



RESEARCH ARTICLE

Are Indian Central Government Funded Research Laboratories ~15% Upper Caste Community's Private Organizations? - A Case Study at ARCI, Hyderabad

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ABSTRACT

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Status of Scientists Coming from Most Backward Castes, Scheduled Castes, And Scheduled Tribes in ICGFRLS
Scientists Belong to Which Communities Can Become the Directors and Heads for Technical Departments In ICGFRLS
What for Everyday a New Rule Is Introduced by The Directors of These ICGFRLS

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In this article, i) how the “Indian Central Government Funded Research Laboratories (ICGFRLs)” function, ii) who can become the Directors and the Heads of the different technical departments of these ICGFRLs, and what credentials one has to be possessed to be selected for these posts, iii) what is the main motto behind every day introducing a new rule by the directors of these ICGFRLs, iv) what research topics are given the most priority in these ICGFRLs, v) why the science that shall solve the actual problems faced by Indian society is neglected mostly in these ICGFRLs, and why even after 78 years of independence, ~800 million people still stand in front of Government ration shops for 10 kg rice in India, vi) how the grants-in-aid allotted by the Government of India is spent in these ICGFRLs, vii) what work actually done since establishing these ICGFRLs for the betterment of Indian society, viii) how the scientists coming from most backward caste (MBC), scheduled caste (SC), and scheduled tribe (ST) communities, who account for about >80% of Indian population, are being treated in these ICGFRLs, etc., have been described by taking the “International Advanced Research Centre for Powder Metallurgy and New Materials (ARCI), Hyderabad” as a case study. This article is an extension to the previously published article “Reason for India Not Producing a Single Nobel Laureate in Science Category during the Past 93 Years – A Scientist’s Interpretation” in Pakistan Journal of Life and Social Sciences 22(2) (2024) 4740-4747. The written arguments submitted to the “National Commission for Scheduled Castes (NCSC)”, Government of India, by the author of this article in a case related to his promotion from Scientist-F to Scientist-G position reveal condition of scientists belong to MBC, SC and ST castes in these ICGFRLs. The main intension of this article is to bring the truth and actual conditions prevalent over these ICGFRLs to the notice of the entire Indian society so that the necessary changes to the rules of these ICGFRLs can be made to improve the conditions of MBC, SC and ST scientists. To show how the useful science done by the scientists belong to MBC, SC and ST communities is neglected in these ICGFRLs, all the single author publications made by Dr. Ibram Ganesh are listed as references of this article.

INTRODUCTION

1.The complaint written by Dr. Ibram Ganesh to the National Commission for Scheduled Castes

The author of this article has written a letter to the “National Commission for Scheduled Castes (NCSC)” on 07-08-2025 with a subject of “I request the NCSC to do justice by ordering the Director of International Advanced Research Centre for Powder Metallurgy and New Materials (ARCI), Hyderabad, to promote me from Scientist-F to Scientist-G post as I am due for it for the last three years. The content of the letter to NCSC is “I, Dr. IBRAM GANESH, have joined ARCI, Hyderabad on 25th February 1999 as an R&D scientist and completed 26 years’ of service. I joined ARCI after

completing my Ph.D., work at *Indian Institute of Chemical Technology (IICT)*, Hyderabad, and the degree was awarded during October 1999. I have received University Gold Medal for securing first rank in my M.Sc., course. So far, I have published 119 research articles in international journals of well-repute, and I am holding 14 Indian (granted) patents. I am one of the top 2% scientists in the world as per the rankings given by Stanford University, USA. In fact, I am the number one ranker not only at our ARCI, Hyderabad, but also among the entire SC and ST scientists/professors/faculty working in all IITs, NITs, Central Universities, CSIR, DAE, DRDO, ICMR, UGC, etc., research organizations, and State Universities and in all branches of subjects including Science and Technology in India. I have independently invented i) SLAPE solar panels, which are the safe and alternate solar panels to prevent a million times higher global warming effect caused by the present deployed *Silicon photovoltaic based solar panels* than the one caused by atmospheric CO₂ gas, and ii) a low-cost and high-product yielding technology to manufacture β -SiAlON radomes suitable for *Hypervelocity Ballistic Intercontinental Missiles*. I have received BOYSCAST (*Better Opportunities for Young Scientists in Chosen Areas of Science and Technology*) fellowship during 2007-2008, and IUSSTF (*Indo-US Science and Technology Forum*) fellowship during 2012-2013 to carry out post-doctoral research at *University of Aveiro, Portugal*, and *Emory University, Atlanta, Georgia, USA*, respectively, sponsored by *Department of Science and Technology (DST)*, Govt. of India, for each one-year period. I wrote two books entitled "*Practicable Artificial Photosynthesis: The Only Option Available Today for Human Kind to Make Energy, Environment, Economy and Life Sustainable on earth*", and "*Harvesting Solar Energy: Using CO₂ and Water as Energy Storage Materials*" and Edited a book entitled "*Energy for Sustainable Development:- Capitalising on the Transformative Potential of Energy to Promote Economic Growth and Improve Livelihoods: Sustainability and Spirituality: Building Ecologies of Hope*" together with Prof. Walter Leal Filho, Prof. Amanda Lange Salvia, and Prof. Bianca Gasparetto Rebelatto, which are published by well-reputed International book publishers, *Springer Nature*. All contributions I have made so far to my organization ARCI, as well as to the science and technology has been written clearly in my CV attached herewith for your kind perusal (please find it as a supporting information at the end of this article). I have done all this work without the help of not even a single Ph.D. student. I have 46 single author publications. Furthermore, I have evaluated the project proposals for i) today's world number one scientist (*Prof. Michael Gratzel*) sent from *Swiss National Science Foundation, Switzerland*, ii) *European Research Council*, iii) *American Chemical Society – Petroleum Research Funding*, and iv) *National Science Centre, Poland*, which indicate the importance of research I have been doing. Although I have received "*Call Letters*" to attend the interview for the post of Director, ARCI, Hyderabad, two times, and two times for the promotion from Scientist-F to Scientist-G post, I have denied the promotion from Scientist-F to Scientist-G post although several other scientists belong to upper caste were given Scientist-G posts despite they have very inferior credentials to those of mine. My organization management has been humiliating me by stopping all the support to me just because I belong to Scheduled Caste (SC) community. I am not being given any sort of support from my organization ARCI, Hyderabad, in terms of students, manpower, funds, etc., to carry out any kind of scientific research by me. I have been doing only theoretical research for almost few years' period. Four times, I have submitted project proposals to *Science and Engineering Research Board (SERB)*, *Department of Science and Technology (DST)*, Govt. of India, after completing a Rs. 45 lakh projects successfully during 2014-2018 period sponsored by same SERB, for which I have received "*Excellent Grading*" certificate. All the other community scientists, who were juniors to me have also promoted to Scientist-G posts, although they did not show any independent research capabilities needed by any R&D scientist. One Scientist, who joined along with me at the same time with just Master degree was made *Associated Director* last month although he did not do any work that is comparable to the one done by me just because he worked with one of former directors of ARCI. They were given big projects and full support by ARCI management. They are not only discriminating me but also humiliating in front of entire ARCI employees by making me to sit like in a jail. In fact, I have invented four technologies that are going to show immense impact for the betterment of our society across the globe. They are not allowing me to turn them into workable technologies to practice at industry. The entire scenario how I have been treated at ARCI was written in an article entitled "*Reason for India not producing a single Nobel Laureate in Science category during the past 93 years: A scientist's interpretation*" and published in an international journal (please find attached a copy of it herewith) (please find it as a

supporting information at the end of this article). Our ARCI management is obstructing me to do my all-natural duties by giving several show-cause (memorandum) notices although I have been doing the same work for the last twenty-six years at ARCI. They are deducting my earned leaves (already reduced about 100 leaves, meaning about Rs, 10 lakh) by manipulating my attendance timings in the system as they can do it so (I have a proof for it). I have been forced to live as a prisoner in my organization without talking to anybody. Everybody made afraid of talking to me and if anybody talks to me, he will not be given any promotion and his annual confidential reports (ACRs) will be spoiled. Because of these reasons, nobody dares to talk to me at my organization. Sir, in view of the above, I would like to request the “*National Commission for Scheduled Castes*” to do the justice by looking into the matter and by ordering our ARCI director to give me the promotion from Scientist-F to Scientist-G from back date or from at least now onwards as it is my third attempt as I am due for it for the last three years. The interviews are going to be conducted next month for this promotion”.

2.The notice issued by the National Commission for Scheduled Castes to the Chairman and to the Director of ARCI, Hyderabad

In response to the above-mentioned written letter representation to the NCSC, it has issued a letter (vide File No. SSW-II/IP/ST/2025/305031; dated: 18-08-2025) to the Chairman as well as to the Director of *International Advanced Research Centre for Powder Metallurgy and New Materials (ARCI)*, Balapur, Airport Road, Hyderabad, Telangana- 500005 along with the above written letter complaint or representation as a pdf attachment. The content text of the issued notice is “Whereas a Petition/complaint/information has been received by the *National commission for Scheduled Castes* from Shri/Smt. Dr. Ibram Ganesh, dated 07/08/2025 as enclosed and the Commission has decided to investigate/inquire into the matter in pursuance of the powers conferred upon it under Article 338 of the Constitution of India. You are hereby requested to submit the facts and information on the action taken on the allegations/matters to the undersigned within 7 days of receipt of this notice either by post or in person or by any other means of communication. Please take notice that in case the Commission does not receive reply from you within the stipulated time, the Commission may exercise the powers of Civil Courts conferred on it under Article 338 of the Constitution of India and issue Summons for your appearance in person or by a representative before the Commission” with a copy for information to Dr Ibram Ganesh.” The notice was issued by Dr. Dinesh Vyas, Deputy Director, *National Commission for Scheduled Caste (NCSC)*, 5th and 7th Floor, Loknaya Bhavan, Khan Market, New Delhi – 110003.

3.The reply of ARCI to the notice of NCSC, and the point-by-point written arguments of Dr. Ibram Ganesh vis-à-vis ARCI’s reply

On 26th August 2025, ARCI has submitted a reply with a reference number ARCI/ADMIN/NCSC/2025 to NCSC with a subject mentioned as “ARCI’s reply” with enclosures for which the descriptions are given below:

1.	Synopsis of Dr. I. Ganesh, submitted for promotions – Annexures “A” & “B”.
2.	Annexure for replies on his other points Annexure “C”
3.	Email copy sent by Dr. Ganesh sent to transfer technician 1 Annexure “D”
4.	Email copy sent by Dr. Ganesh sent to transfer technician 2 Annexure “E”
5.	Copy of 1 st paper published in Pakistani journal making forbidden criticism of the Indian Central Government Funded Research Laboratories (ICGFRs) and its policies Annexure “F”
6.	Copy of 2 nd paper published in Pakistani journal making adverse remarks on a ARCI technology Annexure “G”

The body of the text of reply sent by ARCI to the NCSC is given in the following sections.

4.NCSC letter to Dr. Ibram Ganesh, Scientist, ARCI, Hyderabad

Upon receiving the reply from ARCI, the NCSC has sent a mail to Dr. Ibram Ganesh, on 29th August 2025, stating that “Please refer to the above mentioned subject and to enclose a copy of the reply/action taken report received from concerned authorities/departments: The Director, *International Advanced Research Centre for Powder Metallurgy and New Materials (ARCI)*, vide letter No. ARCI/ADMIN/NCSC/2025 dated 26/08/2025 received on 28/08/2025 in the Commission for your information. You may file a rejoinder if you are not satisfied with the action taken

report/reply of the department. 2. It may be noted that the rejoinder must be in accordance with the "Rules of Procedure of *National Commission for Scheduled Castes*, 2009" para 7.4.1 (d), (e), (f), (g), and (h), which are available on the NCSC Hand Book, 2016 available at www.ncsc.nic.in. 3. The rejoinder if any must reach to the Commission within 30 days for taking final decision in this case by the *National Commission for Scheduled Castes* (Encl: As above)".

5.Dr. Ibram Ganesh's point-by-point written arguments against each and every point submitted by ARCI, Hyderabad, in its reply to NCSC

On 7th September 2025, Dr. Ibram Ganesh sent a mail to Dr. Dinesh Vyas, NCSC as "at the outset, I would like to thank you for your kind mail on 29th August 2025, and for attachment of the reply from ARCI to my representation. Please find herewith given my detailed reply to ARCI's response (ARCI/ADMIN/NCSC/2025; dated: 26th August 2025) to my representation point-by-point and all the document evidence in several annexures (please find six annexure documents as a supporting information at the end of this article) to support my point in this regard. I have followed the suggested format in your letter dated 29th August 2025 while preparing my reply to ARCI's response". The description of list of enclosures submitted to NCSC are as follows:

(i)	Annexure-I:	Names of top 400 scientists from India as per the Stanford University, USA, rankings.
(ii)	Annexure-II:	Detailed CV of Dr. Ibram Ganesh.
(iii)	Annexure-III:	Four publications of Dr. Ibram Ganesh showing experimental work of inventions and discoveries made by him after he became Scientist-F.
(iv)	Annexure-IV:	Print media coverage of Stanford University, USA, rankings.
(v)	Annexure-V:	A publication of Dr. Ibram Ganesh and references therein showing the literature evidence of global warming caused by solar panels.
(vi)	Annexure-VI:	Evidence of global warming caused by solar panels, and recent increased floods in India published in Nature group journals articles.

The written arguments of Dr. Ibram Ganesh submitted to NCSC in response to the reply given by ARCI are presented below against each and every point mentioned in the reply of ARCI to NCSC.

ARCI, Hyderabad's reply point number one

"Sir, with reference to your above cited letter, I am directed to provide the following facts/information pertaining to the representation of Dr. Ibram Ganesh, Scientist-"F". ARCI an autonomous Research and Development (R&D) Institute under *Department of Science and Technology (DST), Government of India* is established for the promotion of research as well as technology development in the areas of advanced materials, including materials for energy generation, storage and conversion, engineered coatings, laser processing of materials, ceramic processing and advanced powder metallurgy, ARCI has established an ensemble of the latest technologies in the above-mentioned areas and has subsequently transferred them to industries for commercialization. Since, being a scientific organization, ARCI is exempted from the purview of reservation in respect of Senior Group "A" Scientific and Technical posts, whose pay level is 11 and above, both in direct recruitment and promotions. ARCI is implementing: Flexible Complementing Scheme (FCS)" for promotion of its Scientific Staff. Under FCS, scientists on completion of prescribed residency period and based on Annual Confidential Report (ACR) grading, who become eligible, are called for assessment every year. As per norms, the competent authority of ARCI constitutes Assessment committees consisting of eminent professors/scientists/technologists from premier academic as well as R&D institutes and industries".

Dr. Ibram Ganesh's argument to the above ARCI's reply point number one

1.This is the main reason for all the injustice happening to the scientists belong to SC, ST and MBC categories at ARCI, Hyderabad. One may look at all the heads of the technical centres of ARCI (listed below in a tabulated format) where scientific R&D is being carried out and the required technical support is given to the R&D scientists at ARCI. The main motto of making scientists not belong to SC, ST and MBC categories as heads of the technical centres is to avoid the fair access to the facilities of ARCI to each and every scientist of ARCI. They introduce every day one new rule by the Director of ARCI on the name of autonomous R&D centre just to keep both R&D as well as characterization facilities away from scientists belong to SC, ST and MBC categories. Sometimes, in

order to avoid requesting or to take permission to do the regular duty from a fellow scientist from the same cadre, many a times, the scientists belong to SC, ST and MBC categories including Dr. Ibram Ganesh avoid doing work itself. Dr. Ibram Ganesh, spent two years' time in foreign laboratories, no where he has seen this kind of restriction to use any facility to do R&D work. In fact, the non-availability of reservation to Senior Group "A" Scientific and Technical posts, whose pay level is 11 and above making ARCI management to maintain their agenda of keeping scientists belong to SC, ST and MBC categories very away from doing the need of the hour research, and in stopping the growth of the country on far with any of the superpower or developed countries of today's world. It is one way of stopping the development of the country by scientists not belong to SC, ST and MBC categories. Their actions clearly indicate that they do not want India to grow to the required level by doing the required scientific R&D on the need of the hour topics.

2. At ARCI, Hyderabad, scientists belong to SC, ST and MBC communities are being treated as second-grade citizens of India.

3. To discourage the scientists belong to SC, ST and MBC communities, whatever the way possible, the ARCI management tries all those tactics by using their discretionary powers. In fact, the non-availability of reservation for these higher-grade posts helping the ARCI management to keep the scientists belong to the marginalized SC, ST and MBC categories away from the main stream of the organization. They are not involved in the organization of any events and they have to play the role of just a mere spectator. Since, nobody belonging to these SC, ST and MBC categories involved in the policy making and decision making regarding how to spend the money at ARCI, the management consisting of scientists not belong to SC, ST and MBC communities wasting all the grants-in-aid money given by the *Department of Science and Technology (DST), Govt. of India* on the name of developing technologies for the Indian Industry and trying to build their own careers instead of working for the betterment of Indian society. Dr. Ibram Ganesh can prove how several hundreds of crores of rupees are wasted by ARCI directors on the name of technology development during the past two decade's period.

4. To cover-up these losses, ARCI management import one or two ready-made technologies and costly equipment from foreign countries, and produce few components using those technologies and equipment, and by using those parts in DRDO and/or ISRO programs, they claim that they have invented greatest technologies capable of completely changing economy and life of Indian society while eliminating the unemployment, poverty, and solving all the environment related problems.

5. In fact, scientists in these organizations work only for spending the government allotted money, and not for really developing any technology useful for the Indian industry. If anybody tries to do such an R&D, he/she will be finished by the management of these organizations. This point can be verified by any individual by looking at how Government of India even after more than 75 years of independence, still distributing 5 to 10 kgs rice to about 800 million people through government ration shops. This is the level of scientific development is being done by these scientists by spending several thousands of crores of public money allotted by the government of India. They are playing with public money on the name of developing technologies for Indian industry.

S.No.	Name of the technical center at ARCI	Name of the head of that center
1.	Centre for Automotive Energy Materials (CAEM)	Dr. R. Vijay & Dr. R. Prakash
2.	Centre for Solar Energy Materials (CSEM)	Dr. P.K. Jain & Dr. Shanmugasundaram Sakthivel
3.	Centre for Advanced Powder Metallurgy (CAPM)	Dr. R. Vijay & Dr. Joydip Joardar
4.	Centre for Advanced Materials & Batteries (CAMB)	Dr. R. Vijay & Dr. B. V. Sarada
5.	Centre for Engineered Coatings (CEC)	Dr. L. Rama Krishna & Dr. G. Siva Kumar
6.	Centre for Advanced Ceramic Materials (CACM)	Dr. P.K. Jain & Dr. Bhaskar Prasad Saha
7.	Centre for Laser Processing of Materials (CLPM)	Dr. L. Rama Krishna & Dr. Ravi N Bathe
8.	Centre for Fuel Cell Technology (CFCT)	Dr. R. Subasri & Dr .K. Ramya
9.	Centre for Carbon Materials (CCM)	Dr. P.K. Jain

10.	Centre for Sol-Gel Coatings (CSOL)	Dr. R. Subasri
11.	Centre for Materials Characterization and Testing (CMCT)	Dr. R. Subasri
12.	Centre for Technology Acquisition and Transfer (CTAT)	Dr. P.K. Jain & Dr. Sanjay Bhardwaj
13.	Electrical, Electronics & Civil Maintenance Centre (EE&CMC)	Dr. L. Rama Krishna & Mr. V. Balaji Rao
14.	Technical Information Centre	Dr. P.K. Jain & Dr. Sanjay Bhardwaj
15.	Centre for IT Services	Dr. R. Vijay & Dr. Ravi N Bathe
16.	Project Monitoring and Intellectual Property Rights (PM-IPR) Cell	Dr. R. Vijay
17.	Admin, HRD, Hindi, MT & Despatch	Dr. R. Vijay
18.	Finance & Accounts	Dr. R. Vijay
19.	Purchase & Inventory	Dr. R. Subasri
20.	Security, Fire and Safety	Dr. L. Rama Krishna
21.	Liaison Office-Gurugram	Dr. P.K. Jain

None of the persons listed in above table belong to SC, ST or MBC communities. The most surprising element of this data is, there is one scientist, Dr. P.K. Jain, he is heading the *Centre for Carbon Materials* for the last 30 years, and he is one of the senior associated directors of ARCI today. He has published only one research article on his own during his entire 30 years' period at ARCI. Today, he is having about 100 publications to his credit written by others not by him. All the remaining 99 publications are given to him by other scientists just because he is the head of the *Centre for Carbon Materials*, where, a lot of R&D facilities are available. If any scientist working in that center or uses the facilities available at that center, when they write any research paper by using those facilities, they have to keep the name of Dr. P.K. Jain as one of the co-authors just because he is the head of that department. This is how; he is surviving at ARCI. Like him, many other scientists not belong to SC, ST or MBC communities at ARCI are surviving as heads and directors even though they do not do any R&D work on their own useful in any way to the Indian society.

ARCI, Hyderabad's reply point number two

The Assessment committee, consisting of members, including SC/ST member and subject experts from outside the organization, reviews and assesses the performance of each of the scientists for promotion to the next higher grade. Scientists under flexible complementing scheme are promoted to next higher grade purely based on their performance and the contributions made by them towards fulfilling the mandate of ARCI.

Dr. Ibram Ganesh's argument to the above ARCI' reply point number two

1. There is nothing called ARCI' mandate. The only mandate at ARCI is to grow the personal careers of director and heads of technical centers of ARCI. They do not give any importance to the actual R&D work done towards betterment of society or towards the stated mandate of ARCI but towards only the personal growth of the director of ARCI because he is the whole and sole for decision making. Whoever works towards the personal growth of ARCI's director that particular scientist will be given full support and whoever exclusively works towards the betterment of ARCI and betterment of Indian society, that particular scientist will not be given any kind of support by Director of ARCI. This is the situation prevailing at ARCI, Hyderabad. If any scientist does not work for the growth of Director of ARCI, he or she will be completely side lined.

2. Please see Annexure-I (please find it as a supporting information at the end of this article), where the names of first 400 India's Most Influential Scientists (Single Year) in 2022/2023 as per the Stanford University List. Total 3,796 Indians secured rankings. In these 400 top 2% scientists from India, Dr. Ibram Ganesh alone belong to SC or ST category, and his rank is 348. This list is not prepared by any Indian or any Indian institution but the prestigious Stanford University, USA, professors. This list was not prepared based on any bias towards any community scientist(s) but purely based on individual's performance and individual's contribution towards the advancement of science. Of course, this list does not contain the names of scientists who just spend government allotted money by importing foreign equipment on the name of technology development for Indian industry. In fact, Dr. Ibram Ganesh is the only scientist belong to either SC or ST category in top 400

rankers from India as listed in Annexure-I among entire professors/scientists/researchers belong to SC or ST categories in all top Indian premier institutions that include IITs, NITs, central universities, laboratories belong to DST, CSIR, DAE, DRDO, ICMR, etc.. The point here is, Dr. Ibram Ganesh wishes to bring to the notice of “*National Commission for Scheduled Castes (NCSC)*” is that when the number one ranking scientist as per Stanford University, USA, rankings among all SC and ST scientists working in these Indian premiere institutions is facing this kind of discrimination and humiliation, how the remaining scientists belong to these communities in these institutions will be facing can be imagined. In fact, these rankings have to be earned by any individual scientist, and they cannot be given to anybody by anybody. In fact, among these 400 top rankers, Dr. Ibram Ganesh alone has spent the least amount of funding to do R&D, and to understand the various subjects that have fetched him this rank without the help of not even a single Ph. D. student.

3. Some scientists and professors belong to SC and ST communities can be found as vice chancellors, deans and heads of the departments at certain Indian Universities such as, Osmania, but those posts are politically supported ones based on reservation. Whereas, these Stanford University, USA, rankings have to be earned by any individual with his/her own efforts only. In among such kind of achievers from SC and ST categories, Dr. Ibram Ganesh, is the top-most rank holder today in entire India. Unless, the reservation is given for the posts of Senior Group “A” Scientific and Technical posts, whose pay level is 11 and above at IITs, NITs, it is not possible to find the scientists and professors belong to SC and ST communities in this world top 2% scientists’ ranking list.

4. In fact, it indicates that more than 80% of the Indian population is not doing any science by working in these top universities and institutions by holding top positions in these premier Indian research organizations, then how India can grow enough and compete with those superpowers and developed nations of today’s world. The honourable “*National Commission for Scheduled Castes (NCSC)*” is requested to look into this matter and do the justice to the scientists belong to SC and ST communities and to recommend to the Government of India to implement reservations for the posts of Senior Group “A” Scientific and Technical posts, whose pay level is 11 and above to have a proper representation by the scientists belong to SC and ST categories and to contribute to the growth of the Indian nation. In these organizations, opportunities are not given equally to each and every scientist. It is very much decided based on the category to which a scientist is belonging to.

ARCI, Hyderabad’ reply point number three

Dr. Ibram Ganesh was screened in for assessment for promotion, and he attended interviews held on 12.01.2024 and 05.09.2024, respectively. The chairman of the Assessment Committee, an outside expert was nominated by the chairperson, governing council of ARCI. The committee based on the synopsis submitted by Dr. Ganesh and his performance during both the assessments, felt that his R&D work as well as contributions in terms of scientific, engineering (design and scale-up), technological, application development, technology demonstration and technology transfer was not up to the mark as is required for the next promotion to the pay level 14 and hence not recommended for promotion. Copies of his synopsis are attached as Annexure “A” & Annexure “B”, respectively.

Dr. Ibram Ganesh’s argument to the above ARCI’s reply point number three

1. Dr. Ibram Ganesh wishes to bring this very important information to the notice of the honourable “*National Commission for Scheduled Castes (NCSC)*” that none of the criterion such as, engineering (design and scale-up), technological, application development, technology demonstration and technology transfer, etc., set by ARCI management to promote Scientists from F-grade to G-grade can be achieved by any individual scientist on his/her own, whatever may be the capabilities he or she may possess without the help of the institution. That is why this particular criterion was set by the management of ARCI to keep Dr. Ibram Ganesh, and other scientists belong to SC, ST and MBC communities far away from the posts that decide the spending of the government allotted money on R&D.

2. In fact, the Directors served during the past 10 years’ period at ARCI showed little scientific analysing capabilities on materials science subjects despite they spent almost 30 years period in ARCI, which is one of the India’s top most premier research laboratories working on materials science related research. For taking any decision about any new invention made at ARCI by Dr.

Ibram Ganesh, they want to take a third person's opinion. Even if a rubbish is said by that foreigner, the directors of ARCI say it is 100% current because it is said by a foreigner. They do not show any scientific analysing ability on their own, then how can they decide the work done by Dr. Ibram Ganesh is worth or not. Whether they do it really because they do not know subject or they act like that to avoid the recognition of the work done by Dr. Ibram Ganesh is not known clearly.

3. Please see is there any member in the interview board with better ranking than that of Dr. Ibram Ganesh including the chairman in that world top 2% rankings given by the Stanford University, USA. In fact, if there is any interview board member with better credibility than that of Dr. Ibram Ganesh, he or she will definitely not agree to sit in the interview board because he or she will find more valuable work to do than sitting in an interview board for evaluation of junior scientists to him or her takes place. Some scientists might agree for sitting in interview board where Dr. Ibram Ganesh is interviewed because they wish to learn or understand the inventions made by Dr. Ibram Ganesh. What Dr. Ibram Ganesh trying to mention here is none of the committee members are capable of properly assessing the work done by Dr. Ibram Ganesh.

4. Recently, one of the Directors of ARCI said he will run a car with water. He does not know what is required to drive a car. He does not recognize what is a fuel and what is not a fuel despite doing his Ph.D. work on hydrogen generation. That kind of directors are selected at ARCI. Then how the director can recognise what is a good contribution and what is not a good contribution to ARCI.

5. Nobody on this planet can run a car with water. If it is done so, the next day, the entire world can stop doing any research because it can solve all the problems today our world is facing including elimination of unemployment and poverty while making energy, environment, economy and life sustainable on Earth.

6. Since, the duty of the Directors of ARCI is to just spending of the government allotted money on the name of technology development by importing foreign equipment and submit the bills to DST, India, all scientists with utter inferior credentials on global scientific platform are being selected as directors of ARCI. Since they do not have any credibility on international scientific platform, they do not want a scientist with better thinking ability to do any work because he/she can outperform them. That is the reason, they do not want to give any recognition to the work done by Dr. Ibram Ganesh at ARCI although his work is being appreciated across entire globe. The proof for this is the highest readings of his publications at ARCI among entire scientists in the history of ARCI. His articles were read more than 72,000 times, and no other scientist's articles were read not even 50% of the reads of articles of Dr. Ibram Ganesh.

7. What the directors of ARCI do not understand is that the fund allotted by the government of India has to be spent by the scientists working in the institutes like ARCI only. That money is not spent by any minister allotted that money for the development of Science in India.

8. What is great a deal in distributing the government allotted money among research institutions of India? Anyway, the duty of directors of ARCI is to spend the money allotted by the government and submit the bills to the DST. That is scientists with utter inferior credentials at global scientific platform who have no credibility on doing any science on international level is being selected as directors of ARCI during the past 10 years.

9. Dr. Ibram Ganesh, evaluated research project proposals of i) today's world number one scientist, *Prof. Michael Gratzel*, sent by Swiss National Science Centre, Switzerland, ii) of *European Research Council*, iii) of *American Chemical Society-Petroleum Research Funding*, and iv) of *National Science Centre, Poland*.

10. The Directors of ARCI equate an equipment operating scientist with a scientist has the capability to invent that equipment. They say whichever a scientist earns money even by using an equipment purchased by spending a few crores of Indian rupees, he is a great contributor to ARCI. Furthermore, even if any scientist spends few hundred crores government allotted fund to import equipment and get it installed, and operate them to make any component, that particular scientist is considered as a greatest one at ARCI.

11. One more very important point to be informed herewith is the directors of ARCI do not allow any scientist belong to SC, ST or MBC communities to import any revenue generating equipment. This is the case with Dr. Ibram Ganesh as he belongs to SC community.

12. In fact, contributions in terms of scientific inventions can be made by any individual scientist (please refer Annexure-II for the CV of Dr. Ibram Ganesh for the details of the inventions made by him) (please find it as a supporting information at the end of this article). Like that half-a-dozen inventions were made by Dr. Ibram Ganesh at ARCI. In fact, no other scientist at ARCI made any such inventions so far.

13. Dr. Ibram Ganesh requests the *National Commission for Scheduled Castes (NCSC)* to ask the Director of ARCI, whether any work was allotted to Dr. Ibram Ganesh during past 10 years.

14. Since, ARCI did not allot any challenging work to Dr. Ibram Ganesh, he himself initiated a program called the "*Practicable Artificial Photosynthesis (PAP)*" process development and as a part of it, he invented i) a brand new SLAPE solar panels, ii) discovered a path-breaking route for converting greenhouse CO₂ gas into CO fuel in electrochemical cells, and iii) introduced ultra-low cost EPDM rubber based membranes to be employed in alkaline electrolyzers, alkaline fuel cells and electrochemical CO₂ reduction reaction (Please see Annexure-III for publications made by Dr. Ibram Ganesh after he became Scientist-F at ARCI) (please find it as a supporting information at the end of this article).

15. When Dr. Ibram Ganesh was not told to import any equipment worth crores of rupees that can generate revenue, how revenue is generated. If he is allowed to completely convert his inventions into technologies, then unimaginable amount money can be earned by ARCI even just through royalties.

16. If anybody wishes to compare the outcome of two different scientists, first they shall be given equal opportunities and then the outcome generated by them has to be evaluated to know who has performed better.

17. Since, Dr. Ibram Ganesh, belong to SC community unfortunately, and there is nobody who is willing listen to his ideas or inventions made by him. The directors and heads of departments of ARCI think that scientists coming from SC, ST and MBC communities do not possess any knowledge to propose any new idea or technology.

18. In fact, no scientist irrespective of his/her knowledge, management capability and hard work can achieve the criteria set by ARCI to promote from Scientist-F to Scientist-G.

19. The same Dr. Ibram Ganesh, got outstanding promotions at ARCI given by the same directors of ARCI twice in his early career and he was sent two times on post-doctoral fellowships (i.e., on BOYSCAST and IUSSTF fellowships sponsored by DST, Govt. of India). In fact, Dr. Ibram Ganesh published highest number of publications when compared with any scientist sent on BOYSCAST fellowship from India in its entire history. Anybody can verify it by checking the records of BOYSCAST fellows available at DST. Several scientists from ARCI also went, but they could not make any publications similar to those made by Dr. Ibram Ganesh. When a person is able to do such an outstanding work at his early stage of career without much of experience and in foreign countries as well, why he cannot do similar work all of sudden after he became Scientist-F at ARCI.

20. It clearly indicates that all the criteria kept by ARCI management to promote scientists from F-grade to G-grade is just to control the scientists coming from SC, ST and MBC communities.

21. Dr. Ibram Ganesh sees no other reason for stopping him at ARCI for promoting him from Scientist-F to Scientist-G and for avoiding funding and the suitable manpower who can really contribute to the research of Dr. Ibram Ganesh.

22. In fact, as long as, Dr. Ibram Ganesh, shared his publications to the heads of the organization, he was given all kinds of support including outstanding promotions and allowed to go on fellowships till 2015. The movement he has stopped sharing his publications with his senior scientists (as there was no contribution from them), he was stopped giving any kind of support in terms of either funding or manpower. He does not want to give any undue credit to any of his seniors because they cannot handle such as a load from the society when those technologies go for the public utility

because those scientists are not from the same field or from same technical background, and they are not experts on those subjects. Dr. Ibram Ganesh by spending 18 long years' period on those subjects exclusively he gained that knowledge, and how those seniors can get such a knowledge without spending any time on those subjects.

23.To know whether Dr. Ibram Ganesh, has really performed the interview well or not, and whether he has done required work or not for the facilities given to him to promote from scientist F to G, the interview shall be conducted in presence of the "*National Commission for Scheduled Castes (NCSC)*" or his interview has to be video recorded.

24.When ARCI did not give any work to do to show any output, or when ARCI is not accepting any work done by Dr. Ibram Ganesh, what he can do?

25.All the work done by Dr. Ibram Ganesh was published in peer reviewed international journals. How come, the interview board members say that Dr. Ibram Ganesh did not do any useful work?

26.One more point Dr. Ibram Ganesh wishes to bring to the notice of the honourable "*National Commission for Scheduled Castes (NCSC)*" that, in Telugu states, there was a long 30 years fight among the two different caste groups about sharing the reservations of scheduled castes (SCs). Unfortunately, both times the same person from rival community of the Dr. Ibram Ganesh came as an external SC category expert, who wishes to stop the promotion of Dr. Ibram Ganesh as he does not belong to his own caste.

27.This dispute was recently sorted out by the present central government in the year 2025, and the injustice happening since independence among sharing of SC reservations was sorted out by giving based on their percentage population and prioritizing the reservation allotment.

28.One more thing also Dr. Ibram Ganesh wishes to bring to the notice of the honourable "*National Commission for Scheduled Castes (NCSC)*" that during for almost last 10 years' period, in all lower clerk and technical posts at ARCI for SC reservation was recruited only from one particular community, who were getting more benefits since independence. That kind of discrimination is happening among the SCs recruitment as a particular community person is sitting on very important influencing position, and in fact, he shortlists the names of the candidates to be called for interview.

29.Nobody checks how the recruitment is done at ARCI. There are several scientist posts are recruited illegally without following the procedure allotted by the DoPT, Govt. of India.

30.In this connection and to stop the happening of this kind of injustice to the desired SC candidates, discrimination and misuse of power, all these recruitment deciding posts shall be on rotation basis and not one person shall sit on the same position for ten to twenty years' period. In every university, the head of the department post is changed for every three years, unfortunately at ARCI, for last 30 years' period, Dr. P.K. Jain is serving as a head of the department. It must be changed now for the betterment of entire society and for the betterment of ARCI.

31.Although, ARCI, gave some manpower in terms of technical assistants to Dr. Ibram Ganesh, they did not work as per the requirement of Dr. Ibram Ganesh, but as per the directions given by the Director of ARCI. Those technicians listen to the Directors because their ACRs and their promotions are decided by him not by the scientist to whom they are reporting. Hence, the promotion of Dr. Ibram Ganesh is nothing to do with his performance but only by the mercy of Director of ARCI.

32.ARCI management has no concern about the nation or about the organization. If they have that kind of intention, irrespective of whether they are shared publications or not they support based on the importance of the project. That means they are interested to get only free publications or they do not want Dr. Ibram Ganesh to grow professionally because he is belonging to SC community.

ARCI, Hyderabad's reply point number four

In addition to the above, at the senior management levels, apart from the scientific and technological contributions, the proven administrative capabilities wherein ability to gel with colleagues, fellow technical and administrative staff at all levels become an important criterion. In

the case of Dr. Ganesh, he neither contributed to the aforementioned parameters nor demonstrated any managerial skills.

Dr. Ibram Ganesh's argument to the above ARCI's reply point number four

1. Surprisingly, the R&D scientists at ARCI say that they are doing excellent management in the organization. Dr. Ibram Ganesh did not see any publications made by them based on the inventions made by them on the management subjects. They themselves boast about their management skills and their inventions in the management subjects. Neither they have published any invention(s) in any of the international peer reviewed management journals nor no international body has declared them as great managers by giving any certificate.

2. When an R&D scientist cannot manage to get publication on his own or can enter into the coveted world top 2% scientists' rankings list that makes India shine on global platform, how can he/she do all the inventions capable of winning a Nobel Prize in the management subjects no one understands this miracle talent owned by them. When a scientist is not able to do any contribution towards his own core subject or to his own research field even after spending long 30 years' period, how he can contribute towards management subject only Director of ARCI can tell that. These scientists get positions such as, division heads, associated directors, directors, etc., given by or recommended by somebody else, whereas, the Stanford University, USA, rankings have to be earned by their own efforts, hard work, and talent, it cannot be given by somebody else, it needs to be earned on their own by putting so many efforts.

3. Since, the directors and heads of ARCI did not earn those rankings, they do not talk about these rankings achieved by Dr. Ibram Ganesh. Not only IITs, NITs, Central Universities, all CSIR, and DAE labs, but also even certain state governments have published the names of ranking holders in world top 2% scientists' list in all print and electronic media.

4. In fact, ARCI is a government organization works on the stated guidelines laid down by the *Department of Science and Technology (DST), Govt. of India*, and what management rules they have to invent every day to run the organization nobody knows and why they boast so much about their management skills only Director of ARCI can answer that.

ARCI, Hyderabad's reply point number five

Rather, Dr. I. Ganesh, primarily relied upon defeating the basic institutional scientific practices by way of NOT submitting the articles for plagiarism check, NOT submitting them for internal review, submitted the articles directly to journals, NEVER demonstrated any team leading skills. He always preferred to work in isolation, pretending the high secrecy of his work, not letting even his superiors discuss or guide, not able to answer any of the queries raised by experts in the Technology Advisory Group (TAG) meetings, could not even answer to his colleagues after his technical presentation. Dr. Ganesh did not carry out any rigorous experimental investigations for more than 5 years. I would like to pace on record with the commission, that Dr. Ganesh claims that he had technologies independently invented/discovered for the first time, but the experts on solar energy as well as assessment committee members are not aware about these technologies which are being developed by him. On one occasion, he unruly behaved with an external expert of assessment committee who was scheduled caste senior member.

Dr. Ibram Ganesh's argument to the above ARCI's reply point number five

1. Dr. Ibram Ganesh do not defeat any basic institutional scientific practices but those rules are illegally framed by Director ARCI to stop his professional growth. How does it matter if he does not submit articles for plagiarism check, when there is a problem with the plagiarism, the journal itself does not take the article for publication? Why one has to submit for internal review to reveal his ideas before publishing to his fellow colleagues.

2. When within one-year period, Dr. Ibram Ganesh published 25 publications with the work got it done by the students of Prof. J.M.F. Ferreira at University of Aveiro, Portugal (please refer Annexure-II for CV of Dr. Ibram Ganesh to find this fact) (please find it as a supporting information at the end of this article), how can anybody say he does not demonstrate any team leading skills. At ARCI, every skill is allowed to be demonstrated by any individual scientist only when Director ARCI

allow it to do so. Otherwise, nobody can demonstrate any skill at ARCI. It is all false allegations to stop the growth of Dr. Ibram Ganesh by ARCI management.

3.Out of his 119 publications, more than 70 publications are with multiple authors. When he cannot have any team playing skills, how can he publish 70 articles with multiple co-authors? For the last 5 years, ARCI has completely stopped giving any support Dr. Ibram Ganesh to do any kind of research at ARCI just to avoid the promotion to Scientist-G position. Several ARCI management officials including the present Director told Dr. Ibram Ganesh to leave ARCI. Why it is not known.

4.As per the Stanford University, USA, rankings (Annexure-I), Dr. Ibram Ganesh is the most contributing scientist at ARCI towards its growth internationally, and surprisingly he is asked to leave the ARCI. No director of any institution asks a best performing scientist who brings name and fame to his organization throughout the world through his work as long as Director really wishes the growth of the organization. When Director of ARCI wishes only time passing and only money spending scientists to stay at organization by importing foreign equipment without inventing any new technology first of its kind, how ARCI grow internationally only Director of ARCI can say that.

5.If assessment committee members are not aware of the inventions made by Dr. Ibram Ganesh, is it his problem or the problem of the committee members? That is why if the interview is conducted in front of *National Commission for Scheduled Castes (NCSC)* then everybody will come to know who is what and who knows the subject and who do not know the subject. When the work is published in international journals means it is a peer reviewed and verified work by the experts in the field.

6.Prior to every invention, nobody knows about it. If it is already known by anybody else, how it is called as an invention or discovery. If the committee members do not want to digest that kind of inventions or discoveries made by a scientist belong to SC category that is their problem not the problem of Dr. Ibram Ganesh.

7.As already mentioned previously the member chosen as an expert from SC category as a witness to see the proper conduction of interview has come from the rival caste camp of Dr. Ibram Ganesh. He certainly encourages the management of ARCI to stop the promotion of Dr. Ibram Ganesh.

8.The community to which this expert SC committee belongs to has been suppressing the candidates from the community to which Dr. Ibram Ganesh belong to.

ARCI, Hyderabad' reply point number six

In view of the above, I would like to inform you that ARCI has always supported Dr. Ibram Ganesh and given him equal opportunities to carryout inventions and innovations. ARCI management or staff has not shown an iota of discrimination against Dr. I. Ganesh.

Dr. Ibram Ganesh's argument to the above ARCI' reply point number six

1.Dr. Ibram Ganesh wishes to inform the honourable "*National Commission for Scheduled Castes (NCSC)*" that Dr. Ibram Ganesh was never given any freedom to carry out his research activities properly to develop any technology at ARCI, Hyderabad, independently.

2.For the last 26 years, there has been a continuous harassment by the management of ARCI. He has been silently bearing all these years and some time he has informed to his management but there was no use of it.

3.With the power of ARCI management, it has been continuously attacking Dr. Ibram Ganesh at ARCI, Hyderabad, in whatever the way possible.

4.They are continuously insulting Dr. Ibram Ganesh, and they are doing so without any hesitation as Dr. Ibram Ganesh belong to SC category.

6.Dr. Ibram Ganesh's point-by-point written arguments against each and every point submitted by ARCI, Hyderabad, in its reply's annexure "C" to NCSC

S. No.	Claim/Allegations made by Dr. Ibram Ganesh	ARCI's Response
01.	I am one of the top 2% scientists in the world as per the rankings given by	Dr. I. Ganesh primarily relied upon defeating the basic institutional scientific practices, by way of NOT submitting the articles for plagiarism check and for internal review/without

	Stanford University, USA.	following internal official procedures, submitted most of his articles directly to journals. He has not carried out any experimental work for more than 5 years. Stanford University rankings are purely based on the statistical analysis of the citations that a person accrued from his/her entire professional career, do not reflect on the contributions in terms of scientific, engineering (design and scale up), technological, application development, technology demonstration and technology transfer, etc. Most of the Indian scientists, who have immensely contributed in the field of science and technology and whose contributions have largely impacted on societal needs of the common man as well as India's sustainable growth are not covered in the rankings given by Stanford University, USA. Stanford rankings based on few parameters is not broadly agreed by most of them in the Indian Scientific community as bench mark criterion for one's ability or productivity or trustworthiness or integrity.
Dr. Ibram Ganesh's reply to the above information/statement/comment: Kindly refer Annexure-I for the top 400 world top 2% Indian scientists/professors out of 3,796 secured rankings from India (please find it as a supporting information at the end of this article). Let them show a single scientist/professor or anybody else other than Dr. Ibram Ganesh, who got better ranking than him are ordinary persons, and who did not spend several crores of rupees on R&D and who did not work with few hundreds of students including many Ph.D. students. Let them also show who did not get that ranking after really did any impactful science that contributed for the advancement of science. Yes, they did not list any scientist who spend only government allotted money on the name of developing technologies by importing foreign equipment from other countries. They do not consider that work as a scientific contribution. In fact, such so-called scientists are called actually managers or political scientists who do not do any science for the betterment of society but get all the powerful posts to spend government allotted funding. Dr. Ibram Ganesh, like many other scientists and professors, who secured ranking in that top 400 from India did scientific contribution even without any Ph.D. student' help or without spending crores of rupees funding from the government. Yes, ARCI did not allow him to do any kind of R&D at ARCI campus by stopping all the support but with his knowledge and talent he got the work done at outside ARCI and made publications both experimental and theoretical ones. He invented SLAPE solar panels, and he introduced ultra-low-cost EPDM rubber-based membranes and discovered a path breaking reaction route for the electrochemical reduction of CO₂ to CO (Please refer Annexure-III) (please find it as a supporting information at the end of this article). Without using his technologies, it is not possible for this world to get rid of global warming, climate change and social cost carbon and silicon problems. Without his technology, it is not even possible to solve the problem of Urban Heat Island (UHI) effect.		
02.	In fact, I am the number one ranker not only at ARCI, Hyderabad, but also among the entire SC and ST scientists/professors/faculty working in all IITs, NITs, Central Universities, laboratories of CSIR, DAE, DRDO, ICMR, UGC, etc., and all the state universities and in all branches of subjects including science and technology.	Dr. <u>Ganesh without any basis and proof claims himself</u> to be number one ranker among entire SC and ST scientists/professors/faculty working in all IITs, NITs, Central Universities, laboratories of CSIR, DAE, DRDO, ICMR, UGC, etc., and all the state universities and in all branches of subjects including science and technology. This claim of him, without any published statistical data and evidence is baseless and not true.
Dr. Ibram Ganesh's reply to the above information/statement/comment: Please see Annexure-I (please find it as a supporting information at the end of this article). It is a world top 2% scientists list from India prepared by Stanford University, USA's professors. The basis for their rankings is purely publications listed in Scopus database. Who did not do any work independently and publish scientific articles independently cannot secure these rankings. Since, present ARCI management (other than Dr. G. Sundararajan, who got 293 ranking, whereas, Dr. Ibram Ganesh got 348 ranking) scientists did not contribute any real science to the global scientific community, they could not achieve those rankings. Since, they did not get those rankings they do not either want to see those rankings or recognize those rankings. These rankings reveal who are the real scientists and who are contributing		

science to the global community.

The Annexure-I is a scientific data published by *Prof. John P.A. Ioannidis* and his colleagues at Stanford University, USA. *Prof. John P.A. Ioannidis* is a highly cited Professor at Stanford University in the USA, known for his work in meta-research, biomedical data science, and population health. *Ioannidis* and his colleagues at Stanford's Meta-Research Innovation Center focus on studying the reliability and validity of research findings, and he is an internationally recognized leader in this field.

Hence, the statement made by ARCI as "This claim of him, without any published statistical data and evidence is baseless and not true", is not true and that indicates how they wanted to ignore the achievements made by Dr. Ibram Ganesh in terms of scientific contributions to the world scientific society.

3.	I have independently invented i) SLAPE solar panels, which are the safe and alternate solar panels to prevent a million times higher global warming effect caused by the present deployed silicon photovoltaic based solar panels than the one caused by atmospheric CO ₂ gas, and ii) a low cost and high-product yielding technology to manufacture β -SiAlON radomes suitable for hypervelocity ballistic intercontinental missiles.	His claim of independent inventions is not supported by substantial research works, experimental data, trails and proto-type development of the SLAPE solar panels. There is no scientific publication to support the claim that the existing solar panels are causing global warming. Instead, there are many scientific publications and reports, which emphasise that solar panels help reduce global warming. A team at ARCI has been carrying out R&D work on β -SiAlON radomes since long time. Dr. I. Ganesh was initially associated with this R&D work and he has been not working on this since 10 years. Even though the shape of radome is developed, the properties are not meeting the required values as specified by DRDO. R&D work is still being carried out at ARCI by other scientists.
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Dr. Ibram Ganesh's reply to the above information/statement/comment:

As far as the invention and development of SLAPE solar panels are concerned please refer a publication attached in Annexure-V (please find it as a supporting information at the end of this article) and an M.Tech., thesis work by a student carried out under the guidance of Dr. Ibram Ganesh.

Please see Annexure-VI (please find it as a supporting information at the end of this article) for a scientific article published in one of the top-most rated peer reviewed International Journal (nature group journal) indicating how much heat energy the present deployed "*Silicon photovoltaic cell (SPVC) solar panels*" are generating and releasing into the atmosphere. There are hundreds of publications in the well-reputed international journals indicating the global warming caused by these *silicon photovoltaic solar panels* (Please refer Annexure-V for the details about this) (please find it as a supporting information at the end of this article).

All the publications that are talking about safety of *silicon photovoltaic solar panels* are published by industrialists not by scientists. That is their advertisement to sale their products, which are indeed causing a million times higher global warming than the one that can be caused by the atmospheric CO₂ gas.

Dr. Ibram Ganesh, has spent almost three years' period exclusively to invent a completely new process for net-shape consolidation of β -SiAlON radomes. One of the radomes fabricated by Dr. Ibram Ganesh by following the process invented by him was printed on one of the top-most *American ceramic society* journal's cover page (Please refer Annexure-III, here two publications made by Dr. Ibram Ganesh, and one journal cover page is given together) (please find it as a supporting information at the end of this article). The material was already invented by M/s. Oak Ridge National Laboratory, USA, for using in advanced medium range air-to-air missile (AMRAAM) and standard missile systems in USA. The only problem was shaping of the radome. For that Dr. Ibram Ganesh, invented a new technology. The same material with same properties, when working for American missiles why it does not work in Indian missiles. Definitely they work.

The problem is this particular technology was completely developed by Dr. Ibram Ganesh, who belong to SC community, and without involving any other scientist, who do not belong to SC/ST/MBC communities. To avoid getting a good recognition by a scientist belong to SC community, the have created all false reasons and took away the technology from him.

The successful development of this technology by inventing and introducing several new processes (Please refer Annexure-III) (please find it as a supporting information at the end of this article) suggest that when an opportunity is given to Dr. Ibram Ganesh, he can perform on far with anybody working at ARCI.

After seeing the output of this project developed by Dr. Ibram Ganesh, the ARCI Director and its heads of departments came to a conclusion that if Dr. Ibram Ganesh is given proper support like it is given to any

other scientist at ARCI, he will grow in such a way that no other scientist at ARCI can compete with him in terms of professional achievements that include high-quality publications, etc., and in that case if he applies anytime for Director post of ARCI, in compulsory situations, he may have to be given the director post, and in that case, the scientists not belong to SC/ST/MBC communities will have to report to a scientist belong to SC community. To avoid such a situation whatever, the steps they have to be taken to stop the growth of Dr. Ibram Ganesh, they have taken all those steps during the past 10 years or so. It is all a power game.		
4.	I have received BOYSCAST (Better Opportunities for Young Scientists in Chosen Areas of Science and Technology), fellowship during 2007-2008, and IUSSTF (Indo-US Science and Technology Forum) fellowship during 2012-13 to carryout post-doctoral research at University of Aveiro, Portugal, and Emory University, Atlanta, Georgia, USA, respectively, sponsored by DST, Govt. of India, for each one-year period.	ARCI has provided opportunities to Dr. Ganesh to work at foreign universities under two fellowship programs of DST namely BOYSCAST and IUSSTF for one year each. He is the only scientist who was granted permission for two times to avail the fellowship program outside country. From the above, his claim of being humiliated by stopping support, on account of belonging to SC community and no support being extended from ARCI is baseless and not true.
Dr. Ibram Ganesh's reply to the above information/statement/comment: In 26 years of service of Dr. Ibram Ganesh at ARCI, Hyderabad, by avoiding several support which was given to his other colleagues by the management of ARCI in terms of i) fast promotions, ii) allowing to work on equipment(s) imported from foreign countries with several crores of rupees, iii) Ph. D. students, iv) all kinds of administrative, finance and manpower support, etc., he was allowed to go to Post-Doc fellowships two times. Few other scientists also went for one-year period fellowships and got all the facilities, which were denied to Dr. Ibram Ganesh. It is not only facility and the kind of freedom and support to carry out the research peacefully was not given to Dr. Ibram Ganesh. Dr. Ibram Ganesh, in fact, invented several new technologies (Please see Annexure-II for CV of Dr. Ibram Ganesh attached) (please find it as a supporting information at the end of this article). No other scientist in the history of ARCI could invent any such kind of technologies. That is why he was sent two times as a post-doctoral fellow. In fact, ARCI is literally harassing Dr. Ibram Ganesh, for the last five to ten years. Before that it was a bit better. As long as Dr. Ibram Ganesh was giving publications to his seniors, he was allowed to do some work. Dr. Ibram Ganesh was always treated as a second-grade citizen at ARCI by the management.		
5.	I am not being given any sort of support from my organization ARCI, Hyderabad, in terms of students, manpower, funds, etc., to carry out any kind of scientific research by me.	First and foremost, Dr. Ganesh, is neither willing to be associated with anyone in the campus nor interested to carry out his research work under any senior scientists in any of the centres of excellence/departments. He is more interested to be independent and always prefers to be in isolation. His claim of not being given any sort of support in terms of students, manpower, funds, etc., is baseless and not true for the following reasons: Dr. Ganesh was allotted with research fellows, trainees and students. Most of the students, let it be Senior/Junior research fellows, graduate/project graduate trainees including SC/ST students, completed their full tenure under him. In one way or other way, they are forced to quit on their own, in spite of SC/ST students allotted to him. With regard to manpower, two technicians belong to SC community and from his own village were attached to work under him. Dr. Ganesh himself requested to transfer the technician from him, citing that ARCI management is instigating the technician against him, for which he did not want to continue with him. (email copy sent by Dr. Ganesh, Annexure D). (ii) Second technician, Dr. Ganesh himself did not want to continue him as he was unable to load him with sufficient work, so Dr. Ganesh himself requested to transfer the technician to some other section. (email copy sent by Dr. Ganesh, Annexure E).

		(iii) Funds were never a problem for carrying out R&D at ARCI by any scientist. It is a practice that many of the senior scientists of ARCI submit their research proposals to the funding agencies and obtains Extra Mural Funding to carry out R&D work. Dr. Ganesh does not have any sponsored projects to his credit since 2018. He was fully supported with sufficient funds from ARCI's operational funds and suggested to follow the common procedure to procure equipment, consumables, and utilities required to carry out R&D work. But, during the last 10 years, he has not initiated any process to procure R&D equipment and consumables, etc.. (iv) He was the only senior scientist, who used official vehicle maximum for outside works and never disclosed place of his official visits. Being a senior scientist, he spent most of his time outside of campus rather than doing research work within ARCI.
Dr. Ibram Ganesh's reply to the above information/statement/comment: By seeing above-mentioned points by ARCI, one can clearly understand that how they can suppress a scientist. They give manpower but they will not work for the concerned scientist. They ensure that all the students who come to work with Dr. Ibram Ganesh do not contribute in any way to the projects of Dr. Ibram Ganesh. As mentioned in previous sections many a times, it is not possible to carry out any research by any scientist without the support of ARCI management. They have targeted Dr. Ibram Ganesh for almost 10 years and they do not want him to grow professionally and become competitor to them in any manner. That is what the interests of ARCI and all the directors of ARCI has been maintaining this status quo at ARCI when it comes to work of Dr. Ibram Ganesh. If anybody can see the bio data of present director and Dr. Ibram Ganesh, how he became director of ARCI can be easily understood.		
06.	Four times, I have submitted project proposals to SERB, Department of Science and Technology (DST), Govt. of India, after completing a Rs. 45 lakh project successfully completed during 2014-2018 period sponsored by the same SERB, for which I have received "Excellent Grading".	Through Department of Science and Technology's Science and Engineering Research Board (SERB) special scheme titled "Empowerment and Equity Opportunities for Excellence in Science", ARCI encouraged and supported its scientists belong to SC/ST communities to apply for SERB projects. SERB-DST sanctioned the projects worth Rs. 45 lakhs and above to carry out the project at ARCI. Dr. Ganesh was one of the three SC scientists who got the project. ARCI provided all guidance, R&D facilities and infrastructural support for successful completions of the project. All the three SC and two ST scientists of ARCI also successfully completed SERB projects. Apart from this, Dr. Ganesh could not obtain any sponsored project, whereas, other scientists (including SC/ST), through their own efforts were able to get good number of sponsored projects. All the funding agencies receive the project proposals, evaluate the technical experts and based on the strength of the proposals, projects were sanctioned. This is being implemented by all the funding agencies. From the above, it is clear that Dr. Ganesh was not only one who got SERB project but other SC and ST scientists too got the project and all the three SC scientists were rated excellent.
Dr. Ibram Ganesh's reply to the above information/statement/comment: Dr. Ibram Ganesh wishes to bring to the notice of "<i>National Commission for Scheduled Castes (NCSC)</i>" that the SERB-DST evaluate the projects submitted by the scientists and grant only those projects, whose outcome cannot change the "Status Quo" of present existing economical inequalities of Indian society. When other SC/ST scientists at ARCI could not show any scientific outcome in terms either individual publications or science contribution to international scientific community (Dr. Ibram Ganesh's four publications were cited in four nature journals articles). Whether any publication of SC/ST scientists or another scientist at ARCI published from ARCI received natural journals citations? The experts who evaluate the project proposals to SERB-DST sees who the scientist submitted the proposal and if it has the great outcome coming proposal, definitely it is rejected (To know this proof anybody can see the proposals submitted by Dr. Ibram Ganesh to SERB-DST for funding and why they were not funded). They do not even mention on what exact ground those proposals are rejected. They support the proposals of scientists belong to SC, ST and MBC communities as long as those		

scientists underperform than the scientists not belong to SC/ST/MBC communities. If any scientist belongs to SC/ST/MBC communities perform better than the scientists not belong to SC/ST/MBC communities, he will be suppressed like anything by using entire force of management. This is the case for Dr. Ibram Ganesh not getting sanctioning of his projects by DST-SERB. In fact, by allotting ARCI operational funding and by including other scientists not belong to SC/ST/MBC scientists, ARCI management wanted to take all the credit of the scientific inventions and discoveries made by Dr. Ibram Ganesh at ARCI, Hyderabad. That is the reason, all his project proposals are being rejected at DST-SERB.		
07.	All the other community scientists, who were juniors to me have also promoted to scientist-G posts, although they did not show any independent research capabilities needed by any R&D scientist. One scientist, who joined along with me at the same time with just master degree was made associate Director last month although he did not do any work that is comparable to the one done by me just because he worked with one of the former directors of ARCI.	ARCI scientists under flexible complementing scheme are promoted to next higher-grade purely based on their performance and the contributions made by them towards fulfilling the mandate of ARCI. The scientists who joined with him, completed Ph.D. based on his contributions, and performance he was promoted. By virtue of being one of the seniors in the cadre, for his contributions as well as his leadership qualities, he was designated as associated Director.
Dr. Ibram Ganesh's reply to the above information/statement/comment: Same text mentioned above once again pasted herewith about the managerial skills of those scientists promoted to Scientist-G. "The R&D scientists at ARCI who were promoted to Scientist-G posts and who were serving as team leaders or division heads for the last 30 years at ARCI say that they are doing excellent management in the organization, however, they do not publish their inventions in the management journals so that everybody including Dr. Ibram Ganesh can learn those management skills. Dr. Ibram Ganesh got Ph.D. in Chemistry and working for the last 30 years in the fields of materials science related topics, and he made about 119 publications on the topics he has been working, whereas, these so called excellent managers do not publish anywhere about the inventions and contributions made by them to improve the living standards of Indian society. How without conducting any exam they themselves are declaring about their managerial skills only Director ARCI can tell that. If anybody want to say any scientist is better than any other scientist on management skills, they shall give the same task or conduct the same exam to know who is better in management. When these so-called super managers cannot manage anything substantial in their own subjects working for more than 30 years, how they are contribution in management subjects is a really questionable thing. It clearly indicates that the management of these scientists means it is just about nodding their heads as per the signals of the director of ARCI nothing more than that. Unfortunately, the directors of ARCI do not see all the scientists equally irrespective their caste and creed.		
08.	They were given big projects and full support by ARCI management.	All the scientists of ARCI, irrespective of their caste, creed and religion are equally treated and given equal opportunities, support and encouragement to carry out in-house and sponsored projects. Scientists are required to make their own efforts to submit project proposals for extra Mural Funding from various government agencies. ARCI extends guidance in preparing the proposals, and once project is sanctioned, ARCI extends its full support in terms of usage of R&D facilities, infrastructure and manpower for successful completion of the projects. ARCI also supports every scientist to work on their ideas up to the proof-of-concept level. Once proof of concept is demonstrated, ARCI extends complete support to take to pilot scale for application development and eventual technology transfer. ARCI also supports in-house projects from its operational fund,

		depending on the project proposals and idea presented by the scientist. It is to note that Dr. Ganesh is asked to demonstrate his idea at proof of concept, but he has not done it so far.
Dr. Ibram Ganesh's reply to the above information/statement/comment: All the scientists at ARCI are not treated equally. If that is the case, why no scientist belong to SC/ST/MBC is acting as a team leader or head of the any of the technical centers in ARCI. It is completely a wrong and false statement, and there is no iota of truth in it. It does not depend on the efforts of any individual scientist to get the extra-mural funding, it is purely based on the scientist to which community he is belongings to. If that is the case, after Dr. G. Sundararajan, who is one of the former directors of ARCI, Dr. Ibram Ganesh, has the highest proven scientific credibility declared by non-biased international bodies through various means. Dr. Ibram Ganesh is a reviewer for more than 80 international journals of well repute. Let ARCI Director show any other scientist reviewing for more than 50 journals with proof. Dr. Ibram Ganesh can show the proof for his reviewing job for more than 80 international journals. On what basis ARCI management says the own scientist efforts gets the extra-mural funding. As mentioned earlier, this funding is distributed by scientists belong to particular communities to the scientists belong to particular community. Why no scientist belong to any SC/ST/MBC are dealing with any project that costs more than 50 crores Indian rupees at ARCI, Hyderabad. It is clear indication that only the community to which a scientist belongs to is the matter not the efforts or the talent or the knowledge. Dr. Ibram Ganesh wrote two books and edited on book with Prof. Walter Leal Filho, who monitors more than 80 countries from United Nations Organization (UNO) about the actions being taken by those 80 countries against the Kyoto protocol and Paris Deals agreements, where they have signed and ratified. But that does not guarantee Dr. Ibram Ganesh any funding or any promotion. It once again clearly indicates what is actually a matter at ARCI and in India to get funding to do research. Dr. Ibram Ganesh has shown proof-of-concept (PoC) for not just one invention but for three inventions. This fact can be found from the Annexure-III where the three full texts of his publications made in well-reputed International journals are attached (please find it as a supporting information at the end of this article). Their statement about Dr. Ibram Ganesh did not prove PoC is completely wrong, and it is with a negative intension of suppressing Dr. Ibram Ganesh. By seeing the publications of Dr. Ibram Ganesh and videos of his results, anybody can say about his inventions and their proof of concepts.		
09.	They are not only discriminating me but also humiliating in front of entire ARCI employees by making me to sit like in a jail.	ARCI maintains friendly and healthy ambience among its employees, research students, etc.. Dr. Ganesh prefers to do his works independently in isolation. He spends most of his time outside ARCI rather than carrying out R&D work at ARCI. He is offered all the support by ARCI to carry out R&D work, but he is not utilizing the opportunities. Therefore, his allegations of discriminating humiliating is baseless and not true.
Dr. Ibram Ganesh's reply to the above information/statement/comment: ARCI maintains friendly atmosphere only for those who are liked by the Director and heads of the centers of ARCI. It is not guaranteed for everybody equally. Whoever can compromise his self-respect although he is treated lower than his fellow colleagues, he can be happy at ARCI. Wherever required to do work for his/her projects, one has to go there to do work to complete his project. Dr. Ibram Ganesh, visited more than 20 times <i>M/s. White Circles Oxides Private Limited, Peddapuram, Andhra Pradesh, India</i>, to demonstrate a technology transferred by ARCI. Whenever, it is required to go to do work one has to go there and do. As a part of his ongoing projects, Dr. Ibram Ganesh visited several places at Hyderabad to carry out various aspects of his comprehensive PAP process development that includes more than 10 subprojects complete different nature. As said previously many a time, nothing is important at ARCI, only scientists not belong to SC/ST/MBC communities and those working for the Director as well as for Heads of the centers, who are only scientists not belong to SC/ST/MBC communities are considered for giving any ARCI support. Non-availability of any scientist belong to SC/ST/MBC communities as a head of any of the technical centers at ARCI is a proof for this "discrimination".		
10.	In fact, I have invented four technologies that are going to show immense impact for the betterment of our	As ARCI's mandate itself is to translate research into technology, all the scientists who carry out R&D at ARCI are free to demonstrate their developed technologies to industries. A dedicated department is established at ARCI to connect

	society across the globe. They are not allowing me to turn them into workable technologies to practice at industry.	industries with scientists for validation and deployment of the technologies developed by Scientist of ARCI. Dr. Ganesh neither interested with any industry on his own nor approached the concerned department for industry connect. Dr. Ganesh was given full support in terms of funding, manpower, students, R&D facilities, etc., to demonstrate his developed technologies. So far, no concrete output in terms of proto-type development has been demonstrated by Dr. Ganesh for the technologies invented by him. ARCI management connected industries to Dr. Ganesh for adoption of the technology invented by him, but he has not utilized the opportunity and the industry lost the interest. His claim of his technologies showing immense impact for the betterment of our society across the globe is not demonstrated so far.
Dr. Ibram Ganesh's reply to the above information/statement/comment: The ARCI mandate works only for the scientists not belong to SC/ST/MBC communities. All the support given by the management of ARCI in terms of funding, manpower, students, R&D facilities, etc., work only when the entire credit goes to the Director of ARCI, and to those scientists not belong to SC/ST/MBC communities. In fact, ARCI wanted to take away all the credit of these immense impact generating technologies invented by Dr. Ibram Ganesh by somehow entering the scientists not belong to SC/ST/MBC communities into the project. This is because they want to prove that scientists belong to SC/ST/MBC communities are not capable of doing the things like the scientists not belong to SC/ST/MBC communities are doing.		
11.	The entire scenario how I have been treated at ARCI was written in an article entitled: "The reason for India not producing a single Nobel Laureate in Science Category during the past 93 years: A scientist's interpretation" and published in an international journal.	Dr. Ganesh without following standard protocols/guidelines of ARCI, unauthorisedly published two papers in an online journal in an unfriendly nation of India – Pakistan. He had paid money to the online journal, i.e., "Pakistan Journal of Life and Social Sciences" and got his papers published. In the paper, entitled "The reason for India not producing a single Nobel Laureate in Science Category during the past 93 years: A scientist's interpretation", he has made forbidden criticism of the Indian Central Government Funded Research Labs (ICGFRLs), Government of India and its policies, (copy of the paper is attached as Annexure F). In the second paper, which he published in the same journal made adverse remarks on a technology, on which ARCI is actively working as part of the Government of India mission Program, (copy of 2nd paper published in Pakistan journal is attached as Annexure G). Being an employee of ARCI, criticising government policies and making adverse remarks about ARCI technologies in an unfriendly nation of India – Pakistan is of serious concern.
Dr. Ibram Ganesh's reply to the above information/statement/comment: The first and foremost important point to be mentioned here is ARCI management is creating so many illegal rules to stop the growth of scientists came from SC/ST/MBC communities. Since, all the heads of the technical centers are scientists from non-SC/ST/MBC communities including the Directors of ARCI, those rules do not affect the growth of scientists not belong to SC/ST/MBC communities but certainly to scientists came from SC/ST/MBC communities. These rules are just to stop the work of certain scientists. What for those rules are required they do not tell. As far as publishing articles in any journal is not an objectionable work. Whoever publishes in any journal, it comes into open literature. How does it matter when an information is published either in American journal, British Journal, Chinese Journal, Indian journal or Pakistan journal. Whoever publishes an article, the authors will submit to that journal. These both articles were initially submitted to Indian journals. They do not want to publish these articles, and since, the Editor of this particular journal approached me for articles, I have submitted to him, and those articles were published. Every open access journal takes article processing fees. Every scientist does it what is wrong in it. Certain free common journals do not publish any new invention or information that has the ability to change the status quo of the current economical difference present among different sections of the society.		

They do not want to see any change or improvement in the lives of certain people living in the society across the globe.

Doing research on any important subject to solve the problems faced by the society with the help of his/her research findings and publishing such important information in popular journals is a job of any scientist.

Dr. Ibram Ganesh did not criticise the *Indian Central Government Funded Research Labs (ICGFRLs), Government of India and its policies*, but few scientists how they are misusing these ICGFRLs for the sake of their personal gains and how they are spoiling these important nation's wealth is written by Dr. Ibram Ganesh in this article.

Dr. Ibram Ganesh is doing research on a particular subject exclusively for the last 18 years, and as and when any new scientific insight is discovered by him as a part of his research and development, he publishes that work in international journals to inform those findings to the world scientific community for further improvement or for taking those technologies for the public utility. That is a duty of a scientist and for that purpose only he is paid salary.

If any discovery is made by any researcher if it helps the society, it is the duty of that scientist to take that important information to the entire society. That is what Dr. Ibram Ganesh is doing throughout his 30 years' research career.

Due to unable to digest the developments made by Dr. Ibram Ganesh in very important cutting edge research topics of immense societal importance, the heads of the ARCI institution, who do not belong to SC/ST/MBC are creating all sorts of troubles to Dr. Ibram Ganesh. In this connection, Dr. Ibram Ganesh requests NCSC to intervene and do justice by solving all the problems he is facing at ARCI, Hyderabad.

12.	Our ARCI management is obstructing me to do my all regular natural duties by giving several show-cause notices although I have been doing the same work for the last twenty six years at ARCI.	As per CCS (conduct) rules, 1964, in the context of above unauthorized publication in an unfriendly nation of India – Pakistan, a memorandum was issued to Dr. Ganesh seeking explanation. Secondly, for his unauthorized interviews in electronic and print media and for participating in press meet, as per CCS (Conduct) rules, 1964, he was issued a memorandum seeking his explanation.
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Dr. Ibram Ganesh's reply to the above information/statement/comment:

First of all in CCS (Conduct) rules, where it is mentioned publishing a research article in Pakistan journal is a crime or is banned, let ARCI management show it. Unnecessarily to disturb Dr. Ibram Ganesh, ARCI is issuing memorandum of letters. Dr. Ibram Ganesh wanted to inform to the society about how some scientists are misusing the government for their personal gains by using powers given to them.

Publishing in journals (i.e., through journalism), any scientists' discoveries and inventions is a part of his or her duty. If anybody takes away that right from any scientist means it is stopping his fundamental right illegally.

13.	They are deducting my earned leaves (already reduced about 100 leaves, meaning about Rs. 10 lakh) by manipulating my attendance timings in the system as they can do it so (I have a proof for it).	Biometric attendance is in operation in ARCI. All the scientists and officers (group A and above) are covered under "Flexible Attendance Scheme", which gives certain flexibility in working hours. All the employees' attendance are registered in biometric machines; his statement manipulating his attendance is baseless and not true. As per prevailing guidelines, shortfall in attendance, i.e., number of working hours in a month leads to deduction of leaves for the officials who are covered under flexible attendance scheme. Accordingly, for the shortfall of 172 hours in his attendance from September 2024 to May 2025, eighty-six leaves (not 100 leaves) were deducted as per prevailing norms of flexible attendance scheme.
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Dr. Ibram Ganesh's reply to the above information/statement/comment:

Biometric attendance is not like signing in a register, where once signed and put time, after that if it is changed, it can be identified. However, in the case, biometric system available at ARCI, the in-charge person can change the in-coming and out-going timings of an employee in the computer system.

Recently, they have deducted 86 leaves and in the past, they have deducted about 45 leaves, all together more than 100 leaves. If it is to inform the short fall of hours immediately after a month if it happens in any month, he can take care of next month onwards. Waiting for 9 months' time period and deducting at a time that many leaves is a pre-planned and it is a revenge taking tactics. They have definitely manipulated the system to deduct the leaves of Dr. Ibram Ganesh illegally.

The NCSC is requested to direct the ARCI management to add the deducted leaves to Dr. Ibram Ganesh balance of earned leaves.

14.	I have been forced to live as a prisoner in my organization without talking to anybody. Everybody made afraid of talking to me and if anybody talks to me, he will not be given any promotion and his ACRs will be spoiled. Because of these reasons, nobody dares to talk to me at my organization.	It is for an individual to maintain proper human relations, not only in an organization but also outside the organization. Based on one's behaviour, individuals are free to make a choice to talk to someone or not. They can't be forced to talk to someone. ARCI does not levy restrictions on such matters of human relations. This claim of his is baseless and not true.
Dr. Ibram Ganesh's reply to the above information/statement/comment: ARCI management do not want Dr. Ibram Ganesh to have any recognition like the one he got Stanford University declared world top 2% scientists' rankings with superior number than any other scientist today working at ARCI. They want Dr. Ibram Ganesh too come to duty and pass time like several other scientists at ARCI are doing and go home and do the work whatever is said by ARCI management. One of the former directors, Dr. G. Sundararajan once said to Dr. Ibram Ganesh that no scientist should involve both in technology development as well as in making publications. He himself did both and got all the recognitions such as, Bhatnagar award, Director post of ARCI, Padmasri award, etc., but he does not want anybody else to do like him did. In fact, ARCI do not want anything to be done by Dr. Ibram Ganesh in the similar lines of Dr. G. Sundararajan, because Dr. Ibram Ganesh belongs to SC community. That is why to disturb and to stop his carrier advancement, they are trying by using entire ARCI force to stop Dr. Ibram Ganesh work and everything. In this connection, Dr. Ibram Ganesh requests NCSC to look into the matter and do justice to Dr. Ibram Ganesh so that he gets Scientist-G post and required funding and suitable manpower to develop the technologies based on the inventions he has made at ARCI.		

7.What is the outcome of the interview?

Immediately, after receiving the letter from NCSC, ARCI has conducted a "Governing Council (GC)" meeting, and issued the call letters to total seven scientists including Dr. Ibram Ganesh. For Dr. Ibram Ganesh, it is a third time call letter for the same post of Scientist-G. Out of these seven scientists, four scientists are belonging to upper caste general category, one scientist belongs to Muslim community, and two scientists are belonging to SC community. In fact, Dr. Ibram Ganesh is the senior most scientist belonging to SC, ST and MBC communities in the history of ARCI. Out of these seven scientists, one more scientist got call letter for second time, whereas, for Dr. Ibram Ganesh, it is third attempt. The remaining five scientists are appearing for the first time. After conducting the interviews on 29th September 2025, out of these seven scientists, four scientists were promoted to the post of Scientist-G, and the remaining three scientists were stopped. Out of four scientists promoted, one is appeared for second time, and she actually published about 10 research articles in her entire 30 years' career at ARCI, Hyderabad and out those 10 publications only few are with first author. Another scientist who got promoted, did not write even a single research article on his own in his entire more than 30 years' career at ARCI, Hyderabad. All the publications in which he is one of the co-authors are written by somebody else and included his name. In fact, to confer this Scientist-G post to him, his name was included in certain publications made from his department by his colleagues. He might have done some work, initially when he joined ARCI, Hyderabad, before Dr. Ibram Ganesh joined ARCI in the year 1999, but during the last 20 years or so period, Dr. Ibram Ganesh has seen no major contribution from that scientist. Furthermore, he is only with B.Tech. degree and did not get either his masters or Ph.D. degree.

In fact, out of the seven scientists who appeared for Scientist-G post promotion interview held on 29th September 2025, except Dr. Ibram Ganesh, no other scientist has secured ranking in world's top 2% scientists list published by Stanford University, USA, professors. Furthermore, Dr. Ibram Ganesh has made 120 publications and 14 patents with about 45 publications with single author and five patents as single inventor and he is one of the top 2% scientists in the world with a ranking of 348 among 3,796 Indian scientists secured ranking in the year 2023. Despite that he was not promoted to Scientist-G post although he has appeared for this promotion interview for third time.

In fact, when ARCI management wanted to stop any scientist for any promotion, he or she will be stopped giving the necessary support much before so that he or she will not become eligible to get that particular promotion. That is why they create a criterion in such a way that no scientist without the support of ARCI management can meet it on his or her own. It is all about the power game. To avoid the power of spending the government allotted grants-in-aid money for the betterment of society by scientists belong to MBC, SC and ST communities, ARCI create certain rules so that those scientists belong to the marginalized communities cannot reach top posts to change the Indian society with his or her science.

In fact, prior to Dr. Ibram Ganesh appearing interviews for the post of Scientist-G at ARCI, Hyderabad, no other scientist was stopped promotion from Scientist-F to Scientist-G because all those who promoted to Scientist-G were belonging to upper caste general category or to OBC community. In fact, Dr. Ibram Ganesh, is the first scientist belongs to SC, ST and MBC communities appeared for the interview of Scientist-G post promotion. Both times, when Dr. Ibram Ganesh appeared for interview for the post of Scientist-G, along with him some other scientist belonging to upper caste general category was also stopped for promotion to show that ARCI is not only stopping the promotion of Dr. Ibram Ganesh because he is belonging to SC community but also for scientists belong to upper caste general category as well. Nevertheless, the verdict or the final outcome of the "National Commission for Scheduled Castes (NCSC)" is yet to come as far as Dr. Ibram Ganesh's promotion from Scientist-F to Scientist-G post at ARCI, Hyderabad, is concerned.

8.CONCLUSIONS

In ICGFRLs, the Most Backward Caste (MBC) scientists mean those who do not wear body thread, and Other Backward Caste (OBC) scientists means, those who wear body thread in most of the cases, particularly, those coming from Telugu speaking states in India. In these ICGFRLs, along with upper caste employees, the employees belonging to OBC community, who wear body thread also equally hate the employees coming from MBC, SC and ST communities. The upper caste employees along with OBC employees treat the other employees coming from MBC, SC and ST communities as second class citizen in these ICGFRLs. BC scientists means only OBCs in these ICGFRLs in the case of those coming from Telugu speaking states particularly, and ARCI, Hyderabad is situated in Telangana, which is a Telugu speaking state. Since, MBC communities do not wear body thread, they will not be selected for posts of scientists in these ICGFRLs. All the MBCs are restricted to supporting staff only. They cannot become heads of any technical centres, associated directors and Directors of these ICGFRLs. If any scientist in these ICGFRLs becomes head of any technical centers or departments or holding any revenue generating few crores Indian rupees worth equipment from BC community means he or she must be belonging to OBC community and mostly wears body thread.

The body thread is considered by them in India as a sacred thread, known as Janeu or Poita (also Yajnopaveetam), a consecrated thread worn across the body as a symbol of spiritual initiation and purity after the Upanayana ceremony. This thread is worn by some boys and signifies their status as a "twice-born" (Dvija) and represents a commitment to a life of learning, duty, and spiritual pursuit as some claim in their spiritual texts in India. Since, the main motto of ICGFRLs is only to spend successfully all the grants-in-aid given by the Government of India and submit the bills, the actual science needed for the betterment of the Indian society is given least importance.

When Dr. Ibram Ganesh joined ARCI, Hyderabad, as a scientist, he was sent a message through one of his fellow scientists that whatever Dr. Ibram Ganesh reads and achieves as a scientist at ARCI, Hyderabad, he shall not forget that he belongs to SC community. He was further told that by using the knowledge of scientists not belonging to MBC, SC and ST communities no work can be done to uplift the Indian society. They further told that if they develop India by using their knowledge, who will be developed in India as upper caste 15% general category communities are already developed and possesses all the power, wealth and positions in India, and rule the entire India as well as all the states of India (there may be few exceptions here and there), the MBC, SC and ST communities will be developed, who are actually doing all the work, cleaning entire cities, keeping clean and green of toilets and areas in these ICGFRLs along with entire India to live peacefully and healthy by everybody including those 15% upper caste general category communities. If communities belonging to MBC, SC and ST are also developed on par with 15% upper caste general category

people, then who will do these cleaning jobs and keep those 15% upper caste general category communities healthy. Certainly, they will not be doing those cleaning jobs as they find better opportunities to live with pride, and they might ask that 15% upper caste general category people also to do the same jobs along with them. To avoid arising of such situations in India, the 15% upper caste general category scientists do not want to use their knowledge for the upliftment of entire Indian society. If there is any surplus money, it will be through in the Bay of Bengal, but will not be spent for upliftment of entire Indian society that include MBC, SC and ST communities by doing the required R&D by those 15% upper caste general category scientists. These are the words told by a scientist belong to upper caste general category community to Dr. Ibram Ganesh.

Furthermore, one of the former directors of ARCI told to Dr. Ibram Ganesh that whatever the science you do Dr. Ibram Ganesh theoretically and generate a new idea, to prove it you must come to me for getting the required funding to prove that idea. Without my concern, you cannot do any science or any work at ARCI, Hyderabad. He said that you have to work only for me and for my growth. You cannot do any work which cannot be claimed by me. This is what he told to Dr. Ibram Ganesh. After completing about 20 years of service at ARCI, Hyderabad, as a scientist, what words told by then director of ARCI and by a fellow scientist, who belongs to an upper caste general category, were found to be true by Dr. Ibram Ganesh, as he is completely stopped getting any sort of support from ARCI, Hyderabad, management to take the inventions he made at ARCI, Hyderabad, to the industry so that the entire Indian society can benefit from it. He is completely stopped giving any support despite he invented several new ideas and proof of concepts at ARCI, Hyderabad, which can immensely contribute for the growth of entire Indian community along with entire society across the globe. He is unable to take those technologies to the industry for commercial practice due to the lack of financial support.

In addition to the above, one of the contemporary colleagues of Dr. Ibram Ganesh, during his Ph.D. period at IICT, Hyderabad, who has become a senior level scientist at IICT now, and belongs to upper caste general category told to Dr. Ibram Ganesh recently that let me see when the SLAPE solar panels and other technologies invented by you will see the light of the day. He further told to Dr. Ibram Ganesh that he will never be allowed to fully develop the ground breaking technologies invented at ARCI, Hyderabad by Dr. Ibram Ganesh, to take them to the industry for commercial practice.

When this is the kind of thinking of scientists belong to upper caste general category communities and OBC communities who wear body thread in these ICGFRLs, how science will grow in these ICGFRLs and how scientists coming from MBC, SC and ST communities, who comprise of up to 80% of Indian population, will survive in ICGFRLs. In this connection, Dr. Ibram Ganesh wishes that the Indian society and Government of India will take note of these prevalent un-conducive conditions for the employees coming from MBC, SC and ST communities in these ICGFRLs, and change them for the betterment of entire Indian society.

9. Supporting Information

1. Reason for India Not Producing a Single Nobel Laureate in Science Category during the Past 93 Years – A Scientist's Interpretation (<https://doi.org/10.57239/PJLSS-2024-22.2.00350>).
2. Annexure-I (Names of top 400 scientists from India as per the Stanford University, USA, rankings; <https://insights2techinfo.com/top-2-most-influential-scientists-single-year-in-2022-stanford-university-list-analysis-of-indian-researchers/>).
3. Annexure-II (Detailed CV of Dr. Ibram Ganesh; <https://sites.google.com/site/dribramganesh/>; https://scholar.google.com/citations?hl=en&user=M1Ia2MQAAAAJ&view_op=list_works & <https://www.researchgate.net/profile/Ganesh-Ibram>).
4. Annexure-III (Four publications of Dr. Ibram Ganesh showing experimental work of inventions and discoveries made by him after he became Scientist-F; <https://doi.org/10.1021/acs.jpcc.9b09819>; <https://doi.org/10.1007/s43621-024-00386-0>; <https://doi.org/10.1007/s10008-023-05479-w>; & <https://doi.org/10.1007/s12034-017-1424-y>).
5. Annexure-IV (Print media coverage of Stanford University, USA, rankings; <chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.thehindu.com/sci-tech/science/article33043379.ece/binary/IndiansWorldRanking.pdf>).

6. Annexure-V (A publication of Dr. Ibram Ganesh and references therein showing the literature evidence of global warming caused by solar panels; <https://doi.org/10.57239/PJLSS-2024-22.2.00751>).
7. Annexure-VI (Evidence of global warming caused by solar panels, and recent increased floods in India published in Nature group journals articles; <https://doi.org/10.1038/srep35070> & <https://doi.org/10.1038/s41467-017-00744-9>).

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