



**NAHEP**

**SKUAST-Kashmir**

**National Agricultural Higher Education Project**

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## Equity Action Plan (EAP)

S.No.	Item	Actions	Implementation Agency	Frequency	Budgetary Provision (lacs)	Monitoring Indicators
<b>A. INCLUSIVENESS OF ALL SOCIAL STRATA</b>						
1	Ensuring Safety of girl students	Making campus physically and socially amenable for safety of girl students	Dean Students Welfare	Continuous	CCTV Surveillance <b>Rs 25 lac for 5 Campii</b>	<ul style="list-style-type: none"> <li>Zero harassment against girls</li> <li>Recorded tapes of CC surveillance</li> </ul>
2	Improving Sanitation	Installation of incinerators for destroying sanitary napkins in girl's hostels.	Dean Students Welfare	Continuous	Sanitary pad incinerators 7 in girls hostels @ <b>Rs 1.4 lac</b>	<ul style="list-style-type: none"> <li>Better health and hygiene</li> <li>Feedback on Improved campus satisfaction stay among girl students</li> </ul>
3	Admission procedures flexibility	Admission procedure will be modified to allow greater number of admissions from socially under-privileged students	Registrar/ Controller Examinations	Continuous	The state and national norms would be followed	<ul style="list-style-type: none"> <li>50 % reservation for socially under privileged students.</li> </ul>
	Enhancing language skills and bridging Language and competence disparity	Ø Special remedial classes with the help of customised English Lab Software language and	Deans of Faculty	monthly	Listening, reading, comprehension, speaking, phonetics	Increased qualification for TOFEL/IELTS
	Enhancing Competitive ability of	<ul style="list-style-type: none"> <li>Prepare</li> </ul>	Deans of the Faculty	Quarterly	E-resources Study	Increased number of Economically/soci

	weak students in National Level Exams like NET, JRF, SRF	study material · Conduct mock tests/interviews			material Online exams	ally weak students in National Level tests( From 10% to 30 percent)
4	Enhancing leadership skills among girls and weaker students	Ø Institution of courses on non-cognitive and soft skills including communication and presentation skills and their inclusion and encouragement of participation by girl and weak students	Project Monitoring Cell (NAHEP)	Quarterly	Soft Skill courses and orientation for life and social skills would be taught	Comparing performances with baseline in terms of grades/placement/s/ transition rates
5	Enhancing Teachers competence to handle weaker students	Special training of faculty in teaching pedagogy to improve performance of weaker students.	Project Monitoring Cell (NAHEP)	6 monthly	Workshops on pedagogy and mentoring by international experts and master trainers <b>(10 lacs)</b>  Send teachers for advanced training on pedagogy and mentoring <b>( 50 lacs for 10 teachers )</b>	Increased representation of girl/weak students in placements, cornering scholarships etc. ( 20 % to 40 %)

**B.  
EQUITY FOR DIFFERENTLY ABLED**

	Equity for differently abled persons	Make buildings and infrastructure and personnel friendly to differently abled	Dean Students Welfare/ Estates Officer	Half yearly Assessment & remedial measures continuously throughout year	· Automatic wheel chairs · portable ramps; · <b>E-rickshaws 16 lacs</b>	Buildings will have special ramps for differently abled students.
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<b>A. LABOUR EQUITY</b>						
7	<p>Ensuring Worker rights awareness and insurance  Payment Equity of wages  Providing Living ambience , Health and sanitation of workers insurance</p>	<p>Contractors would be required to provide  1. Insurance  2. Deductions as allowed by national law or the labor management procedures  3. Equal wages to male and female workers.  4. Proper housing  5. Health and Sanitation  6. Pay workers on a regular basis as required by national law and labour management procedures.  Ø</p>	Estates Officer /Director Finance	Continuous	Costs shall be inbuilt in the estimates of various works to be carried under NAHEP	Zero litigation related to Labour grievances and rights under the project
<b>B. GRIEVANCE REDRESSAL</b>						
10						
13	<p>Recording of grievances  Acknowledging grievances  Redressal  Feedback from aggrieved</p>	<p>Introduction and publicity of easily accessible GRM through email, drop box and contacts, details of the officers ensuring anonymity and quick disposal  A multitier Single window system of grievance redressal shall be institutionalised through online grievance registration system using web based or app based platforms.  Establishment of Social Commitment Plan Cell (SCPC)  GRO at institute level shall act and redress within 10 days  Feedback shall be obtained from the complainant  Stakeholder engagement in Grievance redressal</p>	Grievance Redressal Cell	Continuous	<p>Grievance Redressal Office shall include  Women Rights cell,  Anti-ragging Cell,</p>	<p>Number of complaints received  Average time taken for redressal  Feed from Complainants</p>