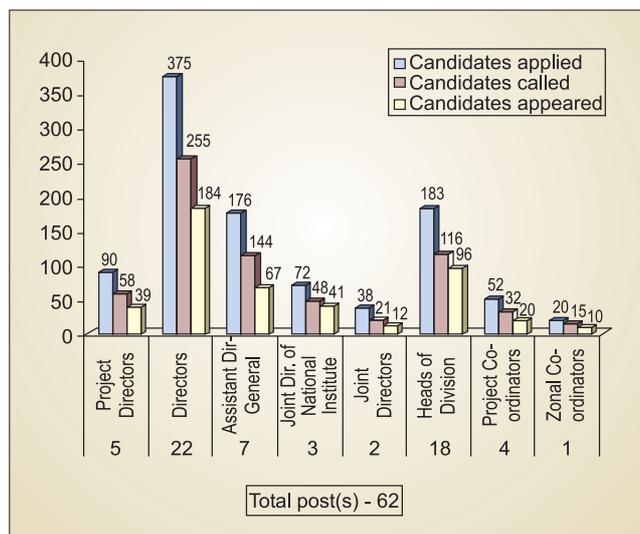
Details of 170 direct selection posts

In all, the Board screened more than 2,200 applications and called about 1,306 candidates for interview. A total of 930 candidates actually attended the interview.

Thus on an average, there were 5.5 candidates for each position. But the inter-category distribution of available candidates was

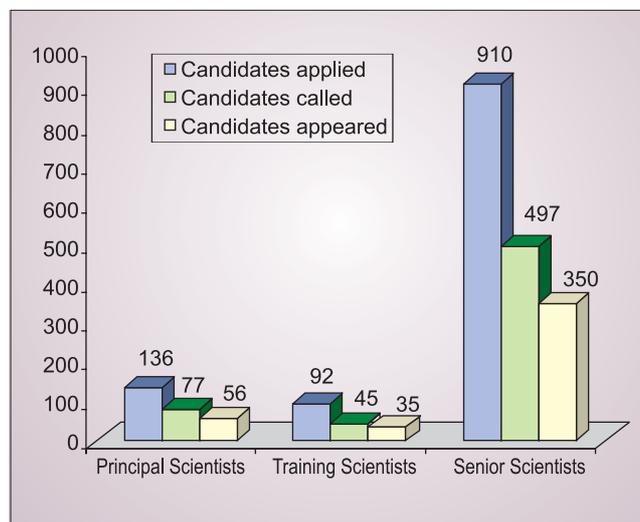


Recruitment detail of Directors of National Institutes (DN) and Deputy Directors General (DDG)



Recruitment detail of Project Directors, Directors, Assistant Directors General, Joint Directors of National Institutes, Heads of Division, Project Co-ordinators and Zonal Co-ordinators

highly skewed. The availability of the candidates for Senior Scientists posts was very low and about 50% of selections were based on 1–3 eligible candidates.



Recruitment detail of Pr. Scientists, Training Organizers and Sr Scientists

**Recruitment of Administrative Officers**

The open competitive examination for recruitment of 12 Administrative officers was held in 2004, for which 3,489 candidates appeared in the test. The first 60 qualifying applicants were called, but only 44 attended the interview. The category-wise distribution of candidates was SC 13, ST 4, General 27, whereas the distribution of post in each category was SC 3, ST 1 and General 8. The Board



observed that the quality of the candidates for these positions was very good across all categories. It indicates that better qualified persons are opting for ICAR administrative service.

#### **Recruitment of Section Officers**

Limited departmental competitive examination for section officers at the ICAR headquarters was held during August 2006. Twentyeight candidates took the examination for 15 posts.

#### **Reforms**

##### ***Revision of Guidelines for Promotion through Career Advancement Scheme***

The ASRB has developed new guidelines for assessing Senior Scientist for promotion to Principal Scientist. The primary objective of these guidelines is to ensure transparency and assess the scientists for the job assigned to them. Accordingly, separate proforma have been prepared for scientists engaged in research,

teaching and research, research and extension, at ICAR Hq. and the NAARM. In the new guidelines, the weightage for personal discussion has been increased from 10 to 20%, while that of confidential report reduced from 30 to 20%.

##### ***Comprehension of ARS/NET Disciplines***

The need for comprehending and rationalizing the existing 69 scientific disciplines of ARS/NET had been felt since long. A high level committee deliberated on this issue and recommended 37 compact broad disciplines. Accordingly, the syllabus has been recast. The new scheme will come into force with effect from 2007.

##### ***Development of Manual for Operating Right To Information (RTI) Act–2005***

A comprehensive manual containing guidelines entertaining and disposing cases received under RTI, has been developed. The document would be useful in quick and correct disposal of information being sought.