




NATIONAL AGRICULTURAL HIGHER EDUCATION PROJECT (NAHEP)

EQUITY ACTION PLAN

Name of the Agricultural University: University of Agricultural Sciences, Bengaluru

Nodal Officer: Dr. M. N. Thimmegowda, Professor, Agronomy, DLAP Scheme, UAS, Bengaluru

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Sl. No.	Item	Actions	Implementation Agency	Frequency	Monitoring Indicators
I. Capacity Building					
i.	Training Program	a) International - Faculty	UAS, Bengaluru	Yearly 4 X 3 Years = 12	Performance of the students and faculty will improve increased knowledge and skill by 10%
		b) International – Student		Yearly 2 X 3 Years = 6	
		c) National - Faculty		Yearly 2 X 3 Years = 6	
		d) National - Student		Yearly 150 X 3 Years = 450	
		Selection of faculty / student will be made by notification in the web & notice board adopting standard guidelines and score card. The details will be hosted in the portal.			
ii.	To identify weaknesses in all students and take remedial steps.	e) Conducting personality – development programme to weak students	UAS, Bengaluru	Once in the beginning of each semester	Post session performance of the students is expected to enhance by 30%
		f) Bridge-courses with extra classes and tutorials after class hours for students found weak in academics.		One Class per week	
		g) Specialized tutorials for advanced tools and techniques for training in bioinformatics/ precision crop breeding/ data analytics /IoT/ Artificial intelligence.		One tutorial per quarter	
		h) Hands-on-training in specialized biology / molecular biology – techniques		One per annum	
		i) Facilitating intensive internships programmes with specialized companies such as Monsanto, Syngenta, Corteva, Namdhari etc.		One per annum	

iii.	To improve language competency, soft skills and confidence levels.	a) Training on thesis writing/scientific writing /writing scientific articles etc in English language.	UAS, Bengaluru	Once in the beginning of each semester Twice a week	10-18 classes will be organized to improve the communication skills of the students
iv.	Social activities	b) Two Non-credit hours for social activities per week for all students		Once a week	National Service Scheme and RAWEP has been included as a part of the Curriculum
		c) Rural development work/Rural Work Experience Programme		Three months Rural Work Experience Programme for Final Year B.Sc. students	

II. Grievance Redress Mechanism (GRM)

i.	Appointment of Nodal Officer (GRM)	The Administrative Officer is appointed as Nodal Officer	UAS, Bengaluru	Full Time/Regular	Acknowledge 100% grievances within the stipulated period
ii.	Display board with grievances box	Contact details of the Nodal Officer provided in the University website, Project website. Also, display board and Grievances box is placed in all the 13 Departments / laboratories where project is implemented			
iii.	Meetings to address grievances	At regular intervals (fortnightly)			

III. User friendly campus for disabled and women

i.	Zero tolerance against Women harassment	Women Safety Cell established in the University to address issues related to women harassment	UAS, Bengaluru	Full Time/Regular	Cell works on all the days
ii.	Incinerators installation	Installed incinerators in each block (6 No.) of Ladies hostel for safe disposal of sanitary napkins			Monitored by the Warden, Ladies hostel
iii.	Facilities for Physically	Ramps (4 No.) in College & Library and One elevator (from University grants) is constructed in the college			Estate Officer of the University is incharge of the

	Challenged Students	building			maintenance
IV. Labour Management Plan					
i.	Following guidelines / rules	<p>The following rules / guidelines are strictly abided</p> <ul style="list-style-type: none"> ❖ Zero Child labour ❖ Timely labour wages ❖ Mandatory Labour license for all labours deployed for civil works within the University limits ❖ Insurance coverage for all labours 	UAS, Bengaluru	Continuous	<ul style="list-style-type: none"> ✓ Wages payment register maintained ✓ Verification of license on timely basis ✓ Insurance coverage monitored directly by the in charge officer

Signature & Seal of the
Principal Investigator

Signature & Seal of the
EAP Officer