



## Equity Action Plan (EAP)

NAHEP-CAAST IFS, Birsa Agricultural University, Kanke, Ranchi

Sl. No	Item	Activity/ Action	Implementation Agency	Frequency	Indicator to measure outcome	Estimated Expenditure	Remarks
A.	<b>Ensuring participation of weaker section (Cast, Gender &amp; Physically challenged) students in program</b>						
1	<b>Provide fellowship to M.Sc students 20 numbers @ Rs. 3000 per month and to Ph.D students 12 numbers @ Rs. 5000 per month.</b>	M.Sc and Ph.D students for providing the fellowship will be selected on the basis of merit list of the P.G. Entrance Examination conducted every year by Birsa Agricultural University, Ranchi and the selected students will be involved in various components of the project.  ST, SC, OBC and EWS students will be selected as per the norms of Govt. of Jharkhand ( ST , SC, OBC (50%) & EWS- 10% Total 60 %	Principal Investigator cum Nodal officer of CAAST Project	Two years for M.Sc students and three years for Ph.D students	✓ The quality of research improved and it is expected that employment opportunity will increase to a tune of 15-20 per cent. ✓ 10-15 per cent of the students will start entrepreneurship and will provide employment to the students passing out from university.	M.Sc : 14.40 lakhs  Ph.D : 21.6 lakhs  Total Estimated expenditure : 36.0 lakhs  The expenditure will be booked under Operational Head under the Project.	

2.	<b>Short Visits of M.Sc and Ph. D students to the National Institutes</b>	<p>M. Sc and Ph.D students will be selected as per their P.G research topics related to the various project objectives, components and activities (farming system, agroforestry, livestock, goatery poultry, fishery etc.)</p> <p>ST, SC, OBC and EWS students will be selected as per the norms of Govt. of Jharkhand.</p>	Principal Investigator cum Nodal officer of CAAST Project	One week to three months as per the PG students research /courses training required	<p>P.G students will submit the detailed report of the visit.</p> <p>15- 25% better employment and entrepreneurship opportunities including weaker section, SC &amp; ST in emerging areas of agriculture</p>	Already mentioned in the Financial details.	
3.	<b>Organisation of Seminars for M.Sc &amp; Ph. D students of BAU and other institutes</b>	<p>All the M. Sc and Ph.D students of BAU, Ranchi and other Institutes will be invited to join the seminar organised for making improvement in their P.G research program related to various project objectives, components and activities (farming system, agroforestry, livestock, poultry, fishery etc.)</p> <p>ST, SC, OBC and EWS students will also be invited.</p>	Principal Investigator cum Nodal officer of CAAST Project	One day seminar twice a year will be conducted.	<p>P.G students will be asked to submit report after the seminar.</p> <p>15% improvement in research effectiveness with better industry and market orientation besides employment and entrepreneurship in the field of agriculture.</p>	The expenditure will be booked from operational cost of the project.	

B	<b>Ensuring participation of weaker section (Cast, Gender &amp; Physically challenged) faculty in program.</b>						
1.	<b>National Level Training for faculty (30 faculty members will be included)</b>	<p>Faculty involved in the project will be deputed for the national level training.</p> <p>(Advisory Committee</p> <p>Members of the M. Sc and Ph. D students working under the project on various project objectives, components and activities (farming system, agro-forestry, livestock, goatery poultry, fishery etc.)</p>	Principal Investigator cum Nodal officer of CAAST Project	One week to three months	<p>Trained faculty will enhance teaching quality, strength and competence.</p> <p>SC/ST/OBC faculty will also be considered for ensuring improvement in research effectiveness and competence.</p>	Already mentioned in the Financial details.	



1	<b>Protection of women in work places</b>	Provisions for resolving complaints on any gender issues will be enforced.	CAAST Project Implementation Committee of BAU, and Women Grievances Cell, BAU	Permanent	Number of complaints registered and its redressal within time span	Will be met from University share.	
		Women friendly amenities will be enforced in the campuses like, women security through additional 20 nos of CCTV camera will be install in the campus, women guards, day care facilities, ladies room, 5 nos of incinerators for the safe disposal of the sanitary napkins etc.	CAAST Project Implementation Committee of BAU, and Women Grievances Cell, BAU	Permanent	Feedback receipt working women in the campus.	Will be met from University share.	CCTV and security guards are properly placed in the Campus of Institution
		Work places and processing units	CAAST Project Implementation	Permanent	Feedback receipt working women in	Will be met from	These facilities are

		will be provided with sufficient additional 25 numbers of lights, drinking water, toilets, etc	Committee of BAU		the campus	University share.	provided in the campus of institution.
2	<b>Differently abled amenities in Labs &amp; farms</b>	Providing 7 numbers of ramps, 5 numbers of wheel chair for physically challenged persons in lab and farms including toilets for physically challenged person; Installations and physical infrastructure to enable hassle free movement and work	CAAST Project Implementation Committee of BAU	Permanent	<p>Response /feedback from such person on the amenities provided.</p> <p>At present proportion of physically challenged persons are less, even though such facilities are available and a few more facilities like ramps and toilets for differently abled persons will be provided shortly.</p>	Will be met from University share.	
D	<b>Designing of Labour management Plan (in case of Civil work)</b> <b>Budget : 11 lakhs</b>						
1.	<b>Labour Management</b>	Labourers are registered in the	Director of Administration, BAU and	Permanent	Proportion of labourers with	Will be met from	BAU already follows all

	<b>Plan</b>	<p>University Master Rolls and paid by the Govt. of Jharkhand and also insurance through Employees Provident Funds. Ensuring sufficient number of labourers, providing labour insurance, etc.</p> <p>Child labour in construction and other works will be prohibited.</p> <p>Equal wages for men and women workers</p>	<p>in Association with Principal Investigator cum Nodal officer of CAAST Project</p>		<ul style="list-style-type: none"> <li>► insurance</li> <li>► Presence of child labour if any</li> <li>► Wage rates of men/women</li> </ul>	University share.	state labour policy
		Labour working time will be strictly enforced	Director of Administration, BAU and in Association with Principal Investigator cum Nodal officer of CAAST Project		Working hours/day		

		Sufficient space with ventilation and washing facilities, toilets etc. in processing units, labs and farm office.	Head of respective unit	Permanent	Number of toilets/ladies rooms  Response from workers.		
		Proper training to workers is provided on use of Personal Protective Equipment (PPE) and health and safety issues.	Medical officer of the University	Permanent	<ul style="list-style-type: none"> <li>➤ Number of persons using PPE</li> <li>➤ Whether scientific approaches are followed</li> <li>➤ A response /compliance survey can be conducted.</li> </ul>	Will be met from University share.	
E	<b>Establishment of full functioning Grievance Redressal Mechanism(GRM)</b> <b>Budget : 4.5 lakhs</b>						
	<b>Grievance Redressal cell</b>	Identification of Nodal officer	Principal Investigator cum Nodal officer of CAAST Project	As and when required	Number of grievances received and disposed	Will be met from University share.	Meeting will be held every months
		Dissemination of Information to stake holders (students, employees) by	Principal Investigator cum Nodal officer of CAAST Project	As and when required	More awareness about Grievance Redressal mechanism		

		organizing training/workshops and awareness programme					
		Develop record keeping system and uploading the same online	Principal Investigator cum Nodal officer of CAAST Project	As and when required	Number of case received and disposed off.		
<b>Total Budget : 35 lakhs</b>							
Note : The expenditure on EAP of Rs 35 lakhs will be met from University/State Government's contribution .							

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