

National Agricultural Higher Education Project(NAHEP) Equity Action Plan (EAP)

Name of DU: ICAR-Indian Veterinary Research Institute, Izatnagar

NAHEP Component: Centre for Advanced Agricultural Science & Technology: Advanced Centre for Livestock Health (CAAST: ACLH)

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Introduction

The Government of India has reserved a total of 15% seats for students belonging to the Scheduled Casts (SC), 7.5% to the Scheduled Tribes (ST), 27% to the Other Backward Class(OBC) 3% to the Physically Challenged (PC) [Divyang] students. The ICAR- Indian Veterinary Research Institute has 633 students, out of which 240 are female & 393 are male. In terms of social category 97 are Scheduled Caste (SC), 45 are Scheduled Tribes (ST), 246 are Other Backward Class (OBC), 10 are Physically Challenged (PC) [Divyang], 3 are from Under Privilege State (UPS) and 2 are Foreign national students. The CAAST- Advanced centre for livestock health project under NAHEP at ICAR-IVRI is basically mandated with the main objectives of human capacity building, State of the Art Infrastructure Development and knowledge generation in the areas of vaccinology, diagnostics, immune nutrition and genomics for enhancing the skill, entrepreneurship and employability. The budgetary provision for this project is Rs. 1998.5 lakh for a period of 4 years starting 2017-18 and ending 2020-21. Under this project main components assigned are Faculty Upgradation, Student Sandwich programmes, Adjunct and Visiting professorship, organizing distinguished lecture series and development of e-learning modules and ICT tools for skill development of students and faculty. The project has proposed a limited renovation activity viz., renovation of existing challenge shed. The activity is not expected to cause any significant environmental and social impacts. Therefore, the World Bank's Operational Policy on Involuntary Resettlement (OP/BP 4.12) has not been triggered. The institution has students from different backgrounds especially those in low-income and communities inhabited by scheduled caste and scheduled tribes communities. Therefore, the World Bank Operational Policy (OP/BP 4.10) has been triggered. ICAR-IVRI has prepared this Equity Action Plan (EAP) which addresses issues of gender equality and social inclusion with special attention to the needs of the Scheduled Tribe and the Scheduled Caste students and faculty members fulfilling the requirements of OP 4.10. The EAP identifies key issues and problems affecting academic performance and overall development of students and recommends a set of actions to address the same, which has been discussed in this document.


Project Activities

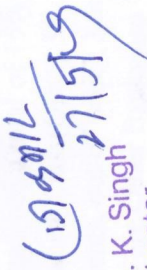
S. No.	Item	Actions	Implementation Agency	Frequency	Monitoring Indicators
i.	To identify weaknesses in all students and take remedial steps	Diagnostic test (assessment) would be administered to identify the weakness of students and take remedial steps. Tutorial theory/practical classes will be organized for the weak students	ICAR-IVRI, Izatnagar	Annual assessment and continuous improvement classes/tutorials	Percentage of students moving from weak to moderate and high skills
ii.	To improve language competency, soft skills and confidence levels	<ul style="list-style-type: none"> Assessment of the language competency of all students would be done Remedial workshops/ classes/ tutorials would be organized to empower the students in these skills English is already a main course in the PG & PhD degree programme and all students have to offer the course. But extra tutorials will be organized to improve the English competency Further, for improving the spoken Hindi competency for students from Southern and NE Region "Hindi Workshops" would be organized. 	ICAR-IVRI, Izatnagar	Continuous	Percentage of students moving from weak to moderate and high skills
iii.	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	<ul style="list-style-type: none"> Perceived assessment of the non cognitive & soft skills of all students in the university would be undertaken. Workshops would be organized on the identified areas such as viz., technical writing, communication, motivation, leadership & team building, presentation skills etc. especially for the weak students. 	ICAR-IVRI, Izatnagar	Continuous	Percentage of students moving from weak to moderate and high skills

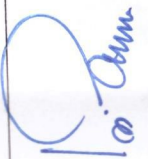
iv.	Give young faculty priority in opportunities to upgrade their domain knowledge	EAP would be followed for International faculty training in the CAAST project activities for upgrading domain knowledge. Sufficient care would be taken to give opportunity to the younger faculty. Further, as far as possible, the gender participation and participation of weaker sections would be made while nominating scientists for the International training.	ICAR-IVRI, Izatnagar	Annually	Increase in the percentage of faculty enrolled for such opportunities
v.	Training of faculty in subject matter, particularly to improve the performance of weak students	TNA for faculty would be done for the subject matter and remedial courses would be organized	ICAR-IVRI, Izatnagar	TNA would be done for all faculty and continuous trainings would be arranged to improve the skills	Percent of planned training completed against targets Training analysis in terms of number of faculty, % of SC/ST/OBC/Women received training, age group, service years, type, duration of training etc.
vi.	Make physically and socially gender friendly; especially provide adequate and suitable facilities to women students and faculty	The campus would be made physically and socially gender friendly by following: <ul style="list-style-type: none"> • Ensuring dignified washrooms in every division/buildings • Ensuing facility of Ramps & railings at required places Additional hostel facilities for girls	ICAR-IVRI Izatnagar	Continuous	Descriptive reports would be provided including number of beneficiaries for various actions

vii.	Hold innovation and Knowledge Sharing through yearly Workshops to improve knowledge sharing	Knowledge organized in various advanced areas of the thematic focus of the project	Sharing Workshops will be organized in various advanced areas of the thematic focus of the project	ICAR-IVRI Izatnagar	Yearly	Number of workshops conducted / participants attended and thematic areas covered
viii.	Special efforts for training/ internship/ placement of weak students	For enhancing the placements and for networking with the industry for research and academic purpose, B2B/Industry academia Interface meets would be organized.		ICAR-IVRI Izatnagar	Regular	Number of such interface meets organised
ix.	Establishing GRM	Grievance Redressal Officer has been appointed. The GRM will be popularized through wide publicity by placing banners/posters in the different places of the campus, CAAST website & by keeping complaint / suggestion boxes in the division and at prominent places. A new email id and phone would be provided to the GRM On receipt of grievances through post/ online/ verbal the complaint will be immediately entered in to complaint register, acknowledged and will be redressed within 10 days from the date of receipt of the complaint. The respective entries would be made in the complaint register.		ICAR-IVRI Izatnagar	Continuous	Number of grievances received and time taken to resolve
x.	Ensure that institutional mechanisms to protect and address the needs and concerns of women students are established.	Already ICC is in place Further, a women helpline number would be created to protect and address the needs of the women students.		ICAR-IVRI Izatnagar	Continuous	Publicity of ICC and women helpline among the women faculty and students

xi.	Peer Learning Groups of students	Peer learning groups would be created for various disciplines and joint curricular and extracurricular activities would be promoted	ICAR-IVRI Izatnagar	Continuous	<ul style="list-style-type: none"> Number of such groups created. Activities of the groups Students feedback on the PLG
xii.	Appointing Mentors and Faculty Advisors for Students	Student mentors would be appointed for every 6-8 students in each discipline. Further, faculty advisors would be appointed for 10-15 students for UG programme while for PG & PhD already advisors are allotted to every student.	ICAR-IVRI Izatnagar	Continuous	Mentoring activities by students


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