

Sustainability Development Report (2023-24)

SDG 16: Peace, Justice and Strong Institutions



Executive Summary

The Institute of Engineering & Management (IEM), Kolkata, for the reporting year 2023-24, demonstrates strong commitment to Sustainable Development Goal 16, focusing on peace, justice, and strong institutions. IEM integrates governance, transparency, inclusivity, and community engagement into its academic and operational framework. Key achievements include maintaining autonomous status, accreditation excellence, robust governance oversight, financial transparency, enhanced campus safety, and expansive student welfare systems. The report highlights institutional governance, safety measures, curriculum integration of legal literacy, inclusivity, community outreach, research capacity, and future goals geared toward advancing institutional justice and participative democracy.

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Overview and Context

The Institute of Engineering & Management (IEM), Kolkata, located in Salt Lake, Sector-V, Electronics Complex, reaffirms its commitment to SDG 16 by integrating governance, justice, transparency, inclusivity, and community engagement into its academic and operational frameworks. The institution continues to uphold safety protocols, transparent ethics, and widespread institutional participation to cultivate strong and peaceful institutional cultures for 2023-24.

Core Mandate

The core mandate of Sustainable Development Goal (SDG) 16 is to promote peaceful and inclusive societies, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels. It focuses on reducing violence, ensuring rule of law, and guaranteeing transparent governance to sustain development and human rights.

Annual Targets

- Strengthen statutory, grievance redressal, and transparency committees.
- Enhance promotion of legal literacy and constitutional awareness embedded in curriculum and student programs.
- Invest in advanced campus-wide digital safety infrastructure and governance transparency.
- Inculcate ethical conduct and accountability across all institutional activities.
- Increase outreach programs promoting social cohesion, justice, and participative democracy.
- Broaden inclusivity in institutional structures and community engagement.

Key Initiatives and Programs

- **Autonomous Status:** The autonomous status granted in 2019 continues to facilitate flexible academic governance aligned with institutional accountability.
- **Accreditation Excellence:** Maintained NAAC A Grade with CGPA 3.25 and NBA accreditation for ECE and MBA departments emphasizing governance quality.

- **IQAC Initiatives:** Conducted multiple IQAC meetings driving quality enhancement and ensuring participative management with stakeholder feedback.
- **Governance Oversight:** Placed AQAR reports before the Board of Governors regularly to ensure democratic governance and transparency.
- **Financial Transparency:** Institutional finances audited internally and externally with published reports for stakeholder access.
- **Student Welfare:** Provision of financial and medical assistance systems reflecting institutional justice and care.
- **Safety Infrastructure:** Enhanced electronic surveillance with extensive CCTV coverage and dedicated security personnel.

Institutional Governance and Policy Framework

Statutory Bodies and Committees

- **Academic Governance:**
 - **Board of Governors:** Highest decision-making body ensuring participative and democratic oversight.
 - **Academic Council:** Supreme academic matters body with internal and external members.
 - **Board of Studies:** Departmental academic planning including industry and alumni inputs.
 - **IQAC:** Quality assurance and participative management across stakeholders.
- **Welfare and Redressal Committees:**
 - **Internal Complaints Committee (ICC):** Addressing harassment and grievances with 24x7 operation and emergency contacts across campus.
 - **Anti-Ragging Committee:** Enforcing zero-tolerance policy with mandatory admissions compliance.
 - **Student Grievance Redressal Committee:** Timely resolutions of student grievances.
 - **Examination Grievance Redressal Committee:** Successfully redressed examination-related complaints.

Governance Principles

- **Participatory Management:**
 - Inclusive decision-making involving students, staff, and faculty.
 - Daily morning briefings for academic and administrative coordination.
 - Broad representation in multiple institutional committees guaranteeing voice for all employees and students.
- **Decentralization and Delegation:**
 - Clear institutional hierarchy with empowered departmental heads.
 - Allocation of contingency funds supporting decentralized decision-making.
 - Faculty involvement in course design and governance.
- **Transparency and Accountability:**
 - Comprehensive stakeholder feedback systems publicly accessible online.
 - Publication of annual reports, newsletters, and AQAR.
 - 360-degree feedback and continuous quality improvement mechanisms.

Campus Safety and Security

- **Electronic Surveillance:**
 - Extensive CCTV installation covering all campus areas.
 - Monitoring of all entries, exits, and hostel timings.
 - Visitor registration systems ensuring controlled access.
- **Security Personnel:**
 - Dedicated security officers ensuring 24x7 campus safety.
 - Ongoing security training and emergency protocol implementation.
- **Women's Safety Measures:**
 - 24x7 ICC with emergency contact visibility.
 - Regular self-defence classes and orientation programs on respectful behavior.
 - Policies ensuring restricted and safe campus access.
- **Safety Training and Awareness:**
 - Routine safety drills and awareness sessions for students and staff.
 - Zero tolerance policy for harassment, ragging, and discrimination strictly enforced.

Curriculum & Student Awareness

- **Constitutional and Legal Literacy:**
 - Mandatory courses on Constitution of India, Values and Ethics, and Professional Ethics integrated thoroughly.
 - Cross-cutting inclusion of human values, gender sensitivity, and environmental responsibility.
- **Citizenship Education:**
 - Compulsory morning assemblies fostering civic awareness through national anthem, motivational quotes, and historical reflections.
 - Celebrations of national days emphasizing constitutional duties and peaceful coexistence.
- **Student Engagement:**
 - Workshops, seminars, and active student clubs promoting legal literacy and social justice awareness.

Inclusive Institutional Structures

- Equity-driven leadership appointments without gender bias.
- Disabled-friendly infrastructure with ramps, accessible washrooms, signage, and assistive technologies.
- Ongoing gender-sensitivity and inclusivity training across campus community.
- Safe environment assured through harassment redressal and self-defence programs.

Community & Outreach Engagement

- Organized over 35 extension and outreach programs with participation of over 5,000 students.
- Collaborative initiatives with NGOs, Rotary Club, Lions Club, and Inner Wheel Club addressing education, health, sanitation, and animal welfare.
- Annual cultural, social, and environmental programs fostering community inclusion and social cohesion.
- Pet Society care projects supporting stray animals around campus, promoting compassion.

Research & Capacity-Building

- Ethical research supported by active Research Advisory and Ethics Committees with mandatory plagiarism checks.
- Research funding exceeding Rs. 43.8 crore catalyzing innovation in sustainable development and governance topics.
- Professional development via workshops on research methodology, intellectual property, entrepreneurship, and skill enhancement.
- Extensive publication output with publications in CARE journals, edited volumes, and secured patents.

Data and Metrics

Indicator	Achievement
IQAC Meetings Held	Multiple
Board of Governors Oversight	Regular meetings
NAAC Accreditation	A Grade (CGPA 3.25)
NBA Accreditation	Valid for ECE and MBA
Autonomous Status	Since January 2019
CCTV Cameras	Enhanced from previous year
Security Officers	Increased coverage
ICC Operational Status	24x7 with emergency contacts
Student Grievances Resolved	Timely resolutions
Total Students	Approximately 5,500
Student-Teacher Ratio	Approx. 16:1
Mentors Assigned	Over 430
Students Placed	Over 1,100
Higher Education Progression	Over 150
Competitive Exam Qualifications	Over 130

Extension Program Participation	Over 5,000 students
Research Funding	Rs. 43.8 crore
Active Research Projects	Over 80
PhD Students Registered	Nearly 80
Publication Count	1220 Scopus publication
Workshops Organized	Over 60

Challenges and Mitigation Strategies

- Limited continuous engagement of diverse stakeholders hinders inclusive governance. Mitigate by fostering structured, ongoing dialogues and collaborative decision-making platforms to ensure broad participation.
- Narrow reach of participative governance and grievance systems restricts citizen involvement. Address by expanding digital platforms for engagement, grievance redressal, and real-time monitoring to enhance accountability.
- Low legal literacy and weak civic education limit citizen empowerment. Counteract through deepening legal literacy outreach and embedding comprehensive citizenship education within school and higher education curricula.
- Institutional exclusions and accessibility barriers prevent equal participation. Mitigate by strengthening institutional inclusivity and upgrading accessibility infrastructure regularly for marginalized and differently-abled groups.
- Deficient research ethics culture affects academic integrity. Promote an active ethos of research ethics and integrity via peer review mechanisms and mandatory ethical certifications.
- Inadequate student welfare systems impact mental health and emergency support. Scale up welfare initiatives focusing on mental health services, counseling, and emergency response frameworks for students.
- Campus conflicts and social disharmony undermine peaceful coexistence. Institutionalize peace-building and conflict resolution programs to foster mediation, dialogue, and sustained campus harmony.

Future Plans and Roadmap

- Implement real-time digital governance platforms enabling inclusive, transparent decision tracking.
- Create a legal literacy cell offering regular workshops and consultation services.
- Achieve universal campus surveillance through AI-enabled security systems by 2025.
- Launch mobile application for streamlined grievance submission and faster resolution.
- Establish Center of Excellence for Research Ethics providing training, audits, and resource hub functionality.
- Expand "Justice for All" community outreach to reach 10,000+ beneficiaries annually.
- Enhance student welfare with 24x7 health centers, increased counseling, and robust emergency protocols.
- Achieve 100% faculty participation in governance and research ethics training programs.
- Attain universal accessibility certification and comprehensive anti-discrimination training.
- Develop a dedicated conflict resolution center fostering peace education and mediation.

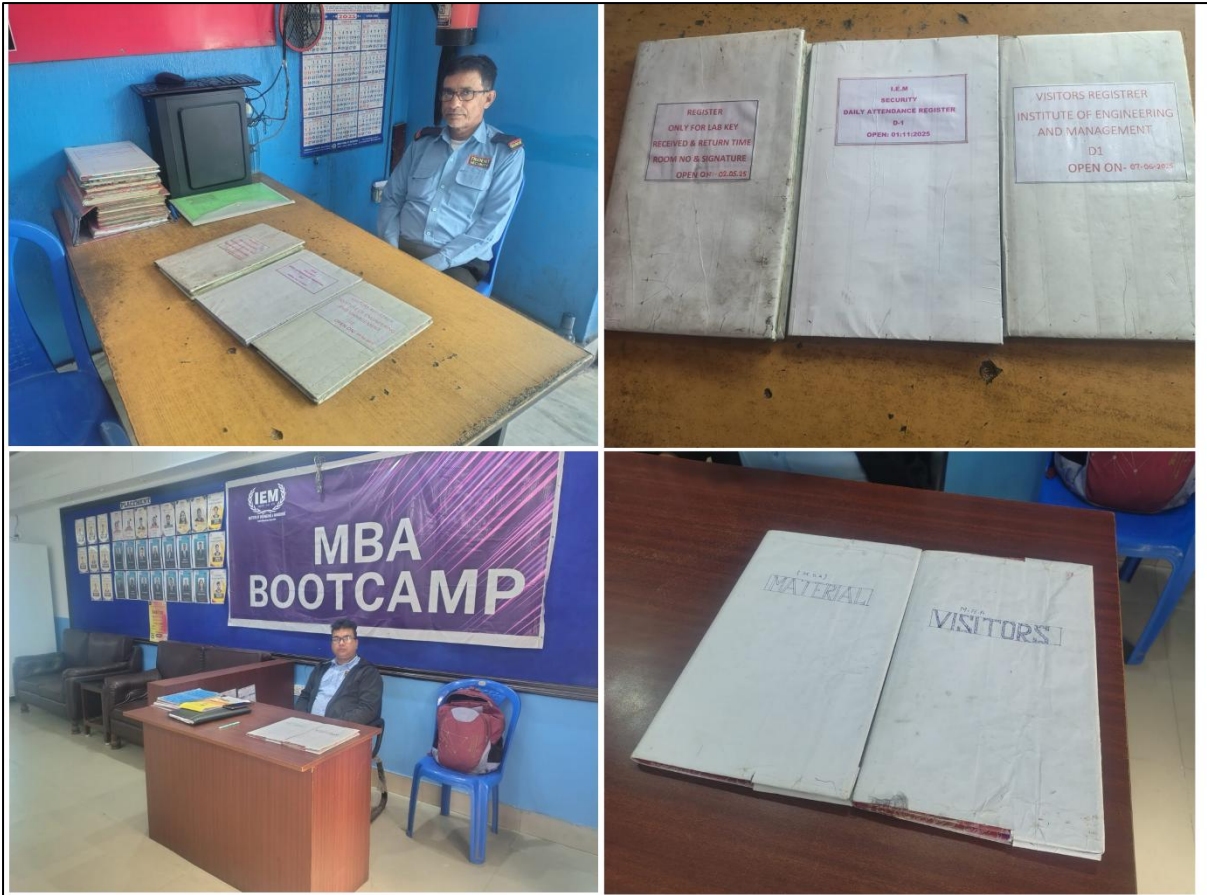
Photo Gallery



Security at front gate of IEM Salt Lake Campus



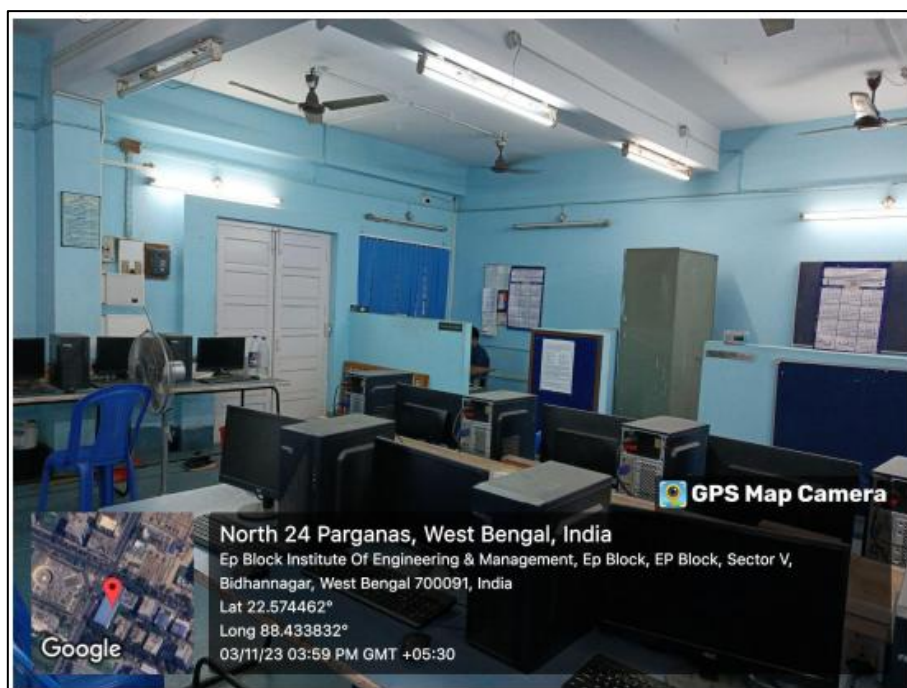
Security Personnel at the front gate of our Campuses



Security Personnel with Visitor Registration system at the front gate of our Campuses



CCTV Cameras in Faculty Room



CCTV Cameras in all the Labs



CCTV Cameras in all the classrooms



Campus Surveillance through CCTV Cameras