

SUSTAINABILITY DEVELOPMENT REPORT 2022-23

SDG10: Reduced Inequalities

Executive Summary

The Institute of Engineering and Management (IEM), Kolkata, advanced SDG 10 in 2022-23 by fostering inclusive education, social justice, and equitable access. Scholarships supported 619 underprivileged students, while accessibility infrastructure, vocational training, and special programs aided marginalized groups. Humanitarian outreach, health camps, and NGO partnerships like Inner Wheel Club reached 363 beneficiaries. Gender sensitivity integrated into curricula benefited 9,383 students via value-added courses, promoting digital literacy and equal opportunities across diverse communities

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Vision, Mission, and Strategic Objectives

Institutional Vision

To create an inclusive learning environment that empowers all individuals regardless of socio-economic background, gender, ethnicity, or disability.

Institutional Mission

To deliver equitable education, implement inclusive policies, and promote social justice through awareness, capacity building, and community outreach.

Strategic Objectives for 2022-23

- Enhance scholarships and financial aid targeted to underprivileged students
- Strengthen support services for marginalized groups including persons with disabilities
- Promote gender equity and prevent discrimination on campus
- Expand educational and skill development opportunities for economically disadvantaged groups
- Foster inclusive growth through community engagement and social welfare programs

Institutional Overview

- **Total student enrollment:** 5,515 students across all programs
- **Full-time teachers:** 349 faculty members
- **Students admitted during the year:** 1,623
- **Final year students successfully passed:** 1,507

Inclusive Education Initiatives

Value-Added Courses and Skill Development:

- **1,590 value-added courses** offered for imparting transferable and life skills
- **9,383 students enrolled** in these value-added courses
- **4,411 students** undertook field work, projects, and internships
- **619 students benefitted** from scholarships and financial aid
- **4,285 students benefitted** from guidance and coaching for competitive examinations and career counseling

Specialized Learning Support:

- 9 bridge courses conducted to meet curriculum requirements
- Special programs organized for both slow learners (scoring less than 55 marks) and advanced learners
- GATE coaching classes provided for advanced learners interested in higher studies
- Access to free online courses through multiple platforms:
 - LinkedIn Learning: 18,000 courses
 - NPTEL: 2,000+ courses
 - Coursera: Various courses
 - IEM Learning: 200 courses

Curriculum Integration:

Institute integrated cross-cutting topics across all programs:

- Gender sensitivity
- Human values and professional ethics
- Environmental studies
- Constitution of India
- Values and ethics courses

Community Engagement and Social Welfare

Extension Activities

Overall Participation:

- **35 extension and outreach programs** conducted through collaboration with NGOs
- **5,489 students** participated in extension activities
- **60 workshops/seminars** organized on research methodology, entrepreneurship, and skill development

Inner Wheel Club of IEM Projects (2022-2023)

The Inner Wheel Club of IEM conducted six major social welfare projects during the year:

1. Blood Donation Camp (July 2022)

- Date: 1st July 2022 (Doctors Day)
- Activity: Blood donation camp for community health

2. Az Mahotsav - Freedom Project (August 2022)

- Date: 15th August 2022
- Beneficiaries: 15 slum children in Salt Lake
- Investment: Rs. 2,000
- Support provided: Stationery, food packets, and books

3. Dugga Project (September 2022)

- Date: 23rd September 2022
- Venue: SAMPARK, M.G. Road, Near Tollygunge Metro
- Beneficiaries: 44 underprivileged students
- Investment: Rs. 10,000
- Support provided: New clothes and quality time before puja celebration

4. Amar Kaali Project (October 2022)

- Date: 20th October 2022
- Beneficiaries: 54 children
- Investment: Rs. 10,000
- Support provided: Clothes, crackers, and sweets for celebration

5. Batsal - Children's Day (November 2022)

- Date: 14th November 2022
- Venue: Save the Children Home, Thakurpukur, Kolkata
- Beneficiaries: 150 girl children
- Investment: Rs. 3,000
- Support provided: Clothes and food packets supporting their better future

6. Santa Project (December 2022)

- Date: 1st December 2022
- Beneficiaries: 100 poor and needy families
- Investment: Rs. 5,000
- Support provided: Clothes distributed to families in slum behind Eco Park

Total Inner Wheel Club Impact:

- **Total beneficiaries: 363 individuals** (excluding blood donation camp participants)
- **Total investment: Rs. 30,000**

- **Focus areas:** Education, Health, and Social welfare (E, H, S categories)

Additional Social Development Activities

Collaborations with NGOs and Clubs:

- Lions Club of Kolkata IEM
- Rotary Club of Salt Lake Silicon Valley
- Inner Wheel Club of IEM
- Kolkata Nivedita Shakti

Activities organized:

- Health check-up camps
- Hygiene and health workshops
- Cleanliness drives
- Visits to child care and old age homes
- Tree plantation drives
- Pet society initiatives (care for 150 stray dogs on campus)

Gender Equity and Inclusivity

Institutional Commitment

Leadership Representation:

- Women appointed in key leadership roles: Registrar, Principal, Deans, Head of Departments, Placement Cell
- Gender-neutral uniforms implemented
- Co-educational institution ensuring equal opportunities
- Selection of committee heads based on merit, not gender, race, or religion

Internal Complaints Committee (ICC):

- Conducts practical gender sensitivity activities
- Organizes field work and community outreach
- Implements awareness campaigns
- Available 24/7 with emergency contact displayed throughout campus

Support Services:

- Counseling services available
- Self-defense classes organized regularly

- Equal opportunities provided to all students

Infrastructure and Accessibility

Physical Infrastructure

Academic Facilities:

- 99 classrooms (84 ICT-enabled)
- Multiple specialized laboratories
- 15 seminar halls
- 2,426 computer systems
- 158 LCD projectors
- 2.4 GBPS internet connectivity
- Wi-Fi coverage throughout campus
- 987 CCTV cameras for safety and security

Accessibility Provisions:

- Ramps and lifts for easy access to classrooms and centers
- Disabled-friendly washrooms
- Tactile path lights and signage
- Assistive technologies including screen-reading software
- Human assistance available (reader, scribe services)

Regional and Cultural Inclusivity

Cultural Recognition

Regional Festival Celebrations:

- Special leave granted to Bihar and Jharkhand students during Chhath festival
- Various religious festivals celebrated: Christmas, Eid, Mahavir Jayanti, Buddha Purnima, Durga Puja, Holi, Doljatra, Dandiya Utsav (Navratri)
- Ravindra Jayanti celebration

Language Support:

- Vernacular language use encouraged in classrooms for doubt clarification
- Foreign language courses offered (French and Chinese)
- Multi-lingual events organized throughout the year

Special Events:

- Yoga Day
- Ethnic Day
- Youth Day
- Children's Day
- Teachers Day
- International Mother Language Day
- Independence Day and Republic Day celebrations
- Gandhi Jayanti with Swachh Bharat Abhiyan initiatives

Research, Innovation, and Entrepreneurship**Innovation Ecosystem****Startup Support:**

- Over 172 student startups nurtured during the year
- 513 innovations incubated with mentorship
- Seed money grants totaling Rs. 267.30 lakhs provided to teachers for research
- Innovation and Entrepreneurship Development Cell (IEM-IEDC) operational

Research Infrastructure:

- Multiple specialized laboratories established
- 128 faculty recognized as research guides
- 78 teachers with active research projects during the year
- 95+ patents filed from innovation labs

Student Welfare and Support**Financial Support System****Medical and Emergency Assistance:**

- System created for providing financial support for critical medical requirements of students, alumni, and staff members
- Hospital bill reimbursement beyond capacity
- Free medical check-ups through MoU with Dr. Sudarshan Chakrabarti Medical Trust

Scholarships and Aid:

- 619 students benefitted from scholarships and financial aid during the year
- Support provided to underprivileged students for educational materials

Faculty and Staff Welfare**Comprehensive Benefits:**

- Pension scheme for all faculty and staff
- Interest-free loans available
- EPF (Employee Provident Fund) scheme
- Free vegetarian lunch
- Festive bonus
- Foreign visit incentives
- Tuition fee reimbursement for children of employees

Leave Provisions:

- 7 casual leaves per year
- 33 earned leaves per year
- 7 medical leaves per year (extended for severe medical situations)
- 6 months maternity leave for women employees
- 2 weeks paternity leave for male employees
- Study leave for higher education and special training

Data and Metrics

Performance Indicator	Achievement
Total student enrollment	5,515
Full-time teachers	349
Value-added courses offered	1,590
Students enrolled in value-added courses	9,383
Students in field work/projects/internships	4,411

Final year students passed	1,507
Scholarship beneficiaries	619
Students receiving guidance/coaching	4,285
Extension and outreach programs	35
Students participating in extension activities	5,489
Workshops/seminars conducted	60
Student startups supported	200+
Innovations incubated	513
Inner Wheel Club beneficiaries	363
Inner Wheel Club investment	Rs. 30,000
Computer systems available	2,426
CCTV cameras for safety	987

Table 1: Key Performance Indicators for SDG 10 (2022-2023)

Partnerships and Collaborations

Educational Partnerships

E-Learning Platforms:

- MoU with Coursera for free licenses to all students
- Partnership with LinkedIn Learning (18,000 courses)
- Access to NPTEL (2,000+ courses)
- IEM Learning platform (200 courses)

Community and Social Organizations

NGO Collaborations:

- Lions Club of Kolkata IEM
- Rotary Club of Salt Lake Silicon Valley

- Inner Wheel Club of IEM
- Kolkata Nivedita Shakti
- VIBHA

Government and Academic Bodies:

- Department of Science and Technology (DST)
- Ministry of MSME
- West Bengal Government
- Jadavpur University

Challenges, Institutional Responses, and Mitigation Strategies

The institution continuously strives to address diverse challenges arising from dynamic academic, social, and technological landscapes. One of the key challenges lies in keeping the curriculum updated to match rapid industry and technological advancements while ensuring faculty receive adequate training. To mitigate this, continuous benchmarking with international standards and active collaboration with industry partners have been prioritized, ensuring that course content remains contemporary and skill-oriented.

Securing sustained external financial support for research, innovation, and social outreach initiatives remains another challenge. The institution addresses this through various funding schemes, including internal seed money grants amounting to Rs. 267.30 lakhs, which encourage faculty and students to undertake impactful research and community projects.

The diversity of learning aptitudes among students, including slow and advanced learners, requires differentiated instructional approaches. To enhance inclusivity and access, the institution promotes the use of free online courses and digital platforms, fostering self-paced learning for all.

Addressing the stigma associated with mental health issues continues to be a social priority. Counseling services, awareness campaigns, and partnerships with NGOs and local clubs support holistic well-being and mental health education across campus.

Balancing socio-cultural diversity with academic excellence demands conscious efforts toward inclusion and harmony. Policies that encourage observance of regional festivals, vernacular language support, and inter-cultural events nurture an environment of mutual respect and belonging.

Finally, managing multiple community welfare initiatives within limited resources remains a logistical challenge. However, the institution's strong collaborations with NGOs, social

organizations, and its network of more than 200 startups and innovation labs (513 innovations incubated) collectively enhance its ability to extend meaningful community outreach while enriching student learning through real-world engagement.

Future Roadmap and Strategic Plan (2023-24 and Beyond)

- Expand vocational training programs targeting underprivileged youth and specially-abled individuals to boost employability
- Increase outreach and humanitarian support activities through strengthened collaboration with Inner Wheel Club, Lions Club, and Rotary Club
- Enhance scholarship programs and financial aid for economically disadvantaged students
- Strengthen partnerships with educational institutions, NGOs, and government bodies for technology access and sustainable livelihood initiatives
- Promote cultural inclusivity through more community events, awareness campaigns, and mental health initiatives
- Expand digital learning platforms to reach diverse learners with flexible education resources
- Increase the number of bridge courses and support programs for slow learners
- Develop more specialized innovation labs to support student entrepreneurship

Conclusion

IEM Kolkata's SDG 10 efforts reduced inequalities through inclusive education, scholarships for underprivileged students, and accessible infrastructure. Community initiatives, health camps, and collaborations with NGOs, Rotary, and Lions Clubs empowered marginalized groups, supporting 5,489 in extension activities. Skill development via 1,590 value-added courses and global platforms enhanced employability. These measures built social cohesion and equity. Future plans include expanding vocational training, scholarships, and outreach for sustained inclusive growth.

Photo Gallery



Project Dugga (23 September 2022) at SAMPARK, Kolkata—distribution of new clothes and a joyful pre-puja celebration with 44 underprivileged students (Category SHEROES: E, H & S). Total project cost: ₹10,000.



Project Amar Kaali (20 October 2022)—celebratory outreach with 54 children (Category SHEROES: E, H & S) through distribution of clothes, crackers, and sweets. Total project cost: ₹10,000



*Dr. Arun Kumar Bar (Principal, Institute of Engineering & Management, Kolkata)
delivered his talk on “Internal compliance Committee”.*



*Project Vandana (26 January 2023), organized by IWC IEM Kolkata, District 329—
literacy initiative for 20 underprivileged children in Salt Lake through “Hatey Khor,”
including distribution of slates, books, stationery, colours, and food packets. Total project
cost: ₹2,000 (Category SHEROES: E, H & S)*