

Qualification Pack



Organic Grower

QP Code: AGR/Q1201

Version: 3.0

NSQF Level: 4

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AGR/Q1201: Organic Grower

Brief Job Description

Organic grower is responsible for production of quality organic produce adhering the organic certification standard protocol and using recommended package of practices of organic input resource management for a particular agroclimate zone. The person will also sell the organic produce as per the competitive market prices

Personal Attributes

The individual should be able to work independently or in team as per the work requirement by visualizing threats pertaining to climate, market demand and future profitability. The person must be smart worker, result oriented, quick decision maker with effective communication and organisation skills and adaptable to new sustainable technologies in the concerned area

Applicable National Occupational Standards (NOS)

Compulsory NOS:

1. [AGR/N1201: Undertake planning for organic farming](#)
2. [AGR/N1202: Carry out seed selection and treatment under organic farming](#)
3. [AGR/N1203: Carry out soil nutrient management under organic farming](#)
4. [AGR/N1204: Carry out weed management in an organic farm](#)
5. [AGR/N1205: Carry out irrigation management in an organic farm](#)
6. [AGR/N1206: Integrated pest and disease management in an organic farm](#)
7. [AGR/N1207: Carry out harvest and post-harvest management in an organic farm](#)
8. [AGR/N1208: Undertake quality assurance and certification in organic farming](#)
9. [AGR/N1209: Undertake business of organic farming](#)
10. [AGR/N9903: Maintain health and safety at the workplace](#)
11. [DGT/VSQ/N0102: Employability Skills \(60 Hours\)](#)

Qualification Pack (QP) Parameters

Qualification Pack

Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Farm Management
Country	India
NSQF Level	4
Credits	13
Aligned to NCO/ISCO/ISIC Code	NCO-2015/NIL
Minimum Educational Qualification & Experience	10th Class with 2 Years of experience relevant experience OR 10th Class (with minimum education as 5th grade pass) OR Certificate-NSQF (Level-4 (Vermicompost Producer)) with 6 Months of experience relevant experience OR Certificate-NSQF (Level-3 with minimum education as 5th grade pass) with 2 Years of experience relevant experience OR 5th Class with 6 Years of experience experience in crop/horticulture cultivation
Minimum Level of Education for Training in School	
Pre-Requisite License or Training	NA
Minimum Job Entry Age	18 Years
Last Reviewed On	NA
Next Review Date	27/01/2025
NSQC Approval Date	27/01/2022
Version	3.0
Reference code on NQR	2022/AGR/ASCI/06523
NQR Version	1.0

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AGR/N1201: Undertake planning for organic farming

Description

This unit is about understanding basic principles and recommended package of practices of organic input resource management and planning for crops accordingly.

Scope

The scope covers the following :

- Assess different types of safe farming practices
- Plan for the transition to organic farming
- Plan diversification of the crop portfolio
- Plan the crops for the growing season

Elements and Performance Criteria

Assess different types of safe farming practices

To be competent, the user/individual on the job must be able to:

- PC1.** assess the detrimental effects of unsafe farming practices on health and environment
- PC2.** analyze different kinds of safe farming practices and their characteristics
- PC3.** assess the pros and cons of conventional farming vs. organic farming
- PC4.** examine the core principles and recommended package of practices applicable in organic farming

Plan for the transition to organic farming

To be competent, the user/individual on the job must be able to:

- PC5.** check out the effects of organic farming on costs and revenue
- PC6.** estimate the time and effort commitments required for transition to organic farming
- PC7.** examine the phased approach to be taken to transition to organic farming

Plan diversification of the crop portfolio

To be competent, the user/individual on the job must be able to:

- PC8.** assess the need for multi-cropping in organic farming
- PC9.** create feasible crop portfolios
- PC10.** implement multi-crop projects effectively

Plan the crops for the growing season

To be competent, the user/individual on the job must be able to:

- PC11.** assess the increased crop vulnerability in organic farming
- PC12.** identify seasonal stress on various types of crops
- PC13.** identify right crops for rotation
- PC14.** create yearly plan

Knowledge and Understanding (KU)

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The individual on the job needs to know and understand:

- KU1.** agro-ecology based farming like irrigated, rainfed, mountain, coastal, arid farming etc.
- KU2.** seasonality of various crops
- KU3.** advantages of crop rotation and combination of crops for rotation
- KU4.** advantages and disadvantages of intercropping and types of crop to be intercropped
- KU5.** compatibility of different crops
- KU6.** the effects of specific chemicals on health and environment
- KU7.** difference between organic and conventional farming
- KU8.** various forms of organic farming
- KU9.** characteristics of Good Agricultural Practices (GAP), natural farming, organic farming, zero till farming
- KU10.** benefits and trade-offs in organic farming
- KU11.** basic financial plan for organic farming breakeven
- KU12.** common transition practices being followed
- KU13.** steps needed to implement organic principles
- KU14.** utilization of natural resource for planned organic farming

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** write in local language to make personal notes and notes for workers
- GS2.** read newspapers, magazines, etc for the latest technique in organic farming
- GS3.** maintain effective working relationships
- GS4.** communicate effectively with the other organic farmers, concerned officers/stakeholders
- GS5.** make decisions pertaining to the concerned area of work
- GS6.** identify problems that may arise in carrying out tasks and plan the preventative action
- GS7.** plan and organize the field operations
- GS8.** think through the problem, evaluate the possible solution(s) and take up an optimum /best possible solution(s)
- GS9.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Assess different types of safe farming practices</i>	15	5	-	5
PC1. assess the detrimental effects of unsafe farming practices on health and environment	-	-	-	-
PC2. analyze different kinds of safe farming practices and their characteristics	-	-	-	-
PC3. assess the pros and cons of conventional farming vs. organic farming	-	-	-	-
PC4. examine the core principles and recommended package of practices applicable in organic farming	-	-	-	-
<i>Plan for the transition to organic farming</i>	10	10	-	5
PC5. check out the effects of organic farming on costs and revenue	-	-	-	-
PC6. estimate the time and effort commitments required for transition to organic farming	-	-	-	-
PC7. examine the phased approach to be taken to transition to organic farming	-	-	-	-
<i>Plan diversification of the crop portfolio</i>	10	10	-	5
PC8. assess the need for multi-cropping in organic farming	-	-	-	-
PC9. create feasible crop portfolios	-	-	-	-
PC10. implement multi-crop projects effectively	-	-	-	-
<i>Plan the crops for the growing season</i>	10	10	-	5
PC11. assess the increased crop vulnerability in organic farming	-	-	-	-
PC12. identify seasonal stress on various types of crops	-	-	-	-
PC13. identify right crops for rotation	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC14. create yearly plan	-	-	-	-
NOS Total	45	35	-	20

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National Occupational Standards (NOS) Parameters

NOS Code	AGR/N1201
NOS Name	Undertake planning for organic farming
Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Farm Management
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	19/07/2023
NSQC Clearance Date	19/01/2023

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AGR/N1202: Carry out seed selection and treatment under organic farming

Description

This unit deals with the selection of the right combination of crops, variety of seed and planting material and its treatment for organic farming.

Scope

The scope covers the following :

- Select the main crop and companion crops
- Select the suitable seed variety
- Carry out seed treatment

Elements and Performance Criteria

Select the main crop and companion crops

To be competent, the user/individual on the job must be able to:

- PC1.** select suitable main crop and its companion crops depending upon the agro-ecological conditions
- PC2.** plan for multi-crop planting as intercroops, mixed crop, relay crop or trap crop
- PC3.** select the crops to be rotated
- PC4.** plan for sowing or planting methodology

Select the suitable seed variety

To be competent, the user/individual on the job must be able to:

- PC5.** select pest and disease resistant varieties suitable to the given agro-climatic and soil conditions
- PC6.** ensure that seed or planting material is not genetically modified
- PC7.** identify vendors for authentic organic seed procurement, if not available on-farm

Carry out seed treatment

To be competent, the user/individual on the job must be able to:

- PC8.** identify various bio-inputs that could be used for seed treatment
- PC9.** chalk out seed/planting material treatment plan with bio-inputs such as biofertilizers, bio-pesticides, biostimulants, on-farm made seed protecting aids such as bijamruth, off-farm botanical or organically acceptable chemical alternatives
- PC10.** select vendor for the procurement of authentic organic seed treatment inputs
- PC11.** prepare bio-inputs for seed treatment in farm: bijamruth, botanical alternatives etc
- PC12.** implement the organic seed treatment process appropriately

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

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- KU1.** types of cropping system
- KU2.** pros and cons of mono-cropping
- KU3.** various characteristics of seed with their suitability to the agro-climatic conditions
- KU4.** demand of various varieties in the market
- KU5.** suitability of seeds to organic farming practices
- KU6.** pests and disease resistant varieties
- KU7.** acceptable chemical alternatives for seed treatment, their procurement and use
- KU8.** various seed treatment inputs available for organic farming and their benefits
- KU9.** method of preparation of organic inputs
- KU10.** quantity of organic inputs to be applied for seed treatment
- KU11.** various seed treatment techniques in different crops

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** write in local language to make personal notes and notes for workers
- GS2.** read the newspapers, magazines, etc for latest information on new varieties and organic seed treatment methods
- GS3.** communicate clearly and effectively with different stakeholders
- GS4.** make decisions pertaining to the concerned area of work
- GS5.** plan and organize field operations
- GS6.** think through the problem, evaluate the possible solution(s) and take up an optimum /best possible solution(s)
- GS7.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Select the main crop and companion crops</i>	10	5	-	10
PC1. select suitable main crop and its companion crops depending upon the agro-ecological conditions	-	-	-	-
PC2. plan for multi-crop planting as intercrops, mixed crop, relay crop or trap crop	-	-	-	-
PC3. select the crops to be rotated	-	-	-	-
PC4. plan for sowing or planting methodology	-	-	-	-
<i>Select the suitable seed variety</i>	5	5	-	5
PC5. select pest and disease resistant varieties suitable to the given agro-climatic and soil conditions	-	-	-	-
PC6. ensure that seed or planting material is not genetically modified	-	-	-	-
PC7. identify vendors for authentic organic seed procurement, if not available on-farm	-	-	-	-
<i>Carry out seed treatment</i>	15	30	-	15
PC8. identify various bio-inputs that could be used for seed treatment	-	-	-	-
PC9. chalk out seed/planting material treatment plan with bio-inputs such as biofertilizers, bio-pesticides, biostimulants, on-farm made seed protecting aids such as bijamruth, off-farm botanical or organically acceptable chemical alternatives	-	-	-	-
PC10. select vendor for the procurement of authentic organic seed treatment inputs	-	-	-	-
PC11. prepare bio-inputs for seed treatment in farm: bijamruth, botanical alternatives etc	-	-	-	-
PC12. implement the organic seed treatment process appropriately	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
NOS Total	30	40	-	30

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National Occupational Standards (NOS) Parameters

NOS Code	AGR/N1202
NOS Name	Carry out seed selection and treatment under organic farming
Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Farm Management
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	17/11/2025
NSQC Clearance Date	17/11/2022

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AGR/N1203: Carry out soil nutrient management under organic farming

Description

This unit is about production of various inputs for organic farming and ensuring proper nutrient management for crops under organic farming

Scope

The scope covers the following :

- Carry out soil activation
- Carry out soil enhancement activities

Elements and Performance Criteria

Carry out soil activation

To be competent, the user/individual on the job must be able to:

- PC1.** assess the quality of top soil
- PC2.** identify various methods of activating microbial activity in top soil
- PC3.** prepare various organic inputs that can increase soil microbial activity
- PC4.** apply soil activating inputs effectively

Carry out soil enhancement activities

To be competent, the user/individual on the job must be able to:

- PC5.** coordinate with an authorised lab to get the soil sample tested
- PC6.** interpret the details in the Soil Health Card to determine the need for soil amendment and manuring
- PC7.** select appropriate crops suitable to the soil condition
- PC8.** calculate nutrient needs based on test report and local crop recommendations
- PC9.** prepare the land to get appropriate tilth
- PC10.** identify various methods adopted in organic farming for building organic matter in soil
- PC11.** grow green manure crop and incorporate biomass
- PC12.** use farmyard manure and mineral fortified compost
- PC13.** use other biomass as mulch or soil cover
- PC14.** prepare vermicompost and vermiwash
- PC15.** prepare dung-urine slurries
- PC16.** prepare biodynamic inputs/compost (bd 500, bd 501, cow pat pit etc)
- PC17.** implement various soil enhancement methods effectively, viz. sanjivak, jivamrth, amritpani for microbial enrichment; vermiwash, panchagavy, cattle dung urine-slurry and protein hydrolysates for growth promotion; green manuring and biomass recycling
- PC18.** apply basal dose and top-dressing of nutrients in the farm as per recommended package of practices for organic farming and maintain record of the nutrient application followed in the farm

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Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** soil physico-chemical and biological properties and their inter-relationship, esp. Soil Organic Carbon (SOC)/Soil Organic Matter (SOM)
- KU2.** nutrient deficiency symptoms and their management under organic farming
- KU3.** authorized soil testing centers
- KU4.** importance of soil testing reports
- KU5.** how to calculate the nutrient needs on the basis of the soil test report
- KU6.** soil salinity/alkalinity/acidity management options under organic farming
- KU7.** different methods of conservation agriculture (tillage, residue management, mulching etc.)
- KU8.** use of biofertilizers in organic agriculture
- KU9.** different organic sources of nutrients
- KU10.** types and quantity of inputs needed at different crop stages
- KU11.** importance of green manure crops and mulch
- KU12.** quality of biomass and stage of harvesting of biomass
- KU13.** methods of application, timing and doses of different inputs
- KU14.** various organic soil enhancement methods and their effects
- KU15.** authentic vendors for the procurement of soil enhancers and soil activating agents
- KU16.** production methodologies for different types of composts and other inputs
- KU17.** proper application process and schedule
- KU18.** various soil activating inputs (jeevamrut, farmyard manure etc.)
- KU19.** preparation methodology for soil activating agents
- KU20.** proper application process and schedule for soil activating agents
- KU21.** planning for green manuring and biomass recycling methods and strategies
- KU22.** how to prepare nutrient packages with available resources

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** write in local language to make personal notes and notes for workers
- GS2.** read newspapers, magazines, etc. for the latest information on soil nutrient management under organic farming
- GS3.** communicate effectively with the stakeholders
- GS4.** make decisions pertaining to the concerned area of work
- GS5.** think through the problem, evaluate the possible solution(s) and take up an optimum /best possible solution(s)
- GS6.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Carry out soil activation</i>	10	10	-	10
PC1. assess the quality of top soil	-	-	-	-
PC2. identify various methods of activating microbial activity in top soil	-	-	-	-
PC3. prepare various organic inputs that can increase soil microbial activity	-	-	-	-
PC4. apply soil activating inputs effectively	-	-	-	-
<i>Carry out soil enhancement activities</i>	15	35	-	20
PC5. coordinate with an authorised lab to get the soil sample tested	-	-	-	-
PC6. interpret the details in the Soil Health Card to determine the need for soil amendment and manuring	-	-	-	-
PC7. select appropriate crops suitable to the soil condition	-	-	-	-
PC8. calculate nutrient needs based on test report and local crop recommendations	-	-	-	-
PC9. prepare the land to get appropriate tilth	-	-	-	-
PC10. identify various methods adopted in organic farming for building organic matter in soil	-	-	-	-
PC11. grow green manure crop and incorporate biomass	-	-	-	-
PC12. use farmyard manure and mineral fortified compost	-	-	-	-
PC13. use other biomass as mulch or soil cover	-	-	-	-
PC14. prepare vermicompost and vermiwash	-	-	-	-
PC15. prepare dung-urine slurries	-	-	-	-
PC16. prepare biodynamic inputs/compost (bd 500, bd 501, cow pat pit etc)	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC17. implement various soil enhancement methods effectively, viz. sanjivak, jivamrth, amritpani for microbial enrichment; vermiwash, panchagavy, cattle dung urine-slurry and protein hydrolysates for growth promotion; green manuring and biomass recycling	-	-	-	-
PC18. apply basal dose and top-dressing of nutrients in the farm as per recommended package of practices for organic farming and maintain record of the nutrient application followed in the farm	-	-	-	-
NOS Total	25	45	-	30

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National Occupational Standards (NOS) Parameters

NOS Code	AGR/N1203
NOS Name	Carry out soil nutrient management under organic farming
Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Farm Management
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	19/07/2023
NSQC Clearance Date	19/01/2023

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AGR/N1204: Carry out weed management in an organic farm

Description

This unit is about controlling weeds in an organic farm

Scope

The scope covers the following :

- Identification of weeds
- Weed management

Elements and Performance Criteria

Identification of weeds

To be competent, the user/individual on the job must be able to:

- PC1.** inspect the field periodically and assess the impact of weeds on crop production and quality
- PC2.** identify the types of weed in the crop as against the growth stage of the crop
- PC3.** maintain records of the weed and share it with experts, if needed

Weed Management

To be competent, the user/individual on the job must be able to:

- PC4.** follow appropriate preventative methods to prevent weeds
- PC5.** follow suitable cultural methods to control weeds
- PC6.** carry out mechanical/manual weeding process at appropriate stage to avoid crop damage
- PC7.** use mulching sheets for cultivation
- PC8.** use bio-herbicides for weed control, wherever feasible

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** various types of weed
- KU2.** standards regarding plant quarantine
- KU3.** different weed control methods- preventative, cultural, mechanical, biological
- KU4.** advantages and disadvantages of different types of weeding methods
- KU5.** critical stages of weed control
- KU6.** how to use bio-herbicides

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** track latest development in weed management by reading newspaper, brochures, magazines

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- GS2.** communicate clearly and effectively with other organic farmers, concerned officers/stakeholders
- GS3.** make decisions pertaining to the concerned area of work
- GS4.** identify problems that may arise in carrying out tasks and take preventative action
- GS5.** organize meetings / demonstrations with agricultural departments, whenever necessary
- GS6.** manage relationships with laborers and other co-farmers
- GS7.** think through the problem, evaluate the possible solution(s) and take up an optimum /best possible solution(s)
- GS8.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Identification of weeds</i>	10	10	-	10
PC1. inspect the field periodically and assess the impact of weeds on crop production and quality	-	-	-	-
PC2. identify the types of weed in the crop as against the growth stage of the crop	-	-	-	-
PC3. maintain records of the weed and share it with experts, if needed	-	-	-	-
<i>Weed Management</i>	20	30	-	20
PC4. follow appropriate preventative methods to prevent weeds	-	-	-	-
PC5. follow suitable cultural methods to control weeds	-	-	-	-
PC6. carry out mechanical/manual weeding process at appropriate stage to avoid crop damage	-	-	-	-
PC7. use mulching sheets for cultivation	-	-	-	-
PC8. use bio-herbicides for weed control, wherever feasible	-	-	-	-
NOS Total	30	40	-	30

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National Occupational Standards (NOS) Parameters

NOS Code	AGR/N1204
NOS Name	Carry out weed management in an organic farm
Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Farm Management
NSQF Level	4
Credits	0.5
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	17/11/2025
NSQC Clearance Date	17/11/2022

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AGR/N1205: Carry out irrigation management in an organic farm

Description

This unit is about irrigation management in an organic farm

Scope

The scope covers the following :

- Select the appropriate irrigation method
- Ensure proper irrigation

Elements and Performance Criteria

Select the appropriate irrigation method

To be competent, the user/individual on the job must be able to:

- PC1.** coordinate with an authorised lab to get the water sample tested
- PC2.** select the suitable irrigation method in consultation with the expert

Ensure proper Irrigation

To be competent, the user/individual on the job must be able to:

- PC3.** ensure adequate water supply at various life stages of the crop
- PC4.** implement measures to ensure optimum water use efficiency
- PC5.** ensure proper water drainage
- PC6.** use micro-irrigation techniques (example: drip irrigation using appropriate equipment, sprinklers) based on the requirement of specific crops
- PC7.** ensure measures to prevent diseases occurring due to increase in moisture/water content
- PC8.** plug spills/leakages in irrigation system and take support of the experts, if unable to rectify
- PC9.** optimize usage of electricity/energy in various tasks/activities/processes

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** types of irrigation systems
- KU2.** advantages and disadvantages of different types of irrigation system
- KU3.** timing and method of irrigation appropriate for a given soil type and climatic conditions
- KU4.** quantity of water required for the specific crop and its effect on its yield
- KU5.** frequency of irrigation required at various stages of plant growth
- KU6.** water quality metrics
- KU7.** various types of micro irrigation equipment to be used (mistifiers, drippers, sprinklers, foggers, etc)
- KU8.** water use efficiency in relation to crop production

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KU9. common practices of conserving electricity/energy

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** track latest development in irrigation management by reading newspaper, brochures, magazines, etc.
- GS2.** communicate clearly and effectively with other organic farmers, concerned officers/stakeholders
- GS3.** make decisions pertaining to the concerned area of work
- GS4.** identify problems that may arise in carrying out tasks and take preventative action
- GS5.** manage relationships with laborers and other co-farmers
- GS6.** think through the problem, evaluate the possible solution(s) and take up an optimum /best possible solution(s)
- GS7.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Select the appropriate irrigation method</i>	10	5	-	5
PC1. coordinate with an authorised lab to get the water sample tested	-	-	-	-
PC2. select the suitable irrigation method in consultation with the expert	-	-	-	-
<i>Ensure proper Irrigation</i>	20	35	-	25
PC3. ensure adequate water supply at various life stages of the crop	-	-	-	-
PC4. implement measures to ensure optimum water use efficiency	-	-	-	-
PC5. ensure proper water drainage	-	-	-	-
PC6. use micro-irrigation techniques (example: drip irrigation using appropriate equipment, sprinklers) based on the requirement of specific crops	-	-	-	-
PC7. ensure measures to prevent diseases occurring due to increase in moisture/water content	-	-	-	-
PC8. plug spills/leakages in irrigation system and take support of the experts, if unable to rectify	-	-	-	-
PC9. optimize usage of electricity/energy in various tasks/activities/processes	-	-	-	-
NOS Total	30	40	-	30

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National Occupational Standards (NOS) Parameters

NOS Code	AGR/N1205
NOS Name	Carry out irrigation management in an organic farm
Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Farm Management
NSQF Level	4
Credits	0.5
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	17/11/2025
NSQC Clearance Date	17/11/2022

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AGR/N1206: Integrated pest and disease management in an organic farm

Description

This unit deals with the integrated pest and disease management in an organic farm.

Scope

The scope covers the following :

- Identify pests and diseases damaging the crop
- Follow preventive and curative methods to manage pests and diseases

Elements and Performance Criteria

Identify pests and diseases damaging the crop

To be competent, the user/individual on the job must be able to:

- PC1.** identify different types of pests
- PC2.** identify stages of crop and pest incidence
- PC3.** diagnose symptoms and extent of damage
- PC4.** identify the diseases in the crop
- PC5.** identify crop stages and disease incidence and prepare disease calendar
- PC6.** identify early symptoms of various types of diseases
- PC7.** assess the mode of transmissions of disease such as implements, vectors, water, rain, wind etc

Follow preventive and curative methods to manage pests and diseases

To be competent, the user/individual on the job must be able to:

- PC8.** select and use local and resistant varieties
- PC9.** carry out pruning of plant if affected by diseases (if need arises)
- PC10.** perform crop rotation with suitable and recommended crops
- PC11.** select suitable crop combinations as intercrops, border crops and trap crops
- PC12.** carry out deep ploughing in summer, maintain field sanitation and destroy infested plant debris
- PC13.** manage crop residues especially the pest infected plant parts along with weeds and alternate hosts
- PC14.** perform mulching
- PC15.** perform mechanical/manual weeding as and when required
- PC16.** use various types of traps (mechanical and manual)
- PC17.** employ natural enemies and biological agents against the pest such as lady bird, ground beetles etc
- PC18.** release beneficial insects
- PC19.** use hoverfly and adopt them for pest control
- PC20.** identify various types of bio-pesticides and their vendors

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- PC21.** prepare different bio-pesticides at farm
- PC22.** use various botanical extracts for different types of pest and diseases
- PC23.** apply recommended dose of bio-inputs at appropriate time and interval
- PC24.** use chemical alternatives acceptable in organic farming in the recommended dose and at appropriate time.
- PC25.** employ Indigenous Technical/Traditional Knowledge (ITK) related to plant protection

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** seasonal infestation /incidence/ severity of pest and diseases
- KU2.** mixed cropping techniques and trap crops for pests
- KU3.** local landraces, germplasm and resistant varieties available for the specific crop
- KU4.** management practices of crop residues especially the pest infected plant parts along with weeds and alternate hosts
- KU5.** natural enemies of pests
- KU6.** various mechanical control (traps, sticky plates etc)
- KU7.** advantages of biological control of insects, pest & diseases
- KU8.** potential bio-control agents against soil borne and foliar pathogens
- KU9.** local strains of bio-control agents for disease management
- KU10.** bio-pesticides, preparation and application
- KU11.** organically permitted insecticides/fungicides and their restricted applications
- KU12.** dose, time of application and mode of application of the bio control agents and other permitted fungicides
- KU13.** record keeping system
- KU14.** safety measures and first aid
- KU15.** tools and equipment used in plant protection
- KU16.** documentation of Indigenous Technical/Traditional Knowledge (ITK)

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** track latest development in pest and disease management by reading newspaper, brochures, magazines, etc
- GS2.** maintain effective working relationships
- GS3.** communicate clearly and effectively with other organic farmers, concerned officers/stakeholders
- GS4.** make decisions pertaining to the concerned area of work
- GS5.** identify problems that may arise in carrying out tasks and take preventative action
- GS6.** organize meetings / demonstrations with agricultural departments whenever necessary
- GS7.** plan and organize integrated insect/pest/disease management

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- GS8.** manage relationships with laborers and other co-farmers
- GS9.** think through the problem, evaluate the possible solution(s) and take up an optimum /best possible solution(s)
- GS10.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Identify pests and diseases damaging the crop</i>	10	10	-	10
PC1. identify different types of pests	-	-	-	-
PC2. identify stages of crop and pest incidence	-	-	-	-
PC3. diagnose symptoms and extent of damage	-	-	-	-
PC4. identify the diseases in the crop	-	-	-	-
PC5. identify crop stages and disease incidence and prepare disease calendar	-	-	-	-
PC6. identify early symptoms of various types of diseases	-	-	-	-
PC7. assess the mode of transmissions of disease such as implements, vectors, water, rain, wind etc	-	-	-	-
<i>Follow preventive and curative methods to manage pests and diseases</i>	20	30	-	20
PC8. select and use local and resistant varieties	-	-	-	-
PC9. carry out pruning of plant if affected by diseases (if need arises)	-	-	-	-
PC10. perform crop rotation with suitable and recommended crops	-	-	-	-
PC11. select suitable crop combinations as intercrops, border crops and trap crops	-	-	-	-
PC12. carry out deep ploughing in summer, maintain field sanitation and destroy infested plant debris	-	-	-	-
PC13. manage crop residues especially the pest infected plant parts along with weeds and alternate hosts	-	-	-	-
PC14. perform mulching	-	-	-	-
PC15. perform mechanical/manual weeding as and when required	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC16. use various types of traps (mechanical and manual)	-	-	-	-
PC17. employ natural enemies and biological agents against the pest such as lady bird, ground beetles etc	-	-	-	-
PC18. release beneficial insects	-	-	-	-
PC19. use hoverfly and adopt them for pest control	-	-	-	-
PC20. identify various types of bio-pesticides and their vendors	-	-	-	-
PC21. prepare different bio-pesticides at farm	-	-	-	-
PC22. use various botanical extracts for different types of pest and diseases	-	-	-	-
PC23. apply recommended dose of bio-inputs at appropriate time and interval	-	-	-	-
PC24. use chemical alternatives acceptable in organic farming in the recommended dose and at appropriate time.	-	-	-	-
PC25. employ Indigenous Technical/Traditional Knowledge (ITK) related to plant protection	-	-	-	-
NOS Total	30	40	-	30

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N1206
NOS Name	Integrated pest and disease management in an organic farm
Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Farm Management
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	19/07/2023
NSQC Clearance Date	19/01/2023

Qualification Pack

AGR/N1207: Carry out harvest and post-harvest management in an organic farm

Description

This unit is about harvest and post-harvest management of produce under organic farming

Scope

The scope covers the following :

- Carry out harvesting activities
- Storage and post-harvest management

Elements and Performance Criteria

Carry out harvesting activities

To be competent, the user/individual on the job must be able to:

- PC1.** identify the appropriate harvesting method for the crop
- PC2.** harvest the crop at the appropriate stage and time based on use and distance from the market

Storage and post-harvest management

To be competent, the user/individual on the job must be able to:

- PC3.** carry out sorting and grading of the crops
- PC4.** store organic produce as per the storage requirements of the crop
- PC5.** select and use organically acceptable fumigation systems during storage
- PC6.** use cold storage facility for crop storage as per recommended practices
- PC7.** carry out packaging as per the requirement of the client/buyer
- PC8.** transport the organic produce as detailed by the client/buyer
- PC9.** carry out marketing of the crop
- PC10.** carry out further value-addition of the produce, if required
- PC11.** optimize usage of resources/inputs including water and electricity in various tasks/activities/processes
- PC12.** segregate waste into different categories
- PC13.** dispose non-recyclable waste appropriately
- PC14.** deposit recyclable and reusable material at identified location

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** harvesting based on demand of type in the market
- KU2.** ideal time of harvest based on the climatic conditions, distance from the market, etc

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- KU3.** proper harvesting methods
- KU4.** grading of crop based on size, color and quality
- KU5.** tools used for harvesting, sorting and grading
- KU6.** methods of preservation and use of permissible preservatives
- KU7.** types of packaging material used for different produce
- KU8.** method of packaging of produce including shrink-wrap packaging, edible wax, organic packaging etc.
- KU9.** appropriate transport and carrier container for various produce
- KU10.** kinds of warehouses, cold storage for the produce
- KU11.** commodity specific storage requirements
- KU12.** low cost storage methods
- KU13.** market rates of the crop
- KU14.** type, kind and scale of value-addition of the produce
- KU15.** organic processing technologies
- KU16.** ways of efficiently managing inputs including water and electricity in the process
- KU17.** waste management and methods of waste

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** track the latest development in organic farming by reading the newspapers, magazines, books, etc
- GS2.** maintain effective working relationships
- GS3.** communicate clearly and effectively with other organic farmers, concerned officers/stakeholders
- GS4.** make decisions pertaining to the concerned area of work
- GS5.** identify problems that may arise in carrying out tasks and take preventative action
- GS6.** plan and organize harvest and post-harvest activities for different crops
- GS7.** organize meetings / demonstrations with agricultural departments, whenever necessary
- GS8.** think through the problem, evaluate the possible solution(s) and take up an optimum /best possible solution(s)
- GS9.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

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Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Carry out harvesting activities</i>	10	5	-	10
PC1. identify the appropriate harvesting method for the crop	-	-	-	-
PC2. harvest the crop at the appropriate stage and time based on use and distance from the market	-	-	-	-
<i>Storage and post-harvest management</i>	20	30	-	25
PC3. carry out sorting and grading of the crops	-	-	-	-
PC4. store organic produce as per the storage requirements of the crop	-	-	-	-
PC5. select and use organically acceptable fumigation systems during storage	-	-	-	-
PC6. use cold storage facility for crop storage as per recommended practices	-	-	-	-
PC7. carry out packaging as per the requirement of the client/buyer	-	-	-	-
PC8. transport the organic produce as detailed by the client/buyer	-	-	-	-
PC9. carry out marketing of the crop	-	-	-	-
PC10. carry out further value-addition of the produce, if required	-	-	-	-
PC11. optimize usage of resources/inputs including water and electricity in various tasks/activities/processes	-	-	-	-
PC12. segregate waste into different categories	-	-	-	-
PC13. dispose non-recyclable waste appropriately	-	-	-	-
PC14. deposit recyclable and reusable material at identified location	-	-	-	-
NOS Total	30	35	-	35

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N1207
NOS Name	Carry out harvest and post-harvest management in an organic farm
Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Farm Management
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	19/07/2023
NSQC Clearance Date	19/01/2023

Qualification Pack

AGR/N1208: Undertake quality assurance and certification in organic farming

Description

This unit is about quality assurance and certification required in organic farming.

Scope

The scope covers the following :

- Third Party Certification (TPC) process
- Risk management in compliance of standards
- Participatory Guarantee System (PGS)
- Documentation in third party and PGS certification
- Documentation for sale of organic produce and traceability

Elements and Performance Criteria

Third Party Certification (TPC) process

To be competent, the user/individual on the job must be able to:

- PC1.** identify different types of certification available for organic produce : third party certification and participatory guarantee systems
- PC2.** identify procedures and timelines for applying for certification
- PC3.** carry out quality checks (one-time and recurring) for obtaining and maintaining certification
- PC4.** assess the organic standards in detail for every aspect of farming, including storage, transport and sale
- PC5.** comply with the standards related to farm facilities and production methods
- PC6.** maintain detailed farm history and current set-up, including results of soil and water tests
- PC7.** register online for Third Party Certification
- PC8.** submit application to the certification agency in the prescribed format with necessary farm and process details
- PC9.** submit a written annual production plan detailing everything from seed to sale: seed sources, field and crop locations, fertilization and pest control activities, harvest methods, storage locations, etc
- PC10.** prepare agreement and get it signed with the certification body
- PC11.** comply with the standards recommended by the certification body
- PC12.** undertake payment process electronically to the certification body
- PC13.** schedule annual on-farm inspections with concerned authority/agency
- PC14.** maintain day-to-day farming and marketing records, covering all activities
- PC15.** make available the documents and records for inspection as and when required
- PC16.** comply to non-compliances, if any raised by the certification body
- PC17.** follow-up for certification after the inspection

Qualification Pack

PC18. release the stock for sale with certification mark (india organic logo) only after certification is granted

Risk management in compliance of standards

To be competent, the user/individual on the job must be able to:

PC19. assess the procedure for risk assessment

PC20. carry out parallel and split production, part conversion

PC21. use machine tools averting contamination

PC22. use uncontaminated water for irrigation

PC23. prevent water and air drift contamination

PC24. document risk management initiatives

Participatory Guarantee System (PGS)

To be competent, the user/individual on the job must be able to:

PC25. examine the details of the PGS certification system

PC26. comply to to the basic requirements for PGS group formation

PC27. register as local group on PGS portal

PC28. maintain documentation for group making, PGS pledge, etc

PC29. follow the PGS standards

PC30. maintain transparency in farm operation and certification

Documentation in third party and PGS certification

To be competent, the user/individual on the job must be able to:

PC31. analyze the basic documentation on field history

PC32. maintain field/ farm diary

PC33. maintain internal inspection sheets and peer appraisals

PC34. plan and execute external audit and peer appraisals

PC35. analyze external inspection and peer appraisals report, and make decisions accordingly

PC36. submit season end summary sheet with certification decisions to the regional council and revision of decision, if required in PGS

PC37. take the certification decision

PC38. distribute scope certificate

Documentation for sale of organic produce and traceability

To be competent, the user/individual on the job must be able to:

PC39. assess the process of production trail for traceability

PC40. maintain documents for traceability

PC41. use transaction certificates for sale

PC42. ensure traceability in TPC/PGS as per specified standard norms

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

KU1. systems of TPC and PGS

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- KU2.** National standards on organic production (NSOP)
- KU3.** organic standards framed by BIS
- KU4.** need of organic certification
- KU5.** government interventions/initiatives dealing with quality assurance and certification
- KU6.** various online certification platforms
- KU7.** procedures in TPC and PGS
- KU8.** benefits and limitations of TPC and PGS
- KU9.** documentation and external audit required for organic farming
- KU10.** standards and norms of storage and packaging like FSSAI, Agmark, Jaivik Bharat logo, etc
- KU11.** risk management in compliance of standards
- KU12.** process of certification and traceability of the produce
- KU13.** peer appraisal process

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** write application letter in English or local language
- GS2.** track the latest development related to organic produce certification and sale guidelines by reading the newspapers, magazines, books, etc
- GS3.** use various electronic media platforms to get the latest update on organic farming
- GS4.** maintain effective working relationships
- GS5.** communicate clearly and effectively with other organic farmers, concerned officers/stakeholders
- GS6.** comprehend information shared by the experts
- GS7.** make decisions pertaining to the concerned area of work
- GS8.** identify problems that may arise in carrying out tasks and take preventative action
- GS9.** organize meetings / demonstrations with agricultural departments, whenever necessary
- GS10.** think through the problem, evaluate the possible solution(s) and take up an optimum /best possible solution(s)
- GS11.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Third Party Certification (TPC) process</i>	15	10	-	10
PC1. identify different types of certification available for organic produce : third party certification and participatory guarantee systems	-	-	-	-
PC2. identify procedures and timelines for applying for certification	-	-	-	-
PC3. carry out quality checks (one-time and recurring) for obtaining and maintaining certification	-	-	-	-
PC4. assess the organic standards in detail for every aspect of farming, including storage, transport and sale	-	-	-	-
PC5. comply with the standards related to farm facilities and production methods	-	-	-	-
PC6. maintain detailed farm history and current set-up, including results of soil and water tests	-	-	-	-
PC7. register online for Third Party Certification	-	-	-	-
PC8. submit application to the certification agency in the prescribed format with necessary farm and process details	-	-	-	-
PC9. submit a written annual production plan detailing everything from seed to sale: seed sources, field and crop locations, fertilization and pest control activities, harvest methods, storage locations, etc	-	-	-	-
PC10. prepare agreement and get it signed with the certification body	-	-	-	-
PC11. comply with the standards recommended by the certification body	-	-	-	-
PC12. undertake payment process electronically to the certification body	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC13. schedule annual on-farm inspections with concerned authority/agency	-	-	-	-
PC14. maintain day-to-day farming and marketing records, covering all activities	-	-	-	-
PC15. make available the documents and records for inspection as and when required	-	-	-	-
PC16. comply to non-compliances, if any raised by the certification body	-	-	-	-
PC17. follow-up for certification after the inspection	-	-	-	-
PC18. release the stock for sale with certification mark (india organic logo) only after certification is granted	-	-	-	-
<i>Risk management in compliance of standards</i>	10	10	-	10
PC19. assess the procedure for risk assessment	-	-	-	-
PC20. carry out parallel and split production, part conversion	-	-	-	-
PC21. use machine tools averting contamination	-	-	-	-
PC22. use uncontaminated water for irrigation	-	-	-	-
PC23. prevent water and air drift contamination	-	-	-	-
PC24. document risk management initiatives	-	-	-	-
<i>Participatory Guarantee System (PGS)</i>	10	10	-	10
PC25. examine the details of the PGS certification system	-	-	-	-
PC26. comply to to the basic requirements for PGS group formation	-	-	-	-
PC27. register as local group on PGS portal	-	-	-	-
PC28. maintain documentation for group making, PGS pledge, etc	-	-	-	-
PC29. follow the PGS standards	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC30. maintain transparency in farm operation and certification	-	-	-	-
<i>Documentation in third party and PGS certification</i>	10	10	-	10
PC31. analyze the basic documentation on field history	-	-	-	-
PC32. maintain field/ farm diary	-	-	-	-
PC33. maintain internal inspection sheets and peer appraisals	-	-	-	-
PC34. plan and execute external audit and peer appraisals	-	-	-	-
PC35. analyze external inspection and peer appraisals report, and make decisions accordingly	-	-	-	-
PC36. submit season end summary sheet with certification decisions to the regional council and revision of decision, if required in PGS	-	-	-	-
PC37. take the certification decision	-	-	-	-
PC38. distribute scope certificate	-	-	-	-
<i>Documentation for sale of organic produce and traceability</i>	10	5	-	10
PC39. assess the process of production trail for traceability	-	-	-	-
PC40. maintain documents for traceability	-	-	-	-
PC41. use transaction certificates for sale	-	-	-	-
PC42. ensure traceability in TPC/PGS as per specified standard norms	-	-	-	-
NOS Total	55	45	-	50

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N1208
NOS Name	Undertake quality assurance and certification in organic farming
Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Farm Management
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	17/11/2025
NSQC Clearance Date	17/11/2022

Qualification Pack

AGR/N1209: Undertake business of organic farming

Description

This unit is about different business opportunities and requirements for the sale of organic produce.

Scope

The scope covers the following :

- Assess the economics of organic farming
- Connect with the market and access market intelligence
- Attempt direct marketing

Elements and Performance Criteria

Assess the economics of organic farming

To be competent, the user/individual on the job must be able to:

- PC1.** assess the cost and revenue trends in organic farming
- PC2.** examine the cost-benefit analysis of a phased organic farming plan
- PC3.** gather the details of government subsidies and benefits available for organic farming

Connect with the market and access market intelligence

To be competent, the user/individual on the job must be able to:

- PC4.** carry out farm-level value addition
- PC5.** carry out collective marketing by farmer groups for better price and reach
- PC6.** analyze branding advantages of the organic produce
- PC7.** identify major channels for sales of organic produce including physical and online
- PC8.** maintain networking with retail chains and bulk buyers
- PC9.** create direct connect with consumers
- PC10.** use online market intelligence tools
- PC11.** access market intelligence and demand for organic produce and plan accordingly
- PC12.** build consumer awareness on the speciality of the produce
- PC13.** assess the consumers choice in quality and packaging
- PC14.** plan export oriented strategy vs local demand
- PC15.** analyze own strengths and focus on them

Attempt direct marketing

To be competent, the user/individual on the job must be able to:

- PC16.** target consumer based on SEC segmentation
- PC17.** organize local haats for the organic produce
- PC18.** release publicity literature and campaigns
- PC19.** provide information on quality and benefits of organic foods
- PC20.** perform quality procedures and documentation

Qualification Pack

- PC21.** keep presence in an area for long term and explore other areas as well for the sale of the produce
- PC22.** convince consumers to register for regular supplies
- PC23.** create a system for weekly supplies in box

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** basic accounting such as calculating expenditure incurred, total cost of production
- KU2.** revenue trends in organic farming
- KU3.** break-even analysis of the business of organic farming
- KU4.** relevant regulations related to marketing and sale of the organic produce
- KU5.** various subsidies/funds offered by the Government, authorized state units and other financial institutions involved with the promotion and sale of organic produce
- KU6.** market trends and consumers choices related to organic produce
- KU7.** market intelligence based strategy
- KU8.** various channels of trading the produce, including e-trading platforms, and their margin of profit
- KU9.** long term planning for connecting with the consumers
- KU10.** channels for disseminating the benefits of organic food
- KU11.** organic produce market demand and prices
- KU12.** major branding methods of organic produce
- KU13.** major retailers, wholesalers, exporters, processing facilities, co-operatives and online marketplaces for organic produce
- KU14.** individual vs group marketing long term benefits

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** record marketing activities, schedules, etc. in logs, registers, etc. in English and/or local language
- GS2.** communicate clearly and effectively with other organic farmers, exporters, consumers, concerned officers/stakeholders
- GS3.** seek clarification from the concerned authority when faced with difficult decisions
- GS4.** make decisions pertaining to the concerned area of work
- GS5.** identify problems that may arise in carrying out tasks and take preventative action
- GS6.** plan for activities necessary for the marketing and selling of the produce
- GS7.** maintain customer centricity
- GS8.** think through the problem, evaluate the possible solution(s) and take up an optimum /best possible solution(s)
- GS9.** identify problems immediately and take up solutions quickly to resolve delays

Qualification Pack

- GS10.** apply, analyze, and evaluate the information gathered from observation, experience, reasoning, or communication, as a guide to thought and action

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Assess the economics of organic farming</i>	10	10	-	5
PC1. assess the cost and revenue trends in organic farming	-	-	-	-
PC2. examine the cost-benefit analysis of a phased organic farming plan	-	-	-	-
PC3. gather the details of government subsidies and benefits available for organic farming	-	-	-	-
<i>Connect with the market and access market intelligence</i>	10	20	-	20
PC4. carry out farm-level value addition	-	-	-	-
PC5. carry out collective marketing by farmer groups for better price and reach	-	-	-	-
PC6. analyze branding advantages of the organic produce	-	-	-	-
PC7. identify major channels for sales of organic produce including physical and online	-	-	-	-
PC8. maintain networking with retail chains and bulk buyers	-	-	-	-
PC9. create direct connect with consumers	-	-	-	-
PC10. use online market intelligence tools	-	-	-	-
PC11. access market intelligence and demand for organic produce and plan accordingly	-	-	-	-
PC12. build consumer awareness on the speciality of the produce	-	-	-	-
PC13. assess the consumers choice in quality and packaging	-	-	-	-
PC14. plan export oriented strategy vs local demand	-	-	-	-
PC15. analyze own strengths and focus on them	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Attempt direct marketing</i>	5	10	-	10
PC16. target consumer based on SEC segmentation	-	-	-	-
PC17. organize local haats for the organic produce	-	-	-	-
PC18. release publicity literature and campaigns	-	-	-	-
PC19. provide information on quality and benefits of organic foods	-	-	-	-
PC20. perform quality procedures and documentation	-	-	-	-
PC21. keep presence in an area for long term and explore other areas as well for the sale of the produce	-	-	-	-
PC22. convince consumers to register for regular supplies	-	-	-	-
PC23. create a system for weekly supplies in box	-	-	-	-
NOS Total	25	40	-	35

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N1209
NOS Name	Undertake business of organic farming
Sector	Agriculture
Sub-Sector	Agriculture Crop Production
Occupation	Farm Management
NSQF Level	4
Credits	1
Version	2.0
Last Reviewed Date	27/01/2022
Next Review Date	17/11/2025
NSQC Clearance Date	17/11/2022

Qualification Pack

AGR/N9903: Maintain health and safety at the workplace

Description

This OS is about maintaining health and safety of self and other co-workers at the workplace

Scope

The scope covers the following :

- Maintain personal hygiene
- Maintain clean and safe workplace
- Administer appropriate emergency procedures

Elements and Performance Criteria

Maintain personal hygiene

To be competent, the user/individual on the job must be able to:

- PC1.** wash hands, legs and face with soap/alcohol based sanitizer at reasonable intervals
- PC2.** wash the worn clothes with soap and sun dry before use next time
- PC3.** ensure the face is covered with mask or three layers of cloth-piece
- PC4.** follow the workplace sanitization norms including distancing from sick people

Maintain clean and safe workplace

To be competent, the user/individual on the job must be able to:

- PC5.** carry out basic safety checks before operation of all tools, implements, and machinery and report identified hazards to the supervisor
- PC6.** wear appropriate Personal Protective Equipment (PPE) while performing work in accordance with the workplace policy
- PC7.** follow the instructions mentioned on the labels of chemicals/pesticides/fumigants etc to avoid hazards
- PC8.** assess risks prior to performing manual handling jobs, and work according to currently recommended safe practices
- PC9.** sanitize equipment, tools and machinery before and after use
- PC10.** use equipment and materials safely and correctly and return the same to designated storage after use
- PC11.** dispose waste safely and correctly in the designated area
- PC12.** recognize risks to bystanders and take required action to reduce the risks
- PC13.** work in a manner which minimizes environmental damage, ensuring all procedures and instructions for controlling risks are followed
- PC14.** report any accidents, incidents or problems without delay to an appropriate person and take necessary immediate action to reduce further danger
- PC15.** follow government / workplace advisories incase of outbreak of any disease/disaster

Administer appropriate emergency procedures

To be competent, the user/individual on the job must be able to:

Qualification Pack

- PC16.** follow procedures for dealing with accidents, fires and emergencies, including communicating location and directions to the location of emergency, as per the workplace requirements
- PC17.** use emergency equipment in accordance with manufacturer's specifications and workplace requirements
- PC18.** provide treatment appropriate to the patient's injuries in accordance with recognized first aid techniques
- PC19.** recover (if practical), clean, inspect/test, refurbish, replace and store the first aid equipment as appropriate
- PC20.** report details of first aid administered in accordance with workplace procedures

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

- KU1.** relevant legislation, standards, policies, and procedures at work
- KU2.** relevant health and safety requirements applicable to the work environment
- KU3.** own job role and responsibilities and sources of information pertaining to work
- KU4.** who to approach for support in order to obtain work related information, clarifications and support
- KU5.** importance of following health, hygiene, safety and quality standards and the impact of not following the standards on consumers and the business
- KU6.** personal hygiene and fitness requirement
- KU7.** importance of sanitization of the workplace
- KU8.** types of Personal Protective Equipment (PPE) required at the workplace and their importance
- KU9.** the correct and safe way to use materials and equipment required for the work
- KU10.** the importance of good housekeeping at the workplace
- KU11.** safe waste disposal methods
- KU12.** methods for minimizing environmental damage during work
- KU13.** the risks to health and safety including contagious diseases and the measures to be taken to control those risks in the area of work
- KU14.** workplace procedures and requirements for the prevention and treatment of workplace injuries/illnesses.
- KU15.** basic emergency first aid procedure
- KU16.** local emergency services
- KU17.** why accidents, incidents and problems should be reported and the appropriate actions to be taken

Generic Skills (GS)

User/individual on the job needs to know how to:

- GS1.** record the data as per the requirement
- GS2.** report problems to the appropriate personnel in a timely manner

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- GS3.** read instruction manual for hand tool and equipments
- GS4.** communicate clearly and effectively with co-workers, and other stakeholders
- GS5.** comprehend information shared by senior people and experts
- GS6.** make decisions pertaining to personal hygiene and safety
- GS7.** schedule daily activities and draw up priorities
- GS8.** manage relationships with co-workers, manager and other stakeholders
- GS9.** assess situation and identify appropriate control measures

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Maintain personal hygiene</i>	10	5	-	10
PC1. wash hands, legs and face with soap/alcohol based sanitizer at reasonable intervals	-	-	-	-
PC2. wash the worn clothes with soap and sun dry before use next time	-	-	-	-
PC3. ensure the face is covered with mask or three layers of cloth-piece	-	-	-	-
PC4. follow the workplace sanitization norms including distancing from sick people	-	-	-	-
<i>Maintain clean and safe workplace</i>	15	15	-	15
PC5. carry out basic safety checks before operation of all tools, implements, and machinery and report identified hazards to the supervisor	-	-	-	-
PC6. wear appropriate Personal Protective Equipment (PPE) while performing work in accordance with the workplace policy	-	-	-	-
PC7. follow the instructions mentioned on the labels of chemicals/pesticides/fumigants etc to avoid hazards	-	-	-	-
PC8. assess risks prior to performing manual handling jobs, and work according to currently recommended safe practices	-	-	-	-
PC9. sanitize equipment, tools and machinery before and after use	-	-	-	-
PC10. use equipment and materials safely and correctly and return the same to designated storage after use	-	-	-	-
PC11. dispose waste safely and correctly in the designated area	-	-	-	-
PC12. recognize risks to bystanders and take required action to reduce the risks	-	-	-	-

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Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC13. work in a manner which minimizes environmental damage, ensuring all procedures and instructions for controlling risks are followed	-	-	-	-
PC14. report any accidents, incidents or problems without delay to an appropriate person and take necessary immediate action to reduce further danger	-	-	-	-
PC15. follow government / workplace advisories incase of outbreak of any disease/disaster	-	-	-	-
<i>Administer appropriate emergency procedures</i>	15	5	-	10
PC16. follow procedures for dealing with accidents, fires and emergencies, including communicating location and directions to the location of emergency, as per the workplace requirements	-	-	-	-
PC17. use emergency equipment in accordance with manufacturer's specifications and workplace requirements	-	-	-	-
PC18. provide treatment appropriate to the patient's injuries in accordance with recognized first aid techniques	-	-	-	-
PC19. recover (if practical), clean, inspect/test, refurbish, replace and store the first aid equipment as appropriate	-	-	-	-
PC20. report details of first aid administered in accordance with workplace procedures	-	-	-	-
NOS Total	40	25	-	35

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	AGR/N9903
NOS Name	Maintain health and safety at the workplace
Sector	Agriculture
Sub-Sector	Generic
Occupation	Generic
NSQF Level	4
Credits	1
Version	4.0
Last Reviewed Date	NA
Next Review Date	29/03/2026
NSQC Clearance Date	29/03/2023

Qualification Pack

DGT/VSQ/N0102: Employability Skills (60 Hours)

Description

This unit is about employability skills, Constitutional values, becoming a professional in the 21st Century, digital, financial, and legal literacy, diversity and Inclusion, English and communication skills, customer service, entrepreneurship, and apprenticeship, getting ready for jobs and career development.

Scope

The scope covers the following :

- Introduction to Employability Skills
- Constitutional values - Citizenship
- Becoming a Professional in the 21st Century
- Basic English Skills
- Career Development & Goal Setting
- Communication Skills
- Diversity & Inclusion
- Financial and Legal Literacy
- Essential Digital Skills
- Entrepreneurship
- Customer Service
- Getting ready for Apprenticeship & Jobs

Elements and Performance Criteria

Introduction to Employability Skills

To be competent, the user/individual on the job must be able to:

- PC1.** identify employability skills required for jobs in various industries
- PC2.** identify and explore learning and employability portals

Constitutional values - Citizenship

To be competent, the user/individual on the job must be able to:

- PC3.** recognize the significance of constitutional values, including civic rights and duties, citizenship, responsibility towards society etc. and personal values and ethics such as honesty, integrity, caring and respecting others, etc.
- PC4.** follow environmentally sustainable practices

Becoming a Professional in the 21st Century

To be competent, the user/individual on the job must be able to:

- PC5.** recognize the significance of 21st Century Skills for employment
- PC6.** practice the 21st Century Skills such as Self-Awareness, Behaviour Skills, time management, critical and adaptive thinking, problem-solving, creative thinking, social and cultural awareness, emotional awareness, learning to learn for continuous learning etc. in personal and professional life

Basic English Skills

To be competent, the user/individual on the job must be able to:

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- PC7.** use basic English for everyday conversation in different contexts, in person and over the telephone
- PC8.** read and understand routine information, notes, instructions, mails, letters etc. written in English
- PC9.** write short messages, notes, letters, e-mails etc. in English

Career Development & Goal Setting

To be competent, the user/individual on the job must be able to:

- PC10.** understand the difference between job and career
- PC11.** prepare a career development plan with short- and long-term goals, based on aptitude

Communication Skills

To be competent, the user/individual on the job must be able to:

- PC12.** follow verbal and non-verbal communication etiquette and active listening techniques in various settings
- PC13.** work collaboratively with others in a team

Diversity & Inclusion

To be competent, the user/individual on the job must be able to:

- PC14.** communicate and behave appropriately with all genders and PwD
- PC15.** escalate any issues related to sexual harassment at workplace according to POSH Act

Financial and Legal Literacy

To be competent, the user/individual on the job must be able to:

- PC16.** select financial institutions, products and services as per requirement
- PC17.** carry out offline and online financial transactions, safely and securely
- PC18.** identify common components of salary and compute income, expenses, taxes, investments etc
- PC19.** identify relevant rights and laws and use legal aids to fight against legal exploitation

Essential Digital Skills

To be competent, the user/individual on the job must be able to:

- PC20.** operate digital devices and carry out basic internet operations securely and safely
- PC21.** use e- mail and social media platforms and virtual collaboration tools to work effectively
- PC22.** use basic features of word processor, spreadsheets, and presentations

Entrepreneurship

To be competent, the user/individual on the job must be able to:

- PC23.** identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research
- PC24.** develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion
- PC25.** identify sources of funding, anticipate, and mitigate any financial/ legal hurdles for the potential business opportunity

Customer Service

To be competent, the user/individual on the job must be able to:

- PC26.** identify different types of customers
- PC27.** identify and respond to customer requests and needs in a professional manner.

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PC28. follow appropriate hygiene and grooming standards

Getting ready for apprenticeship & Jobs

To be competent, the user/individual on the job must be able to:

PC29. create a professional Curriculum vitae (Résumé)

PC30. search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively

PC31. apply to identified job openings using offline /online methods as per requirement

PC32. answer questions politely, with clarity and confidence, during recruitment and selection

PC33. identify apprenticeship opportunities and register for it as per guidelines and requirements

Knowledge and Understanding (KU)

The individual on the job needs to know and understand:

KU1. need for employability skills and different learning and employability related portals

KU2. various constitutional and personal values

KU3. different environmentally sustainable practices and their importance

KU4. Twenty first (21st) century skills and their importance

KU5. how to use English language for effective verbal (face to face and telephonic) and written communication in formal and informal set up

KU6. importance of career development and setting long- and short-term goals

KU7. about effective communication

KU8. POSH Act

KU9. Gender sensitivity and inclusivity

KU10. different types of financial institutes, products, and services

KU11. how to compute income and expenditure

KU12. importance of maintaining safety and security in offline and online financial transactions

KU13. different legal rights and laws

KU14. different types of digital devices and the procedure to operate them safely and securely

KU15. how to create and operate an e- mail account and use applications such as word processors, spreadsheets etc.

KU16. how to identify business opportunities

KU17. types and needs of customers

KU18. how to apply for a job and prepare for an interview

KU19. apprenticeship scheme and the process of registering on apprenticeship portal

Generic Skills (GS)

User/individual on the job needs to know how to:

GS1. read and write different types of documents/instructions/correspondence

GS2. communicate effectively using appropriate language in formal and informal settings

Qualification Pack

- GS3.** behave politely and appropriately with all
- GS4.** how to work in a virtual mode
- GS5.** perform calculations efficiently
- GS6.** solve problems effectively
- GS7.** pay attention to details
- GS8.** manage time efficiently
- GS9.** maintain hygiene and sanitization to avoid infection

Qualification Pack

Assessment Criteria

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Introduction to Employability Skills</i>	1	1	-	-
PC1. identify employability skills required for jobs in various industries	-	-	-	-
PC2. identify and explore learning and employability portals	-	-	-	-
<i>Constitutional values - Citizenship</i>	1	1	-	-
PC3. recognize the significance of constitutional values, including civic rights and duties, citizenship, responsibility towards society etc. and personal values and ethics such as honesty, integrity, caring and respecting others, etc.	-	-	-	-
PC4. follow environmentally sustainable practices	-	-	-	-
<i>Becoming a Professional in the 21st Century</i>	2	4	-	-
PC5. recognize the significance of 21st Century Skills for employment	-	-	-	-
PC6. practice the 21st Century Skills such as Self-Awareness, Behaviour Skills, time management, critical and adaptive thinking, problem-solving, creative thinking, social and cultural awareness, emotional awareness, learning to learn for continuous learning etc. in personal and professional life	-	-	-	-
<i>Basic English Skills</i>	2	3	-	-
PC7. use basic English for everyday conversation in different contexts, in person and over the telephone	-	-	-	-
PC8. read and understand routine information, notes, instructions, mails, letters etc. written in English	-	-	-	-
PC9. write short messages, notes, letters, e-mails etc. in English	-	-	-	-
<i>Career Development & Goal Setting</i>	1	2	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
PC10. understand the difference between job and career	-	-	-	-
PC11. prepare a career development plan with short- and long-term goals, based on aptitude	-	-	-	-
<i>Communication Skills</i>	2	2	-	-
PC12. follow verbal and non-verbal communication etiquette and active listening techniques in various settings	-	-	-	-
PC13. work collaboratively with others in a team	-	-	-	-
<i>Diversity & Inclusion</i>	1	2	-	-
PC14. communicate and behave appropriately with all genders and PwD	-	-	-	-
PC15. escalate any issues related to sexual harassment at workplace according to POSH Act	-	-	-	-
<i>Financial and Legal Literacy</i>	2	3	-	-
PC16. select financial institutions, products and services as per requirement	-	-	-	-
PC17. carry out offline and online financial transactions, safely and securely	-	-	-	-
PC18. identify common components of salary and compute income, expenses, taxes, investments etc	-	-	-	-
PC19. identify relevant rights and laws and use legal aids to fight against legal exploitation	-	-	-	-
<i>Essential Digital Skills</i>	3	4	-	-
PC20. operate digital devices and carry out basic internet operations securely and safely	-	-	-	-
PC21. use e- mail and social media platforms and virtual collaboration tools to work effectively	-	-	-	-
PC22. use basic features of word processor, spreadsheets, and presentations	-	-	-	-

Qualification Pack

Assessment Criteria for Outcomes	Theory Marks	Practical Marks	Project Marks	Viva Marks
<i>Entrepreneurship</i>	2	3	-	-
PC23. identify different types of Entrepreneurship and Enterprises and assess opportunities for potential business through research	-	-	-	-
PC24. develop a business plan and a work model, considering the 4Ps of Marketing Product, Price, Place and Promotion	-	-	-	-
PC25. identify sources of funding, anticipate, and mitigate any financial/ legal hurdles for the potential business opportunity	-	-	-	-
<i>Customer Service</i>	1	2	-	-
PC26. identify different types of customers	-	-	-	-
PC27. identify and respond to customer requests and needs in a professional manner.	-	-	-	-
PC28. follow appropriate hygiene and grooming standards	-	-	-	-
<i>Getting ready for apprenticeship & Jobs</i>	2	3	-	-
PC29. create a professional Curriculum vitae (Résumé)	-	-	-	-
PC30. search for suitable jobs using reliable offline and online sources such as Employment exchange, recruitment agencies, newspapers etc. and job portals, respectively	-	-	-	-
PC31. apply to identified job openings using offline /online methods as per requirement	-	-	-	-
PC32. answer questions politely, with clarity and confidence, during recruitment and selection	-	-	-	-
PC33. identify apprenticeship opportunities and register for it as per guidelines and requirements	-	-	-	-
NOS Total	20	30	-	-

Qualification Pack

National Occupational Standards (NOS) Parameters

NOS Code	DGT/VSQ/N0102
NOS Name	Employability Skills (60 Hours)
Sector	Cross Sectoral
Sub-Sector	Professional Skills
Occupation	Employability
NSQF Level	4
Credits	2
Version	1.0
Last Reviewed Date	NA
Next Review Date	27/05/2024
NSQC Clearance Date	27/05/2021

Assessment Guidelines and Assessment Weightage

Assessment Guidelines

1. Criteria for assessment for each Qualification Pack will be created by the Sector Skill Council. Each Performance Criteria (PC) will be assigned marks proportional to its importance in NOS. SSC will also lay down the proportion of marks for Theory and Skills Practical for each PC.
2. The assessment for the theory part will be based on the knowledge bank of questions created by the SSC.
3. Assessment will be conducted for all compulsory NOS, and where applicable, on the selected elective/optional set of NOS.
4. Individual assessment agencies will create unique question papers for the theory part for each candidate at each examination/training center (as per assessment criteria below).
5. Individual assessment agencies will create unique evaluations for skill practical for every student at each examination/ training center based on these criteria.
6. To pass the Qualification Pack assessment, every trainee should score a minimum of 70% of % aggregate marks to successfully clear the assessment.

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7. In case of unsuccessful completion, the trainee may seek reassessment on the Qualification Pack.

Minimum Aggregate Passing % at QP Level : 70

(Please note: Every Trainee should score a minimum aggregate passing percentage as specified above, to successfully clear the Qualification Pack assessment.)

Assessment Weightage

Compulsory NOS

National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks	Weightage
AGR/N1201.Undertake planning for organic farming	45	35	-	20	100	5
AGR/N1202.Carry out seed selection and treatment under organic farming	30	40	-	30	100	5
AGR/N1203.Carry out soil nutrient management under organic farming	25	45	-	30	100	10
AGR/N1204.Carry out weed management in an organic farm	30	40	-	30	100	5
AGR/N1205.Carry out irrigation management in an organic farm	30	40	-	30	100	5
AGR/N1206.Integrated pest and disease management in an organic farm	30	40	-	30	100	15
AGR/N1207.Carry out harvest and post-harvest management in an organic farm	30	35	-	35	100	10
AGR/N1208.Undertake quality assurance and certification in organic farming	55	45	-	50	150	20
AGR/N1209.Undertake business of organic farming	25	40	-	35	100	15

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National Occupational Standards	Theory Marks	Practical Marks	Project Marks	Viva Marks	Total Marks	Weightage
AGR/N9903.Maintain health and safety at the workplace	40	25	-	35	100	5
DGT/VSQ/N0102.Employability Skills (60 Hours)	20	30	0	0	50	5
Total	360	415	0	0	1100	100

Qualification Pack

Acronyms

NOS	National Occupational Standard(s)
NSQF	National Skills Qualifications Framework
QP	Qualifications Pack
TVET	Technical and Vocational Education and Training
GAP	Good Agricultural Practices
ITK	Indigenous Technical/Traditional Knowledge
TPC	Third Party Certification
PGS	Participatory Guarantee System
PwD	Persons with Disabilities
PPE	Personal Protective Equipment
PPE	Personal Protective Equipment
PPE	Personal Protective Equipment

Qualification Pack

Glossary

Sector	Sector is a conglomeration of different business operations having similar business and interests. It may also be defined as a distinct subset of the economy whose components share similar characteristics and interests.
Sub-sector	Sub-sector is derived from a further breakdown based on the characteristics and interests of its components.
Occupation	Occupation is a set of job roles, which perform similar/ related set of functions in an industry.
Job role	Job role defines a unique set of functions that together form a unique employment opportunity in an organisation.
Occupational Standards (OS)	OS specify the standards of performance an individual must achieve when carrying out a function in the workplace, together with the Knowledge and Understanding (KU) they need to meet that standard consistently. Occupational Standards are applicable both in the Indian and global contexts.
Performance Criteria (PC)	Performance Criteria (PC) are statements that together specify the standard of performance required when carrying out a task.
National Occupational Standards (NOS)	NOS are occupational standards which apply uniquely in the Indian context.
Qualifications Pack (QP)	QP comprises the set of OS, together with the educational, training and other criteria required to perform a job role. A QP is assigned a unique qualifications pack code.
Unit Code	Unit code is a unique identifier for an Occupational Standard, which is denoted by an 'N'
Unit Title	Unit title gives a clear overall statement about what the incumbent should be able to do.
Description	Description gives a short summary of the unit content. This would be helpful to anyone searching on a database to verify that this is the appropriate OS they are looking for.
Scope	Scope is a set of statements specifying the range of variables that an individual may have to deal with in carrying out the function which have a critical impact on quality of performance required.

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Knowledge and Understanding (KU)	Knowledge and Understanding (KU) are statements which together specify the technical, generic, professional and organisational specific knowledge that an individual needs in order to perform to the required standard.
Organisational Context	Organisational context includes the way the organisation is structured and how it operates, including the extent of operative knowledge managers have of their relevant areas of responsibility.
Technical Knowledge	Technical knowledge is the specific knowledge needed to accomplish specific designated responsibilities.
Core Skills/ Generic Skills (GS)	Core skills or Generic Skills (GS) are a group of skills that are the key to learning and working in today's world. These skills are typically needed in any work environment in today's world. These skills are typically needed in any work environment. In the context of the OS, these include communication related skills that are applicable to most job roles.
Electives	Electives are NOS/set of NOS that are identified by the sector as contributive to specialization in a job role. There may be multiple electives within a QP for each specialized job role. Trainees must select at least one elective for the successful completion of a QP with Electives.
Options	Options are NOS/set of NOS that are identified by the sector as additional skills. There may be multiple options within a QP. It is not mandatory to select any of the options to complete a QP with Options.