



SUSTAINABILITY REPORT 2019

SDG 10 'REDUCED INEQUALITIES'



KALINGA INSTITUTE OF INDUSTRIAL TECHNOLOGY,
BHUBANESWAR, ODISHA, INDIA



1. Introduction:

The University's community engagement policies and activities are oriented towards attaining Sustainable Development Goals (SDGs) including SDG 10 for reducing inequalities among and within nations. It is believed that education is a powerful tool to achieve the target set for SDG 10 by 2030 and it is continually engaging in different activities to reach out to all segments of the society in this regard. The University works in close association with its sister organization, Kalinga Institute of Social Sciences,

its internal societies and the Government in this direction to make the feat a reality.

This report is organized as follows. Section 1 provides the introduction to the report. Section 2 mentions the goals of the University in attaining and contributing to SDG10. Section 3 outlines the different initiatives taken by the University in this respect during the year 2018-19. Section 4 provides the impact of these initiatives.

2. Goals

The goals are defined as:

- Providing education, skill development, special training programs and imparting employability enhancement programs to the youth in all stages and all segments of the society aimed to provide a sustainable livelihood for all.
- Creating opportunities for jobs, placement and entrepreneurship for all with a view to reduce economic inequalities among different income groups.
- Inculcating global perspective in attitude.
- Instilling habit of continual learning.

3. Policies and Initiatives:

The University is continually involved in different outreach activities and community engagement programs within and beyond the campus that are aimed at addressing the sustainable development goal on reducing inequalities in the society. Policies are in place to ensure that equal opportunities are provided to all irrespective of their gender, caste, creed, religion, status and ethnicity.

Highlights to all the initiatives and policies activities organised to solve the inequalities are:

3.1. Admission Policy to Educational Courses and Programs

As per Clause 13.1 of Memorandum of Association of the University, 'Admission and employment in the Deemed to be University shall be open to all citizens of India regardless of race, religion, caste or creed and the area/place of residence in India'. And clause 13.2 of MoA of the University also states that 'All policies and procedures, in this regard as applicable to KIIT'.

The University follows an inclusive policy to include students from all social and economic background of the country and abroad.

The admission is strictly on merit through entrance examination (KIITEE), conducted online by the University at 132 centers throughout the country. Provision of web based test is also available for students from abroad.

The details are available on the university website. The University ensures wide publicity to admission process through notifications and advertisements in national and regional newspapers as well as on the University website.

The University publishes Prospectus and other information brochures every year, which are also available on the university website www.kiit.ac.in as well as admission related website www.kiitee.ac.in.

Results of the Entrance Examinations and rankings of the candidates are published in the University website.

There is no fee for the entrance test or admission process. Provision to provide scholarship to all post graduate and doctoral students exists.

Special scholarships are also provided for them on Merit basis. List of Scholarships is available at: <https://www.kiit.ac.in/academics/scholarships-fellowships/>

Special preferences to the sports persons are given in the admission process. Many National and international level players are continuing their education in our University. To reduce inequalities and provide quality education for poor and needy meritorious students, the University has increased the quota of KIITEE Merit scholarships from 100 to 1000 in 2019.

Meritorious students from each country is provided with two full and ten half scholarships respectively.

Staff members are also encouraged to pursue higher studies at the University with fee waivers.

Detailed Admission Prospectus and information brochure for the year 2019 is available at:

- <https://kiit.ac.in/wp-content/uploads/2019/04/KIITEE2019-Prospectus-26th-April-2019-last-1.pdf>
- <https://kiit.ac.in/wp-content/uploads/2019/04/Information-Brochure-201925th-April.pdf>

3.2. Anti-discrimination/ Anti-harassment policies, and Associated Committees

As per the clause 3.1 of Human Resource Manual of the University 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 on the basis of race, color, 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.'

The university has various grievance cells/committees for looking into grievances of students, parents, staff members and public:

- KIIT Grievance cell for students, parents and public.
- Anti ragging committee.
- Internal Complaint Committee looks into the grievance of the staff members.
- Grievance redressal forum for woman looks into specific grievances of women.

Gender sensitization cell actively works on eliminating gender bias and maintaining equality.

As per the MoA approved by Governing body of the University, Equality, Diversity and Inclusion Committee comprising of One Senior Professor, Two Associate Professor, Two Assistant Professors, Two Administrative

staffs and two students taking the people from all castes, creeds, races working and studying in the University is working to to check the accountability of the strategies followed for equality, diversity and inclusion and analysis of gaps, if found. The Pro Vice Chancellor is the chairman of the Equality Committee.

All student and staff are covered under medical insurance and have 24x7 accesses to the medical services provided by Kalinga Institute of Medical Sciences which has a super-speciality hospital.

3.3. Mentoring cum Counseling and Support Services for Students/ Staff including those from Underrepresented Groups:

A full-fledged Counselling Cell is functional in the University headed by the Director, Counselling to support students, staff, and faculty from underrepresented groups. Detailed information available at <http://kiit.ac.in/student-counselling/>. In-house

Psychologist and Psychiatrist are also available round the clock <http://pbmh.ac.in/contentCMSPage.aspx?id=211>.

Director, Counseling also hold personal counseling sessions with students and staff members.

Students are counseled from time to time by their respective tutor mentor. The University follows the tutor mentor system. In the last two days of the induction programme for the freshers, the tutor mentors interact with the students to find the base requirements of the students and those mentors coordinate with the different departments of the University and try to address their requirements.

The University has a prevailing system wherein the Director, Student Affairs interacts with students individually as well as collectively, to resolve their personal and academic issues.

Senior students mentor and help the freshers to get accustomed with the system.

Special bridges courses are organised for students from under represented groups.

Remedial coaching is also offered to the underrepresented groups to facilitate their learning.

Doubt clearing/ tutorial sessions are being conducted in the evening from 4 pm to 6 pm on all working days.

Student entering in the University from non English speaking countries and vernacular medium are given special English learning courses.

3.4 Facilities, initiatives and policies for people with disabilities

The University provides a barrier free campus to all.

Accessibility features provided across the campus:

- Lifts are available in almost all buildings across the campus.
- Special toilets for physically disabled have been built.
- Accessible parking spaces are made.
- Wheelchair facility is also available.

- Assistive technology like software, computer mouse alternative, voice recognition software and ability switches are available
- Braille Translator Software is also available
- Special wheelchairs designed by Mechanical and Automobile Engineering students are distributed free of cost.
- Personal assistants, interpreters are provided to the people with disabilities if required.



3D printed computer keys and Odia language letter scripts for Blind persons



3D printed computer keys and Odia language letter scripts for Blind persons



Electric ambulance vehicles for differently-abled person

Accommodation facilities

- Accommodation keeping in mind the requirements of the differently-abled employees, has been established in the campus, .
- Rooms with special facilities for differently abled are made available for differently abled students at King Place -10.

The student society ‘ Karma’ for the differently abled persons is functioning in the campus with a aim to perceive, build and conceive what the world normally cannot. The team of Karma strives to make a difference in the lives of the widely secluded section of the society by generating and promoting proficiency in certain genres, enabling them to be self- sustained.

Special Mentoring programmes have been designed keeping in mind the needs of the people with disabilities.

KIIT International School has joined hands with Autism Society West Bengal (ASWB) in order to ensure that the

efforts for special education are not merely aspirational, but translate into healthy teaching practices for the benefit of the students.

A special Fashion Show was organised with Specially Abled kids from the Institute of Helping the Disabled as the models. The Fashion Show had Autistic, Down Syndrome, Deaf, Dumb and Wheelchair bound kids. Number of participants were 35.

The local NGOs for differently abled are invited to attend cultural programmes and live performances organised in the University.

NSS team visited Asha Kiran Orphanage to celebrate the festival of Diwali with the children. Card making and Origami session was conducted for the children.

The T20 Cricket World cup for blind Qualifier match between India and New Zealand was also organized in the campus.

National Blind Chess Championship was organized by our University.

Capacity building programme specially designed for the differently abled is conducted on a regular basis.

Our student, Mohit Kumar Paswan has received national award for empowerment of persons with disabilities (DIVYANGJAN-2018) by Vice President of India in recognition of his outstanding performance as role model among persons with disabilities in the category of hearings impairment. He is a national level rifle shooter.

National cultural festival of All India Foundation for Deaf Women was held at the University with 51 participants

School of Medical Sciences has signed Memorandum of Understanding (MoU) with the Department of Social Security and Empowerment of Persons with Disabilities, Government of Odisha, to work for the development and welfare of the Divyangs (Persons with Disabilities) across the state. 200+ differently abled person have benefitted through these initiatives.

KISS Foundation has extended its helping hand to Bhubaneswar based India Charity Foundation Trust working for the disabled persons and also donated Rs. 1 lakh for the sake of their self-reliance through the Trust.

3.5. Placement Policy to Educational Courses and Programs

The University has an exclusive central recruitment and placement cell to look into the recruitment of staff and placement of its students from all backgrounds graduating in different programs. The Placement cell and the community engagement cell maintain continuous touch with the corporate, & recruiting sectors and keep themselves abreast of the public sector job opportunities. They are also in continuous touch with the students to ensure that the students are well equipped to attend eligible job interviews.

- **Placement opportunity for University Students**

The University has been getting cent percent placement since inception. More than 6000 students get placed each year. With more than 500 students

getting multiple offers. The highest package for the year 2019 was 33.00 lakhs while the average was 6.00 lakhs.

Special attention by specialized mentors are given to differently abled to equip them and provide them ample job and start up supports.

3.6. Conferences, Seminars, Workshops and awareness programmes on Human Rights and Diversity.

Several conferences, workshops, seminars are organised round the year revolving around human rights, and inequality awareness for the general public leading to discussions and framing initiatives to reduce inequalities in multiple aspects.

- Seminar Lecture on “Human Rights: Experience and Expectations” was organized on 11-10-2018 by - International Law Society of School of Law. It was graced by Hon’ble Justice Mr. K.G Balakrishnan, Former Chief Justice of India & Former, Chairperson of The National Human Rights Commission, New Delhi.



Seminar Lecture on “Human Rights: Experience and Expectations”

- 4th KIIT National Conference on International Law, 2019 with the theme ‘Treaty Negotiation Competition along’ with a symposium on ‘International Law’ on ‘International Commercial Arbitration, International Trade and Investment Law and International Human Rights and Terrorism’ was organised from 11-13.01.2019 by International Law Society, School of Law. It was graced by (Dr.) Srikrishna Deva Rao, Vice Chancellor of National Law University, Orissa; Suruchi Suri, Partner of Suri and Co.; Prof. S.G.Srijeeth, Vice Dean and Executive Director Centre

for International studies, Jindal Global University; Prof. Ananya Chakraborty, Assistant Professor at National Law University, Orissa; Alipak Bannerjee, Leader International Litigation & Dispute Resolution Practice, Nishith Desai Associates; Anubhab Sarkar, Co-Founder of Triumvir Law.



Inauguration of Conference on International Law, 2019



Conference on International Law, 2019

- Seminar on Changing the World through Law and Economics was held on 18-12-2019 with Prof. C. Raj Kumar, Vice Chancellor, O.P Jindal Global University as speaker



- UNESCO MGIEP's Workshop on Compassionate Integrity Training-A Training Workshop KISS and KIIT in collaboration with UNESCO MGIEP held from 14-12-2019 to 16-12-2019. The speakers being Mr. Shane Ocnnon, Life University, USA, Mr. Abel Caine, CIT, UNESCO, Delhi, Mr. S.Musafir, Prog Green, UNESCO, Delhi.



Workshop on Compassionate Integrity Training in session



Workshop on Compassionate Integrity Training in session

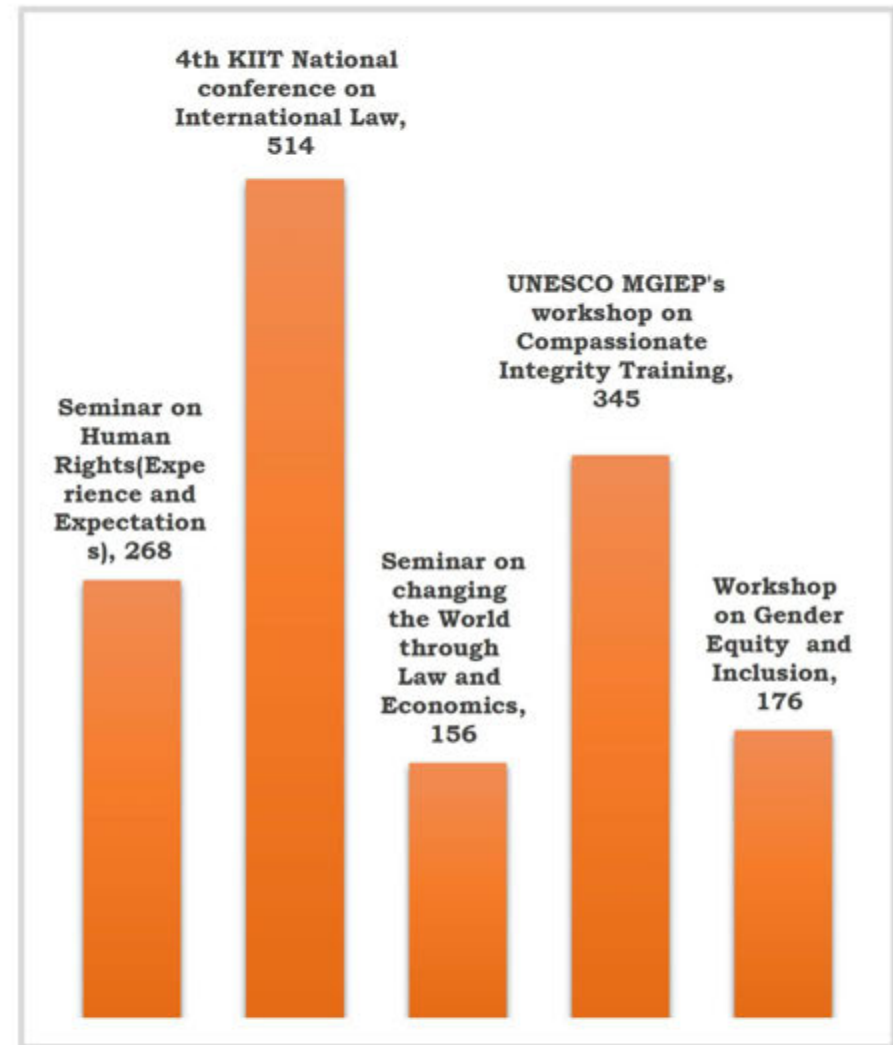
- Workshop on 'Gender Equity and Inclusion: Transformative Pathways in Higher Education' Organized in association with Women in Security, Conflict Management and Peace (WISCOMP) Supported by Public Affairs Section, U.S Embassy, New Delhi from "27-11-2019 to 30-11-2019". The main speaker at the forum was Dr. Meenakshi Gopinath, Director, Women in Security, Conflict Management and Peace , (WISCOMP), New Delhi



**Workshop on Gender Equity and Inclusion:
Transformative Pathways in Higher Education**



**Workshop on Gender Equity and Inclusion:
Transformative Pathways in Higher Education**



Participants of the various events organised

3.7 Other Outreach and Awareness Programs

Several other School of Biotechnology in collaboration with the School of Rural Management has developed a rural health research centre at Chikiti, Ganjam. It has brought several ICT platforms and diagnostic technologies for rural masses. Two Rural Dispensaries have been established and operational in Kalarabanka and Aska.

More than 100 conferences/ seminars are organized in the University yearly.

Occupational safety and Health Workshop and training for construction workers: Awareness Programme on the various dimensions of occupational health and safety, the issues and challenges in the construction and agricultural sectors of India, and to identify good working practices, behaviors, and ideas for workplace.

Teachers Training Programme in Yoga & Naturapathy.

Training Programmes organised by School of Medical Sciences on

- Basic life support
- Cardiopulmonary resuscitation & first aid
- Fire safety and prevention

Awareness on the procedures to resuscitate the victim through First Aid service, especially when one collapses following stroke was done. The steps of Basic Life Support (BLS), which comprises of the steps like (i) Scene Safety ii) Check Response iii) Activate EMS (Emergency Medical Service) and (iv) Get an AED (Automated External Defibrillator) were discussed. People are made aware of the various methods of First Aid for different cases of choking, snake bite, insect bite, spinal injury, road accidents, fever etc.



Basic life support training provided

In case of Training on Fire safety and prevention, the emphasis is given on the methods of operating a Fire Extinguisher especially following the P.A.S.S. (Pull, Aim,

Squeeze and Sweep) method and following the R.A.C.E.(Rescue, Alert, Confine and Evacuation) method, in case of emergency.

World Environment Day has been observed at KIIT & KISS on 5th June, 2019 amid enthusiasm. On this occasion, the students and employees of KIIT and KISS have planted hundreds of saplings in order to make the campuses pollution free, sustain healthy ambiance and give a face-lift to the premises. In fact, every year lakhs of tree saplings are planted here at KIIT and KISS under the guidance Dr. Achyuta Samanta, Founder, KIIT & KISS. It is a matter of great concern that, the devastating cyclone 'Fani' has taken its toll on the lush green environs of KIIT and KISS recently. It has even uprooted bigger trees those were planted 10 years ago. Under the direction of The Founder, a massive plantation drive has been undertaken in the campuses of KIIT Group of Institutions and KISS this year. Lakhs of trees will be planted and adequate emphasis will be given for its growth. It has also been decided to carry out plantation activities in some selected

parts of Bhubaneswar, when the entire Bhubaneswar has almost lost its dense and gorgeous green cover.



Celebration of World Environment Day

A Health Camp was organized by Faculty of KINS, 4th year intern students and PBMH supervisor of KIMS jointly in collaboration with Kalinga Institute of Nursing Sciences on the occasion of World Health Day-2019 on 7th April at different parts of Bhubaneswar.

The Health Camp was held at I.G. Park, Forest Park, Buddha Park and near the Kalpataru Apartment, Bhubaneswar. Mr. N. Pattanaik, faculty KINS and supervisors of PBMH led the team and the health team members assessed the Anthropometric measurement, Vital signs and Blood Sugar Level of the Jogger's who came to the park. Health checkup of more than 1000 people was done by the health personnel in the camp to create awareness and promote healthy living.



Health Camp

3.8 Solutions undertaken for decreasing the various inequalities:

I. Social Inequality

■ The University stringently follows the reservation policy as formulated by Government of India. The KIITEE Quota Seats are distributed among different categories as follows. Separate Merit list are prepared for each Category:

Reservation Category	% of Seats
• Scheduled Caste (SC)	15%
• Scheduled Tribe (ST)	7.5%
• Physically Challenged (PC)	3%

- Differently-abled students are provided with requisite facilities like special ramps, wheel chairs; lift facility and railings are also made available for students in all of its buildings. These students are provided with easy access to hostel, library and internet facilities.
- The University follows the reservation policy as formulated by Government of India, for recruitment of faculty members and staff members. Internal

Complaint Committee looks into the grievance of the staff members.

● **Kalinga Institute of Social Sciences (KISS)**

Kalinga Institute of Social Sciences – KISS, Bhubaneswar, India is a fully free, fully residential home for 30000 poor indigenous/tribal children who are provided holistic education from kindergarten to post graduation along with lodging, boarding, health care facilities besides vocational, life skills empowerment. Details can be found at URL link: <https://kiss.ac.in/about/> . The University plans to educate 2,00,000 indigenous (tribal) children over the next decade and in the process of setting up branches in 10 states, with the support of respective state governments, and in all 30 districts of Odisha. Students are high achievers in academics, co-curricular activities and national and international sports, making it a highly successful model of tribal empowerment through education. KISS has so far set up centers in Delhi, Mayurbhanj, Balasore are currently functioning.



Kalinga Institute of Social Sciences, Bhubaneswar, India

KISS Delhi <https://www.kissdelhi.ac.in/> is a joint venture of Govt. of National Capital Territory (NCT) of Delhi and KISS Bhubaneswar to provide quality education and vocational training to the children belonging to the economically weaker section of the society and orphans is a fully free residential school presently has student strength of 1200 and imparts education from Class I to Class XII under Central Board of Secondary Education (CBSE) curriculum. The School is fully supported by the Govt. of Delhi and managed by the Chief Executive Officer, KISS Delhi and his team very successfully.



Kalinga Institute of Social Sciences, Delhi, India



KISS, Mayurbhanj, India

Set up in Baripada in association with Adani Foundation, Ahmadabad (<https://www.adanifoundation.org/>),

KISS - Mayurbhanj provide quality education to the underprivileged tribal children of the tribal dominated district as well as neighboring districts.

'Oswal- KISS Residential School' has been established in Bolangir, Odisha in association with Oswal Group (<http://www.oswalgroup.com/>). The School will provide quality education to the underprivileged tribal children of the district and adjoining areas.



KISS, Bolangir India

Recognizing the success of KISS model in Bhubaneswar, Bangladesh is all set to replicate a congruent version of it in Dhaka and Jessore. Branch at Dhaka is being set up in

association with Daffodil International University, Dhaka. Jessore Branch is supported by 'Banchte Shekha', a leading NGO led by Dr. Angela Gomes, Ramon Magsaysay Laureate. KISS shall provide technical and managerial support for the functioning of the two branches.

A new branch of KISS is being established in Kolkata, West Bengal, in collaboration with 'Help Us Help Them', a Kolkata based NGO that promotes the same cause. The school shall be a residential school for over 1000 children and will have the same structural model as KISS.

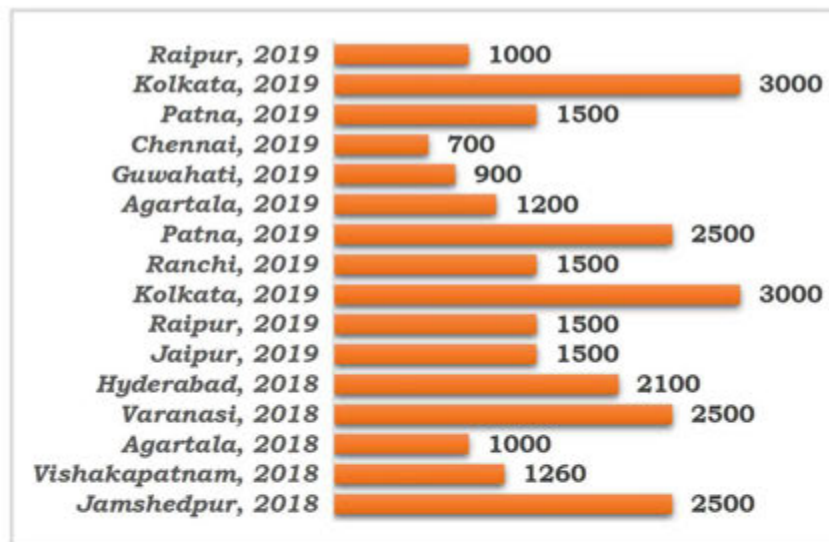
Emami KISS Residential School is a joint venture with Emami Group (<http://www.emamiltd.in/>). Modeled along the lines of the original, innovative campus at KISS, it will function as a residential academic centre providing holistic education, accommodation, food, health care, study material and sports training to its students free of cost.

Faculty members and students from Kalinga Institute of Industrial Technology, regularly visit KISS branches to

contribute in academic activities and educational ventures to its students round the year.

● 'Education for All' Summits

The University had organized the Education Summit on the theme "Education for All" in all districts of Odisha and 30 major cities and state capitals of the country to motivate the youth and build up their confidence for joining higher education. More than 1 million participants have attended these programmes till date.



'Education for All' summit

Education for All' Marathon organized at 36 venues across state of Odisha saw participation by 75000 people from all walks of life.



'Education for All' Marathon

● Other Outreach and Awareness Programs

- School of Biotechnology in collaboration with the School of Rural Management has developed a rural health research centre at Chikiti, Ganjam. It has brought several ICT platforms and diagnostic technologies for rural masses. Two Rural Dispensaries have been established and operational in Kalarabanka and Aska.

- More than 100 conferences/ seminars are organized in the University yearly.
- Occupational safety and Health Workshop and training for construction workers: Awareness Programme on the various dimensions of occupational health and safety, the issues and challenges in the construction and agricultural sectors of India, and to identify good working practices, behaviors, and ideas for workplace.
- Community Engagement Centers (Phulbani and Daringbadi): The community engagement centers and respective staff members in Phulbani and Daringbadi are currently working with the local entrepreneurs in the tourism sector to promote the tourism industry in this region. They are in discussion with the local stakeholders to gather information and data related to the difficulties faced by them and the feedbacks they receive from national and international tourists. The scenic beauty and the heritage of these two places are

potential attractions for international tourists. Very few quality motels are available to attract the international tourists at the moment. The community engagement staffs are holding special training and discussion session with local guides and car providers to increase the frequency of services to the nearest city. Discussions are also being conducted to set up 24x7 high speed communication links. Awareness and trainings on the history of the place, English communication skills, professional etiquette and preparation of continental dishes are being imparted to the locally available staff and cooks respectively.

- Community Engagement Centers (Khajuripada, Baliguda and Tumudibandha): The Community Engagement centers and respective staff members in Khajuripada, Baliguda and Tumudibandha are working in close association with the farmers and agricultural laborers to gather data on the potential reasons of drops in crop productivity and economical issues related to marketing and selling

of food products. The crop productivity issues and related data are being communicated to the joint skill training nodal center to promote organic farming and counseling on appropriate use of manures and fertilizers as well as use of mechanized farming methods. The farmers and agricultural laborers are being simultaneously made aware of low cost effective farming procedures, Government schemes to help and finance farmers and laborers and access to legal aid clinics set up by the University in those regions.

- **Community Engagement Centers (Phiringia ,G.Udayagiri and Tikabali):** The Community Engagement Centers and respective staff members in Phiringia, G.Udayagiri and Tikabali are working in close association with the local households to gather data on the current literacy rate, average qualification of family members, rate of School drop outs and facilities available at the local Schools and initiatives taken

by them to bring dropped out children back to School. Awareness programs are being organized periodically to emphasize the importance of education and literacy for the future generations and the promising avenues for those excelling in studies. Night Schools are also being organized to promote basic education among the grownups of the village.

- **Community Engagement Centers (Chakapad and Raikia):** The Community Engagement Centers and respective staff members in Chakapad and Raikia are working in close association with the women in the villages to collect information on the awareness of rights, domestic violence and indiscrimination faced along with any specific health issues. Awareness on the gender equity and education of girl child are being carried out through the women staff members. Special camps are being organized to promote awareness of women health, hygiene, sanitation and maintenance of clean environment.

- Community Engagement Center (K.Nuagaon and Kotagada): The Community Engagement Centers and respective staff members in K. Nuagaon and Kotagada are engaged in the local people to promote awareness on cleanliness, protection of environment and ill-effects of addictions or intoxications. The CEC staff members are gathering data on the different types of addictions among the locals and any adverse effect on their families and health. Medical camps are being organized by the University in collaboration with its Community Engagement Cell to perform health checks for the highly addicted persons and provide counseling.

II. Economic Inequality:

- 5% seats are reserved for tribal students only under tuition fee waiver.
- Tribal students are provided free education in undergraduate and post graduation courses in Science, Arts and Commerce. Ph.D programmes

are also provided in these domains free of cost. More than 4500 tribal students pursued their higher education in KIIT in 2019.

- Full fee waiver for students whose annual family income is Below Poverty Line.
- Meritorious low income students may opt for 'earn while you learn scheme'.
- The University is providing different skill development training under Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) scheme under Ministry of Rural Development (MoRD) and Pradhan Mantri Kaushal Vikas Yojana (PMKVY) under Ministry of Skill Development & Entrepreneurship (MSDE), Government of India.
- The 20 days DDU-GKY Placement Orientation Program was conducted at the University. In all, around 240 trainees have been selected for pursuing Placement Orientation Program. This program will continue up-to 18th August, 2018.

Nine days Hands-on Training Program was imparted to the officers of Bhutan Power Corporation.. The program started on 23rd July, 2018 under the aegis of by School of Electrical Engineering and Electrical Maintenance Department, KIIT Deemed University. The objective of the training program was meant for Skill Development of the trainees on 'Underground Cable Joint & Termination'.



Skill development program on 'Underground cable joint and termination'

Twelve Engineers from Bhutan Power Corporation Ltd. have undergone 9 Days Hands on Training on **Energy**

Audit and Smart Grid Technology' at School of Electrical Engineering, KIIT. Initiated by KIIT International Relations, KIIT School of Advanced Skill & School of Electrical Engineering(SoEE), KIIT-DU, this program has been inaugurated on 1st October, 2018 This was the 6th training program for Royale Govt. of Bhutan and more than 200 participants were trained at KIIT.



Energy Audit and Smart Grid Technology' in progress

Details of different skill development programs are given in **Appendix-I**.

- Placement opportunity for tribal Students
5000 alumni of KISS are already placed in different government, non government, banking as well as corporate sectors with an average salary package of 4.00 lakhs. KIIT has helped more than 6000 first generation learners to come out from their unrecognised lives inside the jungle to social mainstream and helped to lead a decent life.

- Placement opportunity for Unemployed Youth
The University conducts skill development programmes for school dropouts and unemployed youth to motivate them to learn a customally designed skill as per their interest and pursue their career in that line.

Not only the students are skilled as per field, counselor are there to counsel the students to take up the job available in different sectors to earn their livelihood. In 18-19, KIIT has trained youth of Odisha through various

skill development programmes and placed them in the large companies, NGO and financial sector.

- **Entrepreneurship Camp**

- Two Three day Entrepreneurship Awareness Camps, sponsored by National Science & Technology Entrepreneurship Development Board (NSTEDB), Department of Science and Technology-National Implementing and Monitoring Agency for Training, Govt. of India, New Delhi were organised in the campus during the month of March, 2019.

- i. Organised by School of Computer Engineering during 15-17 March 2019 and
- ii. By School of Computer Applications during 23-25 March 2019

These programme were monitored by Entrepreneurship Development Institute of India. (EDII), Ahmadabad, Gujarat, India.



Entrepreneurship Camp in session



Certificate distribution at Entrepreneurship Camp

- Talk by Ms. Cynthia Hellen (Founder & CEO Of SMPLCT Lab, a socially conscious innovation laboratory creating sustainable products, services and meaningful human experiences) on "Social Entrepreneurship in Emerging Markets" was organised on 9.08.2018. Hellen was serving as Chapter Leader of New York Women Social Entrepreneurs (NYWSE), a nonprofit promoting young women social entrepreneurs.



Talk by Ms. Cynthia Hellen

III. Gender Inequality:

- 30 % seats are reserved for women. The University has a female representation of about 43% in engineering and technology disciplines and approximately 50% in others; pursuing courses in the University in 2019.

- **There is no pay disparity on the basis of gender.**

- **Anti-harassment policies, and Associated Committees**

The University has stringent anti harassment and sexual harassment policies in place. The weblink for the same : <https://kiit.ac.in/anti-harassment-policy/>

The university has various grievance cells/committees for looking into grievances of female students, female staff members and public:

- KIIT Women grievance Cell
- Internal Complaint Committee looks into the grievance of the staff members.
- Grievance redressal forum for woman looks into specific grievances of women.

Gender sensitization cell actively works on eliminating gender bias and maintaining equality in the campus.

- **KanyaKiran**

Kanya Kiran' program had been launched in association with United Nations Women and Kalinga Fellowship. In a mobilization of scale and spread unheard of before, the program covered all the Panchayats of the State of Odisha in India, spreading awareness on social evils of violence against women and girl child among millions of households.

Over 3000 staff of the University, particularly women staff were actively involved as coordinators and volunteers. They disseminated the message at household level in villages amid overwhelming response. The Women folk were also made aware of hygiene and environmental issues.

Number of Districts covered in Odisha	30
Number of Staff volunteers involved	3200
Number of Women benefitted	30000

Table Activities and beneficiaries



Launching of the KanyaKiran Program



KanyaKiran Program a rural area



Interacting with the children regarding menstrual hygiene.



Flag off ceremony of KanyaKiran 3.0

- Establishment of Innovation Centre to stimulate the local women community towards rural entrepreneurship.
- Regularly conducting Women Empowerment Seminars and training programmes
- Conducting Capacity building projects/ programmes for Women Entrepreneurs

4. Impact:

The following table summarizes the impact in terms of children/students/people motivated and benefitted through the different initiatives mentioned in section 3:

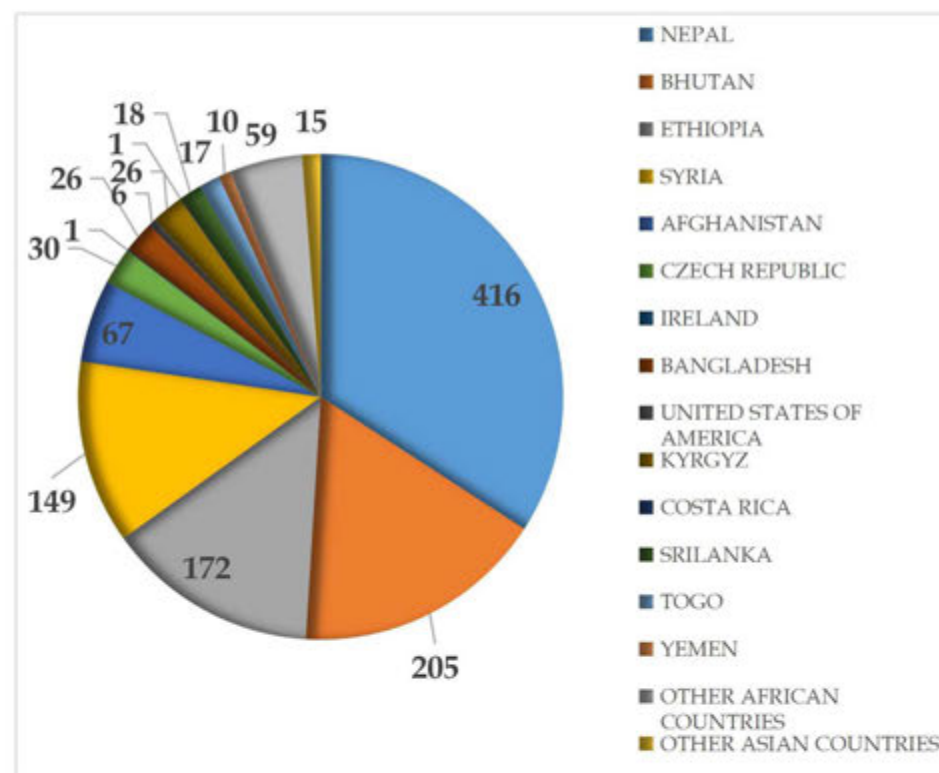
Initiatives in 2018-19	Beneficiaries
Number of students from socially and economically backward background including tribal students continuing their study in the University.	7000+
Scholarship amount during the year	29 crores+
Number of students from socially and economically backward background including tribal students placed during the year	3000+
Number of students benefitted through mentoring/counselling and support services	12000+
Number of students covered under medical insurance	24000+
Number of staff members covered under medical insurance	7000+
Number of staff members pursuing higher studies in the University during the year.	100+
Association with Kalinga Institute of Social Sciences	20,000+
Educational summits and fairs during the year	50,000+

Participation in Conferences, Seminars, Workshops and awareness programmes on Human Rights and Diversity conducted during the year 2018-19.	15000+
KanyaKiran 3.0	30000+
Skill development programs	5000+
Entrepreneurship Camp	1000+
Other outreach programs and awareness camps	5000+

Students from all social and economic backgrounds of the society have a fair opportunity of pursuing each and every course offered in the University. Special Scholarships are provided to meritorious students regardless of ethnicity, religion, disability or gender for pursuing higher education in the University. In case of need, the University provides motley of other support services to make any student feel at home and facilitate the learning and development process. Scholarships worth 29 crores have been provided to the students in the financial year 2018-19.

The University is proud to have student representation from outside the country from across the World and is visited by more than 300 students every year for short

term programmes and internship programmes. 1200 foreign students were pursuing the higher education in the University in 2018-19. Graphical representation of student country wise is given below:



Appendix-I

Youth empowerment programmes during 2018-19

Sl No	Name of the Project	Name of the Client/ Sponsoring Agency	partici pants
1	Suryamitra Skill development prg.	NISE, Ministry of New & Renewable Energy, Govt of India	90
2	Barefoot Training (BFT)	State Institute of Rural Development & Panchayati Raj & Drinking Water Department, Govt. of Odisha	140
3	DDU-GKY Training Programme	ORMAS & MORD, GOI.	3600
4	CRR Training Programme	Department of Public Enterprises Ministry of Heavy Industries & Public Enterprises, Govt. of India	865
5	2 years Industrial Training	Mahanadi Coal Fields Limited, Burla	201
6	Schooling & Skilling Programme	Mahanadi Coal Fields Limited, Burla	324
7	Industrial training (ITI)	Rourkela Steel Plant	54
8	Industrial training (ITI)	NALCO, Bhubaneswar	09

9	Industrial training (ITI)	HINDALCO, Hirakud,	50
10	Skill Development Training Programme	OSFDC Ltd., SC & ST Dept., Government of Odisha	370
11	Leadership & personality development	Ministry of Education, Royal Govt. of Bhutan	03
12	Training on Cable Jointing for BPCL	Bhutan Power Corporation limited, Bhutan	10
13	Training on Energy Audit for BPCL	Bhutan Power Corporation limited, Bhutan	12
14	Transactional Analysis for Org. effectiveness	NALCO, Bhubaneswar	25
15	Emotional Intelligence & Transactional Analysis for Organisational effectiveness	Aditya Birla, Rayagada	30

Total Skilled (in nos.) during the period: 5783