



National Agricultural Higher Education Project (NAHEP)
Equity Action Plan (EAP)
Agriculture University, Kota, Rajasthan


S.No	Item	Action	Implementation Agency	Frequency	Monitoring Indicators
1.	To improve the competence among the faculty, technical staff and students.	<ul style="list-style-type: none"> • Organization of Seminar, Workshop and Training based on horticulture shall be undertaken. • Training on personality development shall also be organised. • Exposure visit for five faculty members within the country and for two faculty members abroad shall also be arranged. • The selection policy shall be such that students including SC, ST, OBC participation increases across Seminar, Workshop and Training. Preference shall be given to the weaker section students especially SC, ST, OBC and the registration fee wherever applicable shall be charged lesser from the students. 	Agriculture University, Kota	<ul style="list-style-type: none"> • One seminar, one workshop and one training shall be organized each year. • Personality development training shall be organised once in entire duration of the project. • Exposure visit within the country as well as abroad shall be arranged each year. • The participants across Seminar, Workshop and Training shall be 300 in all. 	<ul style="list-style-type: none"> • Participation of faculty, technical personnel, policy makers, executives, students etc. in Seminar, Workshop, Training and Exposure visit • Registration of participants • Expenses of cost on incur on organization of events. • Expenses on participation of faculty in exposure visit.

2.	Access to weaker section students and physically challenged ones	<ul style="list-style-type: none"> • Attempt will be made to construct ramp for physically challenged people • Focus will be given by the teachers on weak students including SC, ST, OBC categories in better transmission of the technology. 	Agriculture University, Kota	<ul style="list-style-type: none"> • As per nature of requirement 	<ul style="list-style-type: none"> • There shall be improvement in result of students especially SC, ST, OBC. • There will be better result of students including SC, ST, OBC • Attendance of physically students will be increased.
3.	Safeguard to women	<ul style="list-style-type: none"> • Installation of CCTV Camera, Engagement of Security personnel in college premises. 	Agriculture University, Kota	<ul style="list-style-type: none"> • All through 24 hours on all days 	<ul style="list-style-type: none"> • No untoward activity in hostel and college premises. • No lodging of complaint.
4.	Institutional mechanism to protect and address the need and concern of women and physically challenged people	<ul style="list-style-type: none"> • Deployment of matron, care-taker. • Incinerator for sanitary napkin shall be installed. 	Agriculture University, Kota	<ul style="list-style-type: none"> • As per nature of requirement 	<ul style="list-style-type: none"> • Better stay strength of girls in the hostel • Better number of girls students in various degree programme at the college
5.	Grievance redressal mechanism	<ul style="list-style-type: none"> • Deployment of Grievance Redressal Officer. • Placement of complaint boxes along with information board at the college premises. 	Agriculture University, Kota	<ul style="list-style-type: none"> • As and when required 	<ul style="list-style-type: none"> • Satisfaction of students and faculty. • No record of grievances.

6. Labour Management Plan	<ul style="list-style-type: none"> • For safety of the workers engaged for civil works under NAHEP by Contractor the tender shall be having mentioning of the under mentioned terms and conditions: • Ensure the following in tender document • Labour license for the requisite number of labour deployed in project. A copy of labour license must be supplied to PEA/PIC by Contractor • Insurance for its labours so as to ensure that adequate financial provisions are available in case of any injuries during the accident or emergency • Equal wages for men and women workers • Child labour free zone • Min. space with ventilation and washing facilities • Potable water, Cooking and storage facilities • Caution boards needs to be displayed at construction zones especially where habitation is nearby to aware public. Information / caution 	Agriculture University, Kota work accomplished through tender	<ul style="list-style-type: none"> • As per requirement during each financial year 	<ul style="list-style-type: none"> • Work order having the description of Labour Management Plan • Payment register for direct labour engagement • Physical verification of worksite • Photographs of the site • Labour satisfied
---------------------------	--	---	---	--

		<p>boards also need to be displayed in construction / labour camp and storage sites.</p> <ul style="list-style-type: none"> • Work place facilities for the daily labours engaged by University directly • Safe drinking water • Rest shade for labour • First aid box • 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 care-taker • Ex-gratia payment: In case of accidental death or permanent disability at work site • Medical treatment: Charges towards medical treatment in the case of personal injury. 		
--	--	---	--	--


 (I.B. Maurya)
 PI-NAHEP (IG)


 (Jitendra Singh)
 Nodal officer, EAP