



5. Organization and Management

DARE

The Department of Agricultural Research and Education (DARE) was established in the Ministry of Agriculture in December 1973; subjects allotted to the DARE as per the Government of India (Allocation of Rules) are specified in Appendix I of DARE.

The Indian Council of Agricultural Research (ICAR) is an autonomous body under the Department of Agricultural Research and Education. The Secretary to the Government of India of the DARE functions as the Director-General of the ICAR. The Additional Secretary of the DARE, functions as the Secretary of the ICAR. The Financial Advisor of the DARE is the Financial Advisor of the ICAR. Generally single-file system is followed between the DARE and the ICAR.

The DARE has 15 Group A, 12 Group B, 16 Group C and 6 Group D employees. The recruitments to the posts in the Groups A, B, C is done centrally, either through the Department of Personnel and Training or through the Department of Agriculture and Co-operation, depending on the level of the post. Direct recruitments are only for Group D posts, and they are being made in accordance with the orders of the Government of India regarding reservations for scheduled castes, scheduled tribes and other backward classes. Presently, DARE has 8 scheduled caste employees.

A detailed break-up of the posts and the names of the important functionaries is given in Appendix II of the DARE. The financial requirement (Grant No.2) includes budget estimates (BE) and revised estimates (RE) of the DARE and the ICAR (Plan and Non-Plan 2006–2007) respectively. The detailed break-up of these financial figures is given in Appendix III of DARE.

ICAR

The Indian Council of Agricultural Research is an apex organization at the national level for promoting Science and Technology Programmes in the agricultural research and education.

The ICAR was set up on 16 July 1929 as the Registered Society under the Societies Registration Act 1860, on the recommendations of the Royal Commission of Agriculture. It was reorganized twice, in 1965 and 1973. The headquarters of the ICAR is located at Krishi Bhavan, New Delhi, and its other buildings are Krishi Anusandhan Bhavans I and II, and NASC, New Delhi.

The Union Minister for Agriculture is the President of the ICAR

- Financial upgradation granted to many eligible employees in various grades, stenographers/LDC and Group D employees
- Organized 3 Hindi workshops
- *Ganesh Shankar Vidyarthi Utkrist Hindi Krishi Patrika Puruskar*, awarded to CMFRI, Kochi (First Prize), and IASRI (Second Prize)
- The First Prize of "*Rajshri Tandon Rajbhasha Puruskar*" awarded to IASRI, New Delhi, under the category of Big Institute; CIRC, Mumbai, under the category of A and B regions; and CIFT, Mumbai, under the category of C region
- A state-of-art video-lab has been set up at Krishi Bhavan for editing and production of short films and multimedia presentation for the ICAR
- The Council received First Prize for best display of exhibits in 'Bangalore Bio-Expo 2006'
- Nine news items related to the ICAR appeared on the front pages of the national dailies
- Added 625 new technical books in the ICAR Library. All books have been entered in Library Software Package. DELNET services have also been provided to readers of the Council as referred and reference service
- To promote excellence in agriculture, a total of 42 scientists and their associates, 6 farmers and 1 journalist honoured in 12 categories of awards. Besides, the contribution of 4 institutions and All-India Co-ordinated Research Projects were also recognized.

and the State Minister for Agriculture is the Vice-President. The Principal Executive Officer of the ICAR is the Director-General, who is also the Secretary to the Government of India in the Department of Agricultural Research and Education.





ORGANIZATION AND MANAGEMENT

The General Body (GB) of the ICAR Society is the supreme authority of the ICAR, and the Minister for Agriculture, Central/ State Governments representatives of India, heads it. The members of the GB are the Ministers for Agriculture, Animal Husbandry and Fisheries, and the Senior Officers of the various state governments, representatives of Parliament, industries, educational institutes, scientific organizations and farmers (Appendix 1).

The Governing Body (Appendix 2) is the chief executive and decision-making authority of the ICAR. It is headed by the Director-General. It consists of eminent agricultural scientists, educationists, legislators and representatives of the farmers. It is assisted by the Standing Finance Committee, Accreditation Board, Regional Committees, Policy and Planning Committee, several Scientific Panels, and Publications Committee. In the scientific matters, the Director-General is assisted by 8 Deputy Directors-General, one each for (i) Crop Sciences, (ii) Horticulture, (iii) Natural Resource Management, (iv) Agricultural Engineering, (v) Animal Sciences, (vi) Fisheries, (vii) Agricultural Education, and (viii) Agricultural Extension. The DDGs are responsible for the Institutes, National Research Centres, and the Projects Directorates in their respective fields. The members of Standing Finance Committee are Director-General (ICAR), Secretary (Ministry of Agriculture), scientists, senior officers, farmers and Members of Parliament (Appendix 3). The senior officers posted at the ICAR (Hq) are listed in Appendix 4 of the ICAR.

The ICAR receives funds from the Government of India and from the proceeds of the Agricultural Produce Cess.

The ICAR develops technologies and disseminates knowledge to farming community not only for increasing yields of crops and maintaining natural resources but also for elevating community's economic status.

The Research set-up of the ICAR includes 48 Institutes (Appendix 5), 5 National Bureaux (Appendix 6), 12 Project Directorates (Appendix 7), 32 National Research Centres (Appendix 8), and 62 All-India Co-ordinated Research Projects (Appendix 9).



The Directorate of Information and Publications of Agriculture is working independently with the approval of the Competent Authority and brings out one publication on every third day. It also creates public awareness by dissemination of Information globally through print media as well as electronic media.

The ICAR promotes research, education and extension education in 39 State Agricultural Universities, 5 Deemed Universities, 1 Central Agricultural University for the North-Eastern Hills Region and 4 Central Universities by giving financial assistance in different forms (Appendix 10).

For effective communication of research findings among farmers, the ICAR maintains an effective network of Krishi Vigyan Kendras and Trainers' and Training Centres along with Zonal Co-ordinating Units.

The total sanctioned as well as existing strength of the employees of the ICAR system, including scheduled castes, scheduled tribes and other backward classes, is given in Appendix 11.

Thus with an extensive network of research infrastructure, backed by an excellent team of scientists and other employees, the ICAR is making rapid strides in agricultural research, and provides support to the national efforts in achieving food security and self-sufficiency.

POLICY AND PERSPECTIVE PLANNING

ICAR Guidelines for Intellectual Property Management and Technology Transfer/Commercialization were approved by Governing Body and President, ICAR Society. These were made operative from 2 October 2006.





ADMINISTRATION

Filling up of vacant posts

A good number of vacant posts like Director (Finance, ICAR/ NAIP), Under-Secretaries, Senior Administrative Officers, Administrative Officers, Section Officers, Desk Officers, Private Secretaries, Assistants, Personal Assistants, UDCs, Stenographers, Group 'D' posts have been filled up.

Probation/Confirmation

Probation of the Officers of the Combined Cadre of Administrative Officers has been cleared in a meeting.

Financial upgradation granted under the ACP Scheme

As per the Government of India instructions 'Financial upgradation' has been granted to many eligible stenographers/ LDC and Group D employees.

Total number of gazetted employees and number of scheduled castes, scheduled tribes and other backward classes at ICAR (Hq)

Posts	Scale of pay (Rs)	Total sanctioned posts	Employees in position	No. of SCs	Percentage to total employees	No. of STs	Percentage to total employees	No. of OBCs	Percentage to total employees
Director (P)	14300–400–18300	01	01	–	–	–	–	–	–
Director (F)	14300–400–18300	02	02	–	–	–	–	–	–
Director (OL)	12000–375–16500	01	01	–	–	–	–	–	–
Dy Secretary	12000–375–16500	08	08	–	–	01	12.5	–	–
Legal Advisor	12000–375–16500	01	01	–	–	–	–	–	–
Dy Director (F)	12000–375–16500	02	02	–	–	–	–	–	–
Dy Director (OL)	10000–325–15200	01	01	01	100	–	–	–	–
Under Secretary SA to Chairman, ASRB	10000–325–15200	13	13	01	7.69	02	15.38	–	–
Senior F &AO	10000–325–15200	03	03	–	–	–	–	–	–
Law Officer	8000–275–13500	01	01	–	–	–	–	–	–
Finance &Assistant Accounts Officer	8000–275–13500	07	06	–	–	–	–	–	–
Assistant Legal Advisor	6500–200–10500	01	01	–	–	–	–	–	–
Assistant Director (OL)	6500–200–10500	02	02	–	–	–	–	–	–
Junior Analyst	6500–200–10500	02	–	–	–	–	–	–	–
Desk Officer	6500–200–10500	06	06	01	16.66	–	–	–	–
Protocol Officer	6500–200–10500	01	–	–	–	–	–	–	–
Finance and Accounts Officer	6500–200–10500	06	05	–	–	–	–	–	–
Section Officer	6500–200–10500	80	63	11	17.46	06	9.52	01	1.58
Private Secretary	6500–200–10500	30	30	04	13.33	–	–	–	–



ORGANIZATION AND MANAGEMENT

Total number of non-gazetted employees and number of scheduled castes, scheduled tribes and other backward classes at ICAR (Hq)

Posts	Scale of pay (Rs)	Total sanctioned posts	Employees in position	No. of SCs	Percentage to total employees	No. of STs	Percentage to total employees	No of OBCs	Percentage to total employees
Assistant	5500–175–90	164	143	24	16.78	11	07.69	05	03.49
PA (Gr.II)	5500–175–9000	55	48	06	12.50	02	04.16	01	03.33
Steno (Gr.III)	4000–100–6000	47	30	04	13.33	Nil	–	01	02.08
UDC	4000–100–6000	188	186	36	19.35	09	04.84	–	–

Total number of Group C and D employees and number of scheduled castes, scheduled tribes and other backward classes

Posts	Total sanctioned posts	Employees in position	No. of SCs	Percentage to total employees	No. of STs	Percentage to total employees	No. of OBCs	Percentage to total employees
LDC	94	84	18	21.4	4	4.76	11	13.09
Peon	76	72	24	33.3	3	4.16	5	6.9
Farash	11	11	7	63.6	2	18.18	1	9.90
Mali	5	5	–	–	–	–	–	–
Packer	5	4	1	25	–	–	2	50
Studio attendant	1	1	–	–	–	–	–	–
Store attendant	1	1	–	–	–	–	–	–
Daftry	45	45	9	20	1	2.2	–	–
Head packer	1	1	–	–	–	–	–	–
Jamadar	8	8	2	25	–	–	–	–
Jr Gestetner operator	2	2	2	100	–	–	–	–
Franking machine operator	1	1	1	100	–	–	–	–
Library attendant	2	2	–	–	–	–	1	50
Despatch rider	1	1	1	100	–	–	–	–
Record keeper	1	1	1	100	–	–	–	–
Sr Gestetner operator	2	2	–	–	2	100	–	–
Safaiwala	12	12	12	100	–	–	–	–

Staff Welfare Fund Scheme

- As per the recommendations of the Managing Committee of ICAR (Hq) Welfare Fund, financial assistance of Rs 25,000 each was extended to families of six deceased employees. And financial assistance of Rs 20,000 each was given to the self or the dependents of the employees (6) for medical treatment.
- Scholarships were awarded to meritorious wards of the Council's employees under 'Staff Welfare Fund Scheme'.

PROGRESSIVE USE OF HINDI
DARE

The Department of Agricultural Research and Education has an Official Language Section for the compliance and implementation of the Official Language Policy of the Government of India. It consists of one post each of Assistant Director (Official Language), Junior Hindi Translator and Hindi Typist. The section looks after the Hindi translation of the Budget, and compilation



and preparation of Annual Report of the Department. The other functions of the section include holding Hindi workshops, meetings, reports, organizing *Hindi Pakhwada*.

ICAR

- During reported period, 3 Institutes/Centres of the Council have been notified in the Gazette of the Government of India, thus raising the total number of notified Institutions to 98 under rule 10 (04) of the Official Language Rule 1976.
- Joint Official Language Implementation Committee of the DARE and the ICAR, working under the Chairmanship of the Additional Secretary, DARE/Secretary, ICAR, met thrice during the period under report. Similarly, Official Language Implementation Committees constituted at mostly Institutes/Centres convened their meetings.
- Proceedings of the Official Language Implementation Committee meetings held by the Institutes etc. as well as the quarterly progress reports regarding the use of Official Language Hindi received from various institutes at the ICAR (Hq) were reviewed and proper measures have been suggested to overcome shortcomings found therein.
- Rosters were maintained for imparting training in Hindi, Hindi typing and Hindi stenography, and officials were accordingly deputed for training during the year. This year, 8 stenographers and 8 typists were nominated for Hindi stenography and typing.
- “*Hindi Chetna Maas*” was observed from 01 September to 30 September 2006 at the ICAR (Hq), and many programmes were organized to promote progressive use of Hindi in official business. A message of Hon’ble Minister of Agriculture was issued on this occasion. The Director-General, ICAR, also issued an appeal requesting officers/staff to maximize use of Hindi in official work. Hindi Day/Week/Month were also organized at different Institutes/Centres of the ICAR.
- Three Hindi workshops were organized for officers/staff.
- During 2005–2006 cash awards were given to 8 officials at ICAR (Hq) for doing their maximum official work in Hindi.
- “*Ganesh Shankar Vidyarthi Utkrist Hindi Krishi Patrika Puskar*” was launched last year for the best Hindi House-magazine, being published by various Institutions of the ICAR. Under this scheme, the Central Marine Fisheries Research Institute, Kochi, and Indian Agricultural Statistic Research Institute, Pusa, New Delhi, have been awarded. First and Second prizes respectively.
- In accordance with the recommendations made by the Department of Official Language and the Parliamentary

Committee on Official Language, to assess the progressive use of Hindi at the Council (Hq) as well as its institutes during 2006, 10 officers were inspected and suggestions were given to them to improve their shortcomings. Secondly sub-Committee of the Parliamentary Official Language Committee inspected 14 Institutes/Centres of the Council during this year.

- “**RAJSHRI TANDON RAJBHASHA PURUSKAR**” was given away to following Institutes for doing maximum work in Hindi.

Institutions	Category of institutions	Prizes
Indian Agricultural Statistic Research Institute, Pusa, New Delhi	Big Institute	First
Indian Agricultural Research Institute Pusa, New Delhi	Big Institute	Second
Central Institute of Research for Cotton, Mumbai	A and B Region	First
National Bureau of Soil Survey and Land Use Planning, Nagpur	A and B Region	Second
Central Institute for Fisheries Technology, Kochi	C Region	First
Sugarcane Breeding Institute, Coimbatore	C Region	Second

- The 9th issue of the magazine entitled “**RAJBHASHA ALOK**” was published, which gives a brief description of the progress made in Hindi at the Council and its institutes. Other institutes also brought out Hindi publications.
- Most of the computers at the ICAR(Hq) are bilingual, and 50% of work is being done in Hindi.
- The Council and its institutes organized regular training programmes for farmers in Hindi and in other regional languages, and remarkable progress has been made at Krishi Vigyan Kendras situated in Hindi-speaking region in use of Hindi and in other regional languages in their day- to- day official work.
- Besides, all the materials regarding Parliament, Annual Plan Report, Review of demands for grants, General Body, Standing Finance Committee, Parliamentary Standing Committee on Agriculture, AGM of the ICAR Society and many other meetings were prepared bilingually. The Hon’ble Agriculture Minister and other higher officials delivered their speeches in Hindi. The drafts of many speeches of Hon’ble Union Agriculture Minister and the other higher officials of the ICAR, were originally prepared in Hindi.



FINANCE AND AUDIT

The Budget Estimate and Revised Estimate(RE) of DARE and ICAR (Plan, Non-Plan) for 2005–06 were Rs 1,942.00 crore and Rs 19,00.00 crore respectively and BE for 2006–2007 (Plan and Non-Plan) is Rs 2,160.00 crore. The detailed break-up of these financial figures is given in Table 1.

Table 1. Budget estimates and revised estimates of DARE

Items	(Rs in lakh)					
	Budget estimates 2005–06		Revised estimates 2005–06		Budget estimates 2006–07	
	Plan	Non-Plan	Plan	Non-Plan	Plan	Non-Plan
Major Head '3451' 090 Secretariat	–	145	–	145	–	155
Major Head '2415' 80 General International Co-operation	–	–	–	–	–	–
(010032)-India's membership contribution to commonwealth Agricultural Bureau	–	10	–	10	–	10
(020032) Indias' membership contribution to Consultative Group on International Agricultural Research	–	355	–	355	–	375
(030032)Other Programme	*4550	–	90	–	4550*	–
(040032) – India's contributions to Asia Pacific Association of Agricultural Institutions	–	5	–	5	–	5
(050032) – India's contributions to NACA	–	12	–	12	–	12
(060032) – India's contributions to CGPRT	–	5	–	5	–	5
(070032) – India's contributions to Seed Testing Association	–	2.25	–	2.25	–	2.25
(080032) – ISHS Belgium	–	0.75	–	0.75	–	0.75

*Including Rs 45 crore for the National Fund for Strategic Research

AWARENESS CREATION UNIT

The Media and Information Unit carried out the following functions during 2006-07.

Electronic media and Web-based services

- Planned, co-ordinated and provided electronic media and web-based support at Krishi Bhavan, and Conference Facilities at the NASC Complex, New Delhi, including wireless connectivity.
- Co-ordinated internet connectivity at ICAR (Hq) as well as at Institutes/Centres, by maintaining liaison with different ISPs, including NIC, ERNET, MTNL, SIFY etc.
- Planned and co-ordinated setting-up of a video conferencing and VOIP telephony at the ICAR (Hq.) and selected Institutes/Centres, through ERNET backbone and less lines/ISDN services.
- Maintained liaison with the ICAR Institutes as regards to preparations of scientific softwares by respective Institutes/Centres.
- Provided media support to 77th Annual General Meeting of ICAR, General-Body Meeting of the ICAR, Directors' Conference, National Conference of KVKs (held at the ANGRAU, Hyderabad); and Meeting with African Delegation (headed by Professor Essayaed of African Union).
- Provided media and web-based support during Second International Rice Congress (7 to 13 October 2006) and GFAR-APAARI Meeting (held from 6 to 11 November 2006). Photographs, video footages and press briefs were provided to media through ICAR website, as well as digital video tapes.
- Prepared 20-minute stand-alone Multimedia Presentation on Recent Achievements of the ICAR, and presented it before the delegates of GFAR-APAARI. Presentation was prepared on DVD (100 copies) and distributed to the delegates.
- Updated ICAR website, by putting latest circulars, tender notices and advertisements for vacancies in the ICAR; and international agencies, including FAO and CGIAR institutions.
- A state-of-art video lab has been set up at Krishi Bhavan for editing and production of short films and multimedia presentations for the ICAR.

Publicity and public relations

Publicity and Public Relations plays a pivotal role in the dissemination of information pertaining to research and education in agriculture and allied subjects including policy decisions and achievements of the research set-up of the ICAR. It is responsible for publicity of achievements of the ICAR in the country and abroad. It also organizes press conferences/briefings addressed by the Union Agriculture Minister, Minister of State for Agriculture,



Secretary (DARE) and DG (ICAR), Deputy Director-General, and Directors of various research institutes; and projects materials of immediate value to various newspapers, agricultural and current affairs magazines and electronic media from time-to-time to give a wider publicity to the events. Such materials have received adequate coverage in the media. This Unit also runs a feedback service for senior officials of the ICAR, including scanning print media and provides relevant newspaper clippings to the Secretary (DARE) and DG, ICAR, and other senior officers of the Council, on daily basis and maintains relevant records of the same. For the first time, 9 news items, related to the Council, appeared on the front page of the national dailies.

Media tours to the ICAR Institutes were organized for showcasing progress of the ICAR at its research bodies at Meerut, Karnal etc. Video Conferencing was also co-ordinated for scientists/officials at Delhi and US Embassy, Washington, through Ministry of External Affairs and National Informatic Centre.

The Council and its institutes participated in the India International Trade Fair (New Delhi), Bio-Expo 2006 (Bangalore), Krishi Expo, India, R & D Exhibition, etc. And the Council got First Prize for the best display of the exhibits in 'Bangalore Bio-Expo 2006.' And the CIAE, Bhopal, was adjudged best stall in 'Agri-Expo 2006' at Chandigarh among 400 stalls.

Library services

The ICAR (Hq) Library has added 625 new technical books, and about 1,270 readers visited the library for consultation. The library also extended information support for consulting database of the Centre for Agricultural and Biosciences International. The document delivery service was extended to individuals and libraries against specific requests for supply of documents for the AGRIS database. The Hindi library acquired about 400 books and subscribed to a number of magazines. All books were entered in Library Software package. DELNET services have also been provided to readers as reference service.

ICAR AWARDS CEREMONY 2006

The 'Annual ICAR Award Presentation 2006' function was held at the NASC Complex, Pusa, New Delhi, on 18 August 2006. H.E. Shri Kanti Lal Bhuria, Union Minister of State for Agriculture, Dr Akhilesh Prasad Singh, Union Minister of Food and Consumer Affairs (S), Dr Mangala Rai, DG (DARE) and Secretary (ICAR)



attended this function. H. E. Dr Akhilesh Prasad Singh read out the message of the Hon'ble Union Minister for Agriculture, Food, Public Distribution and Consumer Affairs, Shri Sharad Pawar. In his message, H.E. Shri Sharad Pawar, said, "The recognition should lead to enhanced zeal and creative work by the awardees as well as enthuse and encourage others to strive harder for greater accomplishments." During this year, 57 awards under 13 different categories have been conferred, honouring nine institutions, 42 scientists and their 57 associates, six farmers and one journalist. Out of 42 scientists, there are 11 women scientists and one farm woman.

TECHNICAL CO-ORDINATION

The Co-ordination included the work of Financial support to 59 Scientific journals publication, 12 Societies/Associations/Universities for holding National Seminar/Symposia/Conferences, and 7 for holding International Seminars/Symposia/Conferences, and the work related to Best Annual Report Awards, ICAR International Training Programmes, for conducting Seminars/Symposia/Conferences, Technical backstopping, Parliament questions, VIP references and material for papers/talks/replies was also co-ordinated. The preparation of technical notes, Regional Committee Meetings, and monthly summary reports on major breakthroughs of exports, imports, research and other related matters of all the Institutes/Project Directorates, were submitted to Cabinet Government of India and other related departments. And also organized the Annual Conference of Directors of ICAR Institutes/NRCs/PDs/National Bureaux.