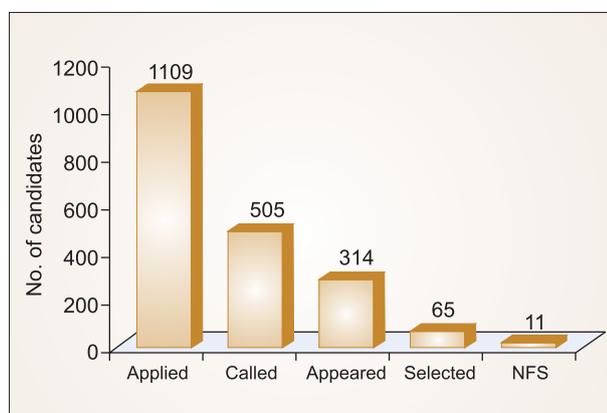


## 22. Science Resource Management

The Agricultural Scientists' Recruitment Board (ASRB), as an independent recruitment agency, has undertaken a number of reforms to make assessment and recruitment more transparent and efficient. The highlights of some of the major activities undertaken during 2012–13 are:

### Direct Recruitment

During the year, of the 76 posts, only 85.5% posts were filled up mainly due to non-availability of suitable candidates. Of these, 17% were Research Management Positions (RMP), 15% were in the middle-level cadre (Project Coordinator, Joint Directors of other than National Institutes and Head of Divisions), and 68% were at the level of Principal Scientists and Senior Scientists.

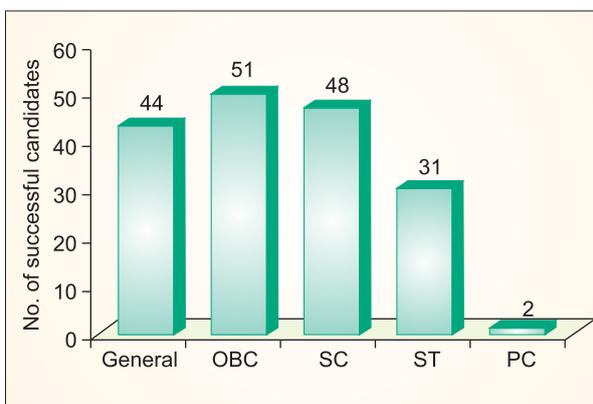


Details of 76 direct selection posts.  
NFS, Non found suitable

### ARS/NET Examination

The Agricultural Research Service (ARS)/National Eligibility Test (NET) preliminary examination and main examination 2011 for ARS were conducted by the Board at 33 centres in 23 disciplines covering eight major groups, viz. Agricultural Sciences (4), Veterinary Sciences (4), Fisheries Sciences (2), Natural Resource Management (4), Social Sciences (4), Agricultural Engineering and Technology (4) and Dairy Sciences and Technology (2) and Basic Engineering and Textile Sciences (2) on 19 February 2012. Of the 28,445 candidates applied for the examination, 20,935 candidates (73.6%) appeared in the examination. However, only 2,344 cleared NET. The success ratio for NET was 1 : 9.

The ARS main examination was held for the recruitment of 303 scientists in 49 disciplines. Of the 14,143 candidates that applied for the ARS Examination, only 7,328 (51.8%) appeared and of these, 549 candidates who had obtained marks above the cut-off level were called for ARS interview for the 303 advertised vacancies. But only 176 vacancies could be filled up and

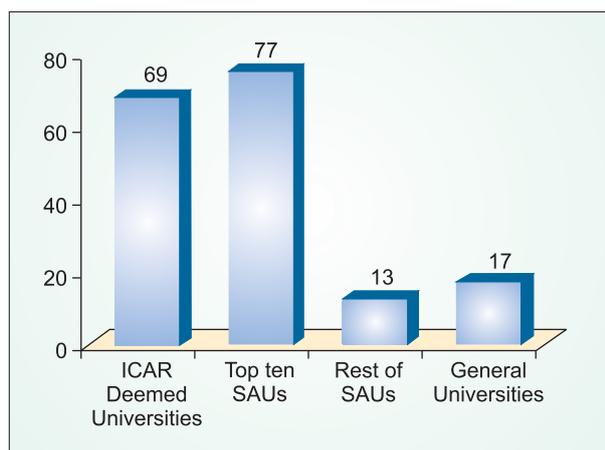


Category wise details of selected ARS candidates in different groups, i.e. General, Other Backward Classes (OBC), Scheduled Tribe (ST), and Physically Challenged (PC) in ARS 2011

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-Water Conservation, Textile Manufacture and Electrical Engineering. Analysis of the ARS results points to some interesting trends.

The Board usually interviews/calls five candidates against each vacancy. During 2012–13, sufficient number of candidates were not available in the disciplines of Nematology, Biochemistry-Plant Science, Plant Physiology, Agricultural Physics, Home/Family Resource Management, Agricultural Statistics and Mechanical Engineering.

- The interest of the female candidates in agricultural sciences is increasing and during this year, of the 176 selected candidates, 22.7% were females.
- Candidates belonging to OBC category outperformed the general category, and claimed 9 seats of the general category. Candidates belonging to SC and ST categories also performed fairly well and claimed three and one seat, respectively, from the general category.
- State-wise distribution indicated that 77% of ARS scientists belonged to 10 states—West Bengal, Karnataka, Tamil Nadu, Kerala, Maharashtra, Rajasthan, Uttar Pradesh, Andhra Pradesh, Haryana and Odisha.
- Data showed that of the 176 posts, 83% of the selected candidates were from 10 State Agricultural Universities/Deemed-to-be Universities and the remaining 7% from rest of SAUs and 10% from general universities. Of the successful candidates, 51% were those who had written ARS examination for the first time.



Organization-wise performance in ARS 2011-12

### Assessment/Promotion of Scientists under Revised Career Advancement Scheme

The revised Career Advancement Scheme according to the recommendations of Sixth Pay Commission has been approved by the Hon'ble Union Agriculture Minister and President of ICAR Society. During the year, Board has received more than 700 proposals in 57 disciplines for promotion of scientists from Research Grade Pay of ₹ 9,000 to Research Grade Pay of 10,000. The assessment process of these proposals has been completed and results have been forwarded to the Council. The discipline-wise details of the assessment cases are 251, 29, 128, 165, 57, 43 and 75 candidates in major disciplines such as Crop Science, Horticulture, Natural Resource Management, Veterinary Science, Fisheries, Agricultural Engineering and Technology, and Social Sciences respectively.

### Reforms

#### Revision of eligibility qualifications and scorecard for direct recruitment

- Model Qualifications for Direct Recruitment to all scientific positions have been revised and notified based on Dr R.S. Paroda Committee recommendations;
- Scorecard for Direct selections revised and notified;
- Application format for Direct selections revised for radical rationalization;
- Special efforts made for inducting best talent from other than ICAR research institutes through direct recruitment.

#### Revision of eligibility qualifications for ARS and New schemes for conducting ARS examination and National Eligibility Test

- ARS and NET made as two independent examinations with NET to be held twice in a year;
- Disciplines and syllabi both for ARS and NET were completely revised and updated.

### New Initiatives

#### Developing, Commissioning, Operating and Managing an Online System for NET/ARS-Prelim Examination in ASRB, ICAR

Contract agreement between ASRB and the outsourced agencies for Procurement of Equipment/ Goods/Services for Developing, Commissioning, Operating and Managing an Online System for NET/ARS Prelim Examination at ASRB (Hq) (NOEC) and 23 Nodal Centres across India was finalized on 1 October 2012. The Project is under implementation stage.

#### Assistant Grade Examination (Direct Recruitment) for filling up vacancies at ICAR (Hq) and its Research Institutes

On the basis of performance in the Main Examination held in 2011, around 500 candidates were called for the document verification and also for exercising options for the place of posting. The process of document verification and collecting options for the posting continued for about 10 days, wherein around 450 invited candidates completed the exercise. The list of selected candidates along with reserve list was compiled and sent to the ICAR for taking further necessary action for appointment of Assistants at ICAR (Hq) and respective institutes.

The online examination process and also the process of document verification and merit linked options collected from the candidates for the place of posting were very unique, and innovative activities were adopted for the first time in the ICAR system. The whole process showed a tremendous success and this exercise was completed in a very efficient, effective and transparent manner.

- Analysis of the Assistant Grade Examination results showed that of the 368 posts, 37.2% of the selected candidates were from Delhi and 51.6% belonged to Haryana, Uttar Pradesh, Bihar, Rajasthan, West Bengal, Kerala, Maharashtra, Andhra Pradesh and Karnataka, and the remaining 11.2% to other states of the country.
- This year, of the 368 selected candidates, 24.5% were females.

The analysis further revealed that all the advertized vacancies were duly filled under various categories of candidates with maximum candidates under General Category (239), followed by Other Backward Classes (65), Scheduled Castes (35) Scheduled Tribes (20) and Physically Challenged (9).

#### Right to Information Act, 2005

During 2012–13, the Board received 157 cases, mainly concerning the disclosure 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, proactive orders/decisions of the Board and implementation of Section 4 of the RTI Act. Out of 157 cases, only 10 candidates filed appeal with CIC against the ASRB decision. All the cases were disposed off successfully to the satisfaction of all concerned. □