

1. J&K Khadi & Village Industries Board is an autonomous body. It is not a government department. KVIB has its own recruitment rules. As per the said rules, recruitment has to be done under Section 6-b which state "*By direct recruitment, selection by Selection Committee to be constituted by the Chairman of the Board from time to time*".
2. SSRB & JKPSC are authorized by the constitution to effect recruitment for government departments only.
3. Vide Govt. Order No. **49-IND of 2012 dated 05-03-2012**, a Committee of officers was constituted to formulate the criteria for selection of candidates for various posts of KVIB. The said Committee, besides other things, recommended that for every post advertised, **candidates should be shortlisted in the ratio of 1:15 & 40 marks should be reserved for viva-voce. The said criteria was approved by the then Minister for Industries & Commerce Department (Chairman J&K KVIB) on 19-07-2012.**
4. Vide Advertisement Notice No: KVIB/01 and KVIB/02 of 2013 Dated:26-04-2013, **Sixty-seven (67) posts** under various categories were advertised. **7808 candidates applied** against the said advertised notification and out of Sixty-seven (67) posts advertised, only fourteen (14) class IV posts were filled up till October,2016 **rest of the posts remained vacant from the year 2013-16.**
5. Keeping in view the large time gap, it was decided that many candidates who had applied earlier may have been appointed somewhere else. So, afresh advertisement notice was issued on 8th

October, 2016 clearly indicating therein the criteria to be adopted for selection of the candidates.

6. Since PSC & SSRB doesn't effect recruitments for autonomous bodies, **hence the Administrative Department , with the approval of Competent Authority appointed Secretary Law, Justice & Parliamentary as Controller Examination for conducting of examination. The Controller Examination was appointed from outside the Industries & Commerce Department to ensure transparency & fairness in the conduct of examination.**
7. The job for the whole examination process was outsourced to M/S LMES Pvt. Ltd., New Delhi. The agreement executed by the Controller Examination with the outsourced agency includes following derivables:
 - Re-verification of the computerized data,
 - Allotment of centres,
 - Allotment of roll numbers,
 - Preparation of eligible candidate list from the data,
 - Preparation of individual online admit cards,
 - Designing of web-portal & online database & its integration with KVIB website,
 - Preparation of question booklets,
 - Preparation of scannable OMR sheets with bar code,
 - Conduct of examinations, arrangement of examination venues, appointment of Superintendents, Invigilators & Co-ordinators at all examination centres, supply of attendance sheets, collection of answer sheets & attendance sheets, carriage of examination

material to respective centres & back, processing of result, double scanning of answer sheets, preparation of results.

8. The Outsource Agency namely M/S LMES Pvt. Ltd. New Delhi is also conducting the examination for Police & other Departments. The exam process was conducted by the said outsource agency under the supervision of Controller Examination.

09. None of the officers of J&K KVIB was involved in the process of conducting of written examination and they had no role in the said process.

A carbon copy of the answer sheet alongwith question booklet was provided to the candidates so that every candidate may know his/her score in the written test. Answer keys of the question booklets were uploaded on the official website of the Board for information of candidates.

10. The admit cards of the candidates for the written test were hoisted on the official website of the Board and the aspirant candidates were also informed through print media to download the admit cards from the official website of the Board. Help desks were established in the Direction Office of J&K Khadi & Village Industries Board at Old Secretariat Srinagar and Divisional Office J&K Khadi & Village Industries Board Jammu to facilitate downloading and distribution of admit cards in favour of those candidates who complained that they were facing difficulty in downloading the admit cards.

11. The criteria for selection of candidates was deliberated upon and ratified by the Board of Directors of J&K KVIB in its 102nd BOD meeting on 3rd October, 2017. The Board passed below listed resolution:

"The entire Selection process for the posts advertised by J&K KVIB vide Advertisement Notice No: KVIB/01 of 2016 Dated:08-10-2016 be got completed through Secretary Law, Justice and Parliamentary Affairs Department, Government of J&K who has been designated as "Controller of Examination, J&K KVIB" vide Government order No:132-IND of 2017 Dated: 12-06-2017. The interview committee to conduct the Viva-Voce interview shall be constituted by the Hon'ble Chairman J&K KVIB on the recommendation of Controller Examination and the award for experience as per advertisement notice No: KVIB/01 of 2016 Dated:08-10-2016 shall also be drawn by him."

It was further resolved by the Board of Directors of J&K KVIB in 102nd BOD meeting that Controller of Examination shall provide final selection list of the candidates to KVIB once the selection process is completed by him.

12. The Government vide Order No. 34-IND of 2018 dated 23-01-2018 constituted the following Interview Committee:

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| a) Special Secretary Law | Chairman. |
| b) Director Industries Kashmir | Member. |
| c) CEO KVIB | Member. |
| d) Dy. CEO KVIB. | Member. |

The candidates were interviewed both at Jammu and Srinagar. Candidates belonging to Ladakh region had the option to attend at either of the venues as per convenience. The Chairman of the Interview Committee was appointed from outside the Industries & Commerce Department to maintain the fairness and transparency of the interview process. **No member of the interview Committee had access to the written test merit and the merit was under the custody of Controller Examination.**

13. The Committee Members awarded the individual candidates on the basis of their assessment & submitted the award to the Chairman Interview Committee under sealed cover who in turn submitted it to the Controller Examination.

14. The final merit list of the candidates was drawn by the Controller Examination who recommended & forwarded the same to Commissioner/ Secretary Industries & Commerce Department, who in turn forwarded it to the Minister for Industries & Commerce for perusal & approval.

15. The Notification regarding the list of selected candidates was issued by KVIB on 20-02-2018.