



**SUSTAINABLE
DEVELOPMENT**

GOALS

KIIT Sustainable Development Report 2024



5 GENDER EQUALITY



KALINGA INSTITUTE OF INDUSTRIAL TECHNOLOGY

KIIT Deemed to be University

(Declared U/S 3 of UGC Act, 1956), Bhubaneswar, Odisha, India

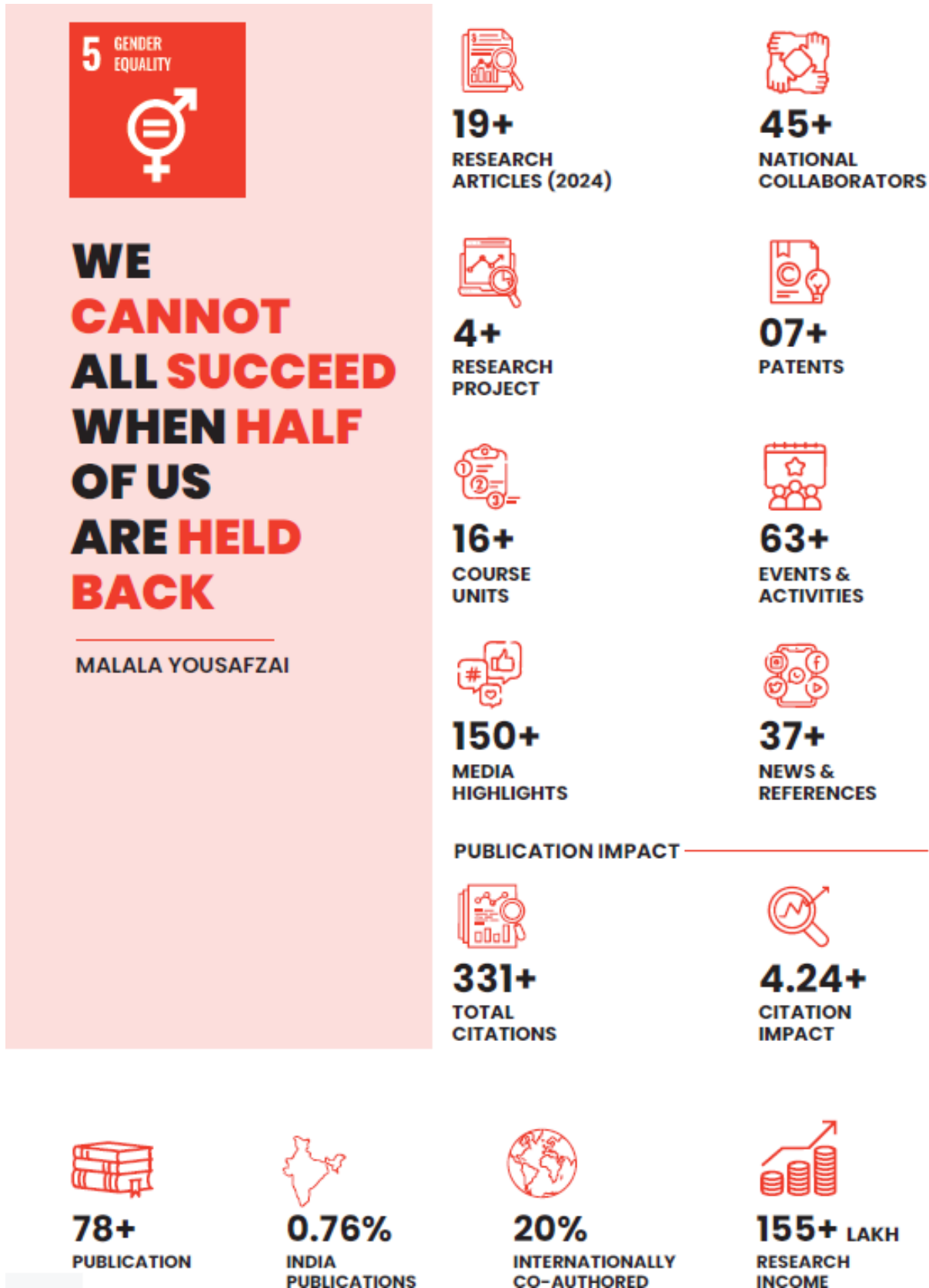
5. Introduction

KIIT University is strongly committed to promoting **SDG 5 – Gender Equality** through research, education, and targeted initiatives that empower women and promote equal opportunities. The university conducts research focused on gender equality, women’s empowerment, and the social, economic, and cultural barriers affecting women’s progress. KIIT actively supports first-generation female students by providing scholarships, mentoring programs, and dedicated support services to ensure their access to quality education. Measures to enhance student access include safe campus environments, flexible learning options, and awareness programs promoting gender sensitivity. The university also promotes the advancement of senior female academics, encouraging leadership roles and research contributions in various disciplines. Each year, a significant number of women graduate from KIIT, equipped with the skills and confidence to succeed in diverse professional fields. Progress is continuously measured through gender equity policies, representation in decision-making bodies, and initiatives aimed at reducing gender disparities. Sustainability is embedded in these efforts by fostering an inclusive campus culture, promoting gender-responsive policies, and conducting research on sustainable gender equality practices that contribute to long-term social development.

The SDG 5 (Gender Equality) report focuses on the progress, key initiatives, and impact achievements across the following targets:

TARGET 5-1 END DISCRIMINATION AGAINST WOMEN AND GIRLS	TARGET 5-2 END ALL VIOLENCE AGAINST AND EXPLOITATION OF WOMEN AND GIRLS	TARGET 5-3 ELIMINATE FORCED MARRIAGES AND GENITAL MUTILATION	TARGET 5-4 VALUE UNPAID CARE AND PROMOTE SHARED DOMESTIC RESPONSIBILITIES	TARGET 5-5 ENSURE FULL PARTICIPATION IN LEADERSHIP AND DECISION-MAKING
TARGET 5-6 UNIVERSAL ACCESS TO REPRODUCTIVE HEALTH AND RIGHTS	TARGET 5-A EQUAL RIGHTS TO ECONOMIC RESOURCES, PROPERTY OWNERSHIP AND FINANCIAL SERVICES	TARGET 5-B PROMOTE EMPOWERMENT OF WOMEN THROUGH TECHNOLOGY	TARGET 5-C ADOPT AND STRENGTHEN POLICIES AND ENFORCEABLE LEGISLATION FOR GENDER EQUALITY	

5.1 KIIT's Commitment to SDG 5 (Gender Equality): Research Publications, Patents Filed, Global Collaborations, Citations Received, Events Organized, and Community Activities – Key Figures



5.2 Access to University Track Female Applications

The KIIT Deemed to be University as a body measures/tracks applications & admissions of underrepresented (and potentially underrepresented) groups including ethnic minorities, low-income students, non-traditional students, women, LGBT students, disabled students, and newly settled refugee/displaced students etc.

- ❖ **Tracking Women's Graduation Rates:** The university monitors female student enrollment and graduation rates to assess progress in gender parity. There has been a steady increase in women graduating in various fields, reflecting the effectiveness of affirmative policies.

In 2024, the university's student and staff community reflected strong diversity, inclusivity, and global representation:

1. **58% of students were female, with 7% enrolled in non-traditional disciplines such as engineering and technology. (Gender Representation)**
2. **56% of academic staff were female, reflecting the university's commitment to gender balance in academia. (Gender Equity among Staff)**
3. **63% of the student body were the first in their families to pursue higher education. (First-Generation Learners)**
4. **The university proudly includes 02 transgender academic staff members, reinforcing its commitment to inclusivity and equal opportunity. (Gender Diversity)**

5.3 Student Access Measures

- ❖ **Women's Recruitment & HR Policies:** KIIT University maintains a gender-neutral recruitment policy, promoting equal opportunities for all candidates. The University emphasizes inclusivity and equal representation in its hiring practices. Additionally, KIIT offers a 30% reservation for women candidates.
 - The University stringently follows the reservation policy as formulated by Government of India. The admission is strictly on merit through entrance examination (KIITEE), precatory conducted online by the University. Provision of web-based test is also available for students from abroad.
<https://kiitee.kiit.ac.in/admission-policy/>
 - **Girls' Admission & Reservation Policy**
KIIT adheres to the following reservation policy for admissions:
 - ✓ Scheduled Caste (SC): 15%
 - ✓ Scheduled Tribe (ST): 7.5%
 - ✓ Physically Challenged (PC): 3% (limited to locomotory disabilities)
 - ✓ Women Candidates: 30% of seats in each category are reserved for women

These reservations aim to promote gender diversity and inclusivity in higher education.

- ❖ **Kanya Kiran – Awareness & Advocacy Program**

Initiated by KIIT DU sister concern KISS in collaboration with UN Women, the Kanya Kiran program is a state-wide awareness campaign aimed at preventing violence against women and girls. Launched in 2018, the program includes over 200 public meetings across Odisha, engaging more than 3,000 staff and 27,000 students and their guardians. The campaign focuses on educating communities about women's rights and combating social evils affecting women and girls.

<https://news.kiit.ac.in/kiss/kanya-kiran-awareness-programme/>

- **Kanya Kiran- Empowering Women**

Launched with UN Women and the Kalinga Fellowship, the *Kanya Kiran* program reached every Panchayat in Odisha, raising awareness on violence against women and girls. Over 3,000 KIIT staff, mainly women, led village-level campaigns promoting gender equality, hygiene, and environmental awareness.

In the year of 2024, National Girl Child Day and the International Day of Education were celebrated by 'Kanya Kiran' across 52 places including 30 district headquarters of Odisha.



- ❖ **Women's Application in Underrepresented Subjects**

Women Candidates: 30% of seats in each category are reserved for Female

Research for Health Solutions: At KIIT University, our research initiatives are strongly aligned with Sustainable Development Goal 5: Gender Equality. We are committed to identifying and addressing the systemic and social barriers that hinder gender equity, both within academic spaces and in the broader community. Through interdisciplinary research across fields such as sociology, law, public health, and education, we explore issues like gender-based violence, women's participation in STEM, access to education and healthcare, and economic empowerment. These research efforts inform our outreach programs, policy recommendations, and institutional practices—ensuring that the knowledge we generate leads to real-world impact, empowering women and marginalized genders and promoting a more inclusive and equitable society.

5.6 Women's Progress Measures

KIIT's grievance cell for women includes the Internal Complaints Committee (ICC), which handles sexual harassment cases, and the Women Forum, which addresses broader issues of gender equality and empowerment. For general grievances, students can also contact the Student Grievance Redressal Committee (SGRC) or the PSP (Parents, Students, Staff, and Public) cell.

<https://kiit.ac.in/grievance/>

- ❖ **Policy of Non-Discrimination against Women**

Anti-Discrimination Policies:

Extract for Clause 3.1 of Human Resource Manual states that 'In order to provide equal employment and advancement opportunities to all individuals, employment decisions at KIIT Deemed to be University will be based on merit, qualifications and abilities. KIIT does not discriminate in employment opportunities or practices based on race, colour, religion, sex, national origin or disability. Employees with questions or concerns about discrimination in the workplace are encouraged to bring these issues to the attention of their supervisor. Employees can raise concerns and make reports without any fear. Anyone found to be engaging in unlawful discrimination will be subject to disciplinary action, including termination of employment.'

- KIIT will not adversely discriminate, and prohibits other adverse discrimination at the workplace, based on religion, race, caste, sex, place of birth, descent, sexual orientation, gender identity, disability, age or any of them (“Discrimination Characteristics”). KIIT will not condone any adverse discrimination against any person on its premises, whether that person is its students or employee or otherwise.
- Any person who believes himself or herself to have been subjected to adverse discrimination based on the Discrimination Characteristics is encouraged to bring the matter to the attention of the Internal Complaint Committee (ICC: <https://kiit.ac.in/internal-complaint-committee/#>) of KIIT at the earliest practical opportunity. No person will be punished, retaliated against, or limited in employment or other opportunity for exercising anything set out in this Policy, or for filing a complaint, furnishing information for, or participating in an investigation, or any other activity related to the administration of this Policy.
- Any adverse discrimination or other action or behavior that constitutes a violation of law will be reported to the police.

<https://kiit.ac.in/equal-opportunity-policy/>

<https://kiit.ac.in/policies/>

The objectives of this Equal Opportunity (EEO) and Anti-Discrimination Policy are to ensure that all:

- KIIT’s employees or potential employees do not suffer unfair discrimination in the workplace.
- Individuals and groups within the KIIT work in an environment where all decisions are free of discrimination, where they have equal opportunity based on relevant abilities and merit.
- Employees are encouraged to take positive action towards promoting equal opportunity throughout the organization.
- Personnel actions, such as compensation, benefits, transfers, layoffs, company-sponsored training programs, and social and recreational programs, will be administered on a non- discriminatory basis.
- Application of Labour laws to be uniformly applied in the organization.

<https://kiit.ac.in/equality-diversity-and-inclusion-committee/>

<https://kiit.ac.in/wp-content/uploads/2023/04/HR-Manual.pdf>

❖ **Non-Discrimination Policies for Transgender:**

KIIT University is committed to providing an inclusive and supportive environment for LGBTQ students through non-discriminatory admissions policies, confidential tracking, and scholarship opportunities. Dedicated committees ensure protection from discrimination and harassment, offering mentoring, counseling, and wellness services including free medical support through the university’s hospital. LGBTQ students have access to optional dedicated accommodations with safe, gender-inclusive facilities. The university enforces equal treatment in teaching, learning, extracurricular activities, and sports with gender-inclusive policies. A cultural committee oversees safe participation of LGBTQ students in all cultural events, fostering an equitable and respectful campus community.

<https://kiit.ac.in/policies/lgbtq-students/>

❖ **Women’s Mentoring Schemes**

KIIT organizes regular events and workshops focusing on women’s career progression, empowerment, and leadership development. These initiatives aim to provide guidance and support to female students and staff, fostering an environment of growth and equality.

- **KIIT Women Forum – Empowerment & Support:** Established in February 2022, the KIIT Women Forum is dedicated to promoting gender equality and empowering women within the university. It addresses key issues related to women’s empowerment, offers skill training to foster female entrepreneurship, organizes workshops for women staff, provides platforms for female students’ co-curricular development, and invites cultural leaders and scholars to engage with the university community.

<https://kiit.ac.in/womenforum/>

- **Kamakshi & HeForShe:** Kamakshi and HeForShe are two societies at KIIT dedicated to empowering women and raising awareness about the challenges they face. They recently merged to create a unified platform that educates both girls and boys on issues of gender equality and safety. Their core belief is that true protection for women requires everyone—especially men—to stand together. These societies play a vital role in fostering a supportive and safe environment at KIIT and in the wider Bhubaneswar community.

➤ **Support Access for Women – Safety & Welfare**

KIIT provides several support mechanisms to ensure the safety and welfare of women on campus:

- ✓ 24×7 KIIT Women Helpline: +91 8114380770
- ✓ National Women Helpline: 181
- ✓ Emergency Response Support: 112
- ✓ UGC Toll-Free Number for Sexual - Harassment Complaints: 1800-111-656

These helplines are accessible to students, staff, and the public for reporting grievances or seeking assistance.

➤ **Mini Marathon by KIIT and KISS: 6,000 Women Run in Sarees at Pattathon**



KIIT-DU’s annual mini marathon, promoting the motto “Education for All,” was celebrated across 37 locations in Odisha and over 65 cities nationwide. A special highlight was the “Pattathon” in Bhubaneswar, where 6,000 women—including employees of KIIT, KISS, and KIMS—ran wearing traditional sarees to emphasize women’s empowerment and education. The race spanned from Shikharchandi Temple Square to the KISS Athletics Stadium. Kiran Mahato from Rourkela won the first prize of

Rs 50,000, with runners-up receiving cash prizes and traditional sarees, celebrating their spirited participation.

➤ **‘SASHAKT’ – A Programme on Women’s Safety & Empowerment Organized at KIIT:**



KIIT Deemed to be University’s National Service Scheme (NSS), in collaboration with the School of Economics and Commerce (KSEC) and the School of Electronics Engineering (KSOEE), organized the successful program “Sashakt – Women Safety and Empowerment,” blending academic discourse with cultural expression. Over 300 students participated in the event, which was graced by Ms. Sonali Parmer (I.P.S.) as Chief Guest and Prof. Krishna

Chakraborty, Dean of KSAC and Member of ICC, KIIT-DU, as Guest of Honor. Inspired by Prof. Achyuta Samanta, Founder of KIIT, KISS & KIMS, the program aimed to promote inclusivity and empowerment. Speakers emphasized the importance of equal opportunities for women and collective efforts to create a safe, thriving environment for women. KIIT's ongoing initiatives like Nanhi Pari and Kanya Kiran were acknowledged for their role in advancing women's safety and empowerment.

➤ KIIT Official Honoured with CII IWN Shakti Samman:



Ms. Gipsita Nayak, Deputy Director of the KIIT Student Activity Centre (KSAC), was honoured with the prestigious CII IWN Shakti Samman for her remarkable contributions to academics and research in fashion and styling. The award, presented by the Hon'ble Deputy Chief Minister of Odisha, recognises exceptional women achievers across India who demonstrate leadership and excellence in various fields. Ms. Nayak's distinguished career, including international experience in New York's fashion industry, has significantly influenced KIIT School of Fashion Technology's growth and innovation since 2022. Expressing gratitude to Dr. Achyuta Samanta, Founder of KIIT, KISS & KIMS, she dedicated the award to her team, highlighting their unwavering support and commitment.

❖ Staff and Faculty Recruitment Policy for Underrepresented Group

KIIT is committed to promoting equal employment opportunities and a workplace that is free of all forms of discrimination. Equal opportunity means that all staff experience fairness, impartiality and equal access to all career initiatives in KIIT. KIIT's Commitment to equal opportunity promotes an inclusive work environment that values and accepts the diverse cultural and social backgrounds of its staff. The Anti-Discrimination and Equal Opportunities Policy is consistent with the KIIT 's pursuit of excellence. This policy is underpinned by a set of values and key guiding principles in the building of a community of all employees. A fair number of staff and faculty members are from underrepresented group. More details can be found in below link:

<https://kiit.ac.in/equal-opportunity-policy/>

Various Planned Actions for Under-represented Groups are summarizing as follows: -

S. No.	Actions	Remarks
1	Scholarships	https://www.kiit.ac.in/academics/scholarships-fellowships/
2	Facilities, Initiatives and Policies for People with Disabilities	https://kiit.ac.in/facilities-for-differently-abled/
3	Education for All Summits	https://educationforall.kiit.ac.in/
4	Empowering the Tribal Children/Student	KIIT reserves 5% of seats for tribal students under a tuition fee waiver, offering free education in undergraduate, postgraduate, and Ph.D. programs across Science, Arts, and Commerce. In 2022, over 7,500 tribal students pursued higher education at KIIT. The University also provides full fee waivers for students from Below Poverty Line (BPL) families and supports meritorious low-income students through the "Earn While You Learn" scheme.

5	Skill Development Training Programme	http://skill.kiit.ac.in/programmes.html
6	Kanya Kiran Programme	https://kanyakiran.com/

➤ **YRC KIIT Volunteers Participate in National Women's Summit:**



YRC KIIT volunteers actively participated in the National Women's Summit 2025, organized by OYSS Women under the theme "Ending Violence Against Women: A New Road Map." The event began with a rally advocating women's rights, followed by impactful speeches from activist Manasi Pradhan and actress Archita Sahu, highlighting the urgency of combating gender-based violence. Volunteers engaged in discussions on policy reform and corporate responsibility and received certificates of participation. The summit

concluded with a community food distribution, reinforcing collective efforts to create a safer society. YRC counsellors motivated volunteers to apply their learnings in ongoing advocacy and support work.

❖ **KIIT-DU Maternity and Paternity Policy Supporting Women's Participation (Aligned with Government Norms)**

KIIT Deemed to be University (KIIT-DU) upholds a progressive Maternity and Paternity Policy that is fully aligned with Government of India norms, fostering gender equity and ensuring continued participation of women in both academic and professional spheres. The policy provides comprehensive support to female students and staff during and after pregnancy, helping them balance family responsibilities with their educational and career pursuits.

In accordance with the Maternity Benefit (Amendment) Act, 2017, KIIT-DU grants 180 days of paid maternity leave to female employees, which can be availed twice during their tenure. Likewise, Paternity leave of 15 days may be granted to male employees once in a career. The University also provides flexible work options and transitional support to facilitate a smooth return to the workplace post-maternity leave. For female students, academic flexibility is ensured through provisions such as extended deadlines, adjusted examination schedules, and other necessary accommodations to prevent any disruption in their education.

In line with Government guidelines promoting paternal involvement in caregiving, KIIT-DU extends paternity leave to male employees, encouraging shared family responsibilities and work-life balance.

Through these provisions, KIIT-DU reaffirms its commitment to national standards on gender equality and employee welfare, creating a supportive, inclusive, and family-friendly environment that empowers women to continue their academic and professional growth without compromising personal or family well-being.

<https://kiit.ac.in/wp-content/uploads/2023/04/HR->

[Manual.pdf?_gl=1*1640d25*_ga*Nzc1MzA3MTkzLjE2ODgwMzE4OTA.*_ga_34QZ5P9757*czE3NjE3MTg1MDYkbzg3OCRnMCR0MTc2MTcxODUwNiRqNjAkbDAkaDA](https://kiit.ac.in/wp-content/uploads/2023/04/HR-Manual.pdf?_gl=1*1640d25*_ga*Nzc1MzA3MTkzLjE2ODgwMzE4OTA.*_ga_34QZ5P9757*czE3NjE3MTg1MDYkbzg3OCRnMCR0MTc2MTcxODUwNiRqNjAkbDAkaDA)

<https://www.kiit.ac.in/wp-content/uploads/2023/04/Quality->

[Manual.pdf?_gl=1*t4toit*_ga*Nzc1MzA3MTkzLjE2ODgwMzE4OTA.*_ga_34QZ5P9757*czE3NjE3MTg1MDYkbzg3OCRnMSR0MTc2MTcxODUxMSRqNTUkbDAkaDA](https://www.kiit.ac.in/wp-content/uploads/2023/04/Quality-Manual.pdf?_gl=1*t4toit*_ga*Nzc1MzA3MTkzLjE2ODgwMzE4OTA.*_ga_34QZ5P9757*czE3NjE3MTg1MDYkbzg3OCRnMSR0MTc2MTcxODUxMSRqNTUkbDAkaDA)

❖ KIIT-DU Initiative for Childcare Facilities Supporting Students, Faculty, and Staff

- **Shephaalee Creche:** Kalinga Institute of Industrial Technology (KIIT), in its commitment to ensuring the well-being of its staff, is proud to unveil the Shephalee Creche Facility, a safe childcare facility for children of working parents of KIIT, KISS and KIMS. The facility, spread over a curated space of 7000 sq.ft caters to infants from 6 months onwards and toddlers till the age of three. It has been initiated with the utmost dedication to complement the work-life balance for employees of KIIT Group of Institutions. <https://shephalee.kiit.ac.in/>



Facilities Available at Shephalee

Tailored daycare program for ages 6 months to 3 years	Indoor and outdoor play areas	Cosy reading corner for budding readers
Clean and safe environment	Nutritious snacks and meals	Caring and trained staff
A/C rooms	Regular safety checks and protocols	CCTV surveillance for added security
Personalised care and attention for each child		

- **KIIT Public School:** KIIT has opened a public school as a benefit for its staff's children, providing affordable English-medium education under the CBSE curriculum. This initiative is for children of staff with low monthly salaries specially for lower grade staff.



Achyuta Samanta ✓

24 June 2024 · 🌐

Happy to inaugurate KIIT Public School!

We are committed to our staff's welfare and are proud to offer English medium education for children of employees earning Rs 30,000 - 40,000 salary at a nominal cost. Around 800 children from staff families have already joined. This initiative shows our dedication to providing quality education and supporting our **KIIT** & **KISS** family. We believe in nurturing our community and ensuring the best opportunities for our staff and their children.



- **Successful Projects to Elevate Poverty Levels Among Rural Women**



WTP Chikiti
Chikiti Block of Ganjam District ,
Odisha



WTP Jagatsinghpur
Jagatsinghpur, Odisha



WTP Koida
Koida Block of Sundergarh , Odisha



WTP Kandhamal
Raikia Block of Kandhamal , Odisha



WTP Jharsuguda
Jharsuguda, Odisha



Solar Home Light System For Households
Kalahandi & Raigada District, Odisha

- KIIT's recent news on SDG 5 (Gender Equality) includes launching the Gender Champions Initiative, organizing an International Women's Day event with unprivileged women, and receiving high rankings for its efforts in gender equality. The university also holds conferences and seminars to discuss women's empowerment, hosts outreach programs on menstrual hygiene and education, and emphasizes creating an inclusive and respectful campus environment.

<https://kanyakiran.com/>





ART OF GIVING

Giving education to the deprived is like
giving sight to the blind -Achyuta Samanta

PHILOSOPHY OF LIFE

'Art of Giving' is a not-for-profit initiative for spreading, supporting and promoting the practice of giving around the world. It is based on the philosophy of life of **Prof. Achyuta Samanta**, who has struggled through an experience of poverty, hunger, humiliation in receiving and pleasure in giving from his childhood. He gives the credit of all his success to 'Art of Giving' and has been working relentlessly to achieve zero poverty, zero hunger and zero illiteracy since 1987.



Visit us at :

artofgiving.in.net

www.youtube.com/user/ArtGiving

info@artofgiving.in.net

Follow us on :

facebook.com/artofgiving.in.net

twitter.com/_artofgiving