

Sp. No. 213

Subject **Fwd: Draft Proceedings of the ICAR Directors Conference held during 31.1.2019 to 1.2.2019 at NASC Complex, New Delhi.**

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----- Original Message -----

Subject: Draft Proceedings of the ICAR Directors Conference held during 31.1.2019 to 1.2.2019 at NASC Complex, New Delhi.

Date: 22/02/2019 18:08

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Draft Proceedings of the ICAR Directors Conference held on 31st January and 1st February, 2019 at NASC Complex, New Delhi

Annual conference of Vice Chancellors of Agricultural Universities and Directors of ICAR Institutes was inaugurated by Hon'ble Agriculture & Farmers Welfare Minister Shri Radha Mohan Singh on 31st January, 2019 at A. P. Shinde Symposium Hall, NASC Complex, New Delhi. MoS (A& FW), Shri Gajendra Shekhawat and Smt. Krishna Raj, besides, Secretary DARE & DG, ICAR, Addition Secretary DARE & Secretary, ICAR, ASRB, Deputy Directors General, ICAR, Vice Chancellors of Agricultural Universities, Assistant Directors General, ICAR, Directors of ICAR Research Institutes, Project Coordinators of AICRPs and other Senior Officers from DARE/ ICAR were present in the occasion.

✓ Addressing the gathering, Hon'ble Minister said that Indian Council of Agricultural Research has been contributing significantly to the development of Indian Agriculture by strengthening the expansion of research and development, education and technologies. The concept of 'Kisan Kalyan' has been made an integral part Hon'ble Prime Ministers' call for New India with "Sabka Sath - Sabka Vikas". Keeping in mind the vision of Hon'ble Prime Minister, "doubling the income of farmers to the year 2022", the ICAR-NARS system has taken a series of forward looking steps in this direction. He also showed his happiness about this year ICAR's tableau 'Kisan Gandhi' that has been awarded the first prize. He said that India basically settles in villages. The number of villages in the country is around 6.38 lakhs, in which approximately 68.8 percent of the population resides. There are approximately 138 million landholdings in our country in which about 85 percent of the farmers are marginal (67%) or smaller (18%). He mentioned that to solve the problems of small and marginal farmers and climate change, 45 Integrated Farming Systems Model (IFS) has been developed, covering all the 15 agricultural climatic regions of the country. He acknowledged that 42 organic farming practices & technologies have been developed, tested and are being scaled up in all parts of the country. During the year 2017-18, total food grain production of our country stood at all-time high of 284.83 million tonnes, which is about 20 million tonnes (about 7.5 percent) more than the 265.04 million tonnes produced in the year 2013-14. Horticultural have also produced record production in the year 2017-18, which has crossed 300 million tonnes of data to 307 million tonnes, which is 5 percent higher than last year. He emphasized on delivering the latest technology and information related to soil, water and weather to the farmers and make more efforts in this direction and make meaningful contributions to improving the livelihood of the farmers and their living standards. He requested the scientific community to come together and join hands in research and education to become a partner in nation building. He said that with the combined efforts of all concerned alone, the betterment of agriculture and hence the betterment of the farmers in the country can be possible, and certainly the income of the farmers will increase. He further said that once we all get involved in expanding our participation in this welfare work with a new resolve, new energy and excitement, India's agriculture will

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Please host on the intranet ~~and~~ and get comments from all concerned.

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progress rapidly on the path of progress. He called to take advantage of this opportunity to get together and make farmer welfare their goal and join this sacred task.

(Action: All Directors/ Vice Chancellors)

Shri Gajendra Singh Shekhawat, MoS (A& FW), and Smt. Krishna Raj, MoS (A& FW), appreciated the efforts of scientists working under ICAR/NARS for the betterment of Indian agriculture and urged to continue the pace for meeting the future challenges.

(Action: All Directors/ Vice Chancellors)

After the inauguration Best University Awards (JRF/SRF) and Best Annual Report were given away. Online modules on FVMS and TMIS were also launched. Mobile App on VET MICRO, a CD on Tubers Development, an ecofriendly rapid burning crematorium for cremation using cotton stalk briquettes were also released during the function.

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In his opening remark Secretary DARE & DG, ICAR welcomed all the dignitaries and congratulated the new Secretary, ICAR for joining. He called upon all the Directors of the Institutes to take the proceedings of the Conference seriously and act as per the decisions taken in the meeting. He congratulated the Universities receiving the awards for securing highest SRF/JRF positions and especially applauded the efforts of Agricultural Universities of Karnataka state having maximum number of qualifying SRFs/JRFs candidates. During the interface meeting of Agricultural Universities and ICAR Institutes, the Chairman called upon all the Directors of the Institutes and Vice Chancellors of the Agricultural Universities to work in coordination with each other and realize the importance of unique Land Grand pattern in which Agricultural Universities are being established. He mentioned the concerns shown by the Hon'ble Minister of Agriculture and Farmers Welfare towards upliftment of Small and Marginal farmers and addressed the gathering to focus upon the core issues that are still lying untouched for which the document of Doubling of Farmers Income has been prepared by engaging all the stakeholders. He informed that the documents have been shared with Chief Ministers and Secretaries of the States. Dr. Ramesh Chand, Member, NITI Aayog has emphasized to follow research based approach towards Doubling Farmers Income.

Besides, he emphasized on the following points:

- KVC
- The approach for development as emphasized by the Hon'ble Prime Minister needs a shift from increased production of crops/ commodities towards enhancement of farmers' income. The technologies developed must be demonstrated among the farmers and stake holders involving KVKs located in the districts and also involving the developmental departments and other partner agencies and the process has to be fast tracked.
 - Sustainability of agriculture has to be focused. All the Institutes and Universities should become partners in the process of identifying the ways through which sustainability can be achieved along with increased production, and diversification which will lead to

sustainability. These strategies should be implemented in a way to preserve the resources together with conservation of environment and ecology.

- The plan of action has to be prepared to achieve the Sustainable Development Goals defined by the NITI Aayog and mandatory responsibility has to be taken in this regard.
- Climate Resilience should be included most prominently in the action plan and the strategies should target reduction of GHG emission. The villages level analysis should be conducted beyond 150 selected climate resilient villages and more climate resilient varieties should be identified/developed, tested and refined.
- Institutes shall aim to promote seed production at village level by encouraging farmers to come forward for seed production. Steps should be taken in order to join hands with them and work together.
- The chairman called all the Scientists to develop a programme with such motifs. The modern breeding program has helped in attaining the self sufficiency in Pulse production in the country and likewise the success has to be repeated in the Oilseeds and other areas as well.
- The emergence of pests and diseases are of major concern. We have to develop and adopt advanced surveillance methodologies, make collection of wide range of germplasm and promote systemic breeding techniques in order to achieve highest position at international level.
- The researches should also be focused to reach maximum numbers of farmers for which Technology Applications should be developed and used.
- Special attention should be given towards education system with teachers fully devoted towards educating the budding researchers. Young researchers should be motivated and encouraged to develop new technologies and publish their research in internationally rated Journals.

(Action: All Directors/ Vice Chancellors)

Shri. Chhabilendra Roul, Secretary, Ministry of Chemicals and Fertilizers, addressed the Directors of Institutes and Vice Chancellors of Agricultural Universities and spoke about country's transformation towards a powerful economy. He said that India is going to become a 2 trillion plus economy and will soon be 3rd largest economy in terms of purchasing power. He spoke about India's development from begging bowl to bread basket and mentioned the roll of different factors that have contributed to country's economic upliftment. He highlighted the importance of fertilizer that has played the role of game changer in last few decades. He gave emphasis upon nutrition based subsidy that should be given to the farmers and to ensure balanced use of fertilizer and the limit of subsidy should be decided. He gave the example of Neem Coated Urea that has emerged as a sustainable option to increase the productivity, but the farmers are still ignorant about the method of its application in order to ensure maximum absorption. To overcome this problem, he emphasized upon the concept of Social Engineering that should be understood and worked upon in order to make the technologies understood and adopted by the farmers along with considering the paying capacity of the farmers as most of the farmers in India are Small and Marginal. Apart from this the farmers can also

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come together to solve many of the farm problems by getting themselves involved in Farmers Producer Organizations (FPOs).

(Action: All Directors/ Vice Chancellors)

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Shri Ashok Dalwai, CEO NARA & Chairman, Inter-Ministerial Committee on Doubling of Farmers' Income in his presentation mentioned about the document prepared on Doubling of Farmers' Income compiled in 14 volumes. The document was prepared through a rigorous exercise, for evaluating the paradigm shift in agriculture production in the country since Independence along with the paradox lying in farmers' income. He mentioned that the solutions to problems have been worked out with approaches like changes in agricultural policy, prioritizing and diversifying the sources of growth in farmers' income, searching secondary sources of income, risk management and capacity building across agriculture supply chain with the help of Science and Technology, together with Extension. He emphasized on focusing on the strategies mentioned in the DFI document and called upon the Scientific community also to work upon them so as to enable the country to actualize the goal of doubling the farmers' income by 2022. He also emphasized on bringing the youths in the mainstream agriculture.

(Action: All Directors/ Vice Chancellors)

Dr. Dalwani

Shri U.P. Singh, Secretary, Ministry of Water Resources, River Development and Ganga Rejuvenation addressed the gathering by emphasizing upon the importance of water in our everyday life. Stating the example of Punjab where the ground water has depleted to a considerable extent he called upon the officers for judicious use of water for crop production by employing micro irrigation management so that water use efficiency can be improved.

(Action: All Directors/ Vice Chancellors)

Representative of Secretary, Food Processing Industries, called upon the scientists to focus greater attention towards developing processable varieties of crops including horticulture crops. Also he asked the Institutes and Universities to display the varieties of different crops developed by the institutes on their websites so that anyone can get the relevant information about a particular variety through their website. He made a mention of the Government proposal regarding fortification of carbonated drinks with 5% fruit juices. He also stated that the Ministry has provisioned funds for R&D activities to Government Colleges/ Universities, and also upto 15 Lakhs rupees for skill development but no request in this regard has been received by the ministry. He called the house to utilize these funds for development in their related fields. The Chairman called all the Institutes and Universities to display all the information related to the developed varieties on the website.

(Action: All Directors under Crop & Hort. Divisions. / Vice Chancellors)

Dr. A.K. Srivastava, Chairman, ASRB gave a brief presentation on Analysis of Human Resource Development. He presented the initiatives and reforms being taken by ASRB during the last one year. The Chairman, ASRB informed the house that there is no

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Jayashree / Lijo

pendency with ASRB till 31.3.2018. Revised score card has been formulated and is now in position. Complementing ASRB initiatives, the Secretary, DARE & DG, ICAR, informed that reviewing of completion of tenure is under process and the retention of the eligible candidates will be made till further arrangements are done. He also informed the house that the constitution of committee for the selection in ASRB will be computerized and in this regard steps have already been taken. The assessment of the cases due after 31st March, 2019 will be done by ASRB. **(Action: Chairman/ Secretary, ASRB)**

A presentation and demo was made by Holosuit Pvt. Ltd on **AI in Agriculture**- Beam Robot. They presented the role of artificial intelligence in knowledge sharing, teaching, sampling and identification of plants, pests and diseases. Through this they showed that how one can experience the experimental stations, distant farms etc. virtually and check the different parameters that are under consideration, remotely. A demo was also given by the company showing keen interest in collaboration with the institutes to come up with Artificial Intelligence models that can work in the field of agriculture. The Chairman appreciated the efforts of the Holosuit Pvt. Ltd and called all the Institutes to collaborate with them. **(Action: All concerned Directors)**

Dr. O.P. Yadav, Director, CAZRI, Jodhpur gave a presentation on "**Second Green Revolution in India: Has it gone unnoticed?**" Starting with mentioning the two most important achievements of last 50 years viz. adherence to a democratic system of governance from the Panchayat (village) level to Parliament (national) level and Green Revolution leading to adequate food availability (from begging bowl to overflowing basket), he briefly mentioned the various revolutions blue, white and golden that have taken place and made the country self sufficient. He raised the concern of high productivity being achieved at the cost of degradation of natural resources. With the help of graphical representation of facts and figures he showed how the green revolution was recognized in the 60s and after that despite continuous growth and development the country's progress has not been acknowledged so far. **The Chairman called upon all the SMDs & Directors to bring out the outstanding achievements in their respective crops/ commodities during the post green revolution period, advertise them widely through publications in Newspapers/ Magazines etc. and also provide them to the Council for further consolidation.** **(Action: All ICAR Directors)**

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ATIC

Dr. A.K. Singh, DDG, Agricultural Extension Division delivered his presentation on Doubling of Farmers Income Initiatives of ICAR. He said that its time for a paradigm shift in agriculture from production to income centric agriculture. Focus should be made more on economic well being of the farmers & not just on production. The government's intention is to double the income of farmers from farming in real terms including non-farm income by 2022. ICAR has taken various initiatives in 35890 farm families from 1298 villages through 642 KVKs. Different programmes were implemented like TSP / SC-SP program, Farmers First project was implemented in 51 ICAR Research Institutes /SAUs/ CAU involving 48291 farm families. Mera Gaon Mera Gaurav program was initiated in 13500 villages. Through ARYA 3130 youths were trained and it has lead to 46%

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enhanced income. Apart from this there are PPP and CSR initiatives. Emphasizing the point, the Chairman further informed that the income of farmers can be improved by the adoption of the technology models developed by ICAR along with the value chain approach can be adopted to double the farmers' incomes in different regions of the country.

The Chairman asked Directors of ATARIs and all the Directors/member secretaries of the concerned State Coordination Committees constituted by ICAR for Doubling of Farmers' Incomes to prepare a blueprint of implementation of strategies laid out in the state specific DFI documents involving, Agricultural Universities, KVKs, state departments/ agencies by adopting 2-3 villages each also involving corporates/ industries using CSR funding. He mentioned that the ICAR Institutes are well equipped with technologies, strategies and resources that will be helpful in their implementation. In this regard, the engagement of the corporates/ industry may be ensured to take advantage of the CSR funding and the model developed by IISR, Lucknow can be followed in this regard. The Chairman also requested the Vice Chancellors to involve themselves personally in ensuring the implementation of the DFI Documents developed for all the States.

(Action: All ICAR Directors, Vice Chancellors)

Interactive Session with VCs of Agricultural Universities & ICAR Directors

The Chairman welcomed all the Vice Chancellors and Directors present in the house and asked the Directors & Vice Chancellors to organize the interface meeting in different states at least twice a year to discuss and resolve all the important issues requiring coordinated efforts. The senior most Director of the ICAR Institute located in that state shall be the convener for these meetings. Institutes and Universities were asked to utilize the experience and facilities of each other. The difficulty faced by the KVKs should be addressed at Institute and University level.

(Action: All ICAR Directors, Vice Chancellors)

On the issue regarding distribution of ARS posts among more disciplines within Fisheries Sciences, the chairman observed that there are already six disciplines related to Fisheries Sciences in ARS at the moment and there is no compelling need at present to incorporate more disciplines.

(Action: No action required at present).

On request of inclusion of Bioenergy as a discipline the Chairman gave his consent for considering it after proper evaluation.

(Action: Director (P))

On the matter of appointment of only Fisheries Professionals as Heads of Central Fisheries the Chairman observed that the workforce of Fisheries professionals is now being prepared and in few years it will be built up and strengthen further. However, the Chairman opined that the persons other than fisheries may be welcomed in system if they

fulfil the requirement of the posts in question. The cases may be examined and decision taken on case to case basis.

Action: Dir (P))

Regarding the request for the release of funds as per the actual expenditure of the AICRPs, the Chairman remarked that the Council is taking all possible efforts to ensure that the funds to the AICRPs are released on time. However, in specific cases where the delay has happened, the case may be submitted by the VC or the PC to the concerned DDG for examination for their resolution with a copy to him to fast-track the process. Secretary, DARE & DG, ICAR asked the PCs to give the list of such cases where funds are being withdrawn for TA etc. from AICRP funds by some Universities. The Chairman further requested all VCs and PCs to ensure that the funding support received from ICAR duly acknowledged in all publications and other cases including the documents showcasing the technologies developed under AICRP system. **(Action: All concerned VC, PCs & DDGs)**

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Reviewing the non-implementation of MoUs with the Chairman agreed that MoU between two organizations/ countries requires comments/ inputs from other Ministries which takes some time. He however, directed all concerned to follow-up all such MoUs where implementation is pending and ensure that the MoUs and work -plans are implemented on time.

(Action: All SMDs, Dir/DS, DARE, ADG (IR))

The Chairman welcomed the decision of the Governments of some of the states like U.P. for providing funds to the tune of about Rs. 1-2 crore to KVKs, and urged the Directors to develop & submit proposals to the other State Governments also for similar provisions. He further said that the revolving funds being maintained by KVKs can be utilized for infrastructural development in KVKs and all the technologies developed by Universities and Institutes should be transferred through KVKs.

Food
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KVK

(Action: All ICAR Directors, Vice Chancellors)

On the issue of strengthening of AICRP testing of trials for site specific research by the funded centers under SAUs, the Chairman agreed to the proposal and asked the PCs and the Vice Chancellors to ensure that the necessary steps in this regard are taken on priority.

(Action: All concerned VCs & PCs)

ICAR Directors Conference

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The Chairman welcomed the new Additional Secretary, DARE & Secretary, ICAR, Shri Sushil Kumar in the DARE/ICAR family who in turn shared his past experiences and assured of whole hearted involvement, support, cooperation in ensuring the continuous growth and all-round development of the organization. The Chair addressed all the Directors and appealed for respecting the decisions taken by the Council with regard to recruitments and advised them to play a managerial role for managing their respective Institutes effectively by involving the staff members in the institute building process and involving them in the decision taking process.

(Action: All Directors)

HRD
A brief presentation on Training Management Information System (TMIS), was made by ADG, HRM/ PS, IASRI before the house. It was informed that the TMIS is being developed on the basis of the guidelines of DoPT. The records related to training activities that are carried out in each ICAR-Institutes/HQs are maintained. The components of TMIS are Application, Feedback, Performance Indicator and Training Needs or Gaps Assessment. So far the system is ready to be used only for evaluation purposes of the site and from next year it will be fully functional. Secretary, ICAR desired to upload the next year's training calendar. Secretary, DARE & DG, ICAR asked to take the approval for the annual training plan before the end of March so that it can be uploaded. A brief presentation on DARE/ICAR- Foreign Visit Management System (FVMS) for implementation in ICAR was also made before the house which was appreciated. All the Directors were advised to inform all the Scientists of their institutes about TMIS & FVMA.

(Action: ADG, HRM, Dir, IASRI, All ICAR Directors)

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Secretary, DARE & DG, ICAR asked the Directors about the implementation of e-office at the Institutes and informed that DARE/ICAR has received the appreciation from the Cabinet Secretariat for efficient implementation of e-office. Regarding the implementation of e-office in ICAR institutes, the house was informed that the e-office is not working very efficiently in many institutes at present. It was also informed that 25 Institutes have been given training in this regard. The Chairman asked all the Directors and the Officers from ICAR Headquarters to ensure that all the modules of e-office are necessarily implemented by the end of March across all ICAR Institutes, besides Head Quarters and consult IASRI for resolving problems, if any.

(Action: All DDGs/ADGs, Directors, Sr. Officers in DARE/ICAR, Dir. IASRI)

On the request to treat the visits to CG centers, FAO and Institutions of repute as official, the Chairman informed that the matter will be examined administratively and appropriate decision in this regard shall be taken separately. He further clarified that the involvement of DARE is necessary for seeking FCRA clearance wherever such clearance is needed.

(Action: DDGs, ADGs, Directors, Dir/DS, DARE)

Making a presentation on the financial management, the Director I/C (Finance) said that action has been taken on the action points emerged during previous Directors Conference. DG, ICAR asked the Directors to immediately withdraw the request regarding 18% GST. He also desired to formulate the guideline for GeM and GST implementation. He asked IFD to look into the matter regarding issuance of TDS return certificate in case of collaborative research projects. He asked the SMDs to sanction the committed expenditure on priority to the Institutes. If some Institutes, due to some valid reason, are not able to spend the allocated amount, they were directed to return the extra amount till February end positively so that the funds can be transferred to Institutes facing budgetary constraints. The Chairman ordered to proportionately cut the funding of institutes not able to utilize the funds consistently. Secy, ICAR advised all SMDs to discuss the constraints with him also to help resolve the pending financial issues.

(Action: All Institutes and SMDs)

The Chairman directed Dir. (F) to examine all the matters in where pension fund was released in non-pension schemes and take strict action against all such matters.

(Action: Dir. (F))

Discussion on specific agenda

In his opening remarks, the Chairman again directed all the Institutes to send their agenda items through SMDs. It was also decided that the DDGs must forward the agenda items after due deliberations within the Divisional level so that unnecessary items are not brought to the forum.

(Action: All DDGs, All Directors)

1. Scientific Issues:

1.1: On the issue of providing additional funds for production oriented survey and pest survey for extensive monitoring and forewarning of pests and disease outbreaks, the Chairman while appreciating the importance of the matter, desired that the proposals may be submitted to DAC&FW/DADF for funding some of these activities.

(Action: DDG (CS), DDG(HS), DDG (AS), DDG (Fy))

1.2 The Secretary, DARE and DG, ICAR agreed that all research related activities/proposals/ projects from individual/ institutional/ network involving national and international collaborations may be routed through the respective subject matter divisions.

(Action: All Directors)

1.3 Director, NIASM, Baramati was asked to take efforts to start academic courses in selected disciplines in collaboration with the IARI and other nearby ICAR institutes.

(Action: Director, NIASM)

1.4 Responding to the subject on the need to develop the mechanisms to conduct toxicological and other regulatory tests in respect of the broad spectrum bio-agents developed under AICRP network, the Chairman mentioned that the DAC& FW is being approached for funding these activities. The SMDs may develop and submit proposals in this regard accordingly.

(Action: DDG, CS, DDG, HS, DDG, NRM)

1.5 On the request for framing rules / guidelines for DST/DBT/SERB Fellows in ICAR. Research in ICAR is strengthened by supporting Research scholars like Young Scientists, INSPIRE Faculties and NPD Fellows etc. funded by various Government Agencies. Also Permitting INSPIRE Faculties to apply for ICAR projects, the Chairman remarked that idea is good. However, the matter needs detailed deliberations and asked the director to submit the proposal separately through the SMD who may deliberate on the issue before submitting the final proposal.

(Action: Dir, NRC, B, DDG, HS)

2. Issues related to Works:

2.1 Director NBPGR, New Delhi raised the issue of unsatisfactory services provided by CPWD for maintenance of office buildings. The Chairman asked the Directors of the institutes to utilize the services of the engineering personnel from the Institute/ nearby sister institute to ensure quality and value of money. Secretary, ICAR asked to monitor the pending works on weekly basis and issue letters to responsible authority accordingly. The Chairman also asked Director (W) to compile all the pending issues on quarterly basis organize meetings between Secretary, ICAR and Senior Management of CPWD at quarterly intervals. (All ICAR Directors, DS, GAC, Dir (W))

2.2 Director (Works) gave a short presentation about "Initiatives in Solar Roof-Top system & Digitilization of Records". He presented a comprehensive data on details of land records of ICAR Institutes. Secretary, DARE & DG, ICAR directed all the SMDs and Directors of the Institute those who have not submitted the Master Plan, Land Utilization and Revenue Maps to submit it before 31st March, 2019. Secy, ICAR asked to complete this information as early as possible and directed the SMDs to give a fortnightly reminder to the Directors of the Institutes so that the information is complete till 31st March. He suggested to make such provisions wherein the funds will be released according to the master plan submitted to the Headquarter. Director (W) also gave the data related to status of implementation of Solar Roof Top Solar System under RESCO and CAPEX in ICAR Institutes. He informed that there is no fund for CAPEX in EFC. Secy, ICAR asked to submit a proposal for allocation of more funds in this regard and asked Director(W) to discuss the issue regarding non installation of RTS in some Institutes due to the State Govt. Policy especially in Tamil Nadu and Gujarat. Dir (W) also informed that many agencies hired by MNRE for the purpose are not coming forward to perform the assigned job. Secretary, ICAR

informed that he shall discuss the matter with MNRE and asked Dir (W) to put up the draft of the letter to be sent to the MNRE.

(Action: All the Concerned Directors, Dir (W))

3. Issue related to Personnel Management:

3.1 Director (P) made a presentation on Personnel Management System. He presented the changes taken up recently regarding revision of CAS, direct recruitment proforma, policies etc. He informed that the online transfer policy is successfully implemented. The Chairman, invited all the eligible persons of the ICAR Institutes to apply for transfer through the developed online system. In this system there is no human interference. Secretary, DARE & DG, ICAR asked all the Directors of the Institutes to regularly update the correct information right from the date of the joining in the PMS.

(Action: All Concerned, Dir (P))

3.2 Secy, ICAR mentioned the use of SPARO system in other Ministries and asked Dir (P) and Dr. S. Marwah to discuss & resolve the issue.

(Action: Dir (P), Dr. Marwah, IASRI)

3.3. On the issue of transfer, NRC (Yak) raised the matter of transfer of staff from the institute without replacement at a particular position. It was also suggested to increase the number of years to serve in a particular institute from 3 to 5 years so that the Scientists can contribute substantially at a particular location. The Chairman assured that the matter will be examined and advised the concerned administrative units in ICAR to keep it in mind especially while proposing transfers from institutes located in difficult/far flung locations. As a matter of policy, it was decided that the transfers will not be allowed below the threshold level except in exceptional cases. The Directors of the Institutes were directed to keep second line ready so that on transfer of a particular scientist the research work of the institute does not suffer. It was also agreed that the comments of the Directors of the Institutes shall also be considered on merit before agreeing to the transfers. The matter on 50% waitage for the home state was also raised and the Secretary, DARE & DG, ICAR said that the matter is under consideration and will be streamlined gradually.

(Action: All the Concerned Directors, Dir (P), Dir (A), DS (TS)).

3.4. Secretary, DARE & DG, ICAR informed that decision to make Ph.D as the minimum qualification for recruitment of a Scientist through ARS is under active consideration in the Council.

(Action: Dir (P))

3.5 On the request for the early recruitment / redeployment of Scientific staff and filling vacant posts in the KVK at ICAR the Chairman asked the Directors of Institutes and ATARIs to submit proposals for including such vacancies to be filled through ARS/NET examination by ASRB. Director (P) may consolidate the requests and submit the proposal accordingly.

(Action: All ICAR Directors, Directors ATARIs, Dir (P))

3.6 On the issue of conducting routine medical examination of employees as part of the requirements of APARs, the Chairman clarified that the institutes may handle these requirements at their own level.

(Action: All Directors)

3.7 On the matter regarding scientists of ICAR institutes accepting invitation to deliver lectures in private and public agricultural colleges and universities, Director (P) informed the house that there is no specific guideline for such visits. Secretary, DARE and DG, ICAR asked all the Directors to inform such cases to SMDs and desired to look into relevant DoPT guidelines and directed to follow them.

(Action: All Directors, DDGs)

4. Administrative & Legal Issues:

4.1: Director (Admin.) made a presentation on "Implementation of e-office in ICAR: Towards paperless office (e-Office)". Secy, ICAR asked to speed up the work of 100 % e-office implementation and take efforts to address the impediments hampering the process. He further desired to make provisions to reward those Institutes implementing the e-office effectively in a time bound manner. The office staff contributing maximum in this regard may also be rewarded. Performance indicators in this regard may be developed by IASRI. The Chairman directed all concerned Directors to make all out efforts to have proper internet connectivity in all the Institutes in order to implement the e-office effectively and fully by 31st March, 2019. He directed Dr. S. Marwah (IASRI) to visit the Institutes facing problems with e-office implementation and train and solve their problems in order to start the e-office by 1st April. (Action: All Directors, Dr. Marwah, IASRI)

4.2 A brief presentation was made on legal issues in ICAR by LA, ICAR. The Chairman desired to build up a monitoring system which is automated and can give the pendency status of the court cases. He directed all The DDGs to inform all the defaulters and send the report of uploading of all the cases to LA with a copy to DG and Secy, ICAR till 11th Feb, 2019. He asked to put up all the cases pending since 5-15 years.

(Action: All DDGs, LA)

4.3. The Chairman directed LA & Personnel Division to take note of the court cases wherein orders have been passed by the court to take immediate action and ensure that such matters are resolved speedily. He asked the LA to circulate the guidelines to all the institutes and ask for action taken in this regard in a definite time frame. Secy, ICAR suggested that the methodology adopted by DST and UGC in handling legal cases can be looked upon and if found suitable can be adopted. He said for quick resolution the cases can be sent to LOK Adalat also.

(All DDGs, Action: LA)

4.4. In a brief presentation on Vigilance matters of ICAR, the US, Vigilance informed the house that the number of vigilance cases are continuously decreasing over the years. DG,

ICAR appreciated the vigilance cell for efforts taken towards quick disposal of vigilance cases and asked to further reduce the pending cases. He asked the Directors to work under rules and regulations so that there are least number of vigilance cases.

(Action: CVO, All Directors)

4.5 Regarding the matter of early recruitment / redeployment of Administrative/ Technical /SSS staff Secretary DARE and DG, ICAR told that the recruitment rules are being reviewed in the council and a final decision in the matter shall be taken accordingly.

(Action: Dir (A))

4.6 On the issue of regularisation of Casual Labour temporary Status (CLTS) resulting in their retirement without pension benefits and court cases, it was clarified that the proposal is pending in the ministry of Finance and the final decision in the matter shall be taken only on receipt of the clarification from MOF. Dir (A) was directed to get the matter pursued at the higher level.

(Action: Dir (A))

4.7 Regarding the requirement of NOC from all guest houses located in Delhi for ICAR officials during their official tour to New Delhi before permitting stay in hotels, Directors are facing difficulty to contact each guest house and seek NOC, the Chairman asked the Directors to approach NASC Guest House before deciding to book hotel accommodation. The Chairman asked DS, GAC to look into the matter and resolve it appropriately in consultation of other ICAR guest houses in Delhi through networking.

(Action: Directors, DS, GAC)

4.8 Regarding the matter raised by CITH, Srinagar about guidelines for procuring petty items like sutli, bamboo sticks, FYM, lime paste etc. in case the vendors are not on CPPP or GeM. The Secretary, ICAR said that in very specific cases, such purchases can be made through a duly constituted purchase committee under intimation to the concerned SMD. Secretary DARE and DG, ICAR asked to make a list of such items and a general approval can be given to the institutes where GeM is not there.

(Action: All the concerned Directors, DDGs, ADG (TC))

4.9 On the request for providing training on recruitment through the online system to administrative heads (CAO/ SAO/ AO) of the institute, not having online examination facility in their campus, the Chairman directed that the trainings can be arranged on receiving the requests on case to case basis and advised the Directors to send requests through the concerned DDGs.

(Action: All the Concerned Directors, Dir, IASRI, DDGs,)

4.6 On the issue of stopping direct recruitment to T-7-8 and T-9 positions, the Chairman clarified that while putting up advertisements for these positions, the point regarding stagnation may be clearly mentioned so that the applicants are well aware of the absence of future promotional prospects in these positions. He asked the technical

5.4 Regarding the issue of exploring the possibility of increasing the premium of GSLIS monthly subscription in accordance with the pay revisions across the cadres, the Director (P) informed the house that it is not in ICAR purview. **(No Action required)**

5.5 To cope up with the GST additional fund provision above the EFC approved amount the Chairman said that request for total amount may henceforth be submitted after adding GST. The Chairman asked the IFD to resolve the issue to bring uniformity in GST application in ICAR Institute located all over the country.

(Action: Dir (F))

5.6 Regarding enhancement of monthly remuneration of AMAs, the point was discussed & assigned to Finance Division for examination and making recommendation.

(Action: Dir (F))

5.7 Regarding the requests from the Institutes for permitting utilization of revenue generated under Contract Research Services. The Chairman remarked that the Institutes may write to the respective SMDs for delegation of powers to the Directors of the Institutes for utilizing the Institute Income generated under Contract Research Projects. The Case may be examined in SMDs which may submit recommendations for further examination in Administration & Finance. **(Action: Directors, DDGs)**

5.8 In the matter regarding permitting Directors to use part of revenue generated for procurement of capital items/works on the farm/ residential premises the house was informed that a committee has been formed in the Chairmanship of DDG, Education and Director Finance as a member. The committee was requested to submit the report within a month.

(Action: DDG, Edn, Dir (F))

5.9 On the matter regarding enhancing ceiling for incurring expenditure towards Exhibition / Publicity, the Secretary DARE and DG, ICAR agreed to increase the limit to 5 lakh rupees per event. The maximum number of events per year, however, may be decided in consultation with the respective SMD Heads on case to case basis as per requirement. **(Action: All Directors, Dir (F))**

5.10 As per EFC approvals only starting salaries are to be paid to the Scientific staff employed under AICRP. The PCs have now requested that this issue may be examined as many Scientists have been continuously working in AICRP and have been promoted to senior scientists and principal scientists. The Chairman desired that the issue may be discussed in the concerned SMDs and resolved appropriately.

(Action: PCs, DDGs)

AICRP

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10/11/17
AICRP
The Chairman expressed concerns regarding the contributions of ICAR through AICRPs not getting acknowledged appropriately by the Agricultural Universities and the AICRP output in terms of production/ protection technologies are claimed to be the University outputs only. He desired to take this matter seriously and discuss all such points in AICRP meeting. The Chairman further directed ATARI Directors to develop detailed breakup of the technologies tested through KVKs and categorise them as developed under ICAR system, AICRPs or Agricultural Universities. (Action: Directors of ATARI, PCs, DDGs)

10/11/17
PME
The Chairman directed all Directors to make sure that the transferable technologies developed by the respective Institutes are passed on to ATARIs for testing and refining through KVKs. The activity should be made an annual feature and completed by March every year. DDGs may ensure the compliance of the action. ADG (TC) may also be provided the details of the technologies to laicise with ATARIs in this regard.

(Action: DDGs, Directors, ATARIs, ADG (TC))

The Chairman Directed the team of Dr. P.K. Agrawal, ADG, NASF, Dr. D.K. Yadav, ADG, Seed, Dr. T. Janaki Ram, ADG, Horticulture & Dr. O.P. Yadav, Director, CAZRI to develop a comprehensive publication on the technologies developed by ICAR along with impact thereof for publicising the ICAR achievements among all stakeholders widely. NAARM may be involved in designing aspects for better impact. The book may be published in 3 months' period in a targeted manner. (Action: All Concerned)

The matter of Casual Labour also came up for discussion. The Chairman informed that the decision in this matter has been taken and the circular will be issued by the concerned branch of administration soon. Wherever the TSCL status is not given to the casual labour the matter will be examined by the Chairman himself. (Action: Dir (A), All Directors)

In his concluding remarks, the Chairman reemphasised the following points:

- He urged everyone present in the house to work together with the concept of shared decision making, promoting collective decision making and to accept, respect and follow the decision taken by the council. He desired that the guidelines given by the Ministries should be followed. The decisions taken at higher level should be shared with the Heads of the Departments by the Directors of the Institutes and make them involved.
- He reminded that the Directors of the Institutes are the administrative heads of the Institution and a number of powers have been vested in them. These powers may be used effectively for institution building activities within permissible limits. The funds released by the Council are meant for the approved research and developmental activities in the Institute and may be very judiciously used for the same purpose.

- He called upon the Directors to recognize young talent and ensure that the budding talent is promoted, supported and recognized. New emerging frontier challenges should be explored and nurtured.
- The Chairman called upon the Directors to give due attention towards key areas of attention as delineated in the document of Doubling of Farmers' Income particularly those related to development and dissemination of post-production processes.

(Action: All Directors, Directors, ATARI)

The Chairman expressed concern over the overall quality of publications being brought out by the ICAR Institutes. He asked PD, DKMA to provide complete details regarding the performance of publications. He asked Dr. J.P. Mishra, ADG, ICT to ensure that the information on publications is also monitored through ERP. He advised that the impact assessment of publications must be done at the Institute level. These should be considered as peer requirements and data of past five years about impact and citations should be consolidated by the end of February, 2019. Also he asked the PD, DKMA to prepare a list of predatory Journals that are lowering the quality of publications. **(Action: All Directors, ADG, ICT, PD, DKMA)**

The Chairman desired to work towards monetization of the contributions made by the Institutes etc. He queried about the ways by which the monetization of preserved items by National Bureaus can be done. Director, NIAP was asked to look into the matter of monetization and assure that it is done by end of May, 2019.

- i. He asked the Directors and all concerned officers at whose end the activities/work of time bound nature are pending to complete the pendency of work in a systematic manner by March, 2020. **(Action: All Concerned)**
- ii. ADG, NASF was directed to consider giving higher weightage to composite projects and promote small groups for taking projects. **(Action: ADG, NASF)**
- iii. He called all the Institutes to celebrate the important events like Foundation Day, Education day, science day etc. with full enthusiasm by involving the school children by inspiring, attracting them towards agriculture and such events must be highlighted and documented. **(Action: All Concerned)**
- iv. Under Mera Gaon- Mera Gaurav, the teams of scientists from Institutes should make it compulsory to visit the villages and interact with the villagers to know their problem and thereby identifying the ways by which the Doubling of Farmers' Income can be done. Frequent interactions with the villagers will increase the visibility and deepens the vision and increase the reach. **(Action: All Directors)**
- v. The chairman desired to conduct the interface meeting between Institutes, Universities and KVKs at least twice a year. **(Action: All Concerned)**

The Meeting ended with vote of thanks.

ITND
PME
Lyo

Rajesh