



ICAR- Indian Agricultural  
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### Draft Equity Action Plan


S. No.	Item	Actions	Implementation Agency	Frequency	Budget Provision	Monitoring Indicators
1.	<b>Capacity building activities for weak students</b>	Faculty of AUs will be trained as Master trainers from 24 designated Agricultural Universities to conduct Soft Skills workshop for students in their respective Universities	ICAR – NAARM, Hyderabad	Once in Project period	Included in Objective 6 of the project document	Their ability to organize One day workshop in their respective Universities (Minimum 01) and submission of reports
		One Manual on Soft Skills for Entrepreneurship Development among Agrigraduates (English & Hindi) will be developed and distributed to Agrigraduates and also soft copy of the same to be placed on NAHEP website	ICAR – NAARM, Hyderabad	Continuous		Development of Manual and publishing 5000 copies
		Organization & Monitoring of 26 workshops for Agrigraduates in 24 Agricultural Universities of the country with preference given to students from rural background, girls as per the ICAR norms including SC, ST and women	ICAR – NAARM, Hyderabad	Once in project period		More than 50% students trained will be from rural background
2.	<b>Social Inclusion in Different Capacity Building Activities</b>	Scientists of NAARM to be sent abroad for trainings/workshops/conferences as per ICAR norms including SC, ST and women	ICAR – NAARM, Hyderabad	Continuous	Included in Objective 6 of the project document	Reports of Foreign deputation

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		Deputation of Scientists/ Faculty members and contractual research staff including RAs/SRFs to National Level Trainings, Workshops/ Seminar/Special Skill Trainings as per ICAR norms including SC, ST and women	ICAR –NAARM, Hyderabad	Continuous		Number of people trained
		Project associate's to be sent abroad for Training, Workshop, conference/ Short Visits including weaker sections, female faculty given due representation on case to case basis.	ICAR -IASRI, New Delhi	On a continuous basis	Included in main project activities	Foreign Deputation Report
		Project associates including contractual staff will be sent for Trainings/ Conferences/ Workshops/Meetings/Seminars/ Short Visits/ Special Skill Trainings within India including weaker sections, female faculty given due representation on case to case basis.	ICAR –IASRI, New Delhi	On a continuous basis	Included in main project activities	No. of people trained
3.	<b>User friendly Campus for differently abled and Women</b>	Ramp will be developed in all the buildings of the office for and provision of wheel chair for differently abled people	ICAR –NAARM, Hyderabad	Continuous	Institute budget	At least 5 ramps and one wheel chair will be made available
		Street lights will be installed in the whole campus and CCTV cameras in office buildings, near the exit at the gate and hostels	ICAR –NAARM, Hyderabad	Continuous	Institute budget	Visit to site and number will be indicated in the report

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		Installation of Sanitary napkin vending machine, and incinerators for safe disposal for of napkins for girl students of the academy	ICAR –NAARM, Hyderabad	Continuous	Institute budget under Women Cell	All women washrooms will be catered to (no of sanitary napkin vending machine- 01 , no. of incinerators 02 for safe disposal of sanitary napkins
		<ul style="list-style-type: none"> <li>• Good quality washroom and up-gradation of existing ones for women and physically challenged.</li> <li>• Good quality Kitchen with equipment (Fridge, microwave, hot plate, crockery and utensils) for female staffs.</li> </ul>	ICAR –IASRI, New Delhi	Half yearly	Budgeted in the activity but item wise sanction required and not listed in project sanction document	<p>Neat and Clean premises.</p> <p>A survey by the project staff.</p>
4.	<b>Safety and security of Labor - Labor Management Plan</b>	<p>Contractors will be asked to enclose tentative LMP as per the guidelines of NAHEP &amp; final LMP at the time of final award</p> <ul style="list-style-type: none"> <li>• Social Management Plan (SMP) will prepare as per the final LMP at least three (Pre, during &amp; after) time supervision will be made by the Nodal officers- EAP, ESP and GRM</li> <li>• Infra-structure readiness &amp; handover check list will be made &amp; signed by the contractor and paying authority</li> </ul>	ICAR –NAARM, Hyderabad, Contractor	During the project period	Included in Objective 1 of the project document item 1.2	<ul style="list-style-type: none"> <li>• Social Management Plan (SMP) action taken report.</li> <li>• Infrastructure readiness and hand over check list</li> </ul>
5.	<b>Transparency &amp; Accountability – Grievance Redressal Mechanism (GRM)</b>	<p>Introduction and publicity of easily accessible Online GRM ensuring anonymity and quick disposal of the grievance</p> <ul style="list-style-type: none"> <li>• Establish 6 display boards &amp; transparent boxes in prominent</li> </ul>	ICAR –NAARM, Hyderabad	Continuous	to be met from operational expenses	Proper maintenance of grievance register & action taken report of grievances

S. No.	Item	Actions	Implementation Agency	Frequency	Budget Provision	Monitoring Indicators
		places of the campus				
		<ul style="list-style-type: none"> <li>Establish 3 display boards &amp; transparent boxes in prominent places of the campus</li> </ul>	ICAR - IASRI, New Delhi	Continuous	to be met from operational expenses	Proper maintenance of grievance register & action taken report of grievances

  
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