

Sustainability Development Report

2024-25

SDG 10

Reduced Inequalities





Executive Summary

Institute of Engineering and Management (IEM), Kolkata, actively promoted Sustainable Development Goal 10 (Reduced Inequalities) in 2024-25 by fostering inclusive education, social justice, and equitable access. Initiatives included scholarships for underprivileged students, improved accessibility infrastructure, vocational training for marginalized groups, and humanitarian outreach to vulnerable populations. Collaborative partnerships with NGOs, government bodies, and global e-learning platforms expanded digital literacy and skill development. The institute integrated gender sensitivity and ethics into the curriculum, supported diverse learners through special programs, and conducted health and social welfare campaigns reaching thousands. These efforts strengthened social inclusion and equal opportunity across the community.

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Preamble

In 2024-25, Institute of Engineering & Management, Kolkata is committed to reducing inequalities within and among communities by ensuring equal opportunity and inclusive growth aligned with Sustainable Development Goal 10. The institute fosters diversity, social inclusion, and equitable access to education and resources through focused policies, programs, and collaborations.

Mission and Vision

- **Vision:** To create an inclusive learning environment that empowers all individuals regardless of socio-economic background, gender, ethnicity, or disability.
- **Mission:** To deliver equitable education, implement inclusive policies, and promote social justice through awareness, capacity building, and community outreach.

Programs and Initiatives

- Humanitarian outreach at Faridpur on 4th July 2025: Distributed educational kits, lunch, sweets, and medicines to 103 especially abled children, orphans, and 48 elderly people, showing direct support to vulnerable populations.
- Inauguration of Vocational Computer Training Center at Contai on 17th July 2025: Provided digital literacy and employability skills training to local youth and women, fostering self-reliance and sustainable livelihood.
- Ongoing empowerment project for underprivileged women and specially-abled children: Over one year, enabling skill development in computer literacy, robotics, stitching, cooking, and jam/jelly making to boost confidence and job readiness.
- Donation drive on 18th July 2025: Provided sewing machines and mosquito nets to an old age home in Contai, enhancing residents' comfort and self-sufficiency.
- Free Health Check-Up Camp held on 1st July 2025: Organized in collaboration with IEM, around 50 persons benefited from health check-ups promoting health awareness among underserved communities.
- Children's Day celebration on 14th November 2024: Distributed 300 food packets and sweets to deserving children at Sucheta Nagar Balika Vidyalaya Nalanda Vidyapeeth, supporting child nutrition and well-being.
- Cloth and food distribution on 3rd October 2025 at Duttapukur: Delivered clothes to 250 people and food to over 500 individuals, coupled with felicitations for students excelling in Class X and XII board exams.
- Mental Health Awareness Rally on 10th October 2025: Organized a rally to promote emotional well-being and reduce stigma around mental illness, recognized with an award from Lions Club International.

- Curriculum integration at Institute of Engineering and Management (IEM): Courses incorporate gender sensitivity, human values, ethics, and sustainability topics, promoting inclusivity and responsible citizenship among 8185 students.
- Social programs by IEM in collaboration with NGOs and clubs: Activities include health check-up camps, hygiene and health workshops, outreach to childcare and old age homes, embedding constitutional and citizenship values to foster harmony and reduce societal inequalities.
- IEM CSR Club and Inner Wheel Club, IEM celebrated SDG 10 by donating diapers, planting trees, and sharing refreshments with cerebral palsy patients at Cheshire House, Tollygunge, on Children's Day 2025. Ongoing visits since 2018 foster inclusion, joy, and well-being, echoing the SDG 10 pledge to reduce inequality

Inclusive Education and Social Justice Initiatives

- Institute of Engineering and Management (IEM), Kolkata, integrates cross-cutting topics such as gender sensitivity, human values, professional ethics, and sustainability into the curriculum, with over 5366 value-added courses offered during the year to 32,192 enrolled students to foster inclusivity and social responsibility.
- The Internal Complaints Committee (ICC) at IEM conducts practical gender sensitivity activities including fieldwork, community outreach, and awareness campaigns, providing students real-world engagement in social justice.
- IEM supports diverse learners by assessing learning levels and organizing special programs for slow and advanced learners, offering bridge courses, GATE coaching, and access to approximately 25,000 free online courses from platforms like Coursera, LinkedIn Learning, and NPTEL to ensure equitable academic support.
- The institute promotes regional, cultural, and socio-economic inclusivity by honoring regional celebrations such as Chhath festival for Bihar and Jharkhand students, encouraging vernacular language use in classrooms, and organizing impactful socio-economic awareness events like IEM-Model United Nations and tree plantation drives.
- Social development activities at IEM and its collaborating clubs (Lions, Rotary, Inner Wheel) include health check-up camps, hygiene workshops, cleanliness drives, and visits to child care and old age homes, fostering community engagement and compassion among students and faculty.

Infrastructure and Accessibility

- The Institute of Engineering and Management (IEM), Kolkata, has well-equipped infrastructure featuring 114 classrooms, 66 laboratories, 21 seminar halls, and 3132 computer systems. Classrooms are ICT-enabled with LCD projectors, Wi-Fi, and IPV6 LAN connectivity to enhance learning experiences for 8,185 students.
- Accessibility provisions at IEM include disabled-friendly infrastructure such as ramps and lifts for easy access to classrooms and centers, disabled-friendly washrooms, tactile path lights, assistive technologies like screen-reading software, and available human assistance (reader, scribe) to ensure barrier-free education.

- The campus is equipped with fast internet (3.4 Gbps), secure Wi-Fi coverage throughout, and nearly 1000 CCTV cameras ensuring safety and connectivity. Facilities also include digital libraries with more than 845,000 books and multiple e-resources supporting equitable access to learning materials.

Partnerships and Collaborations

- Institute of Engineering and Management (IEM), Kolkata has signed MoUs with global e-learning platforms Coursera, Microsoft, and LinkedIn Learning to provide free licenses to all students for online skill development courses.
- IEM collaborates with government bodies like the Department of Science and Technology (DST), Ministry of MSME, West Bengal government, and academic institutions such as Jadavpur University to support innovation, research, and entrepreneurship.
- The Institute partners with NGOs and social clubs like Lions Club of Kolkata IEM, Rotary Club, Inner Wheel Club, and Kolkata Nivedita Shakti for community outreach activities that include health camps, charity events, literacy drives, and social welfare programs, supported through formal collaboration frameworks.

Data and Metrics

Metric / Activity with Value	Notes / Events / Details
Number of value-added courses for transferable and life skills	Over 5400 value-added courses offered during the year to 32,192 enrolled students
Number of students undertaking field work, projects, internships	Over 5000 students involved in fieldwork, projects, internships enhancing practical skills
Pass percentage of final year students	Over 1400 students successfully passed final year examinations
Number of workshops/seminars on entrepreneurship, research methodology, IPR during the year	Over 65 workshops/seminars organized to build entrepreneurial, research and innovation capacities
Number of start-ups and student-led innovations supported	Over 200 student start-ups nurtured and over 500 innovations incubated with mentorship and seed funding support
Number of beneficiaries in humanitarian outreach programs	Over 100 specially abled children and orphans, 48 elderly people supported at Faridpur outreach; 300 children fed on Children's Day

Research Funding (INR)	Over INR 56.18 Cr
Student to Mentor Ratio	1:17.87 personalized guidance

Challenges

- Keeping curriculum updated to match rapid changes in industry and technology while ensuring faculty training remains a significant task.
- Securing adequate external financial support for research, innovation, and social outreach activities.
- Catering to diverse learning aptitudes including slow and advanced learners requires sustained support and differentiated instruction.
- Addressing stigma associated with mental health and socio-economic disparities in the community.
- Balancing socio-cultural diversity with academic excellence while fostering harmony within a diverse student body;

Opportunities

- Continuous benchmarking, industrial collaboration, and inclusion of trending technologies like AI and generative AI across disciplines.
- Internal funding schemes including grant-in-aid and seed money totalling over INR 5 crores foster research and development, innovation, and community service.
- Extensive access to thousands of free online courses from Coursera, LinkedIn, and NPTEL, alongside bridge courses and special coaching, promote inclusive education.
- Successfully conducted mental health awareness rallies and broad community welfare initiatives have been internationally recognized and continue to reduce social stigma.
- Inclusive policies such as regional festival observance, use of vernacular languages in teaching, and socio-economic awareness events enrich the educational environment and strengthen societal cohesion.

Annual Goals (2025-2026)

- Expand vocational training programs, including computer literacy and skill development, targeting underprivileged youth and specially-abled individuals to boost employability and self-reliance in marginalized communities.
- Increase outreach and humanitarian support activities such as food and essential material distribution, health camps, and educational support for orphans, elderly, and vulnerable groups in collaboration with social clubs and NGOs.
- Strengthen partnerships with educational institutions, NGOs, and government bodies to enhance technology access, scholarship opportunities, and sustainable livelihood initiatives aligned with inclusive growth goals.
- Promote cultural inclusivity and social justice through community events, awareness campaigns, student felicitation programs, and mental health initiatives to foster unity and reduce social stigma.

- Enhance digital and online learning platforms via collaborations with providers like LinkedIn Learning and Coursera to reach diverse learners with flexible education resources, contributing to reducing inequalities in education access.

Acknowledgements

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Photo Gallery



Joyful faces of children and faculties distributing gifts during the Faridpur outreach.



Celebrating the joy and spirit of Children's Day at Cheshire House, Tollygunge!



Glimpses from the Free Health Check-Up Camp organized on National Doctors' Day by Lions Club of Kolkata IEM and IEM, Kolkata



Dignitaries inaugurating the Vocational Computer Training Center at Contai, empowering youth and women through digital literacy and skill development



Empowering young minds through the Computer Literacy & STEM Education Program held on 23rd August 2025 at Garia



Empowering underprivileged women and specially-abled children through skill development in computer literacy, robotics, and vocational training



CSR Club IEM celebrating the 79th Independence Day with students of Ramakrishna Mission Blind School Boy's Academy, Narendrapur



Student Society “OPTICA” spreading education among underprivileged students and contributing towards SDG 10: Reduced Inequalities