



17. 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 1 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 in the DARE functions as the Director-General of the ICAR. The Financial Advisor of the DARE is the Financial Advisor of the ICAR. Generally single-file system is followed between DARE and ICAR.

The Department has one more autonomous body, viz. the Central Agricultural University, Imphal, under its administrative control. The University, which was established in 1993 has its jurisdiction over Arunachal Pradesh, Manipur, Meghalaya,

Mizoram, Sikkim and Tripura, and is wholly financed by the Government of India.

The DARE has 15 Group A, 13 Group B, 8 Group C, and 6 Group D employees. The recruitment to the post in the Groups A, B, C is being made 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. The DARE makes direct recruitment only to Group D posts. Such recruitments 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 6 scheduled -caste employees.

A detailed break-up of the posts and 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 ICAR (Plan and Non-Plan) 2006–2007, respectively, and BE



Hon'ble Shri Sharad Pawar (MoA) said that there is need for policies and programmes to invigorate agriculture productivity. (L-R) Shri A.K. Upadhyay (Secretary, ICAR), Dr Mangala Rai (DG, ICAR), Sh. Sharad Pawar (MoA), Sh. M.V. Rajasekaran (Minister for Planning, State) and Dr (Mrs) Rita Sharma (FA, ICAR).



Hon'ble Shri Sharad Pawar (Union Minister of Agriculture) is giving away award to First Prize Winner, Shri Chandresh Singh, from Barabanki (U.P.) for Essay Writing (Hindi) on 'Global Climate Change and its effects on Agriculture.' Prof. Yash Pal (centre) and Dr Mangala Rai (right) also congratulated him.



for 2007–08 (Plan and Non-Plan). The detailed-break up of these financial figures is given in Appendix III of the 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 ICAR (Headquarters) 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 of Agriculture is the President of the ICAR. 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.

The General Body of the ICAR Society is the supreme authority of the ICAR, and the Minister for Agriculture, Government of India, heads it. Its members are the Ministers for Agriculture, Animal Husbandry and Fisheries, and the Senior Officers of the various state governments, representatives of Parliament, industry, education 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 Committee, 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 Science, (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 Senior Officers posted at the ICAR (Hq) are listed in Appendix 3 of the ICAR.

The ICAR received 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 economics status.

The Research set-up of the ICAR includes 48 Institutes (Appendix 4), 5 National Bureaux (Appendix 5), 12 Project Directorates (Appendix 6), 32 National Research Centres (Appendix 7), 75 All-India Co-Ordinated Research Projects, All India Network Projects, and Network Projects (Appendix 8).

The Project Directorate of Information and Publications of Agriculture is working independently with the approval of the Competent Authority. The Media and Publicity and Public Information Unit, ARIS Unit and Library at ICAR (Headquarters) which were earlier functioning separately, are now working under the supervision of the Project Director (DIPA). This integration of various units under DIPA will provide organized strength and efficient use of human, financial and infrastructural resources for creating public awareness through dissemination of information globally by print media as well as electronic media.

The ICAR promotes research, education and extension education in 41 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 9).

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

The total sanctioned as well as existing strength of the employees of the total number of employees in the ICAR system, including scheduled-castes, scheduled-tribes and other backward classes, is given in Appendix 10.

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.

INTELLECTUAL PROPERTY RIGHTS, POLICY AND PERSPECTIVE PLANNING

Policy imperatives

Support for the implementation of the Protection of Plant Varieties and Farmers' Rights Act, 2001: The ICAR has been providing input for the development and implementation of plant variety protection law in the country since beginning. In this period, besides human resource



support to the Protection of Plant Varieties and Farmers' Rights Act (PPVFR) Authority in various capacities/platforms, the ICAR has extended support for the implementation of the PPVFR Act as follows:

- National Bureau of Plant Genetic Resources has documented and digitalized database of extant-notified varieties of various crops by using the software INDUS (Indian Information System). This database has significance in context of the global search for registration and protection of plant varieties under the plant variety protection law.
- ICAR has developed National Test Guidelines for examination of Distinctiveness, Uniformity and Stability (DUS) of the candidate varieties of 35 crops for their registration and protection abide by the Indian PPF and FR law. On the basis of these guidelines, 12 crop species were notified by the Central Government/Protection of Plant Varieties and Farmers' Rights Act Authority for the protection of their plant varieties in the First Phase.
- National Bureau of Plant Genetic Resources has entered into an agreement with the Protection of Plant Varieties and Farmers' Rights Act Authority through which dedicated space has been provided in the National Gene Bank for the storage of seed samples of the candidate and notified varieties under the Protection of Plant Varieties and Farmers' Rights Act.

Perspective Plan/Vision 2025 of the ICAR Institutes

Perspective Plans/Vision 2025 documents of all the ICAR Institutes were prepared and published for the research execution up to 2025.

Intellectual property management, Technology transfer/ Commercialization

The intellectual property (IP) management and related activities in ICAR have proliferated as a result of decentralization of IP management practices in the Council and the delegation of powers to Directors/Project Directors of the ICAR institutes to execute the related matters. The *ICAR Guidelines on Intellectual Property Management and Technology Transfer/Commercialization* have been implemented since 2 October 2006. As a result, the number of reporting institutes has more than doubled to 51 during this period. Seven patents have been granted to ICAR institutes (Table 17.1) and 53 patent applications are reported to have been filed by 16 institutes. The patent on *Bt* transgene detection kit has also been granted in

Table 17.1. Patents granted to ICAR since the implementation of Intellectual Property Management Guidelines

Patent granted	Area of research	Institute
Rapid detection of <i>Bt</i> -cry toxins	Transgenic detection kit	CICR, Nagpur
A process for isolating anaerobic microorganisms using a new apparatus	Micro-organisms	CIRCOT, Mumbai
Process for the purification of solanesol (95+%) from crude enriched extract of tobacco	Pharmaceutical (Drug intermediate)	CTRI, Rajahmundry
A process for preparing a novel herbal formulation for the treatment of mange in animals	Veterinary medicine	IVRI, Izatnagar
Cold process technology for preparation of urea molasses mineral block	Feed production	IVRI, Izatnagar
A simple and efficient micro-dialysis assembly for dialysis of samples in microlitre volumes	Research tool	NDRI, Karnal
A method for preparing a mushroom growth agent	Mushroom production	NRC on Mushroom, Chambaghat

Table 17.2. Some prominent ICAR technologies other than plant varieties transferred/commercialized

Technology	Institute
Gene constructs of <i>Cry 1</i> genes	IARI
<i>Bt</i> -detection kits	CICR
<i>Bt</i> -based biopesticide KNOCK WP for control of semilooper pest in Castor and other crops	DOR
<i>Trichoderma</i> based biopesticide TRIVIR 1% WP for control of wilt and root rot diseases of castor, chillies, and other oilseed and pulse crops, and reniform nematodes	DOR
Vaccine for control of goat pox	IVRI
Diagnostic kits for PPR (Goat Plague)	IVRI
Diagnosis and vaccine for Avian Influenza	IVRI
Portable FRP Carp Hatchery	CIFA
Agricultural Machinery and Farm Implements	CIAE



South Africa. Further, applications via Patent Co-operation Treaty (PCT) route have also been filed in China, Mexico, South Korea and Uzbekistan.

Extant varieties that have been notified by the Central Government under section 5 of the Seeds Act, 1966 are eligible for protection in India for 15 years from the date of notification. The ICAR has already filed applications for registration and protection of about 300 extant-notified varieties of the 12 notified crops with the PPVFR Registry.

The ICAR has developed, and transferred/commercialized, first bacterial-blast resistant improved Basmati rice through molecular marker-assisted selection/pyramiding and backcross transfer of 'xa13', and 'Xa21' in the genetic background of Pusa Basmati 1. Besides the identification and release of improved varieties of various crops, the ICAR institutes have also transferred/commercialized several technologies aimed at overall increase in agricultural production, including crops and animals (Table 17.2). Some prominent among these include transgenic detection kit, biopesticides, diagnostic kits and vaccines for animal health, portable hatchery for aquaculture, and farm machinery and equipment.

ADMINISTRATION

The total number of employees and numbers of SC, ST and OBC (Table 17.4) and total number of employees including SC, ST, and OBC (Table 17.3) are given in Tabular form.

Filling up of vacant posts: A good number of vacant posts like Director (Finance) NAIP, Under-Secretaries, Senior Administrative Officers, Administrative Officers, Finance and Accounts Officers, Section Officers, Private Secretaries, Junior Analyst, Assistants, Personal Assistants, UDCs, Stenographers, Group 'D' posts were filled up.

Compassionate appointment: Peon (1) and LDC (1) were appointed on compassionate grounds.

Financial upgradation granted under the ACP Scheme: As per the Government of India instruction 'Financial upgradation' was granted to many eligible employees in various grades, viz. Section Officers, Assistant Administrative Officers, Assistant Finance and Accounts Officers, Assistant Director (OL), Stenographers, LDC and Group D employees, during this period.

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 two deceased employees of the ICAR (Hq). Further Rs 20,000 each was also given as financial assistance in case of self-illness or illness of their dependent family member, to 3 employees of the ICAR (Hq).

Scholarships (45) were awarded to meritorious wards of the Council's employees under 'Staff Welfare Fund Scheme'.

Award for compassionate fund of the ICAR: An award of Rs 25,000/each out of the Compassionate Fund of ICAR was granted to 4 dependent family members of the ICAR (Hq)/Institutes.

Table 17.3 Total number of Group C and D employees and number of scheduled-castes, scheduled-tribes and other backward class

Posts	Total sanctioned	Employees in position	No. of SCs	Percentage to total employees	No. of STs	Percentage of total employees	No. of OBCs	Percentage to total employees
Lower Division Clerk	94	61	14	22.9%	4	6.5%	5	8.19%
Peon	76	67	21	31.34%	2	2.9%	5	7.46%
Farash	11	10	5	50%	2	20%	1	10%
Mali	5	4	-	-	-	-	-	-
Packer	5	4	1	25%	-	-	2	50%
Studio attendant	1	1	-	-	-	-	-	-
Store attendant	1	1	-	-	-	-	-	-
Daftary	45	45	8	17.77%	01	2.2%	-	-
Head Packer	1	1	-	-	-	-	-	-
Jamadar	8	8	1	12.5%	-	-	-	-
Jr. Gestetner Operator	2	2	2	100%	-	-	-	-
Franking machine operator	1	1	1	100%	-	-	-	-
Library attendant	2	2	-	-	-	-	1	50%
Dispatch rider	1	1	1	100%	-	-	-	-
Record Keeper	1	1	1	100%	-	-	-	-
Sr. Gestetner operator	2	2	-	-	2	100%	-	-
Safaiwala	12	12	12	100%	-	-	-	-



Table 17.4. Total number of 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
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	-	-	-	-	-	-	-
Under-Secretary	10000-325-15200	13	13	02	15.3%	01	7.6%	-	-
SA to Chairman, ASRB	10000-325-15200	01	01	-	-	-	-	-	-
Senior Finance & Accounts Officer	10000-325-15200	03	01	-	-	-	-	-	-
Law Officer	8000-275-13500	01	01	-	-	-	-	-	-
Finance and 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	02	-	-	01	50%	01	50%
Desk Officer	6500-200-10500	06	04	01	25%	-	-	-	-
Protocol Officer	6500-200-10500	01	-	-	-	-	-	-	-
Assistant Finance and Accounts Officer	6500-200-10500	06	05	-	-	-	-	-	-
Section Officer	6500-200-10500	80	75	9	12%	07	9.33%	03	4%
Private Secretary	6500-200-10500	30	30	04	13.33%	-	-	-	-
Assistant	5500-175-9000	163	121	19	15.70%	10	8.26%	03	2.47%
PA (Grade II)	5500-175-9000	54	47	06	12.76%	02	4.25%	03	6.38%
Sr. Sales Assistant	5000-150-8000	02	02	-	-	-	-	-	-
Steno (Grade III)	4000-100-6000	47	23	03	13.04%	01	4.34%	01	0.34%
UDC	4000-100-6000	188	184	39	21.195%	06	3.26%	-	-



PROGRESSIVE USE IN HINDI

DARE

The Department of Agricultural Research and Education (DARE) 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. Besides, the Hindi translation of the Budget, compilation and preparation of the Annual Report of the Department etc. also take place. The functioning of this section also includes holding Hindi workshops, meetings, reports, organizing *Hindi Pakhwada* to encourage the employees for doing their official work in Hindi.

ICAR

The ICAR's Institutes/Centres (15) were notified in the Gazette of the Government of India thus raising the total number of notified Institution to under rule 10(4) 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 fourth time. Similarly, Official Language Implementation Committees constituted at ICAR Institutes/Centres convened its meetings. Proceedings of the Official Language Implementation Committee meetings held by the Institute etc. as well as the quarterly progress reports regarding the use of Official Language Hindi received from ICAR institutes at the ICAR (Hq) were reviewed and proper measures were suggested to overcome the 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 reported year. This year, 14 stenographers and 16 typists were nominated for Hindi stenography and typing respectively. "Hindi Fortnight" was observed from 14 to 28 September 2007 at ICAR (Hq) and many programmes were organized for staff to promote the progressive use of Hindi in official work. A message of Hon'ble Minister of Agriculture was issued on this occasion. The Director-General, ICAR, also issued an appeal requesting the officers/staff to do their maximum official work in Hindi. Hindi Day/Week/Month were also organized at different Research Institutes/Centres of ICAR. Hindi workshops (4) were also organized for officers/staff. The '2006-07 Cash Awards' were given to 10 officials at ICAR (Hq) for doing their maximum official work in Hindi.

- "Ganesh Shankar Vidarthi Utkrist Hindi Krishi Patrika Puskar" was launched in

2004-05 for the best in-house Hindi magazine, being published by various Institutions of the ICAR; assessment is being done to give prizes to the ICAR institutes.

- The *Rajbhasha Alok 2007* (10th issue) will be published shortly.

Table 17.5. Rajshri Tandon Rajbhasha Puskar

Following Institutes were awarded for doing maximum work in Hindi

Institutions	Category of Institutions	Prize
National Dairy Research Institute, Karnal	Big Institute	First
Indian Veterinary Research Institute, Izatnagar	Big Institute	Second
Indian Institute of Vegetable Research, Varanasi	A and B Region	First
Central Institute of Agricultural Engineering, Bhopal	A and B Region	Second
Central Institute of Fisheries Technology, Cochi	C Region	First
Central Research Institute for Dryland Agriculture, Hyderabad	C Region	Second

- 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 ICAR (Hq) as well as ICAR institutes during 2007, 18 offices were inspected and suggestions were given to overcome the shortcomings. Second sub-committee of the Parliamentary Official Language Committee inspected 5 Institutes/Centres of the Council
- The Council and its institutes are organizing regular training programmes for farmers in Hindi and in other regional languages and remarkable progress has been made at Krishi Vigyan Kendras belonging Hindi speaking region for the use of Hindi and in the other regional languages in their day-to-day official work. Besides, all the material regarding Parliament, Annual Plan Report, Review of demands for grants, General Body, Standing Finance Committee, Parliamentary Standing Committee on Agriculture, Annual General Meeting of ICAR Society and many other meetings were prepared bilingually. The draft of speeches of Hon'ble Union Agriculture Minister and other higher officials of ICAR were prepared originally in Hindi and they delivered many speeches in Hindi.

Finance and Audit

The Budget Estimate (BE) and Revised Estimate



Table 17.6. Budget Estimate and revised estimate of DARE (Rupees in lakh)

Items	Budget 2006–2007		Revised Estimate 2006–2007		Budget Estimate 2007–2008	
	Plan	Non-Plan	Plan	Non-Plan	Plan	Non-Plan
Major Head '3451'						
090 Secretary	–	155	–	155	–	165
Major Head '2415'						
80 General						
International Co-operation						
(010032) – India's membership contribution to Commonwealth Agricultural Bureau International	–	10	–	10	–	10
(020032) – India's membership contribution to Consultative Group on International Agricultural Research	–	375	–	375	–	380
(030032) – Other programmes	4550	–	650	–	*950	–
(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

*Includes Rs 8.00 crore for National Fund for Basic and Strategic Research in Agriculture.

(RE) of DARE and ICAR (Plan, Non-Plan) for 2006–07 were Rs 2,160.00 crore and Rs 2,276.00 crore, respectively, and BE for 2007–08 (Plan and Non-Plan) is Rs 2,460.00 crore. The detail break-up of these financial figures are given in Tables 1 and Appendix III, Table 2.

The details in respect of BE and RE for 2006–07 and BE for 2007–08 of Department of Agricultural Research and Education (DARE) are given in Table 17.6. This excludes the payment to the ICAR.

ICAR AWARDS CEREMONY, 2007

The 'Annual ICAR Award Presentation, 2007' ceremony was held at the NASC Complex, Pusa, New Delhi, on 16 July 2007. Dr Mangala Rai (Secretary, DARE and DG, ICAR) welcomed Hon'ble Shri Sharad Pawar (Union Minister of Agriculture), Shri Kanti Lal Bhuria (Union Minister of Agriculture, State) and the audience. Hon'ble Shri Sharad Pawar (Union Minister of Agriculture) said that the work done by the awardees would

Vichar Manch

The ICAR *Vichar Manch*, a forum for intellectual engagement on a variety of issues beyond our professional life, was established by the ICAR (Hq.). Three eminent orators have presented their views on different themes since 7 September 2007.

add to the scientific knowledge. During this year, 54 awards under 12 different categories were given to honour 6 institutions, 41 scientists and their associates, 6 farmers and 1 journalist. Out of 41 scientist and their associates, 16 were women scientists (Annexure 12).

TECHNICAL CO-ORDINATION

The co-ordination included the work of financial support to 54 Scientific Societies for publication of journals, 16 societies/associations/universities for holding National Seminars/Symposia/Conferences, and 19 for holding International Seminars/Symposia/Conferences and the work related to Best Annual Report Awards, Technical backstopping, Parliament Questions, VIP references and material for papers/talks/replies to various organisations. Technical notes and monthly summary reports on major breakthroughs in research and other related matters of all the Institutes/Project Directorates were sent to Cabinet Secretariat of the Government of India and other related departments. The Annual Conference of Directors of the ICAR Institutes/National Research Centres/Project Directorates/National Bureaux was organized from 16 to 18 July 2007. The meeting of the Regional Committee No. 1 for Jammu and Kashmir, Himachal Pradesh and Uttarakhand, was also organized on 1 and 2 November 2007 at Dr Y.S. Parmar University of Horticulture and Forestry, Solan.

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