

Sustainability Development Report

SDG 8 *DECENT WORK AND ECONOMIC GROWTH*





Executive Summary

The Institute of Engineering and Management (IEM), Kolkata, is committed to fostering inclusive and sustainable economic growth aligned with SDG 8. It facilitated over 219 student start-ups through incubation programs, hosted multiple hackathons to boost innovation, and supported numerous funded student-faculty research projects on sustainable economic growth. With a corporate resource center achieving over 95% placement rate in 2024-25, the institute enhanced student employability through career counseling, workshops, and mentor-mentee schemes. Research and consultancy efforts garnered over Rs. 54.38 crore in grants, resulting in 5,700+ research outputs including patents and journal articles contributing to a knowledge-driven economy. Energy sustainability projects, including carbon footprint analysis and green technologies, contributed to economic resilience. The institute's sustainable work environment promotes gender equality, fair remuneration, and grievance redressal. Community engagement activities focus on social entrepreneurship, education for marginalized groups, health camps, and environmental awareness. IEM established 27+ MoUs with universities, industries, and government agencies, including collaborations with Reliance Industries and research bodies like Jadavpur University. Challenges include limited infrastructure and financial resources, sophisticated expertise requirements, and managing diverse partnerships. Opportunities include leveraging strong collaborations for impactful energy projects, promoting entrepreneurship, and integrating sustainability education. Future plans involve expanding renewable energy installations, broadening community programs, formalizing additional MoUs, and scaling sustainability trainings and green campus initiatives to foster equitable and sustainable employment.

Contents

Preamble	1
Vision and Mission	1
Key Achievements	1
Economic and Employment Impact of Energy Initiatives	2
Community Engagement and Social Entrepreneurship	2
Collaboration and Partnerships	2
Data and Metrics	3
Challenges	4
Future Plans	4
Photo Gallery	5

Preamble

The Institute of Engineering Management (IEM), Kolkata commits to fostering inclusive and sustainable economic growth, productive employment, and decent work for all, in line with Sustainable Development Goal 8 (SDG 8). IEM integrates sustainable economic development with environmental stewardship and social well-being by promoting innovation, entrepreneurship, skill development, and ethical work practices.

Vision and Mission

- **Vision:** To emerge as a leading institution that nurtures innovative, skilled professionals contributing to sustainable economic growth and socially responsible employment.
- **Mission:** To provide high-quality education and training to empower students and staff with skills, ethics, and opportunities needed for decent work and economic prosperity.

Key Achievements

- **Entrepreneurship and Innovation:**
 - Supported over 219 student start-ups through incubation programs providing mentorship, financial assistance, and infrastructure.
 - Hosted intensive hackathons, ideathons, and business plan competitions to foster innovation and entrepreneurial mind-set.
 - Active Institution Innovation Council facilitating start up culture and idea commercialization.
- **Employability and Skill Development:**
 - Corporate Resource Centre (CRC) enabled internship and placement opportunities, achieving over 95% placement rate.
 - Organized career counselling, workshops, and industry talks to bridge skill gaps.
 - Mentor-mentee schemes provide holistic development including professional and personal guidance.
- **Research and Consultancy for Economic Growth:**
 - Secured research grants totalling over Rs. 54.38 Crore from government and industry sources.
 - Published over 5,700+ research outputs including patents, journal articles, and books contributing to knowledge-driven economy.
 - Engaged in projects on sustainable energy, carbon footprint analysis, and green technologies enhancing economic resilience.
- **Sustainable Work Environment and Ethical Practices:**
 - Instituted non-discriminatory, transparent grievance redressal mechanisms ensuring supportive workplace.
 - Promoted gender equality and diversity in hiring and academic engagement.
 - Adoption of fair remuneration and adherence to international labour standards.

Economic and Employment Impact of Energy Initiatives

- IEM promotes decent work and economic growth by fostering sustainable work ethics through the Office of Sustainability. This includes consultancy projects, student internships, and funded research that contribute to economic development.
- The university has established multiple funded research projects related to energy sustainability, generating economic value and enabling skill development for faculty and students. Five national-level grant-in-aid research projects have been successfully completed or are ongoing.
- The Office of Sustainability actively promotes energy audits, environmental assessments, and consultancy services. An internal electrical energy audit for UEM campus was conducted to analyse consumption patterns and identify savings, leading to effective cost management through technologies like smart timers and automated LDR-based lighting systems.
- Technical visits to thermal power plants and emission auditing have not only provided academic exposure but also contributed to environmental compliance assessments and policy inputs, enhancing institutional competencies and creating consultancy opportunities.
- The institution incentivizes innovation with seed grants (~Rs.2.99 crore disbursed), enabling 219 student start-ups and 44 patents, contributing to employment generation and entrepreneurship.

Community Engagement and Social Entrepreneurship

- Various student and faculty groups, including provision of free education to underprivileged students, food and medical aid, environmental awareness, and disaster relief efforts, undertake multiple community outreach activities.
- The student society "OPTICA" promotes educational support to marginalized groups, advancing social inclusion and aligning with different SDG.
- Workshops such as "Train the Trainers" for school teachers on zero waste and circular economy underscore IEM's role in fostering social entrepreneurship and sustainability awareness.
- The Pet Society cares for stray animals around the campus, providing medical treatments and fostering compassionate social responsibility.
- Regular cultural and national event celebrations foster social cohesion and promote citizenship values in alignment with SDG 16.

Collaboration and Partnerships

- IEM has formed over 27 functional MoUs with national and international universities, industries, and government agencies supporting research, faculty/student exchange, internships, and project collaborations.

- Notable partnerships include a consultancy and internship engagement with Reliance Industries, enhancing linkages between academia and industry for real-world impact.
- Collaborative projects with bodies such as the Ministry of Environment, Forest, and Climate Change, Jadavpur University, and the S.N. Bose National Centre for Basic Sciences underpin innovation in renewable energy and environmental sustainability.
- The institution actively participates in key regional forums such as Confederation of Indian Industry (CII) and organizes international seminars to facilitate knowledge exchange on sustainable technologies.
- IEM offers generous financial support for faculty and student participation in international conferences, patent filing, and research dissemination, fostering a vibrant research and innovation ecosystem.

Data and Metrics

Category and Metric/Indicator	Value/Number
Rooftop Solar Panel Capacity (Infrastructure)	40 kWh
EV Charging Stations (Infrastructure)	Installed (2 number)
MoUs with Global Platforms (Entrepreneurship and Startups)	Multiple
Innovation Events/Hackathons (Entrepreneurship and Startups)	Several per year
Financial Support for Startups & Research (Entrepreneurship and Startups)	Rs. 130+ lakh (estimated total)
Partnerships (Lions Club, Rotary Club, NGOs) (Community Engagement)	Active
Outreach Programs Conducted (Community Engagement)	Numerous
Corporate Resource Center Placement Rate in 2024-25 (Sustainable Economic Growth)	Over 95%
Research & Consultancy Grants (Rs.) (Sustainable Economic Growth)	Rs. 53.59 crore
Total Research Outputs (Patents, Articles, etc.) (Sustainable Economic Growth)	5700+
Hackathons & Innovation Programs (Sustainable Economic Growth)	Numerous

Category and Metric/Indicator	Value/Number
National Hackathon Win (Team “DarkSwag”) (Awards & Recognition)	Winner at Nasscom 10k Startup Hackathon

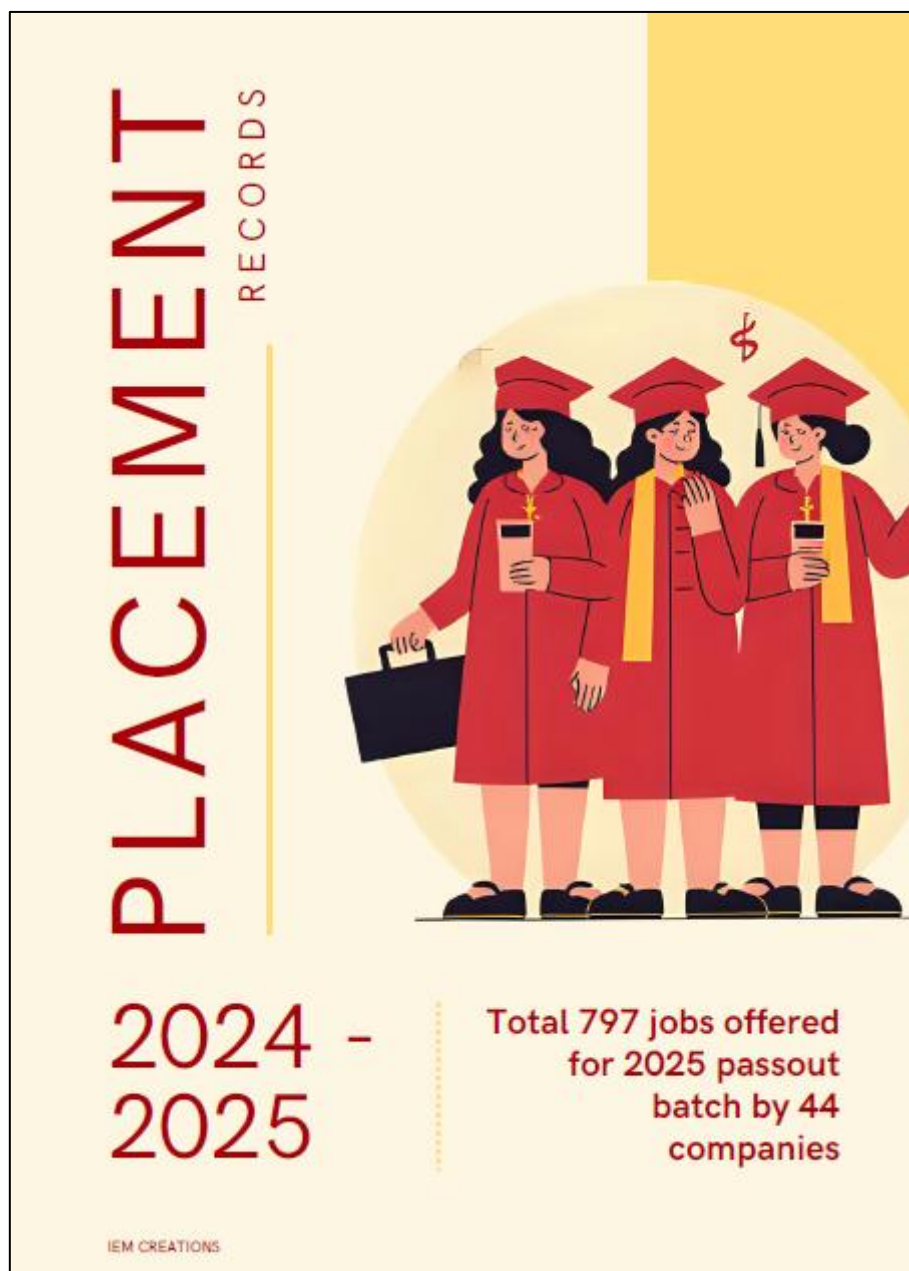
Challenges

- Limited financial and infrastructural resources can constrain the scaling up of energy initiatives, research projects, and community engagement activities. Investment in cutting-edge technology and skill development remains a challenge.
- Monitoring and auditing emissions, executing energy audits, and integrating renewable energy systems require sophisticated tools and specialized expertise.
- Maintaining consistent sustainable work ethics and community participation demands continuous awareness, motivation, and cultural change management.
- Ensuring that economic growth through energy projects translates to decent work with adequate pay, safety, and equitable opportunities remains complex.
- Managing diverse partnerships across academia, industry, government, and community stakeholders requires effective communication and aligned interests.

Future Plans

- Ramp up rooftop solar and biogas installations with enhanced monitoring systems.
- Expand community programs linking education, healthcare, and sustainable livelihood with energy initiatives.
- Formalize additional MoUs with government bodies, industry, and international academic partners for joint research, consultancy, and training.
- Foster equitable, safe, and sustainable job opportunities through capacity building and skill development aligned with SDG 8 targets.
- Continue and diversify sustainability trainings, seminars, and green campus campaigns to reinforce behavioural change.

Photo Gallery



PLACEMENT

RECORDS 2024-25



PLACED-6

Futures
First

PLACED-4



cognizant

PLACED-24



SASKEN

PLACED-10



PLACED-6



JUSPAY

PLACED-1

TATA
CONSULTANCY
SERVICES

PLACED-226



RSM

PLACED-3



TECHNOLOGY FIRST

PLACED-3



PLACED-1



PLACED-3



Camp

PLACED-1

PLACEMENT

RECORDS 2024-25



PLACED-47



PLACED-1



PLACED-7



PLACED-3



PLACED-1



PLACED-1



PLACED-3



PLACED-6



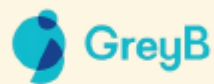
PLACED-1



PLACED-2

PLACEMENT

RECORDS 2024-25



PLACED-16



PLACED-30



PLACED-3



PLACED-3



PLACED-1



PLACED-6



PLACED-2

PLACEMENT

RECORDS 2024-25

SL NO	COMPANY NAME	PAY PACKAGE (LPA)	TOTAL OFFERS
1	MAERSK	10.83	4
2	SMS GROUP	5.5	4
3	AMI	6	13
4	Godrej Infotech	4	2
5	ORACLE	19.18	6
6	GREYB	7	6
7	Infosys Specialist Programmer	9.5	2
8	RSMUSI	7.7	3
9	VISTEON	7	10
10	MICROSOFT	50	1
11	COGNIZANT GENC	4	71

SL NO	COMPANY NAME	PAY PACKAGE (LPA)	TOTAL OFFERS
12	COGNIZANT GENC NEXT	6.75	8
13	PWC	4.99	7
14	EXIDE	6	6
15	SASKEN	5	6
16	INFOSYS SE	4.6	76
17	TCS NINJA	3.3	207
18	TCS DIGITAL	7	76
19	TCS PRIME	9	47
20	LTI MINDTREE	4.05	95
21	CAPGEMINI	7.5	5
22	CAPGEMINI	5.75	15

SL NO	COMPANY NAME	PAY PACKAGE (LPA)	TOTAL OFFERS
23	CAPGEMINI	4.25	83
24	LEXMARK	10.5	5
25	Titagarh Rail Systems	5.5	6
26	EY GDS	4.83	3
27	IEMA	3.64	2
29	Skipper Limited	5.5	4
30	UST GLOBAL	10	1
31	Control Print Limited	3	1
32	Keyence India	5.9	1
33	DREAMWORLD PACKAGING	3.2	2

SL NO	COMPANY NAME	PAY PACKAGE (LPA)	TOTAL OFFERS
34	NEXTGEN PLASMA	3	1
35	PAHARPUR COOLING TOWERS	3	3
36	ALGO ENERGY TECH VENTURES	6	1
37	VIKRANT ENGINEERING	3	2
38	KSB LIMITED	3.6	2
39	RELIANCE INDUSTRIES	7.5	1
40	Deloitte USI	4.5	4
41	IBM	4.5	2
42	ARC DOCUMENT	5	1
43	Surelia Infosystems	2.4	1
44	Hashedin	8.1	1

PLACEMENT

RECORDS 2024-25

SL NO	COMPANY NAME	TOTAL OFFERS
1	eQ Technologic	2
2	ORACLE	6
3	PWC	47
4	IBM	44
5	PharmaQuant Insights Private Limited (PPO - Internship)	1
6	ACCENTURE - ADV ASE	6
7	ACCENTURE - ASE	143
8	Tismo Technology	2
9	JMAN	6
10	Nevaeh Technology	3
11	SMS GROUP	6
12	CESC LTD	1
13	WORLEY	3
14	ITC INFOTECH	30
15	KEYENCE	1
16	GREYB	15
17	GREYB	1
18	Incture	3
19	Celebal Technologies (PPO)	1
20	221B Baker Street	1
21	IEM LABS	6

SL NO	COMPANY NAME	TOTAL OFFERS
22	VIKRANT ENGINEERING	2
23	Telaverge Communications	3
24	VODAFONE IDEA	6
25	RSM US LLP	3
26	Reliance Retail	7
27	JUSPAY	1
28	TCS PRIME	27
29	TCS DIGITAL	83
30	TCS NINJA	116
31	SASKEN	10
32	CALSOFT	3
33	WORKZ	1
34	DXCORR	2
35	HashadIn	1
36	rtCamp Solutions	1
37	Deloitte USI	8
38	ZINFI	6
39	CAPGEMINI	24
40	CAPGEMINI	2
41	Futures First (Internship)	4
42	Cognizant	24