

No. 3-1/2018-Plg & HRD (RR)  
Government of India  
Archaeological Survey of India

20 NOV 2019


24-Tilak Marg, New Delhi  
Dated the .....November, 2019

**Subject: Revision of R/rules of posts in the Archaeological cadre of ASI –  
Consideration of suggestions from stake-holders.**

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Please refer to the representation dated 21.10.2019 of Dr.Arakhita Pradhan, Assistant Superintending Archaeologist (on deputation as Deputy Curator, National Museum). All stakeholders were given an opportunity to submit their suggestions on the draft R/rules inserted in the website. The representation of Dr. Pradhan dated 12.4.2018 was considered and a reply dated 4.6.2018 (copy enclosed) was already uploaded in ASI website for information of all stakeholders. The provisions in the draft R/rules inserted in the website were however subject to final approval of the competent authority i.e. DOPT and UPSC.

The instructions of the Department of Personnel & Training on framing of Recruitment rules require a feeder base of 3 to 5 times the promotion post. Hence the DOPT had approved for only 20% Promotion quota for Deputy Superintending Archaeologist, while 80% of the posts were earmarked for Direct Recruitment.

However, after due consideration of submissions made by ASI for enhanced quota for promotees, UPSC finally agreed to enhance the promotion quota to 33%. The revised Recruitment rules have accordingly been notified and given effect from the date of publication in the Official Gazette on 18.9.2019.

  
(P.G. Kaladharan)  
Director (Administration)

Dr. Arakhita Pradhan  
Assistant Superintending Archaeologist  
Deputy Curator (Exhibition) on deputation  
National Museum, Janpath, New Delhi

Copy to

✓ Web Manager. A copy may be inserted in ASI website for information of all stakeholders.

No. 3-1/2018-P1g & HRD (RR)  
Government of India  
Archaeological Survey of India

24-Tilak Marg, New Delhi  
Dated the 4.6, 2018

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Draft Recruitment rules of posts in the Archaeological cadre were formulated in consultation with a group of senior officers of the Department and these rules were put in the ASI website on 14.3.2018 seeking comments from stakeholders within one month. Suggestions received were examined and observations are communicated to all concerned as under:-


1. The qualifications that has been suggested in the draft R/rules were decided by a committee of Senior-level officers of the Archaeological division taking into consideration significance of Ancient as well as Medieval Indian History, Stone age Archaeology and Pleistocene geology in Archaeological Studies. This would also give wider scope for selection without restricting the qualification to a Post-graduate degree in only one discipline.
2. A proposal is under finalization for revision of the course curriculum of Post Graduate Degree in Archaeology with an overall duration of 1 year instead of the present 2 years and to be called as “Advanced Diploma in Archaeology (ADA)” The revised curriculum of ADA would be of 2 modules of 6 months duration each. All the newly recruited Assistant Architects will be required to undergo the Module No.1 of six months duration during their probation period which would also be eligibility criteria for further promotion to Assistant Superintending Archaeologist. On completion of the 2<sup>nd</sup> module of 6 months, they would become eligible for award of Advanced Diploma in Archaeology (ADA)
3. It needs to be noted that an incremental difference in qualifications need to be prescribed among the incumbents of posts from the entry level to the higher levels as they progress in the hierarchy commensurate with the levels of posts and the responsibilities assigned. Thus at the entry level of Assistant Archaeologist, it is found sufficient to prescribe only postgraduate Degree qualification. However, the Diploma in Archaeology (ADA) has been proposed as essential qualification for posts at Level-10 (Deputy Superintending Archaeologist) and above which are filled in consultation with UPSC. Further, inclusion of Diploma in Archaeology as an essential qualification for Direct Recruitment at the lowest level will further



restrict the scope of intake of candidates who are recruited by the SSC by a general examination without any subject specific evaluation.

4. As you know, the percentage of the vacancies to be filled by various methods like Promotion or Direct Recruitment depends on the availability of posts in the feeder grade. For a post to be filled by promotion by Selection there should be at least 3 to 5 times posts available in the feeder grade. Therefore, percentage of posts to be filled by promotion, in the case of Deputy Superintending Archaeologist and Superintending Archaeologist, has been proposed as per these guidelines of the Department of Personnel & Training.
5. It is unlikely that a relaxation in the qualifying service by including combined service of all archaeology posts would be considered by the authority competent to approve R/rules as the guidelines of DOPT do not provide for the same. Further, in the case of promotion from DySA to SA, prescribing combined eligibility service for promotion (i.e. service rendered as DySA plus as ASA) is not feasible as 40% of the vacancies of DySA are to be filled by Direct Recruitment and the Direct recruits would not have the benefit of past service rendered as ASA, creating unequal opportunities between promotees and Direct Recruits. However, at the level of ASA relaxation in the qualifying service for the regular incumbents of AA in position as on the date of notification of the revised rules (as per para 3.1.3 of DOPT guidelines dated 31.12.2010) is being proposed.
6. Upward revision of pay scales was already taken up with the 7<sup>th</sup> Pay Commission which was not agreed to. The restructuring proposal of ASI, as and when it materializes, is expected to take care of the existing shortage of posts in various levels of the Archaeology cadre, which in turn would lead to enhancement of promotional prospects.

The above is inserted in the website for information of all concerned.

o/c  
  
(P.G. Kaladharan)  
Director (Administration)

To

1. The stake-holders, Archaeology Cadre, ASI
2. The Deputy Superintending Archaeologist (website) with the request to insert the communication prominently in ASI website for information of all stakeholders.