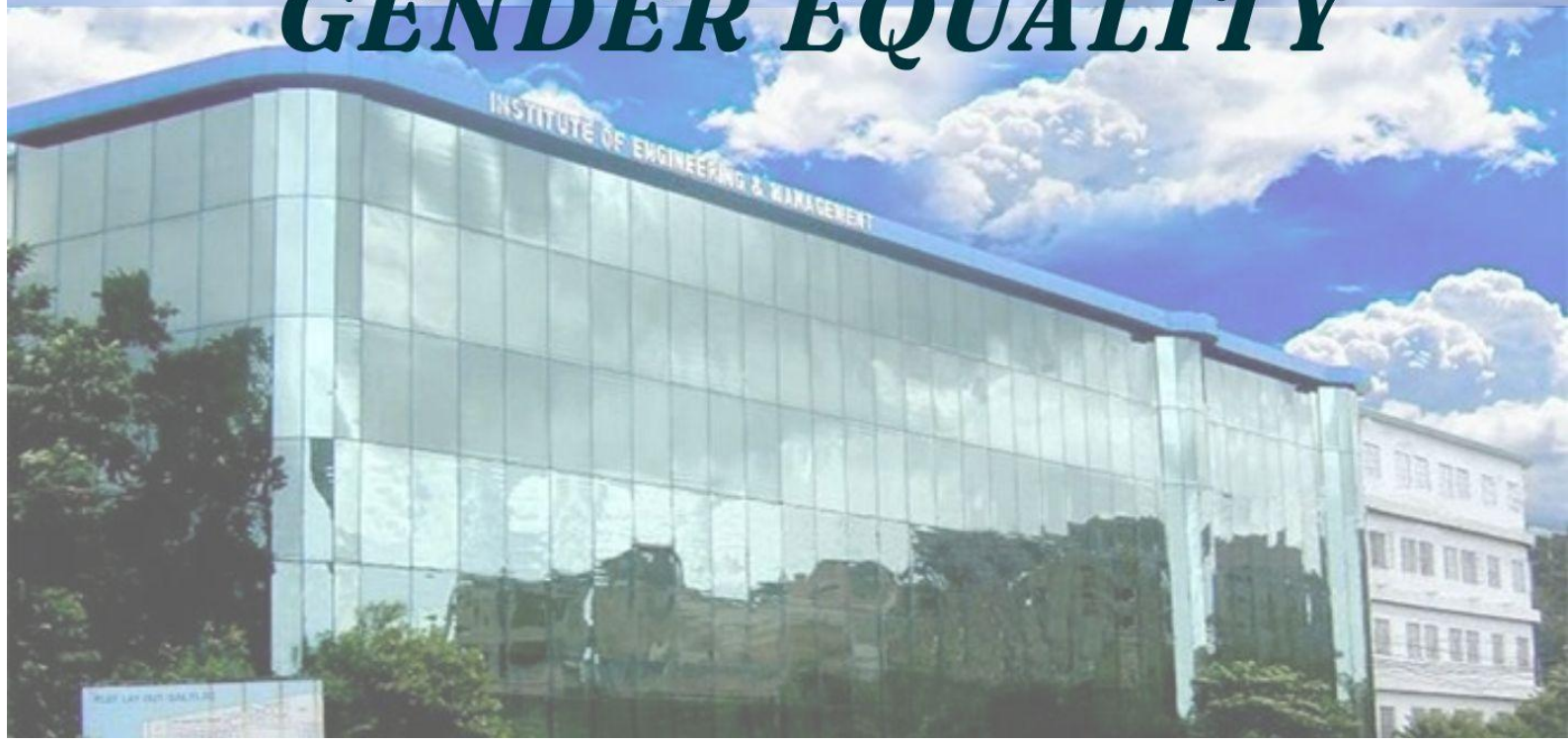


# **Sustainability Development Report**

## **SDG 5 GENDER EQUALITY**





## *Executive Summary*

The Institute of Engineering and Management (IEM), Kolkata, is firmly committed to SDG 5: Gender Equality, aiming to create a safe, inclusive, and empowering environment for women and girls. The campus is secured with 987 CCTV cameras and 35 security personnel, featuring women-only hostels and accessible health services with female medical staff. To eliminate harassment, an Internal Complaints Committee functions confidentially, complemented by anti-ragging measures. Academic counseling, mentoring, and psychological support enhance holistic development of female students. Scholarship programs promote female enrollment, especially for first-generation college students. Women hold key leadership roles including Dean and Department Heads, with gender-neutral uniforms fostering inclusivity. The curriculum integrates gender sensitization and human values, supplemented by workshops like International Women's Day events. Outreach partnerships with Rotary, Lions, and Innerwheel Clubs drive community empowerment through health camps, vocational training, and educational programs for underprivileged women and children. Alumni actively contribute with mentorship and startup support for women. Challenges include limited campus expansion, curriculum autonomy, funding needs, and broadening geographical student diversity. Opportunities exist in strengthening industry collaborations, upscaling research and innovation, and expanding gender equality awareness through digital infrastructure. Future plans focus on accreditation, international partnerships, infrastructure upgrades, enhanced incubation for women-led startups, scholarships, mental health and self-defense training, and embedding diversity principles throughout the institute. These efforts establish IEM as a leader in promoting gender equality and women empowerment in higher education alignment with SDG 5 targets.

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## ***Preamble***

IEM Kolkata is firmly committed to promoting gender equality and empowering all women and girls on campus and in the wider community. Our efforts respond to the global imperative of SDG 5, aiming to create an inclusive, safe, and equitable environment that supports women's academic, professional, and personal growth.

## ***Vision and Mission***

- **Vision:** To foster a campus culture where gender equality is fully realized, ensuring equal access, opportunities, and representation for all genders.
- **Mission:** To implement comprehensive policies, infrastructure, education, and outreach programs that empower women and promote gender sensitivity at all institutional levels.

## ***Key Achievements***

- Development and enforcement of strong gender-sensitization policies and committees to ensure safe, harassment-free learning and working environments.
- Implementation of safety measures including CCTV surveillance, women-only hostels with security during night hours, and accessible health services with female medical professionals.
- Launch of mentoring initiatives and counselling support tailored to address academic, personal, and mental health needs of female students.
- Scholarship and financial assistance programs specifically aimed at increasing female enrolment, especially first-generation college women.
- Organization of gender equality awareness events, workshops, and collaborations with NGOs for sensitization at the community level.
- Inclusion of gender-related topics in curriculum and extracurricular activities fostering understanding of women's rights and gender issues.

## ***Gender Equality Initiatives***

- **Safety and Security:**
  - The campus is highly secured with 987 CCTV cameras and 35 dedicated security personnel, including monitored visitor and alumni registrations to ensure safety.
  - The college timing has been revised to 9:20 AM to 4:00 PM to allow female students to return home safely.
  - An Internal Complaints Committee (ICC), compliant with Vishakha guidelines, is actively functional with female faculty members to promptly address complaints related to sexual harassment with confidentiality and sensitivity.

- Anti-ragging committee is armed with members from diverse stakeholder categories including police and media, ensuring a ragging-free campus.
- Apart from security guards on all floors, fire safety infrastructure and emergency medical facilities including 24/7 ambulance services are available.
- Self-defense training programs for female students have been organized in collaboration with NSS units, enhancing their physical safety awareness.
- **Counselling and Mentoring:**
  - The institute has academic counsellors and dedicated faculty mentors who provide personalized guidance for academic, personal, and career development.
  - Psychological support is available through a professional psychologist appointed on campus.
  - Career counselling sessions help students navigate higher studies, competitive exams preparation, and placement readiness.
  - Soft skills training, including communication, group discussions, and mock interviews, are regularly conducted.
  - Partnerships with corporate training initiatives like TCS Campus Commune and Infosys enhance employability skills.
  - Dedicated sessions are held to sensitize students on gender issues and equality through workshops, seminars, and awareness campaigns.
  - The Alumni Association volunteers contribute through mentoring and guidance talks focused on career and entrepreneurship development for women students.
- **Academic and Leadership Opportunities:**
  - Women are prominently placed in top leadership roles such as Registrar, Deans, and Heads of Departments.
  - Gender-neutral uniforms have been introduced to promote an inclusive culture.
  - The academic curriculum includes gender sensitization topics, professional ethics, human values, and social responsibility integrated through courses and co-curricular activities.
  - Workshops such as the International Women's Day Virangana workshops focus on women's education and holistic well-being.
  - Equal admission policies ensure women's participation with scholarships and fee waivers, including five full freeships and five half-freeship scholarships for B.Tech women students annually.
  - Research and innovation centers encourage women's participation in projects and leadership roles in scientific and entrepreneurial domains.
- **Community Engagement and Outreach:**
  - Active partnerships with Rotary Club, Lions Club, and Innerwheel Club promote gender equality and women empowerment through joint initiatives.

- Lions Club of Kolkata IEM organized numerous events including educational kit distribution, free health camps, vocational training for women and specially abled children, donation drives to old age homes, and mental health awareness rallies.
- Icchepakha Children's Day Celebration (Nov 2024) distributing food and gifts to underprivileged children.
- Faridpur humanitarian outreach (July 2025) aiding orphans and elderly with supplies.
- Vocational Computer Training Center inauguration (July 2025) empowering local women and youth.
- Mental Health Awareness Rally (Oct 2025) awarded for excellence in public health promotion.
- Rakhi Bandhan Utsav, Saradh Samman, Kali Puja Samman, and Jagatdhatri Puja Samman events fostering social bonding and cultural recognition.
- Community service involving students through NSS includes cleanliness drives, tree planting, education, and health awareness in local areas.
- Alumni actively support student entrepreneurship, organize motivational talks, and provide funding and mentorship for women's start-ups.
- **Infrastructure and Facilities:**
  - Separate hostels for girls with modern amenities and 24-hour security measures.
  - Medical facilities are robust with on-site doctors, nurses, ambulances, and special medical awareness programs for women including gynecological support.
  - Disabled-friendly infrastructure with ramps, lifts, and accessible washrooms.
  - High-speed internet, digital libraries, well-equipped computer and language labs support academic excellence.
  - Safety infrastructure regularly audited and maintained aligned with best practices.
  - Provision of grievance redressal cells and Women's Cells on campus providing support, counselling, and intervention.

## ***Partnerships and Collaborations***

- Collaborations with Rotary Club, Lions Club, and Innerwheel Club strengthen outreach and training on gender equality, women empowerment, and health awareness.
- Memorandums of Understanding (MOUs) with leading IT companies like TCS and Infosys provide skill enhancement and placement support.
- Alumni association contributes financial aid, mentorship, startup incubation guidance, and organizes career guidance sessions, particularly supporting female students.
- Joint organization of women-centric workshops including self-defense training, mental health awareness, and educational seminars.
- Participation in national and international conferences enhances visibility and influence of gender equity initiatives.

## ***Data and Metrics***

<b>Category and Metric/Indicator</b>	<b>Value/Number</b>
CCTV Cameras Installed	987
Security Personnel	35
Women-Only Hostels	Yes
Internal Complaints Committee for Harassment	Active and Functional
Scholarship Programs for Female Students	Multiple
Female Leadership Positions (Principal, Department Heads)	Yes
Gender-Neutral Uniform Policy	Implemented
Women Safety Services (Security, Female Medical Staff)	Available
Gender Sensitization Workshops and Events	Conducted Regularly
Community Impact (Outreach via Rotary, Lions, Innerwheel Clubs)	Educational and Vocational Support for Women and Girls
Female Student Mentorship and Alumni Support	Active
Challenges Mentioned	Infrastructure Limits, Funding
Future Plans	Scholarship Expansion, Self-Defense Training, Leadership Development

## ***Challenges***

- IEM faces limitations in horizontal campus expansion due to its location in the IT hub of Kolkata, which restricts physical infrastructure growth primarily to vertical expansion. This poses challenges in accommodating growing student populations and new facilities.
- There is an ongoing need for increased financial assistance to conduct extensive staff development programs, faculty research initiatives, and student scholarships to further enhance gender equality and inclusivity.
- Drawing students from broader geographical regions and diverse backgrounds remains a focus challenge, requiring targeted outreach and broadened access schemes.

- Motivating students, particularly women, towards pursuing higher education opportunities and increasing participation in social development activities continues to require strategic encouragement.
- Opportunities exist to upscale consultancy and industry engagement, offering practical learning and outreach through gender-responsive projects but need more promotion.

## ***Future Plans***

- Preparing for the upcoming NAAC cycle-2 visit, aiming for NBA accreditations for programs like IT and EEE, and seeking global accreditations such as ABET, AACSB, EQUIS, and AMBA to enhance academic credibility.
- Establishing more international partnerships and student/faculty exchange programs with reputed foreign universities to enrich gender-equal academic exposure.
- Upgrading campus network, IT infrastructure, and safety systems to support inclusive and secure educational and research environments.
- Plans for establishing new campuses abroad (Canada, Singapore) and additional placement coordination centers in major Indian cities to widen academic and employment opportunities.
- Boosting incubation facilities and financial support for women-led startups and innovation projects to promote economic empowerment.
- Emphasizing collaborative research on sustainability, social equity, and gender studies aligned with SDG targets.
- Expanding scholarships, free ships, and financial support schemes specifically targeting female and socially disadvantaged students to improve access and retention.
- Continuing and broadening workshops on gender equality, self-defence training, mental health, and employability skills tailored for women.
- Augmenting outreach initiatives with Rotary, Lions, and other partners, focusing on empowerment of underprivileged women, especially abled children, and local communities.
- Institutional efforts for embedding values of diversity, inclusion, tolerance, and gender sensitivity across all institutional functions and culture.



## *Photo Gallery*



VIRANGANA WORKSHOP: Empowering Women



Virangana: Motivational Talk



Underprivileged women given talk on menstrual hygiene and distribution of sanitary napkins