

The Institute of Chartered Financial Analysts of India University, Sikkim popularly known as **The ICFAI University, Sikkim**, has been established under Section 4(2) of the ICFAI University, Sikkim Act 2004 (Act 9 of 2004) passed by Legislative Assembly of Sikkim. The University has been notified under Notification No.9/LD/2004 Dated 15th October, 2004. The University is recognized under Section 2 (f) of the UGC ACT 1956 and empowered to award degrees under Section 22 of UGC Act. The University is a member of the Association of Indian Universities, New Delhi, Member of Association of Commonwealth Universities, UK, United Nations Global Compact and ECOSOC.

The mission of our University is to offer world class, career- oriented professional graduate, post-graduate, research and also skill development programmes of through inclusive technology and advancement – aided pedagogies to equip students with the requisite professional and life skills as well as social sensitivity and high sense of ethics. The university strives to create an intellectual environment for research, particularly, into areas bearing on the socio-economic and cultural development of the state and the nation.

UN Global Compact Communication on Engagement

Period Covered on this COE: 2020- 2022

COMMITMENT

To our associates:

I am glad to have this opportunity to communicate assistance for the United Nations Global Compact as well as for the ten principles in the areas of Human Rights, Labour, Environment and Anti- Corruption. This is our first Communication on Engagement with the UNGC.

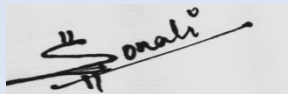
The university located away from the hustle and bustle, our ICFAI University, Sikkim main Campus is spread over 6.5 acres with a built-up area of 71,350 sq.ft in Lower Sichey, Gangtok with all modern facilities. The entire campus is WI-FI enabled with 100mbps. The classrooms are well equipped with the latest audio-visual equipment, LCD projectors, etc. Other facilities include English Language Lab, IT Lab, and Auditorium, seminar halls, smart classrooms, Faculty rooms, Meeting Halls, Cafeterias, food courts, Library Computer center, Indoor sports facilities and Administrative area. The campus is also well equipped with a fire-fighting system, clinic and First Aid Centre, water harvesting and modern filtration system.

New awareness and skills are essential to achieve the future sustainable growth of our societies. The fundamental efforts of universities and higher education institutions therefore lie in education, research, and collaboration. It is through education, skill and research that universities can make a difference. Moreover, skill development in higher education institutions is increasingly in focus. Efforts to reduce unemployment and make informed decisions are linked to both a university's attractiveness and its recruitment of students, teachers and researchers.

To address issues of attractiveness, sustainability, and a changing working life, we at ICFAI University are working to develop a new campus area. The University has acquired land of 17 acres in Lingdok, Gangtok about 10kms from the main campus, which will be developed as the Skill Building infrastructure to support industry skill initiatives in collaboration with industries to provide firsthand experience to all the students. This development is necessary if we are to offer

employees and students attractive and suitable premises, particularly the premises needed to support increased use of digital and advanced technology in university activities.

We hope to be able to present our new educational and research environments together with skill developments in the next three to four years. We are glad to be able to share some of our experiences in this Communication of Engagement. We also look forward to achieving new sustainability objectives over the next few years.



Ms. Sonali Subba,
Development Officer,
The ICFAI University, Sikkim.



Recognitions & Accreditations

University Grants Commission (UGC)

The ICFAI University, Sikkim has been notified by the UGC, under Section 2(f) of the UGC Act, 1956 vide Notification No.F.8-9/2009 (CPP-I) dated October 27, 2009. The University is competent to award the Degrees, as specified by the UGC under Section 22 of the UGC Act, 1956. Compliance submitted by the University in respect of the observations/suggestions given by the UGC's inspection Committee.

Established by the State Government

The ICFAI University, Sikkim has been notified by the Government of Sikkim (Act 9 of 2004) vide Notification dated October 04, 2004.

Bar Council of India

The Bar Council of India has granted approval for offering BBA-LLB (Hons.), BA-LLB (Hons.) and 3 year LLB Programs at the University.

Member of the Association of Commonwealth Universities (ACU)

The ICFAI University Sikkim is a member of the Association of Commonwealth Universities (ACU).

Member of the Association of Indian Universities (AIU)

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ACADEMICS

The ICFAI University, Sikkim has 5 Schools of Departments

- 1) [School of Management Studies](#)
- 2) [School of Information Technology](#)
- 3) [School of Legal Studies](#)
- 4) [School of Social Sciences](#)
- 5) [School of Hospitality & Tourism Management](#)

School of Management Studies

School of Management Studies is committed to provide quality education and training in the field of management. It helps the students develop business and personal competence through their exposure to real business problems, case-based analysis and industrial interaction.

The School offers career-oriented educational programs at Bachelor's and Master's level in Commerce & Management like B.Com (Hons.), BBA, and M.Com & MBA.

School of Information Technology

School of Information Technology provides cutting edge education to equip students with comprehensive and critical understanding in various branches of IT. The School encourages students to not only articulate gaps in IT domains but also provide appropriate solutions.

The School offers both under graduate as well as post graduate programs like Master in Computer Applications (MCA) and Bachelor of Computer Applications (BCA).

School of Legal Studies

School of Legal Studies is committed to shape a new cadre of legal professionals through a comprehensive and contemporary body of integrated knowledge of law, management & social sciences and rigorous education and research programs.

School of Social Sciences

School of Social Sciences is committed to provide quality education and training in the field of humanities & social sciences. It helps the students develop their comprehension of social sciences through their exposure to theoretical as well as empirical social constructs, field-based analysis and real life interaction.

The School offers career-oriented educational programs at Bachelor's and Master's level like BA English (Hons.), BA Economics (Hons.), BA Political Science (Hons.), BA Education (Hons.), MA English, MA Economics, MA Political Science & MA Education.

School of Hospitality and Tourism Management

School of Hospitality & Tourism Management is committed to provide quality education and training in the field of Hospitality & Tourism Management. It helps the students to get insight of the hotel industry, tourism management and practical exposure.

The School offers career-oriented educational programs at Bachelor's and Master's level like BHM, BTM, B.Sc (Culinary Arts) & MTTM.

Objective: All the schools aim is to provide high quality, value-based, career oriented education for students. Our focus is to produce energetic, efficient, effective and ethical professionals to meet the desired needs of the dynamic world and serve the society.

DESCRIPTIONS & MEASUREMENTS OF ACTIONS

INTRODUCTION:

At The ICFAI University, Sikkim we are committed to assuring that our scenario and day to day activities of the university align with the ten principles of the UN Global Compact. We are also looking for recourses to foster and boost awareness of the UNGC.

HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

ICFAI University is committed to rendering a work atmosphere where human rights, employees and all the students are upheld and they are dealt with dignity and respect. We adhere to the international human rights principles endeavored at encouraging and safeguarding human rights where all the students and employees (both teaching and non-teaching staffs) are free from exploitation and racism and enjoy qualities of equality, freedom, security and equity.

We have a women's cell for safeguarding and taking care of any activities harming or creating violence for females. The cell comprises of the members who are actively involved in women protection and leadership team. We have also harmonized understandings to assure the resuming safety of the industries and beneficiaries we work through a period of online and remote delivery during the covid-19 pandemic.

- School of Legal Studies The ICFAI University, Sikkim organized a NATIONAL WEBINAR on "IMPACT OF COVID-19 ON WOMEN MIGRANT WORKER: A STUDY ON LABOUR LAW REFORM on July 13th 2020. Dr. Sanyukta Moitra, Assistant Professor, Department of Law, North Bengal University was the speaker during the webinar. Details on fundamental rights, reasons for increase in international and internal migration of women were discussed during the webinar. Focus was also laid in outbreak of COVID 19 and its impact on Migrant Women workers.

LABOUR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

We have several staff conferences and meetings across the state and nation which cover all the management of institutional changes and focus on the betterment of the institution and good productivity benefits for the society. We undertake fair persistence on new academic partners, contractors, skill development industries and execute a robust procedure that maintains all reports are managed promptly and effectively to a satisfactory conclusion.

We are keenly aware of the importance of inclusion and diversity across our Institutions and all of the work that we do. We believe that our programmes and interventions are very powerful, though not the only, tools that we have to make a difference for the betterment of every academicians and society as a whole. For all staff to thrive and to reach their full potential, we are working to create an inclusive and supportive environment in which differences are valued and where all staff have access to opportunity equally, regardless of their background. To achieve this aim, we have been highly engaged internally considering inclusion and diversity within our own institutions.

We also conduct regular anonymous students and employee engagement surveys to ensure that we are listening to our students and all staffs; that we understand the challenges they face and are aware of any concerns they have in the workplace. The results of the surveys are reported to the leadership team and the trustee board; and we seek to systematically respond to the feedback coming out of the survey.

ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies

Our environmental policy and procedures encourage our students and employees to consider their impact on the environment whilst carrying out teaching and learning activities. We make sure to keep our surroundings clean and green and also take the initiative to plant trees. During mobilization/refurbishment projects, we seek to install energy efficient technology such as LED lighting. We seek to reduce waste, adopting the hierarchy of reduce, reuse, recycle. We consider sustainability, for example investing in solar panels. As we still yet to recover from covid-19, we are exploring new ways of working, adopting hybrid approaches which will reduce the environmental impact of commuting. We promote virtual collaboration to minimize unnecessary travel.

- School of Information Technology The ICFAI University, Sikkim organized a National webinar on World Environment Day “Role of Youth in Biodiversity Conservation and Combating the Climate change” on 05th June 2020. Mr. Ranjan K Baruah, Founder of North East Youth Foundation, recipient of National youth Award 2014 was the speaker for this webinar.
- Celebration of a day for mother earth
The faculties and staff of the ICFAI University Sikkim celebrated A Day for Mother Earth, Plantation Drive - Each One Plant one, at its campus on 07th July 2022 by planting saplings under the directives issued by Forest and Environment Department Government of Sikkim.
Theme & quote; Celebrating Nature- Say No to Single Use Plastic

ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

The key policies that inform our work against corruption are our code of conduct policy that provides guidance and raises awareness of the standards and behavior we expect from all our students and employees, explaining when and how to report violations. The code of conduct brings together from other corporate policies the key standards in the prevention and detection of corruption that employees must comply with requirements to raise matters of concern and to avoid or declare potential conflicts of interest and concerning the offer or acceptance of gifts and hospitality from anyone.

Communications from the appropriate team leaders and heads of the various departments reinforce these commitments to remind employees of their obligations.

Future Progress and Outlooks

We got associated with UNGC at a time when working life was changing rapidly due to the mobility restrictions set in a place during the covid-19 pandemic. Our workplace like many others has adopted digital tools like zoom, WebEx, and Microsoft teams as a standard means of communication. Naturally, this has increased the prospect of holding meetings, seminars, webinars and conferences with various individuals without having to travel. As a result, our carbon footprint has been significantly reduced like many others academic institutions.

Our University continues to encourage its employees to replace physical gatherings with digital meetings whenever possible and appropriate. The administration is dedicated to ensuring more sustainable specializing strategies in the coming days. We have now also participated in being an institute of Unnat Bharat Abhiyan (UBA) whose mission is to enable higher educational institutions to work with the people of rural India in identifying development challenges and evolving appropriate solutions for accelerating growth. It also aims to create a virtuous cycle between society and an inclusive academic system by providing knowledge and practices for emerging professions and to upgrade the capabilities of both the public and the private sectors in responding in responding to the development needs of rural India. The ICFAI University participated in the UBA programme and has selected Sichey, Perbing, Middle Luing, Kharga Gaon and Phenzzong as its villages.

Under the UBA, village survey and household survey has been conducted by the students.

Our Future Goals includes:

- ✚ To build an understanding of the development agenda within institute of Higher Education and an institutional higher capacity and training relevant to national and international needs.
- ✚ To re-emphasize the need for field work, stake-holder interactions, and design for societal objectives as the basis of higher education.
- ✚ To stress on rigorous reporting and useful outputs as central to developing new skills and professions.
- ✚ To provide access to the professional resources of the institutes of higher education, especially those that have acquired academic excellence in the field of science. Law, technology and management.
- ✚ To develop new processes to sustain and absorb the outcomes of research.
- ✚ To foster a new dialogue within the larger community on science, society and the environment and to develop a sense of dignity and collective destiny.



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