



भारतीय कृषि अनुसंधान परिषद्  
**INDIAN COUNCIL OF AGRICULTURAL RESEARCH**  
कृषि शिक्षा विभाग  
AGRICULTURAL EDUCATION DIVISION  
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KRISHI ANUSANDHAN BHAVAN-II, PUSA, NEW DELHI 110012

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Dated 7<sup>th</sup> June 2019

**Dr. M. K. Agnihotri**  
Assistant Director General (HRD)

To

- i. All the Vice- Chancellors of State Agricultural Universities / CAUs / CUs having Faculty of Agriculture.
- ii. All the Directors of ICAR Institutes.

**Subject: Guidelines for ICAR-Post Doctoral Fellowship (ICAR-PDF).**

Sir,

The ICAR Post- Doctoral Fellowship (ICAR-PDF) has been approved as a new programme by the Cabinet Committee on Economic Affairs under the ongoing 'Strengthening and Development of Higher Agricultural Education in India' scheme of Agricultural Education Division (ICAR) to support the bright and talented researchers to pursue Post- Doctoral programme to build capacity in frontier areas of national interest in Agriculture and Allied Sciences.

The Guideline for the ICAR-Post Doctoral Fellowship (ICAR-PDF) has been developed and are enclosed herewith for your kind information and further necessary action please. The Guidelines are being circulated in anticipation of the Governing Body approval. This has the approval of Competent Authority in the Council.

Yours faithfully,

(M. K. Agnihotri)

**Encl: As Above**

Copy for information to

1. All DDGs, ICAR, Addl. Secretary (DARE) and Secretary ICAR, Addl. Secretary and FA (DARE/ICAR)
2. All the Directors of ICAR-DUs with a request to initiate the process for implementing the programme during 2019-20.
3. All ADGs ICAR, Director (P), Director (F), ICAR
4. PSO to DG, ICAR

**Guidelines**  
**For ICAR Post- Doctoral Fellowship (ICAR-PDF)**



**(2019-20)**

**INDIAN COUNCIL OF AGRICULTURAL RESEARCH**  
**EDUCATION DIVISION**  
**KRISHI ANUSANDHAN BHAVAN II**  
**NEW DELHI 110 012**

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## **Guidelines for ICAR Post- Doctoral Fellowship (ICAR-PDF)**

The ICAR Post- Doctoral Fellowship (ICAR-PDF) is a new programme approved under the ongoing 'Strengthening and Development of Higher Agricultural Education in India' Scheme of Agricultural Education Division (ICAR) to support the bright and talented researchers to pursue Post- Doctoral programme to build capacity in frontier areas of national interest in Agriculture and Allied Sciences.

### **1. Objectives**

- 1.1 Identify and support motivated young researchers for conducting research in frontier areas of agriculture and allied sciences to build the national capacity.
- 1.2 Provide them a platform to develop as an independent researcher capable of initiating a new programme in nationally important priority areas under the supervision of a mentor.

### **2. Number of Fellowships**

Ten per year for ICAR-IARI Pusa, New Delhi and five each per year for ICAR-IVRI Izatnagar, ICAR-NDRI Karnal & ICAR-CIFE, Mumbai respectively.

### **3. Eligibility Criteria**

- 3.1 The applicant should be an Indian citizen.
- 3.2 The candidate must have obtained Ph.D. degree (with course work) from a recognized University and should be working (in service) in an institution under ICAR-AU System.
- 3.3 He/she should have completed minimum three years of service (including clearance of probation) in regular capacity as a Scientist or equivalent in ICAR-AUs system working in any area of Teaching/Research/Extension.
- 3.4 The upper age limit for the fellowship is 40 years on the last date of submission of application. Age relaxation of five years will be given to candidates belonging to SC/ST/OBC/Physically Challenged and Women candidates.
- 3.5 ICAR-PDF can be availed only once by a candidate in his/her career.
- 3.6 The selected fellows are not allowed to work with their Ph.D. guides/Co-guides.
- 3.7 Mentor must hold a regular academic/research position in concerned ICAR-DU having a Ph.D. degree and should be a faculty member.
- 3.8 The mentor must have a minimum of 10 years of service experience in the relevant area of work with the experience of guiding minimum of 2 Ph. D. students.
- 3.9 A Mentor shall not have more than two ICAR-PDF fellows at any given time.
- 3.10 The candidates of ICAR-DUs are not eligible to apply for Post-Doctoral Fellowship in the same ICAR-DU.



#### 4. Mode of Application & Selection

- 4.1 The application shall be invited by the concerned ICAR-DU once in a calendar year.
- 4.2 The host institutes shall identify the research areas, mentors and laboratories where the PDF will work. The thrust areas for research are required to be notified at the time of advertising the PDF slots.
- 4.3 The applicant shall highlight the objectives, outline of the proposed research work and its utility to the parent Institute.
- 4.4 Along with application, the applicants must furnish a letter of approval of research plan from the mentor including a declaration regarding availability of adequate infrastructural facilities and equipments to execute the work plan. The work plan should be endorsed by the respective Director of ICAR Institute/Vice-Chancellor of Agricultural University under the ICAR-AU system.
- 4.5 Each Mentor will give maximum of two consent letters for each cycle/calendar year.
- 4.6 The selection will be based on screening and recommendations by a Selection Committee comprising of the following:
- |  |                  |
|--|------------------|
| <i>i. Director of the concerned ICAR-DU</i>  | Chairman         |
| <i>ii. Joint Director Research or equivalent of the concerned DU</i>   | Member           |
| <i>iii. DDG (Agril. Edn.) or his representative</i>  | Member           |
| <i>iv. Two Subject Matter Specialists (not below the rank of Prof./ Prin. Sci.) from outside the host institute.</i> | Member           |
| <i>v. Joint Director (Academic) or equivalent</i>  | Member Secretary |
- 4.7 The candidates will be evaluated based on parameters/weighted scale by taking into account the relevance of the area of study, the proposed research plan, academic records, achievements and their past work experience. The applicants will be called for personal interview/presentation of research plan by the Selection Committee.
- 4.8 Once selected, the candidate must register for the programme as per the schedule, date and time intimated by the respective ICAR- DU. In case of delay, the offer will get terminated automatically and no separate communication towards cancellation will be issued. At time of joining he/she has to give an undertaking as per the format at **Appendix-1**.
- 4.9 During the programme, the awardees shall not hold any other responsibility/post/position/work and need to devote his/her full time for the proposed research work.



## 5. Nature & Duration of Support

5.1 The fellowship is purely a temporary assignment and is tenable for a period of one year.

5.2 The host institution should provide necessary administrative, infrastructural and laboratory facility support to the awardees. In case, suitable accommodation is not available at the host institution, awardees shall have to make their own arrangements in this regard.

## 6. Amount and terms of Fellowship

6.1 The fellows will be entitled to receive the grants through concerned ICAR-DUs as under:

Budget Head	Amount
Fellowship	Rs. 75,000/- per month (consolidated)
Research Grant	Rs. 2,00,000/-

6.2 The fellowship amount (Rs.75,000/- p.m. consolidated) would be over and above the salary amount received by the awardees and the amount would be taxable as per the Govt. of India rules.

6.3 The research grant can be used for the purchase of minor equipments, consumables, contingencies and domestic travel. There is no provision for providing contractual manpower (RA/SRF/YP) support under this scheme. The expenditure on purchases of minor equipments, consumables, contingencies and domestic travel, shall be incurred after following codal formalities and within the ambit of relevant rules.

6.4 The fellowship along with research grant will be released in two instalments.

6.5 The fellows are not eligible to receive any other fellowship from any Government or Non-Governmental source during the tenure of the fellowship.

6.6 The fellow has to serve the sponsoring institution at least for one year after completion of PDF and to this effect he/she has to execute a bond (specimen of bond at **Appendix-2**) compulsorily at the time of joining in the DU.

## 7. Leave Rules

7.1 ICAR-PDFs will be entitled to avail leave as per GOI rules of the host institution. Participation in Scientific Conferences/ Seminars/Symposia/Workshops will be treated as on duty.

7.2 Maternity leave as per the Govt. of India instructions issued from time to time would be available to female candidates of all categories. Fellowship would not be admissible during the leave period, if the duration of leave exceeds three months.



7.3 The fellow must seek the consent of host ICAR-DU and may avail leave of the kind due if he/she intends to be away from the institute/University (except for field work related to the project and Scientific Conferences/ Seminars/Symposia/Workshops).

## **8. Termination of the Fellowship**

8.1 If any fellow wishes to terminate the fellowship, he/she shall inform the ICAR through the mentor and host institute immediately. The implementing institute should not incur any expenditure from the date of termination of the project or the date of resignation of the Post -Doctoral Fellow.

8.2 ICAR reserves the right to terminate the Fellowship at any stage if it is convinced that satisfactory progress is not being made by the awardees or the grant has not been utilized properly.

8.3 If the fellow leaves within one month of joining, the position can be filled from the panel of waitlisted candidates.

## **9. Project Monitoring**

9.1 The progress of the ICAR PDF vis-à-vis projections made and targets set in the work plan of the approved projects shall be quarterly reviewed by an Institute level Committee comprising Director of the ICAR-DU, concerned Head of the Department and Mentor of the ICAR-PDF.

9.2 Half-yearly progress of the project will be reviewed by the same Selection Committee for ICAR-PDF. In case of satisfactory report, Council shall release the 2<sup>nd</sup> instalment of grant.

9.3 The Annual Performance Appraisal Report (APAR) of the ICAR-PDF shall be made by the Mentor as Reporting Officer and be reviewed by Director of the concerned Institute/concerned authority of the University.

9.4 The observations/comments of the Institute Committee of the ICAR-DU where the progress of the work was presented may be invariably attached with the APAR.

9.5 The ICAR-PDF will be expected to publish/communicate his/her research findings in a peer reviewed journal having NAAS rating not less than 7.0. The proof of this should be submitted along with the final project report.

9.6 The progress of the ICAR-PDF project should invariably form a part of Annual Report of the Host Institute and final report of the project shall be uploaded on the Agricultural Education Portal.

## **10. General**



- 10.1 The ICAR-PDF is expected to protect the Intellectual Property Rights generated or likely to be generated during his/her tenure. The Council will have the appropriate share on the patents/protections/knowledge generated as per the “ICAR Guidelines for Intellectual Property Management and Technology Transfer/Commercialization” as amended from time to time. If the fellow enters into any other IP agreement, the same will be appropriately communicated to and shared with the Council. In all publications arising out of the ICAR-PDF project, the support from the Council should be duly acknowledged.
- 10.2 For any clarification regarding the ICAR-Post Doctoral Fellowship, the Deputy Director General, Agricultural Education, ICAR, New Delhi may be contacted.
- 10.3 The Director General ICAR & Secretary DARE will be the final authority in resolving and taking decision on any situation/conflict and his decision shall be binding on all parties concerned.
- 10.4 For any dispute, the applicable law will be the Indian law under the jurisdiction of Courts in Delhi only.



**Undertaking by the ICAR -PD Fellow**

I, -----, Son/Daughter/Wife of Shri. -----,  
resident of ----- agree to undertake the following, if I am offered the  
ICAR –PDF:

1. I shall abide by the rules and regulations of ICAR -PDF during the entire tenure of the fellowship.
2. I shall also abide by the rules, discipline of the institution where I will be implementing my fellowship.
3. I shall devote full time to research work during the tenure of the fellowship.
4. I shall prepare the progress report for six months period and the final report after completion of programme and submit it to ICAR through the mentor/Director of the institute for the release of fellowship.
5. I shall submit two copies of the consolidated progress report at the end of the fellowship period to the University and one soft copy to the ICAR for uploading on Agricultural Education Portal.
6. I further state that I shall have no claim whatsoever for regular/permanent absorption on expiry of the fellowship at the host institution.

**Date:**

**Signature**





**SPECIMEN OF BOND FOR CANDIDATES SEEKING AWARD OF ICAR -PDF**

KNOW ALL MEN BY THESE PRESENTS THAT I, ..... resident of ..... in the District of..... at present employed as.....in the Ministry/Office of ..... do hereby bind myself and my heirs, executors and administrators to pay to the President of ICAR Society (hereinafter called “the Council”) on demand the sum of Rs.... (Rs..... only) together with interest thereon from the date of demand at Government rates for the time being in force on Government loans AND TOGETHER with all costs between attorney and client and all charges and expenses that shall or may have been incurred by the Council.

Whereas I ..... am granted study leave by Council.

AND WHEREAS for the better protection of the Council/Government I have agreed to execute this Bond with such condition as hereunder is written:

NOW THE CONDITION OF THE ABOVE WRITTEN OBLIGATION IS THAT in the event of my failing to resume duty, or resigning or otherwise quitting service without returning to duty after the expiry or termination of the period of study leave or failing to complete the course of study or at any time within a period of **one year** after my return to duty, I shall forthwith pay to the Council/Government or as may be directed by the Council/Government, on demand the said sum of Rs. .... (Rupees ..... only) together with interest thereon from the date of demand at Government rates for the time being in force on Government loans.

NOW FURTHER THE CONDITION OF THE ABOVE WRITTEN OBLIGATION IS THAT the period of my bond mandating putting in service for the period as specified above after expiry of the study leave availed by me shall be extended by a comparable period equivalent to the aggregate period of leave of any kind availed by me during the currency of the bond period.

AND upon my making such payment, the above written obligations shall be void and of no effect, otherwise it shall be and remain in full force and virtue.



The bond shall in all respects be governed by the laws of India for the time being in force and the rights and liabilities hereunder shall, where necessary, be accordingly determined by the appropriate Courts of India.

Signed and dated this ..... day of ..... two thousand and .....

Signed and delivered by.....

.....

In the presence of .....

Witnesses 1 .....

2 .....

**ACCEPTED**

**For and on behalf of the  
President of ICAR  
Society**

**Explanation:** The term 'currency of bond' means the period during which the liability of the Government servant is activated and the right of the Government is alive to claim the predetermined and stipulated amounts from the Government servant who fails to discharge his obligation.

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