



National Agricultural Higher Education Project (NAHEP)

Equity Action Plan (EAP)



Name of the AU

: - Bihar Animal Sciences University, Patna, Bihar

Name & Contact Details of the Nodal Officer EAP: **Dr. Ravindra Kumar, Director Research, Bihar Animal Sciences University, Patna, Bihar. PIN-800014: Phone No.: 9418085904; e-mail: drbasu2017@@gmail.com**

S.No.	Item	Actions	Implementation Agency	Frequency	Monitoring Indicators
A. Faculty					
i.	Faculty Development program	i. Workshop/Training on specialized subjects/ technology of veterinary and animal sciences to faculty members	Bihar Animal Sciences University, Patna	Annually	<ul style="list-style-type: none">• Increase in the percentage of faculty enrolled for such opportunities. On an average participation of faculty in workshop/training is 70%, it is expected to increase up to 90%.• Selection process of faculty from socially and economically vulnerable community is based on proportional strength among total strength• Feedback of students and development in professional skill of teachers
		ii. Training in specialized subjects of veterinary and animal sciences in international institute	Bihar Animal Sciences University, Patna	Annually	Feedback of students and development in professional skill of teachers

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		iii. Participation in national and international seminar/ conference/ workshop	Bihar Animal Sciences University, Patna	Annually	Increase in number of research projects and publications
ii.	To improve language competency, and soft skills	i. Special classes on English speaking, computer, soft skills to faculty members ii. Training on teaching in smart class room using advanced technologies	Bihar Animal Sciences University, Patna	Continuous	Feedback of students and development in professional skill of teachers
S.No	Item	Actions	Implementation Agency	Frequency	Monitoring Indicators
B. Students					
i.	To attract students to higher veterinary and sciences education	<ul style="list-style-type: none"> Workshop /seminar on employment generation opportunities in different specialized branches of veterinary and animal sciences Organization of quiz and felicitation of students opting higher education in veterinary and animal sciences 	Bihar Animal Sciences University, Patna	Yearly	<ul style="list-style-type: none"> Increase in number of students in post graduate studies. At present 40% students opt for post graduate studies, it is expected to increase by 60% depending upon job opportunity Increased placement rates Placement rate in private and semi-govt. sector is about 30%, which may be increased upto 50%
ii.	To improve language competency, soft skills and confidence levels	<ul style="list-style-type: none"> Special classes on English speaking, soft skills and personality development Computer knowledge Organization of debate and group discussion among students under supervision of experts 	Bihar Animal Sciences University, Patna	Regular	Better performance of students in class, examination and extracurricular activities of the institution

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iii.	To identify weaknesses in all students and take remedial steps	<ul style="list-style-type: none"> Screening of weak students (subject and Session wise) based on marks obtained in examination as well as feedback of teacher. Arrangement of extra classes/ tutorials for the weak students (subject and year wise) 	Bihar Animal Sciences University, Patna	Regular	Improvement in result of the students
iv.	To improve professional efficiency among students	<ul style="list-style-type: none"> Summer training for students on livestock and poultry farming Special training on veterinary diagnostics, post mortem techniques and artificial insemination 	Bihar Animal Sciences University, Patna and Veterinary Hospitals of Bihar	Annually	<ul style="list-style-type: none"> Expected to increase in number of entrepreneurs by 10-20% Increase in veterinary students as an Entrepreneur by 10-20%
v.	Industry exposure to students	<ul style="list-style-type: none"> Industry-Institution meet Special training on feed formulation and feed machinery Special training on pharmaceuticals 	Bihar Animal Sciences University, Patna	Annually	Employment in private sector and employment generation
vi.	Exposure of students in national institute and abroad	Training and exposure visit of students in reputed national institutes in India and abroad	Bihar Animal Sciences University, Patna	Annually	Upgradation of students career
vii.	Self-defense skill development	Organization of classes on self-defense for female students and staffs	Bihar Animal Sciences University, Patna	Regular	Improvement in confidence level of girls students
viii.	To improve writing skill development	Organisation of 'young author workshop' for students of under-graduate and post-graduate	Bihar Animal Sciences University, Patna	Annually	<ul style="list-style-type: none"> Improvement in writing skill of students Improvement in thesis writing arts among post-graduate students
ix.	Entrepreneurial skill development	Organization of workshop on entrepreneurial and managerial skill development among students	Bihar Animal Sciences University, Patna	Annually	<ul style="list-style-type: none"> Increase in number of entrepreneurs from the field



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					of veterinary and animal sciences by 10-20%
x	Ensure that institutional mechanisms to protect and address the needs and concerns of women and disabled students are established.	<ul style="list-style-type: none"> • Provision for one ramp • One incineration of sanitary napkin for safe disposal 	Bihar Animal Sciences University, Patna	Regular	<ul style="list-style-type: none"> • Provision of ramps for disabled students in newly constructed building • facilities created within 12 months of project commencement
xi	Grievance redress mechanism (GRM)	<ul style="list-style-type: none"> • One no. of Grievances boxes and display board (particularly wall of the Nodal officer (GRM) setting room and renovated building under NAHEP) • Arrangement for online entry of the grievances 	Bihar Animal Sciences University, Patna	Regular	<ul style="list-style-type: none"> • All the facilities available within 6 months of project commencement • Still we did not receive any grievances. • X % of grievances redressed within the stipulated time frame
xii	Labour Management Plan	<p>For safety of the workers engaged for civil works under NAHEP by Contractor</p> <p>Insure the following in tender document</p> <ul style="list-style-type: none"> • Labour license for the requisite number of labour deployed in project. A copy of labour license must be supplied to PEA/PIC by Contractor • Insurance for its labours so as to ensure that adequate financial provisions are available in case of any injuries during the accident or emergency • Equal wages for men and women workers • Child labour free zone 	Bihar Animal Sciences University, Patna	Regular	<p>For contractor Work order having the description of Labor Management Plan For direct labour</p> <ul style="list-style-type: none"> • payment register • physical verification of worksite • photographs of the site • % labour satisfaction



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		<ul style="list-style-type: none"> • Min. space with ventilation and washing facilities • Potable water, Cooking and storage facilities • Caution boards needs to be displayed at construction zones especially where habitation is nearby to aware public. Information / caution boards also need to be displayed in construction / labour camp and storage sites. • Caution boards needs to be displayed at construction zones especially where habitation is nearby to aware public. Information / caution boards also need to be displayed in construction / labour camp and storage sites. <p>Work place facilities for the daily labours engaged by University directly</p> <ul style="list-style-type: none"> • Safe drinking water • Rest shade for labour • First aid box • Crèche facility 5 or more children (below the age of 6 years) accompanying women workers at the work site should be looked after by a caretaker • Ex-gratia payment: In case of accidental death or permanent disability at work site • Medical treatment: Charges towards medical treatment in the case of 			
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