



## DRAFT EQUITY ACTION PLAN

### Details of Equity Action Plan

S. No.	Item	Actions	Implementation Agency	Frequency	Monitoring Indicators
1	Identify means to attract students to higher agriculture education	Strengthening Placement Cell for career counselling of the students, organizing campus interviews.	Placement Cell is already in place	Counselling half yearly, campus interview annually	Increased student performance rates, and placement rates disaggregated by gender and SC/ST as per the rule of ICAR
2	Improve language competency, soft skills and confidence levels of all the students who need such support	The preparation of guidance tools for teachers to transact with students that are culturally or linguistically less exposed to professional technical education / by including English as Compulsory course	PG School	Continuous	Enhanced proficiency in English language
3	Improve non-cognitive and soft skills including communication and presentation skills through their wide use in curricula/project based work, and where	Special labs or workshops or sessions on personality development, soft skills etc. by external/in-house experts/consultants/faculty/senior students at least once in each trimester	PG School	Continuous	Improvement in job placement of students, especially among those with disadvantaged backgrounds


	needed, to provide special skills training to students with priority to the all students				
4	Training of faculty (2 in each year) in subject matter and pedagogy, particularly to improve the performance of weak students	Training Needs Analysis (TNA) to be carried out for all faculties by appropriately qualified/trained experts,	HRD Cell	TNA to be done; reporting in every six months and remedial actions on a continuous basis	Percent of planned training completed against targets
5	Make campuses physically and socially gender friendly; especially provide adequate and suitable facilities to women students and faculty Ensure that institutional mechanisms to protect and address the needs and concerns of women students are established	<ul style="list-style-type: none"> <li>• Provision for X number of ramps &amp; X number of wheel chairs</li> <li>• X numbers of incineration of sanitary napkin for safe disposal</li> <li>• Strengthen/establish Gender Committees in each institution</li> </ul>	Institute	Actions implemented as proposed	<p>Descriptive reports of actions taken including number of beneficiaries</p> <p>All facilities will be provided within X month of project implementation</p> <p>Policy on human resource management for Students management and ensuring their participation</p>

6	Special efforts for training/internship/placement of weak students	By greater networking with industry like industry training, internship etc.	Project Institutions	Regular	Percent of weak students received internship/placements; Percent of students benefiting due to industry linkages as per the rule of ICAR
7	Grievance redress mechanism (GRM)	Introduction and wide publicity of GRM at the institution. In addition to a hotline (telephone), an email address would ensure anonymity Putting complaint boxes in different places. On receipt of grievances through post/ online/ verbal the complaint has to be immediately entered into complaint register, acknowledged and has to be redressed within 10 days from the date of receipt of the complaint. The respective entries would have to be made in the complaint register. Even if anonymous, the complaint has to be entered in the complaint register. The GRO has to do whole exercise within the 10 days of receipt of complaint. Otherwise the complaint has to be forwarded to US (NAHEP) at PIU level for intervention. GRO will be personally liable for all issues related to tier-1	Institute	Continuous	X% of grievances will be redressed at AU level & X% of complaints are satisfied

8	Peer Learning Groups	Develop 6 (one in each School) Peer Learning Groups of students for joint study and joint projects	Project Institutions	Continuous	Increased rate of students performance
9	Appointing Student Mentors and Faculty Advisers for Students	Assigning Student mentors for 6-8 junior students and Appointing Faculty Advisers for 10-15 Students/student mentors. Faculty Advisors can guide the students and monitor their progress	Project Institutions	Continuous	Increased rate of students performance
10	Labour Management Plan	<p>For safety of the workers engaged for civil works under NAHEP by Contractor</p> <p>Insure the following in tender document</p> <ul style="list-style-type: none"> <li>• Labour license for the requisite number of labour deployed in project. A copy of labour license must be supplied to PEA/PIC by Contractor</li> <li>• Insurance for its labours so as to ensure that adequate financial provisions are available in case of any injuries during the accident or emergency</li> <li>• Equal wages for men and women workers</li> <li>• Child labour free zone</li> <li>• Min. space with ventilation and washing facilities</li> <li>• Potable water, Cooking and storage</li> </ul>	Project Institution through Contractor		<p>Labor feedback mechanism will be developed and implemented.</p> <p>Ensuring 90% satisfaction of waged labors</p>


		<p>facilities</p> <ul style="list-style-type: none"> <li>• Caution boards needs to be displayed at construction zones especially where habitation is nearby to aware public. Information / caution boards also need to be displayed in construction / labour camp and storage sites.</li> <li>• Caution boards needs to be displayed at construction zones especially where habitation is nearby to aware public. Information / caution boards also need to be displayed in construction / labour camp and storage sites.</li> </ul> <p>Work place facilities for the daily labours engaged by University directly</p> <ul style="list-style-type: none"> <li>• Safe drinking water</li> <li>• Rest shade for labour</li> <li>• First aid box</li> <li>• Crèche facility 5 or more children (below the age of 6 years) accompanying women workers at the work site should be looked after by a caretaker</li> <li>• Ex-gratia payment: In case of accidental death or permanent</li> </ul>			
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