

**Chaudhary Sarwan Kumar Himachal Pradesh Krishi Vishwavidyalaya, Palampur**

**Centre for Protected Agriculture and Natural Farming under  
ICAR Centre for Advanced Agricultural Science and Technology (CAAST) –  
National Agricultural Higher Education Project (NAHEP)**

*F.No./NAHEP/CAAST/2019-20*

**Equity Action Plan (EAP)**



Name of the AU: CSK Himachal Pradesh Krishi Vishwavidyalaya, Palampur, Himachal Pradesh-176062  
Date of project implementation: October 2019  
Name of Nodal Officer: Dr. Akhilesh Sharma, Professor and Head (Vegetable Science)  
9816612008 (M); asharmaakhil1@gmail.com

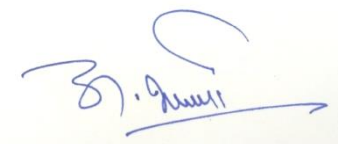
| S. No   | Item   | Activity/ Action   | Implementation Agency                                       | Frequency | Indicator to measure outcome   | Estimated Expenditure                     | Remarks |
|---|--|--|---|-----------|--|---|---------|
| <b>A. Ensuring participation of weaker section (Caste, Gender &amp; Physically challenged) students</b> |  |  |   |           |  |   |         |
| 1   | To provide Stipends for M.Sc. and Ph. D. students for their research work on protected agriculture and natural farming (M.Sc. -10 students | <ul style="list-style-type: none"> <li>Selection of students as per their OGPA/percentage in concerned subjects (Vegetables, Agronomy, Plant pathology, Entomology Plant breeding and Agri. Economics).</li> </ul> | Academic Section and CAAST Project Implementation Committee | Once      | <ul style="list-style-type: none"> <li>OGPA/percentage enhancement by 5-10%</li> <li>5% enhancement of jobs of students in industry</li> </ul> | Cost already included in operational cost |         |

|   |  |   |   |                |   |   |  |
|---|--|---|---|----------------|---|---|--|
|   | @Rs 2000/pm and Ph.D. 10 students @ Rs 3000/pm)          | <ul style="list-style-type: none"> <li>For social inclusion guidelines of HP Govt will be followed (SC-15% &amp; ST-7.5 % and for women as per the intake strength.</li> </ul>  |   |                | <ul style="list-style-type: none"> <li>5% of the students will go for self entrepreneurship</li> </ul>                  |   |  |
|   | Participation in national level training programmes.     | <ul style="list-style-type: none"> <li>Out of the total 10 M.Sc. students studying in captioned disciplines and working on thematic areas, weaker section students as per the quota limit (2-3 students) will be sent to national institute to enhance their knowledge and technical skill</li> </ul> | Academic Section and CAAST Project Implementation Committee | Once in a year |   | Cost already included in operational cost |  |
| 3   | Participation in international level training programmes | <ul style="list-style-type: none"> <li>Out of total 10 Ph.D. students from different disciplines, weaker section students as per the quota limit (2-3 students) shall be sent to participate in international trainings on thematic areas.</li> </ul>   | Academic Section and CAAST Project Implementation Committee | Once in a year |   | Cost already included in operational cost |  |
| <b>B Ensuring participation of weaker section (Caste, Gender &amp; Physically challenged) Faculty</b> |  |   |   |                |   |   |  |
| 1   | Participation in international trainings                 | <ul style="list-style-type: none"> <li>Expertise on thematic area related to CAAST</li> <li>Selection criteria would be based on high NAAS publication factor, number of citations and API.</li> <li>Involvement of weaker</li> </ul>   | Academic Section and CAAST Project Implementation Committee | Once in a year | <ul style="list-style-type: none"> <li>Enhanced rating of research publications (NAAS) to the extent of 10%.</li> </ul> | Cost already included in budget           |  |

|  |   |   |  |              |  |  |   |
|--|---|---|--|--------------|--|--|---|
|  |   | section faculty as per their strength.  |  |              |  |  |   |
| <b>C Ensuring user friendly campus for women and Physically challenged</b>   |   |   |  |              |  |  |   |
| 1  | Providing facilities to women and physically challenged persons | <ul style="list-style-type: none"> <li>• Renovation of wash rooms (3) for women</li> <li>• Incinerators for safe disposal of sanitary napkins-3</li> <li>• Ramps- 3</li> </ul>  | CAAST Project Implementation Committee   | Once         | <ul style="list-style-type: none"> <li>• Enabling Free movements of disabled persons.</li> <li>• Improvement in hygienic conditions of campus</li> </ul>   | Funds to be met out from budget.               | 10.0 lakhs  |
| <b>D Designing of Labor management Plan (in case of Civil and farm work)</b> |   |   |  |              |  |  |   |
| 1.   | Provision for safety and security of daily wage laborers        | <ul style="list-style-type: none"> <li>• Ensure sufficient number of labourers through outsource agency, ensuring their registration, insurance, EPF account etc.</li> <li>• Prohibition of child labour in all types of works.</li> <li>• Equal wages for men and women workers</li> <li>• Strict enforcement of labour work timings.</li> <li>• Sufficient space with ventilation and washing facilities, toilets etc. in processing units, labs, skill centres etc.</li> </ul> | Directorate of Research, also designated as Labour Officer and outsourcing administrator | Continuos    | <ul style="list-style-type: none"> <li>• Proportion of women labour deployed in projects and to ensure 8 hours of work/day</li> <li>• Rejection of applications of child labourers Number of complaints received and addressed.</li> <li>• 80 % workers satisfaction to be surveyed/assessed through response form.</li> </ul> | Funds to be met out from budget.               | Already follows all labour laws and there is existing provision for compliance and monitoring. There is a labour officer at this level. |
|  |   | <ul style="list-style-type: none"> <li>• Training to workers on use of Personal Protective Equipment (PPE) and health and safety issues.</li> </ul>   |  | Consulta nts | <ul style="list-style-type: none"> <li>• Number of persons using PPE facilities</li> <li>• Conduct of response /compliance survey.</li> </ul>  | Funds to be met out from operational expenses. |   |

| E. Establishment of full functioning Grievance Redressal Mechanism(GRM) |  |   |  |         |   |  |
|---|--|---|--|---------|---|--|
|   |  | <ul style="list-style-type: none"> <li>• Identification of Nodal officer</li> <li>• Dissemination of Information to stake holders (Through display board contain contents like name address phone number mail id of three tier GRM and website address of NAHEP) and fixing grievances boxes along with information board at five places in university campuses and farms</li> <li>• Develop record keeping system and uploading the same online</li> </ul> | Nodal officer GRM , PI and other designated officers | Regular | <ul style="list-style-type: none"> <li>• Number of grievances received</li> <li>• Time taken to resolve and effective disposal</li> <li>• Proper review by Registrar/NO</li> <li>• Accessible GRM through special and dedicated helpline numbers, email, drop box and contacts</li> <li>• Receipt of grievances online/ verbal complaint registered, redressed</li> </ul> |  |

  
 Signature & Seal of PI  
  
 Centre for Advanced Agricultural  
 Science and Technology (CAAST)  
 on "Protected Agriculture and  
 Natural Farming" under NAHEP

  
 Signature & Seal of Nodal Officer (EAP)  
 (Dr. Akhilesh Sharma)