



SRI KARAN NARENDRA AGRICULTURE UNIVERSITY  
JOBNER-303329, JAIPUR (RAJ.)

Website: [www.sknu.ac.in](http://www.sknu.ac.in), [www.nahepjobner.in](http://www.nahepjobner.in)

SOCIAL MANAGEMENT FRAMEWORK (SMF)  
EQUITY ACTION PLAN (EAP)

SOCIAL MANAGEMENT FRAMEWORK



S.No	Item	Actions	Implementation Agency	Frequency	Monitoring Indicators
i.	Identification of weaknesses in all students and take remedial steps	All newly admitted students of UG programme shall be assessed through written /interview to identify laggards and hold an extra, separate tutorial classes for them in each course	Nodal Officer (Social Safeguard) in collaboration with Deans of the ccredited colleges and the Planing, Monitoring and Evaluation(PME) Cell	Twice in a year i.e. in I & II semester of UG	<ul style="list-style-type: none"> <li>The average grade point of the such students will expectedly increase from present 6.0 to 7.00 out of 10.00</li> <li>The average class room attendance is nearly 78 per cent which will be expectedly increased to nearly 85 per cent</li> </ul>
ii.	Improvement in language competency, soft skills and confidence levels	<ul style="list-style-type: none"> <li>A total of 12 training programmes will be conducted for 12 batches of students on spoken English for ensuring speaking proficiency Each batch will be of 55-60 students thus covering nearly 90 per cent of total student strength</li> </ul>	Nodal Officer (Social Safeguard) in collaboration with Deans of the accredited colleges and PME cell	Continuous	The average grade point of the students will expectedly increase from present 7.0 to 8.00 out of 10.00



iii.	Improvement in the non-cognitive and soft skills including communication and presentation skills of students with priority to the slow learners	A total of 4 workshops and 10 consultancies with external experts / consultants/ visiting professors/ alumni/ faculty / senior students will be conducted for students that is about 750 UG students	Deans of the accredited Colleges and Nodal officers	Continuous	Improvement in job placement of outgoing students from present 40 per cent to 60 per cent through improved performance in job interviews
iv.	Promoting young faculty and to upgrade their knowledge	Mandatory participation of 100 young faculty members in nation and 36 young faculty members in international refresher courses / trainings/seminars to upgrade their knowledge and skills	Deans of the accredited colleges and Nodal officers	Continuous	<ul style="list-style-type: none"> <li>Improved teaching through development of at least 50 case studies and PPTs</li> <li>Each faculty will publish at least one good quality paper in high impact journals (In a period of two years) with 50 per cent success rate leading to at least 20 high impact research publications</li> </ul>
v.	a) Training of faculty in subject matter particularly to improve the	<ul style="list-style-type: none"> <li>Conducting and prioritizing the Training Needs Analysis (TNA) of all faculties with respect to special needs of weak students.</li> </ul>	Deans of the accredited colleges, Nodal officers and PME cell	Half yearly and remedial actions on a	<ul style="list-style-type: none"> <li>Percent of planned training completed against targets including records of SC/ ST/ OBC/</li> </ul>



	performance of slow learners	<ul style="list-style-type: none"> <li>Two workshop on modern methods of teaching and special attention towards the weak students is planned for 150 faculty members) involved in UG teaching</li> <li>Three consultancies on quality teaching and improved performance of weak students will be floated for the benefit 80 faculty members and nearly 100 weak students</li> <li>Conducting need based training by using latest technology in collaboration with experts</li> </ul>		continuous basis	<p>physically disabled, M/F, age, years of service, level, degree qualifications</p> <ul style="list-style-type: none"> <li>To fulfill the training evaluation standards being developed and standardized to assess the indicators of the gaps in knowledgebase</li> </ul>
	b) Overseas Training for students	A total of 45 students will be trained overseas of accredited colleges. Yearly 6 students shall be deputed for overseas training	Deans of the accredited colleges, Nodal officers and PME cell	Need based	Per cent of students exposed to overseas trainings
vi.	Prioritizing training, internship and	<ul style="list-style-type: none"> <li>Linkage and collaboration with industries will be made for practical oriented</li> </ul>	Deans of the accredited colleges , Nodal	Regular	<ul style="list-style-type: none"> <li>Presently there is no internships are made which will be started</li> </ul>



	placement of slow learning students	<p>work based on placements.</p> <ul style="list-style-type: none"> <li>A total of 10 industrial linkages will be made with 150 students internships. A total of 6 skill development courses will be organized. There will also be 5 live projects with industries.</li> </ul>	officers and PME cell		<p>through IDP project.</p> <ul style="list-style-type: none"> <li>Nearly 120 students every year will get internship.</li> </ul>
vii	Grievance redressal mechanism (GRM)	<ul style="list-style-type: none"> <li>Introduction and publicity of easily accessible Grievance Redressal Mechanism (GRM) through special and dedicated helpline numbers, email and installations of 10 drop boxes with contacts details of the officers ensuring anonymity and quick disposal of the grievances.</li> <li>On receipt of grievances through post/ online/ verbal the complaint has to be immediately entered into complaint register, acknowledged and has to be redressed within 14 days from the date of receipt of the complaint.</li> </ul>	Nodal officer (Grievances Redressal cell)	Regular	<p>Data base on number of grievances received, time taken to resolve and effective disposal.</p> <p>Proper review by Grievance Redressal Officer at university Level</p>



viii	<p>Making campuses physically and socially gender friendly; by providing adequate and suitable facilities for women students and faculty</p>	<ul style="list-style-type: none"> <li>• Provision for 8 ramps, 10 differently abled friendly washrooms and up- gradation of hostel facilities.</li> <li>• Installation of 30 CCTV cameras in campuses for social safeguard to make campus gender friendly.</li> <li>• Improving Accessibility for physically challenged through barrier free access.</li> <li>• Provision of Signs boards</li> <li>• Provision of spacious roads, parking, hostels for girl/women friendly atmosphere</li> <li>• Provision shall be made of security through retired army personnel to avoid any untoward incident</li> <li>• Installing 10 sanitary napkin vending and incineration machine at all girls hostels</li> <li>• Creation of one women help line number</li> </ul>	<ul style="list-style-type: none"> <li>• Deans of the accredited colleges as Nodal officers and PME cell</li> </ul>	<p>Implemented as proposed</p>	<p>Daily check list will be maintained by the PME cell</p> <p>Proper record of the units installations will be made by the Grievances cell</p> <p>Proper review by Grievance Redressal Officer at college and University level</p>
		<ul style="list-style-type: none"> <li>• Constitution of three</li> </ul>			



		gender related committees for equal participation and benefits in terms of skill upgradation			
ix	<b>Labour Management Plan</b>	<b>Civil Work under NAHEP</b> Ensuring the following in tender document <ul style="list-style-type: none"> <li>• Labour license for the requisite number of labourers deployed in a project. A copy of labour license must be supplied to PI by contractor</li> <li>• Equal wages for men and women workers</li> <li>• Insurance for its labour so as to ensure that adequate financial provisions are available in case of any injuries during the accident or emergency</li> <li>• Minimum space with ventilation and washing facilities</li> <li>• Potable water, cooking and storage facilities</li> <li>• Laundry facility</li> <li>• Child labour free zone</li> <li>• Counselling and regular awareness of labour and contractors over construction safety issues.</li> </ul>	<ul style="list-style-type: none"> <li>• PME cell and nodal officers</li> <li>• Officers of the Estate Office</li> </ul>	Regular	Sudden visits in the labour and construction sites





		<ul style="list-style-type: none"><li>• Caution boards will be displayed at construction zones especially where habitation is nearby to aware public.</li><li>• Information / caution boards will also be displayed in construction / labour camp and storage sites</li></ul>			
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Signature of Nodal Officer

Date: 28/02/2020  
**DIRECTOR**  
Directorate of Students' Welfare  
S.K.N. Agriculture University, Jobner

Signature of Vice Chancellor

Date: 28/02/2020  
**Vice Chancellor**  
Sri Karan Narendra Agriculture University  
JOBNER