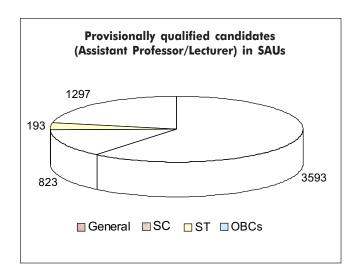The analytical information pertaining to the major initiatives and achievements of the Agricultural Scientists' Recruitment Board (ASRB) from 1 April 2002 to 31 March 2003 is given here.
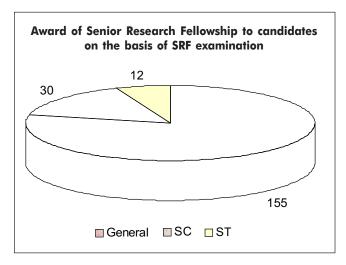
Recruitment by examination

The Limited Departmental Competitive Examination for Section Officers/Assistants at the ICAR Headquarters was held during 8-12 October 2002. The remaining work of the examination will be completed during the year 2003-2004.

The result for appointment of 102 candidates (General 49, SC 20, ST 12 and OBCs 21) as Scientists in the Agricultural Research Service (ARS) on the basis of examination conducted in October 2001 was declared on 1 August 2002 and sent to the Council.
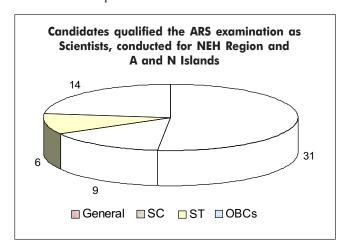
As a result of National Eligibility Test (NET) examination, conducted in October 2001, 5,906 candidates (General 3,593, SC 823, ST 193 and OBCs 1,297) were declared on 6 May 2002 to have qualified provisionally the NET for appointment as Assistant Professor/Lecturer in State Agricultural Universities. List of provisionally qualified candidates has been notified in the *Employment News* and Internet.

Award of Senior Research Fellowship to candidates on the basis of SRF examination

The result for appointment of 60 candidates (General 31, SC 9, ST 6 and OBCs 14) as Scientists in the ARS on the basis of examination conducted in December 2001 for NEH Region and Andaman and Nicobar Islands was declared on 5 September 2002 and sent to the Council.

Provisionally qualified candidates (Assistant Professor/Lecturer) in SAUs

Candidates qualified the ARS examination as Scientists, conducted for NEH Region and A and N Islands

The result of Senior Research Fellow (SRF) examination conducted in October 2001 regarding award of SRF to 197 candidates (General 155, SC 30 and ST 12) was declared on 23 October 2002 and sent to the Education Division of the ICAR.

Limited Departmental Examination for Stenographers (Grade-II)

Candidates applied for the examination	41
Candidates appeared in the examination	35
Candidates called for skill test	30
Candidates selected	7
	(General 6, SC 1)

The Limited Departmental Competitive Examination for Stenographers (Grade-II) at the ICAR Headquarters was held on 3 October 2001 and the result was declared on 2 July 2002.

Recruitment by interview

Quantum of Work: The Board received requisitions from the ICAR for 38 posts during the year and requisitions for 40 posts were carried-over from the previous year. Against a total number of 78 posts, action to advertise could not be taken for 32 posts due to non-receipt of ICAR's approval. The Board issued 2 advertisements for 46 posts during the year. Besides the advertised 46 posts during the year, earlier year advertised 64 posts were also taken for action during the year. Accordingly out of total 110 (46 + 64), 38 were taken up during the year for recruitment. In 15 cases, the Board recommended re-advertisement due to poor response of eligible candidates, as screened by the expert committees/ Board. The remaining 57 posts could not be taken up during the year due to lack of Council's clearance due to certain reasons, viz. Score Card System and Review of Cadre Strength of Scientists, etc. Subsequently, requisition of 3 posts was withdrawn by the Council. Out of 38 posts for which interviews held during the year, in 3 cases no candidate was found eligible after interview.

Category-wise break-up of these posts is as:		
(i)	Deputy Director-General and Directors of National Institutes	Nil
(ii)	Assistant Directors-General, Directors of Institutes, Project Directors and Joint Directors of National Institutes	15
(iii)	Project Co-ordinators and Zonal Co-ordinators/ Joint Directors of Institutes	7
(iv)	Head of Divisions/Regional Stations	23
(v)	Principal Scientists	Nil
(vi)	Senior Scientists	1
	Total	46

Interviews and Selection: For the 113 (excluding 3 posts withdrawn by the Council) posts, for which recruitment process was completed, 565 applications were received, out of which 192 candidates were called for interview.

Recruitment by interview aided by practical test or written test: Tests are resorted to in cases where the proficiency of candidates can be ascertained more purposefully or where this can be advantageously used as a screening method for/in aid of interview. During the year no such test was held for any post.

The Board were unable to find suitable candidates for appointment to 3 posts. For 15 posts no candidate was found eligible to be called for interview.

Category-wise break-up of 113 posts for which recruitment process completed/recommended for re-advertisement etc.		
(i)	Deputy Director-General/ Directors of National Institutes	1
(ii)	Assistant Directors-General, Directors of Institutes/Project Directors/Joint Directors of National Institutes	25
(iii)	Project Co-ordinators and Zonal Co-ordinators/Joint Directors of Institutes	9
(iv)	Heads of Divisions/ Regional Stations	3
(v)	Principal Scientist	0
(vi)	Senior Scientists	11
(vii)	Technical	1
(viii)	Posts recommended for re-advertisement	3
(ix)	Posts held up for the sake of Council decision	57
(x)	Posts withdrawn	3
	Total	113

During the year, recruitment action for 3 posts was terminated after advertisement but before interview, on request of the Council.

Reforms

With a view to sharp focus during interview and to gauge the candidates in their areas of strength, the concept of asking Work Plan for next 5 years has been further strengthened and revised, and the candidates are asked to submit:

(i) A brief note (note more than one page) reviewing the work done by the candidate during the last 10 years, highlighting the achievements and accomplishments during the period including technology developed, project completed, contribution to physical and infastructural development, interdisciplinary programme formulation and participation in research activities, mobilization of external funding for projects etc.

(ii) A Work Plan (in not more than three pages) on how the candidate proposes to organize the activities of the post for which he/she is an applicant. The information provided may include new research projects/ thrust areas of work that he/she proposed to introduce, physical and infrastrutural facilities proposed to be developed, linkages with other research units, and development departments proposed, as well as the expected outcome from these changes. The plan should be practical and realistic in nature and should be achievable within a period of 5 years and feasible within the available

resources of the institute. In preparing these plans, the past and present achievements, as well as technology developed may be critically reviewed and the critical gaps identified. The annual report, department as well as project reports may be consulted for developing this plan.

To bring total objectivity and transparency in the selection process, a score card system has been developed by appointing a committee of experts and sent for approval of the competent authority.

Recruitment Rules and Services Rules

The cases pertaining to following posts were received for framing amendments in the recruitment rules:

(i) LDC, UDC, Assistant, Stenographer Grade-III and PA
(ii) Press and Editorial Staff.

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