

SUSTAINABILITY DEVELOPMENT REPORT 2022-23

SDG5: Gender Equality

Executive Summary

The Institute of Engineering and Management (IEM) Kolkata is committed to advancing Sustainable Development Goal 5: Gender Equality by ensuring equal opportunities, promoting women's participation and leadership, fostering a safe and inclusive campus environment, and eliminating discrimination against women and girls. In the academic year 2022-23, IEM implemented comprehensive gender equity policies, enhanced women's safety infrastructure, conducted sensitization programs, promoted women in leadership positions, and formalized support mechanisms for addressing gender-based concerns. The institution's multi-faceted approach integrates equality in education, career advancement, safety provisions, and community engagement.

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Vision, Mission, and Strategic Objectives

Vision Statement

IEM seeks to create an inclusive academic environment where every individual, regardless of gender, enjoys equal rights, opportunities, and respect, while striving to eliminate discrimination and empower women and girls both within the campus and in surrounding communities.

Mission Statement:

The mission for SDG 5 centers on maintaining gender-neutral policies in admissions, recruitment, and career advancement; ensuring safety through robust infrastructure and complaint mechanisms; providing mentorship and leadership opportunities for women; and conducting regular awareness programs on gender equality, women's rights, and prevention of harassment.

Strategic Objectives for 2022-23:

1. Ensure equal access to education for women across all programs with gender-neutral admission policies and support mechanisms.
2. Maintain women in leadership positions including Registrar, Principal, Deans, and Head of Departments as role models.
3. Operate a functional Internal Complaints Committee (ICC) to address sexual harassment complaints with strict confidentiality.
4. Provide comprehensive safety infrastructure including CCTV surveillance, security officers, and monitored access systems.
5. Conduct regular gender sensitization workshops and awareness programs for students, faculty, and staff.
6. Ensure equal opportunities for career development, research funding, and professional advancement regardless of gender.

Comprehensive Gender Equality Initiatives

Equal Access to Education and Facilities

IEM operates as a co-educational institution with gender-neutral policies governing admissions, curriculum access, and facilities utilization. During 2022-23, the campus enrolled 5,515 students across 21 programs, with women students represented across all disciplines including engineering, management, computer applications, and sciences.

The institution maintains uniform academic standards and provides equal access to:

- Laboratories, workshops, and research facilities without gender-based restrictions
- Library resources and digital learning platforms accessible 24/7
- Sports facilities, gymnasiums, and wellness centers for all students
- Hostels with dedicated accommodation for women students with appropriate safety measures
- Computer systems (2,426 total) and ICT-enabled classrooms (84) for all students
- Scholarships and financial assistance based on merit and need, not gender

Gender-neutral uniforms are mandated throughout the institution, eliminating visible markers of differentiation and promoting equality.

Women in Leadership and Decision-Making

IEM actively promotes women's representation in institutional leadership and governance structures. During 2022-23, women held significant positions including:

- Multiple Deanships held by women faculty members
- Head of Department positions across various academic departments
- Leadership of Placement Cell ensuring equal career opportunities
- Representation on statutory committees including Academic Council, Board of Studies, and Governing Body

Among 349 full-time faculty members, women are represented across all ranks including professors, associate professors, and assistant professors. Faculty selection committees ensure gender balance, and promotions are merit-based without gender discrimination.

The institution's Internal Quality Assurance Cell (IQAC) includes women members, ensuring gender perspectives inform quality enhancement initiatives.

Safety and Security Infrastructure

IEM has established comprehensive safety infrastructure to ensure a secure environment for all members, with particular attention to women's safety concerns:

Surveillance and Monitoring:

- 987 CCTV cameras installed across all campuses providing comprehensive coverage
- 24/7 electronic surveillance monitored by security personnel
- 17 security officers deployed at strategic locations throughout campus
- Visitor registration systems requiring entry documentation
- Alumni registration encouraged for campus access tracking

Access Control:

- Monitored hostel entry and exit timings with attendance systems
- Restricted access to campus during late hours with security clearance
- Emergency contact numbers displayed prominently across campus corridors
- Direct communication channels to security control rooms

Support Facilities:

- Dedicated women's restrooms on every floor of all buildings
- Separate parking areas for women students and staff
- Well-lit pathways and common areas ensuring visibility

- Emergency call points installed at strategic locations

Internal Complaints Committee and Redressal Mechanisms

IEM operates a fully functional Internal Complaints Committee (ICC) established under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The committee operates year-round addressing complaints related to sexual harassment and gender-based discrimination.

ICC Features:

- Composition includes women faculty members, external experts, and student representatives
- 24/7 emergency contact number displayed across all campus corridors
- Strict confidentiality maintained for all complaints and proceedings
- Prompt investigation and resolution within statutory timelines
- Disciplinary actions implemented following committee recommendations
- Regular reporting to institutional governance bodies

During 2022-23, the ICC conducted awareness sessions, received and processed complaints, and ensured timely redressal with appropriate actions. The committee maintains detailed records while protecting complainant identities.

Gender Sensitization and Awareness Programs

IEM conducts comprehensive gender sensitization programs throughout the academic year, targeting students, faculty, staff, and community members:

Workshops and Training:

- Gender equality workshops organized quarterly for all stakeholder groups
- Sexual harassment prevention training during orientation programs
- Self-defense classes conducted regularly for women students
- Leadership training programs specifically designed for women

- Mentorship programs connecting senior and junior women students

Awareness Campaigns:

- International Women's Day celebrated annually on March 8 with special programs
- National Girl Child Day observed on January 24 with awareness activities
- Virangana workshops emphasizing women's education, health, and empowerment
- Panel discussions, debates, and seminars on women-related themes
- Distribution of awareness materials on women's rights and legal protections

Collaboration and Partnerships:

Training programs are conducted in collaboration with organizations including:

- Rotary Club conducting gender equality workshops
- Lions Club organizing awareness programs
- Inner Wheel Club facilitating women's empowerment initiatives
- Kolkata Nivedita Shakti partnering for community outreach

During orientation programs, all incoming students receive mandatory gender sensitization training emphasizing respect, equality, and zero tolerance for harassment.

Career Development and Professional Advancement

IEM ensures equal opportunities for career development and professional growth without gender-based discrimination:

Faculty Development:

- Equal access to Faculty Development Programs (FDPs) for all faculty members
- Financial support for conference attendance (217 teachers supported during 2022-23)
- Research funding and seed money allocated based on merit, not gender (₹267.30 lakhs provided)

- Publication incentives and patent filing support available equally
- International fellowship opportunities (76 teachers awarded during 2022-23)

Student Career Support:

- Placement Cell led by women ensuring equal opportunities for all students
- 1,194 students placed during 2022-23 across various industries
- Career counseling and guidance provided equally to all students
- Skill development programs including Essential Studies for Professionals (ESP)
- Entrepreneurship support through IEM-IEDC for startups initiated by all genders

Research and Innovation:

- 128 research guides recognized, including women faculty members
- 79 PhD students registered during 2022-23 including women scholars
- Research laboratories accessible equally to all researchers
- Collaborative research projects involving women faculty and students
- Publication opportunities in CARE journals and international conferences

Maternity Benefits and Family Support

IEM provides comprehensive maternity and family support benefits ensuring women faculty and staff can balance professional and personal responsibilities:

- Six months maternity leave for women employees with job security
- Two weeks paternity leave for male employees supporting shared parenting responsibilities
- Flexible working arrangements during pregnancy and early childcare period
- Medical facilities and group accident insurance for all employees
- Reimbursement of tuition fees for children of employees regardless of parent's gender

- Interest-free loans available to all employees for personal needs

Curriculum Integration and Value Education

Gender equality and women's empowerment topics are integrated into academic curriculum:

- Constitution of India course including fundamental rights and gender equality provisions
- Values and Ethics course addressing gender discrimination and respect
- Organizational Behavior curriculum covering workplace equality and diversity
- Environmental Science and Principles of Management courses incorporating gender perspectives
- Case studies and projects addressing gender issues across disciplines

Student clubs and societies promote women's participation:

- Women in Science and Engineering society providing networking and mentorship
- Women in Business society promoting women's leadership in commerce
- Women in Medicine society supporting women medical students
- Active participation of women students in technical festivals, hackathons, and competitions
- Leadership roles in student chapters of professional societies (IEEE, ISTE, etc.)

Community Outreach and Social Impact

IEM extends its gender equality commitment beyond campus boundaries through outreach programs:

- National Service Scheme (NSS) conducting gender equality awareness in communities
- Distribution of sanitary napkins and hygiene kits to underprivileged women and girls

- Nutrition and health workshops for women in slum areas and marginalized communities
- Collaboration with NGOs for women's skill development and livelihood programs
- Support for child care homes and institutions serving girl children

During 2022-23, over 2,000 student volunteers participated in community programs addressing gender inequality and women's empowerment.

Data and metrics

Performance Indicator	Annual Target	Achievement
Women in leadership positions	15+	18
ICC complaints resolved within 48 hours	100%	Achieved
CCTV cameras operational	950+	987
Gender sensitization workshops conducted	8	12
Self-defense training sessions	6	8
Student volunteers in gender equality programs	1,500	2,000+
Women faculty receiving research funding	Equal access	Achieved
Maternity leave provision compliance	100%	100%

Challenges, Response, and Mitigation

Challenges

- Addressing deep-rooted gender stereotypes and unconscious bias in academic and professional settings
- Ensuring consistent gender sensitivity across diverse stakeholder groups

- Balancing safety measures with maintaining an open and accessible campus environment
- Encouraging women's participation in traditionally male-dominated fields
- Mobilizing sustained engagement in long-term behavioral change initiatives
- Addressing work-life balance concerns for women faculty and staff

Mitigation Responses

- Implemented mandatory gender sensitization training during orientation and regular intervals
- Established mentorship programs pairing senior women faculty with junior colleagues
- Enhanced safety infrastructure with technology-enabled surveillance and monitoring
- Created women-focused societies and networks in STEM disciplines
- Integrated gender equality modules across curriculum and value education courses
- Provided flexible working arrangements and comprehensive maternity benefits
- Engaged male students and faculty as allies in gender equality initiatives
- Established clear protocols and strict disciplinary measures for violations

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

- Increase representation of women in senior leadership positions to 40% by 2025
- Expand gender sensitization programs to include community members and parents
- Develop advanced training modules on unconscious bias and inclusive leadership
- Establish dedicated Women's Center providing counseling, mentorship, and support services
- Launch women-focused entrepreneurship programs and startup incubation

- Strengthen partnerships with industries promoting women's employment in technical fields
- Implement gender-disaggregated data collection and monitoring systems
- Create safe transportation facilities for women students and staff during late hours
- Organize annual Gender Equality Conclave bringing together stakeholders and experts
- Develop research projects addressing gender issues in Indian higher education context

Conclusion

IEM Kolkata's comprehensive strategy for SDG 5: Gender Equality demonstrates unwavering institutional commitment to equal rights, opportunities, and safety for all individuals regardless of gender. By ensuring equal access to education, promoting women in leadership, maintaining robust safety infrastructure, operating effective complaint redressal mechanisms, and conducting regular sensitization programs, IEM establishes itself as a model for gender-inclusive higher education institutions.

Collaborative efforts between administration, faculty, students, ICC, and community partners continue to drive cultural transformation and systemic change, positioning IEM at the forefront of gender equality initiatives in academic institutions for 2023 and beyond. The institution recognizes that achieving true gender equality requires sustained commitment, continuous improvement, and engagement of all stakeholders in creating a just and equitable society.

Photo Gallery



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



Celebration of International Women's Day