

**TECHNICAL EDUCATION QUALITY IMPROVEMENT PROGRAMME (PHASE - III)**  
Equity Action Plan Dec 2020 to March 2021

Name of Institute: Government Engineering college Bilaspur (C.G)

Part A: For soft activities

Sl. No.	Activity	Action to be taken	Coordinator from the institute	Executing agency	Date & duration	Frequency	Whether continuing from last action plan or Continued from last action plan	Indicator to measure outcome (should be quantifiable)	Estimated Expenditure	Sustainability Plan (Whether the activity will be conducted after the completion of the project Yes/No)	If yes, what will be the source of funding
1	Social efforts for training/ internship/ placement of weak students	1. Preparation of Student, Company and alumni Database (Branchwise) and placement Brochure	Prof. Umashankar Dewangan, Prof. Vivek Singh Rathore, Prof. Uday Khakha	Project Institute through TPO Team, TPO Nodals and Empanelled vendor of NPIU	Continuous	Continuous	Continued from last action plan	Improvement in job placement	Nil	Yes	Nil
		2. Career Counselling for Student; appointment of counsellor (internal/external); Conducting Brainstorming Sessions for students			Continuous	Continuous	Continued from last action plan		9,20,000	Yes	Institute Fund
		3. Conducting Online HR summits			Jan-Feb 2021	Yearly	Continued from last action plan			Yes	
		4. Contacting Alumni to invite companies on campus			Continuous	Continuous	Continued from last action plan			Yes	
		5. Signing of MoUs with the companies for on-campus placement			Continuous	Continuous	Continued from last action plan			Yes	
		6. Organizing mock GD & Interview rounds through College Faculties as well as Specialized trainers.			Continuous	Every semester	New Activity			Yes	
		7. Conducting Future Skill Trainings for students from trained faculty.			Continuous	Continuous	New Activity		5,00,000	Yes	Institute Fund
		8. Conducting Online Students Training from Reputed Organizations like IITs, NITs, CIPET, CTTC, etc			Jan-21	Halfyearly	New Activity		5,00,000	Yes	Institute Fund
		9. Conducting Online Pre-placement Training for courses such as Programming languages, Aptitude, Reasoning, English.			Jan-21	Continuous	New Activity		3,00,000	Yes	Institute Fund
		10. Encouraging students for internships in industries			Continuous	Every semester	Continued from last action plan		Nil	Yes	Nil
2	Sharing information and knowledge about engineering courses and institutions	1. Institutes to organise Online Camps/ prepare Videos for schools in the rural areas to share information and knowledge about engineering education. Students from third year and final year to participate in these camps. Discussion to be held on entrance exam requirement, scholarships available, and future prospects to encourage students from rural areas	Prof. Vivek Singh Rathore & Prof. Manesh Mandavi	Project Institute & State Govt. Dept. dealing with secondary and Technical education	January, 2021	Yearly	New Activity	Increased no. of students from rural areas, especially girls	Nil	Yes	Nil
		2. Institute can organize Virtual tour of college for students of rural areas to give exposure to them about Facilities of Laboratory, Library, etc									
3	Institution to improve non-cognitive and soft skills including communication and presentation skills through their wide use in curriculum/project-based work, and where needed to provide special skills training to students with priority to the weak students.	Compulsory Presentations in the Lab classes	For 1st Year: Dr. G S Singh For 2nd, 3rd, 4th Year: Respective HODs	Project Institute	Continuous	Every semester	Continued from last action plan	Improvement in Transition Rate & Job Placement	Nil	Yes	Nil

4	<b>Provide appropriate infrastructure for physically challenged students</b>	1. Constitute a committee of student representatives and faculty member (preferably one from PD category) to prepare a report providing requirement of facilities like Ramps, lifts, Toilets (separate for male and female students and faculty), Braille Signages and auditory signal, tactile flooring etc in academic and hostel area for physically challenged students	Dr. G S Singh	Project Institute	January,2021	Yearly	Continued from last action plan	Increase in Admission of disabled students due to improved facilities	Nil	Yes	Nil
		2. Two Ramp Facility for connecting ground floor to first floor for both building of the institute	Prof. Aditya singh	Project institute through PWD	Proposal is already sent	As per Requirement	Continued from last action plan		41,00,000	Yes	Govt. Fund
		3. Four Washrooms is proposed to be made updated for physically challenged person							4,00,000	Yes	Govt. Fund
5	<b>Hold innovative and knowledge sharing workshops yearly to improve knowledge sharing</b>	1. A National Conference on " Environment Concern for Industrialization" is to be organized.	Dr. M L Agrawal	Project Institute	February,2021	Yearly	Continued from last action plan	No. of thematic workshops organized, participants attended.	4,00,000	Yes	Institute Fund
		2. Institute to invite external experts from various industries, Alumni to share their experience and ideas	Respective HODs		Continous	Every semester	Continued from last action plan		2,00,000	Yes	Institute Fund
		3. Workshop on " Good Practices on Equity" is to be organized	Dr. Seema Chauhan		March,2021	Yearly	Continued from last action plan		2,00,000	Yes	Institute Fund
6	<b>Training teachers in subject matters and pedagogy, particularly to improve the performance of weak students</b>	1. Institute will encourage its faculty to attain such programs at institute of higher learnings like IITs and NITs	Prof. Umashankar Dewangan	Project Institute & SPIU	Continous	Continous	Continued from last action plan	Percent of planned training completed as reported	7,00,000	Yes	Institute Fund
		2. Institute will arrange FDP for their faculties in the area of pedagogy, domain training.			Jan-21	Yearly	Continued from last action plan				
		3. Training Needs Analysis to be carried out by external expert for all teachers to understand the skills required to effectively teach to different learning styles.			March,2021	Yearly	Continued from last action plan				
		4. Awareness programmes will be conducted for teachers of the institute about the approaches to teaching, evaluation procedure etc which they should address in case of students.			Feb,2021	Yearly	Continued from last action plan				
		5. Institute to carry out satisfaction survey feedback to assess training achievements			As & When required	As & When required	Continued from last action plan				
7	<b>To identify weaknesses in all students and take remedial steps</b>	1. Induction of first year students	Dr. G S Singh	Project Institute & Empanelled vendor of NPIU	December,2020	Yearly	Continued from last action plan	Transition Rate improvement	4,00,000	Yes	Institute Fund
		2. Identifying slow learner students by taking assessment test (Engg. Subjects as well as other than engg. Subjects) and considering <50% score as criteria for slow learner students.			Jan,2021	Every semester	Continued from last action plan		Nil	Yes	Nil
		3. By taking survey through Google form or any other mode for getting information about the weak subjects or the reasons of slow learning pace of the students (health issues, food habits, etc).			Jan,2021		New Activity		Nil	Yes	Nil
		4. Remedial classes/ Counselling/ Mentoring/ Parents Teacher Meeting steps to be taken thereafter			Feb-March,2021		Continued from last action plan		70,000	Yes	Institute Fund
8	<b>Make campuses physically and socially gender friendly, specially provide adequate and suitable facilities to woman</b>	1. Availability of separate Toilets for boys and girls, gender inclusive toilets for transgender students.	Prof. Aditya singh	Project Institute through PWD	Already Done		Continous Maintenance	Continued from last action plan	No. of Beneficiaries	Nil	Yes
		2. Creche Facility to help women accommodate both their personal and professional lives			Proposal is to be sent	Proposal is to be sent	Continued from last action plan	1,00,000		Yes	Govt. Fund

	students and faculty	3. Availability of Girls Common Room attached with washroom & adequate no. of Sanitary Pad Vending Machine.	Dr. Seema Chauhan	Project Institute	Continuous	Continuous	Continued from last action plan		1,00,000	Yes	Govt. Fund
9	To improve language competency, soft skills and confidence level	1. Facility of English Language Lab (No. of Computers equipped with Language Software to be increased from 10 to 25)	Prof. Indrani Borkar	Project Institute	Continuous	Continuous	Continued from last action plan	Improvement in Transition Rate & Job Placement	209100	Yes	Student Development Fund
		2. Procuring MAATRAA Software for improving gramatical errors,vocabulary, and communication skills among students. (300 License)	Prof. Indrani Borkar			Feb-20	New Activity		12,00,000	Yes	Student Development Fund
		3. By conducting atleast 1 class in a week in which students have to speak something in a particular topic in English.	Prof. Indrani Borkar			Continuous	New Activity		Nil	Yes	Nil
		4. Conducting Personality Development Classes.	Prof. Indrani Borkar & Prof. Vivek Singh Rathore			Continuous	New Activity		Nil	Yes	Nil
		5. Preparing online Modules for Soft Skills, English grammatical errors, Vocabulary Usage,etc	Prof. Indrani Borkar & Prof. Vivek Singh Rathore			Continuous	New Activity		Nil	Yes	Nil
		6. Literary Club Activities (Debate, Group discussions, Extempore, Mock Interview, etc) to improve Confidence Level, creativity & communication skills among students	Prof. Indrani Borkar, Prof. Vivek Singh Rathore & Prof. Gopal Kumar			Weekly	Continued from last action plan		Nil	Yes	Nil
10	Give under qualified teachers priority in opportunities to upgrade their domain knowledge	1. At present all regular and TEQIP faculties are ME/M Tech qualification and 4 faculties have enrolled for PhD in GEC Bilaspur, So Promoting few faculties more to register at nearby QIP Centre for Qualification Upgradation and to enrol in Part-time PhD.	Dr. M R Meshram	Project Institute	Continuous	Yearly	Continued from last action plan	Increase in the percentage of teachers enrolled in Ph. D. reported yearly	Nil	Yes	Nil
		2. Promote faculty to participate in research, development activities and consultancy.			Continuous	Continuous				Yes	Nil
		3. Deputation to seminars, conferences and presentation of research papers			Continuous	Continuous				Yes	Nil
11	A two tier grievance redress mechanism (GRM)	1. Provide multiple channels for filing complaints Such as Telephone no, email address, complaint box, College Website, etc to ensure anonymity should be shared with the students/ faculty	Dr. Seema Chauhan	Project Institute	Continuous	Continuous	Continued from last action plan	No. of complaints received, and time taken to address grievance	Nil	Yes	Nil
		2. Constituting a Grievance Redressal Committee		Project Institute	Already Done	Continuous	Continued from last action plan		Nil	Yes	Nil
		3. The complaints to be resolved in 14 working days and actions to be taken to be informed to the complainant and Any unresolved or unsatisfactory case to be reported to the state level GRM for necessary action.		Project Institute & SPIU	As & when required	As & when required	Continued from last action plan		Nil	Yes	Nil
12	Ensure institutional mechanism to protect and address the needs and concern of women students are established	1. Constitute a gender committee at the institution	Prof. Preeti Rajput & Prof. Indrani Borkar	Project Institute	Continuous	As & when required to conduct a meeting	Continued from last action plan	Improvement of students performance due to counselling	Nil	Yes	Nil
		2. Sessions like Man ki Baat for Counselling to needy female student/ staff.		Female Faculty Mentors of Project Institute, State Mental Health Hospital, Bilaspur	Continuous	Monthly	New Activity				
		3. Conducting Webinars/ Awareness Workshops on gender identity topics, Woman Empowerment, Self Defence, future scope, legal provisions, etc	Prof. Vivek Singh Rathore, Prof. Indrani Borkar & Prof. Deepi Singh	Project Institute	Jan-March 2020	Every Month	New Activity				

13	<b>Peer learning Groups of students</b>	Develop Peer learning Groups of 4-5 students (from diverse academic backgrounds/genders) for joint projects & NSS Activities (faculty being the resource person)	Dr. M L Agrawal, Prof. Manesh Mandavi	Project Institute	Continous	Continous	Continued from last action plan	Improvement in Transistion rate	Nil	Yes	Nil
14	<b>Appointing Student Mentors and Faculty Advisors for students</b>	Appoint faculty Mentors for 10-15 student mentee and meet them once in a week for guiding students and monitoring their progress	Dr. G S Singh	Project Institute	Continous	Continous	Continued from last action plan	Improvement in Transistion rate	Nil	Yes	Nil

**Part B: For Minor civil works**

S.No	Activity	Coordinator from the Institute	Executing Agency	Date & Duration	Indicator to measure outcome (quantifiable)	Estimated Expenditure	Labor management Plan submitted to NPIU/SPIU (Yes/No/In process)	Sustainability Plan (Whether the activity will be conducted after the completion of the project Yes/No)	If yes, what will be the source of funding

