

**NAHEP**

Annexure – VI
Equity Action Plan
Centre of Excellence for Advanced Research on Animal Food Safety
Department of Veterinary Public Health
Mumbai Veterinary College, Parel, Mumbai, 400 012.
Maharashtra Animal & Fishery Sciences University, Nagpur- 400 001
Maharashtra State, INDIA

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Sr. No	Item	Actions	Implementation Agency	Frequency	Monitoring Indicators	Budgeted Amount (Rs. Lakhs)
1	To identify means to attract students to higher agriculture education	Scholarship (10 boys and 5 girls including 3 SC/ST students), Exchange programme, creating opportunities for job through campus placement	Project institutions	Annually	Equal opportunities to all the students, skill development and placement rate (present campus placement rate is 50% and expected enhancement will be 80 – 85% ; remaining self-employed/ entrepreneurs and other government jobs)	Budget is allocated in the DPR
2	To identify weaknesses in all students and take remedial steps	Execution of expertise and special trainings to upgrade the students	Project institutions	Biannually	Grading of students based on scores (95 % students transit from first year to second year, expected enhancement – 100%)	Budget is allocated in the DPR
3	To improve language competency, soft skills and	Establishment of Language Laboratory (Total of 50 students: 15	Project institutions	Continuous	Improved communication skills based on score and certification	Rs. 1 Lakh Provision will be made from

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	confidence levels	girls & 35 boys including 10 SC/ST students)				Operational Cost
4	Institution to improve non cognitive and soft skills including communication and presentation skills through their wide use in curricula / project based work, and where needed, to provide special skills training to students with priority to the weak students	Personality Development Programme, Extempore, Debate, Group Discussions, communication and leadership skill development, etc. will be organized regularly (3 events organized per year for 25 students in each event)	Project institutions	Continuous	Increased job opportunities (present job status 90% and expected enhancement will be 100%)	Rs. 0.50 Lakhs Provision will be made from Operational Cost
5	Give young faculty priority in opportunities to upgrade their domain knowledge	Faculty upgradation by national and international training for 10 faculties	Project Institutions	Yearly	Increase in the trained faculty enrolled for training, improvement in dissemination of advanced knowledge to beneficiaries (7 - 8 research publications and PPTs developed)	Budget is allocated in the DPR
6	Training of faculty in subject matter and pedagogy, particularly to improve the performance of weak students	<ul style="list-style-type: none"> Training of faculties, of project institutions, in identified areas for improvement of the weak students Evaluation of faculties based on the score and certificate 	Project Institutions	Biannually	25 % of planned trainings to be completed against target Improvement in the skills of faculty and weak students	Budget is allocated in the DPR

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		provided by the training centers, followed by evaluation of the performance of the students				
7	Make campuses physically and socially gender friendly; especially provide adequate and suitable facilities to women students and faculty	Upgradation of the existing facilities by providing required amenities Ramp, CCTV cameras, differently able friendly washrooms – already available in the institute. Napkin vending machine (2), Incinerators for safe disposal of sanitary napkins (2) will be installed	Project Institutions	During upgradation of laboratory facilities	All the facilities will be in place within six month of project commencement	Rs. 1 Lakh Provision will be made from Operational Cost
8	Hold innovation and Knowledge Sharing Workshops yearly to improve knowledge sharing	Organization of two workshops with 20 participants (6 females and 14 male including 4 SC/ST) in each workshop	Project Institutions	Yearly	Number of workshops conducted/ participants attended and thematic areas covered (as per the DPR)	Budget is allocated in the DPR
9	The AUs and Centers of Excellence to organize workshops with thematic focus	Organization of one workshop with 20 participants (6 females and 14 male including 4 SC/ST) in each workshop	Project Institutions	Yearly	Number of workshops conducted/ participants attended and thematic areas covered (as per the DPR)	Budget is allocated in the DPR
10	Special efforts for training/ internship/	Training program in national/ international institutes and	Project Institutions	Regular	25 – 30 % of weak students to receive internship / placements; 70 – 75 %	Budget is allocated in the DPR

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	placement of weak students	industries to increase placement opportunities for seven weak students (2 females and 5 males including 2 SC/ST) in each workshop			of expected enhancement due to industry linkages	
11	A three tier grievance redress mechanism (GRM)	Establishment of three tier GRM. Three (3) grievance boxes and display boards (3) to be fixed in the work premises.	Project Institutions	Continuous	Timely redressal of grievances	Rs. 0.50 Lakhs Provision will be made from Operational Cost
12	Peer Learning Groups of students	Development of five Peer Learning Groups involving at least one senior student and one faculty in each.	Project Institutions	Continuous	Present performance rate is 50% and expected enhancement will be 80-85%	Regular activities
13	Appointing Student Mentors and Faculty Advisers for Students	Assigning one Student mentor for five junior students and one Faculty Adviser for student mentors.	Project Institutions	Continuous	Present performance rate is 50% and expected enhancement will be 80-85%	Regular activities

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Nodal Officer (EAP)

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