MEDHAVI SKILLS UNIVERSITY

Skill • Empower • Liberate

REPORT ON SUSTAINABLE DEVELOPMENT



10 REDUCED INEQUALITIES



GOAL 10

SDG 10 – Reduce Inequality

Medhavi Skills University is committed to promoting **inclusive education, equal opportunities, social inclusion and equitable access to skill development** in alignment with Sustainable Development Goal 10 (Reduced Inequalities). As a skill-focused university, MSU works towards reducing educational and socioeconomic disparities by providing learners from diverse social, geographical and economic backgrounds with opportunities to acquire industry-relevant knowledge and skills.

The University's approach to reducing inequalities extends beyond access to education and includes **equal participation, employability, skill development, gender inclusion, support for disadvantaged learners and integration with industry and community stakeholders**. Through academic programmes, vocational and skill-based training, scholarships and outreach initiatives, MSU seeks to ensure that students have opportunities to develop competencies that can improve their prospects for higher education, employment and entrepreneurship.

MSU's collaborations with industries, hospitals, academic institutions, government bodies and other organizations further strengthen opportunities for students from different backgrounds. Industry exposure, internships, placement-oriented activities, community engagement and experiential learning help bridge the gap between learners and employment opportunities.

The University also promotes an inclusive campus environment where students are encouraged to participate in academic, cultural, sports, social and community activities without discrimination. Initiatives related to **women empowerment, health awareness, community outreach, skill development, human values and social responsibility** contribute to creating an environment in which diversity is respected and participation is encouraged.

Through these initiatives, MSU contributes to reducing inequalities by **expanding access to quality skill-based education, strengthening employability, encouraging social inclusion and creating pathways for learners to participate meaningfully in economic and social development**.

Research on Contribution

Medhavi Skills University contributes to reducing inequalities through research addressing financial inclusion, rural development and challenges faced by small-scale entrepreneurs. Faculty research examines issues related to access to financial services, sustainability of microenterprises and barriers affecting small businesses.

These research contributions highlight the importance of improving economic opportunities, supporting underserved communities and promoting inclusive participation in economic activities. Such research reflects the University's academic contribution towards reducing economic inequalities and supporting inclusive development.

Relevant Research Publications for SDG 10

Name of Paper	Name of Author	Name of Journal	Relevance to SDG 10
Financial Inclusion and Microenterprise Sustainability: An Accounting Perspective on Rural Development Initiatives	Mr. Snehasish Bhattacharjee	International Journal of Special Education (IJSE)	Directly relevant to SDG 10 as it addresses financial inclusion, rural development and sustainability of microenterprises, which are important for improving economic opportunities and reducing inequalities.
Measuring the Intensity of Challenges and Problems of Small-Scale Entrepreneurs in Uttarakhand, India	Mr. M. Jamal	XIMB Journal of Management	Relevant to SDG 10 as it examines challenges faced by small-scale entrepreneurs. Understanding these barriers can support inclusive economic participation and better opportunities for small business owners.
A Study on Knowledge, Awareness and Practices of Menstrual Hygiene among the Adolescent Girls of Kamrup (Rural) District, Assam	Nekita Sharma	Indian Journal of Natural Sciences	May address inequalities in access to menstrual hygiene awareness and health information among adolescent girls in rural areas.
Community-based nursing strategies for optimizing public health outcomes: A systematic review and meta-analysis	Ravi Yadav, Debasrita Banerjee	Discover Public Health	Review discussed healthcare access among underserved or disadvantaged communities.

Non-Discriminatory Admissions Policy

Medhavi Skills University promotes equal opportunities in higher education through its institutional support mechanisms, including the Equal Opportunity Cell and the Socio-Economically Disadvantaged Groups (SEDG) Cell. These cells provide an institutional framework for addressing the concerns of students from disadvantaged backgrounds and promoting equitable access to educational opportunities.

The University also publishes programme-wise eligibility criteria and provides an online admission application process for prospective students. These arrangements support transparency in the admission process and access to higher education for applicants from different backgrounds.

Supporting Evidence: Constitution of Socio-Economically Disadvantaged Groups (SEDGs) Cell

https://revamp.msu.edu.in/SEDG%2BCell.pdf



MEDHAVI SKILLS UNIVERSITY, SIKKIM
(Estd. Under the MSU, Sikkim Act, 2021)

Ref. No: MSU/RO/AR/076/2024 **Date:** 27-09-2024

OFFICE ORDER

Subject: Constitution of Socio-Economically Disadvantaged Groups (SEDGs) Cell

In accordance with the provisions of the University Grants Commission (Guidelines to Provide Equitable Opportunity for the Socio Economically Disadvantaged Groups - SEDGs in the HEIs) Regulations, the competent authority is pleased to constitute the "SEDG Cell " at Medhavi Skills University. The members of SEDG Cell are as follows:

Sr. No.	Name of the Member	Designation
1	Dr. Siddhartha Shankar- *Deputy Registrar*	Chairperson
2	Dr. Ayan Chatterjee – Associate Dean School of Health Science & Technology	Member
3	Mr. Ishwar Chandra Darnal, *HoD, Department of Foreign Language & Communications*	Member- Representative for SC/ST
4	Mr. Digendra Rai, *Industry Integration- School Of Computer Science Engineering*	Member- Representative for OBC
5	Ms. Yangtsola Lama *Manager- Administration*	Member – In-charge of ICC
6	Mr. Laku Tshering Tamang Semester- III, DRDT	Member – Student Representative belonging to SEDG
7	Ms. Gana Maya Rai Semester-III, BND	Member – Student Representative belonging to SEDG
8	Mr. Sagar Bhowmik *Assistant Registrar(Academics & QA)*	Member Secretary

This office order comes into force with immediate effect till further order.

Assistant Registrar
Academics & QA

To,
Chairperson & Members of the Committee

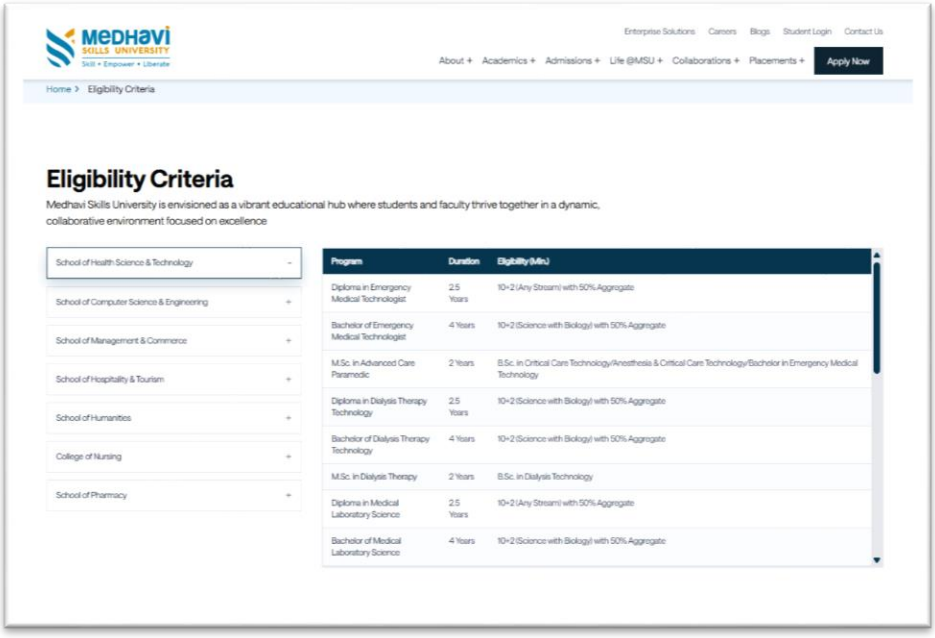
Copy To:
1. Hon'ble Chancellor - for kind information.
2. Hon'ble Vice-Chancellor (i/c) - for kind information.
3. Registrar's Office, MSU.
4. Associate/Assistant Dean/HoDs, MSU.
5. Website Team- for uploading at university website.

FOR STANDRAD CIRCULATION

MEDHAVI SKILLS UNIVERSITY, SIKKIM
(Estd. under the MSU Act, Sikkim 2021)
Singtam Campus : Topakhani Lower Chisopani, Singtam Bazar, Singtam, Dist - East Sikkim, Sikkim - 737134
Bermiok Campus: Ratamatey Thangsing, Barnyak-Barthang GPU, Bermoik, West Sikkim – 737113
www.msu.edu.in contact@msu.edu.in 9-874-875-876

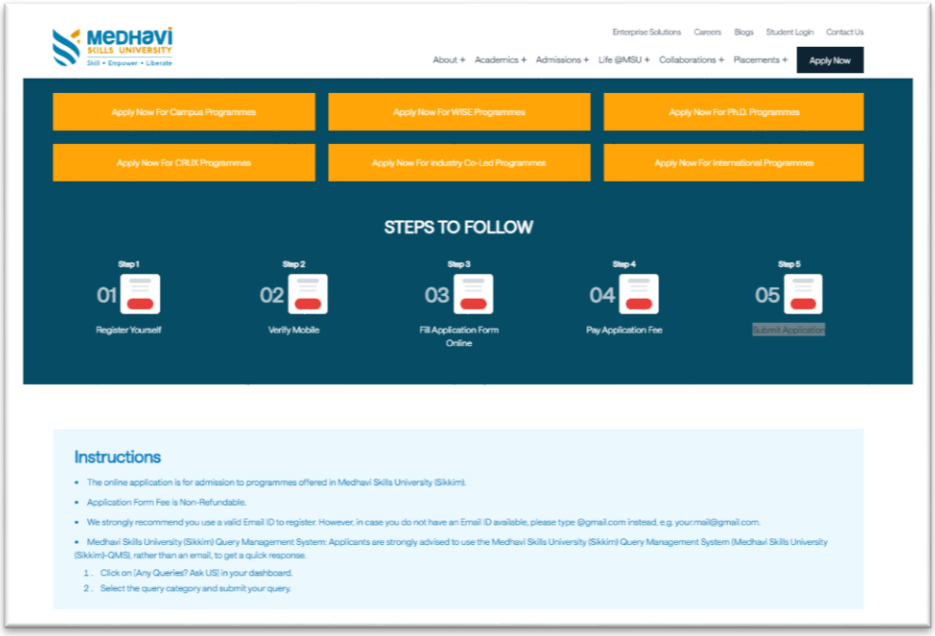
Admissions and Eligibility Criteria

https://www.msu.edu.in/eligibility-criteria



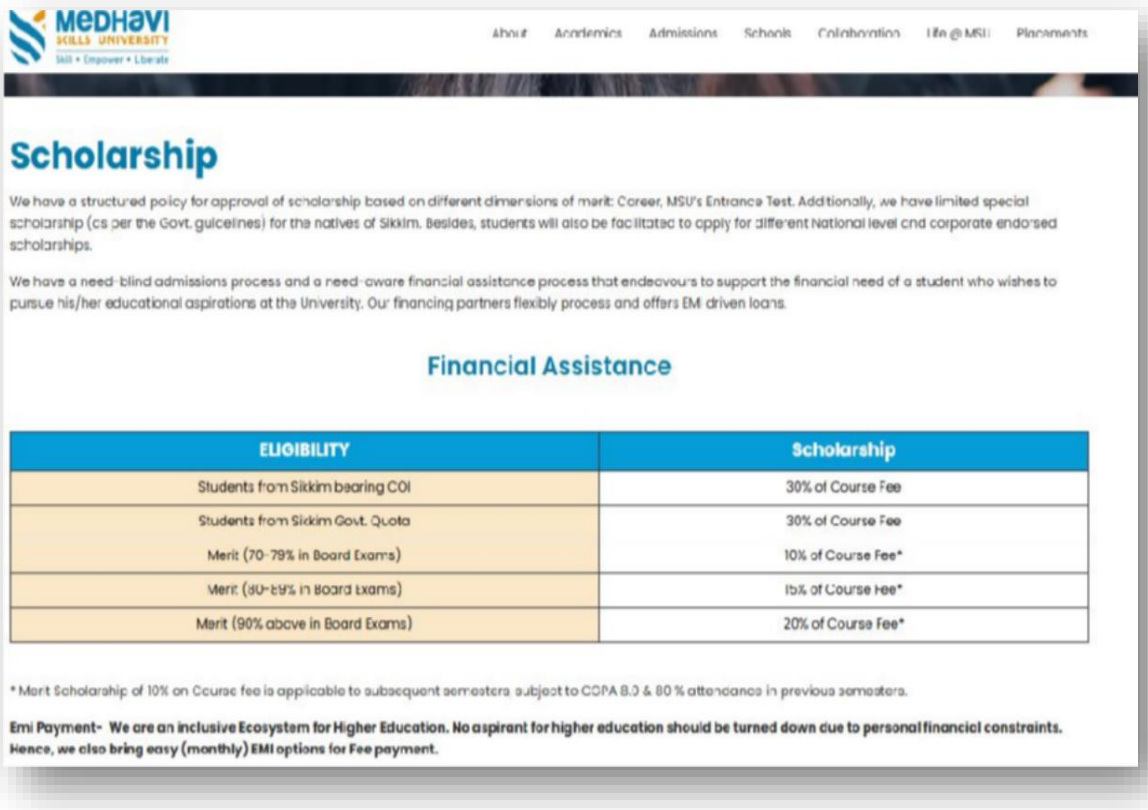
Admission Application Process

https://www.msu.edu.in/application



Access to University: Track Underrepresented Groups' Applications

Medhavi Skills University demonstrates its commitment to equitable access to higher education through policies and institutional mechanisms that support students from underrepresented and disadvantaged groups. The University follows a need-blind admissions approach and provides need-aware financial assistance, ensuring that financial constraints do not prevent deserving students from accessing higher education. Scholarship opportunities, including support for students from Sikkim and merit-based scholarships, further strengthen access and inclusion.



MEDHAVI SKILLS UNIVERSITY
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About Academics Admissions Schools Collaboration Life @ MSU Placements

Scholarship

We have a structured policy for approval of scholarship based on different dimensions of merit: Career, MSU's Entrance Test. Additionally, we have limited special scholarship (as per the Govt. guidelines) for the natives of Sikkim. Besides, students will also be facilitated to apply for different National level and corporate endorsed scholarships.

We have a need-blind admissions process and a need-aware financial assistance process that endeavours to support the financial need of a student who wishes to pursue his/her educational aspirations at the University. Our financing partners flexibly process and offers EMI driven loans.

Financial Assistance

ELIGIBILITY	Scholarship
Students from Sikkim bearing COI	30% of Course Fee
Students from Sikkim Govt. Quota	30% of Course Fee
Merit (70-79% in Board Exams)	10% of Course Fee*
Merit (80-89% in Board Exams)	15% of Course Fee*
Merit (90% above in Board Exams)	20% of Course Fee*

* Merit Scholarship of 10% on Course fee is applicable to subsequent semesters subject to CGPA 8.0 & 80 % attendance in previous semesters.

Emi Payment- We are an inclusive Ecosystem for Higher Education. No aspirant for higher education should be turned down due to personal financial constraints. Hence, we also bring easy (monthly) EMI options for Fee payment.

To monitor and support equitable participation, MSU has established an institutional framework through its Equal Opportunity Cell (EOC), constituted on 27 September 2024 in line with UGC regulations. The EOC includes designated liaison officers for SC/ST, OBC, and Persons with Disabilities (PwD), enabling the University to address concerns, facilitate access, and track the participation of underrepresented groups throughout the admissions process. These measures help MSU promote diversity, inclusion, and equal educational opportunities for all learners.

MEDHAVI SKILLS UNIVERSITY, SIKKIM
(Estd. Under the MSU, Sikkim Act, 2021)

Ref. No: MSU/RO/AR/039/2024 **Date:** 27-09-2024

OFFICE ORDER

Subject: Constitution of Equal Opportunity Cell (EOC)

In accordance with the provisions of the University Grants Commission (Promotion of Equity in Higher Education Institutions) Regulations, the competent authority is pleased to constitute the "Equal Opportunity Cell (EOC)" at Medhavi Skills University. The members of Equal Opportunity Cell are as follows:

Sr. No.	Name of the Member	Designation
1	Dr. Siddhartha Shankar- *Deputy Registrar*	Chairperson
2	Mr. Ishwar Chandra Darnal, *HoD, Department of Foreign Language & Communications*	Member-Liaison Officer for SC/ST
3	Mr. Digendra Rai, *Industry Integration- School Of Computer Science Engineering*	Member-Liaison Officer for OBC
4	Mr. Nawang Lama, *HoD- School Of Computer Science Engineering*	Member-Liaison Officer for PwD
5	Ms. Yangtsola Lama, *Manager- Operations & Admin*	Member Secretary

This office order comes into force with immediate effect till further order.

Assistant Registrar
Academics & QA

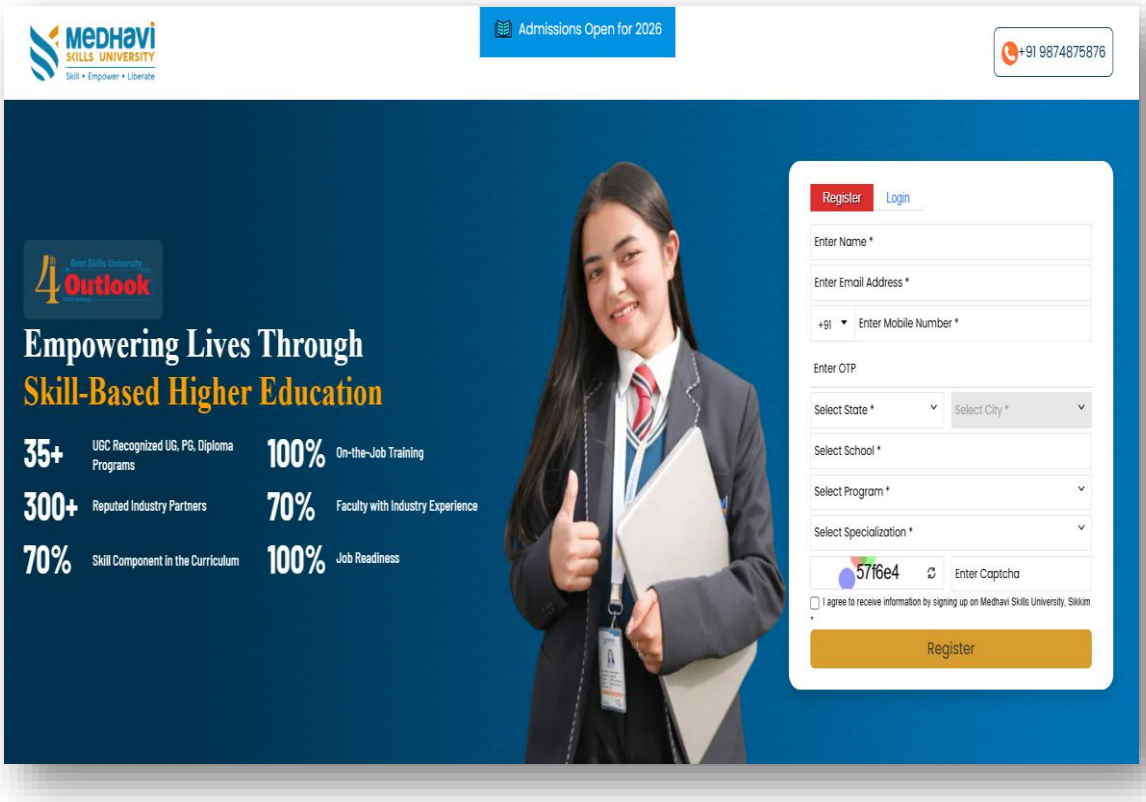
To,
Chairperson & Members of the Committee

Copy To:
1. Hon'ble Chancellor - for kind information.
2. Hon'ble Vice-Chancellor (i/c) - for kind information.
3. Registrar's Office, MSU.
4. Associate/Assistant Dean/HoDs, MSU.
5. Website Team- for uploading at university website.

FOR STANDRAD CIRCULATION

Medhavi Skills University (MSU) facilitates access to higher education through an **online campus programme registration system**. Students can access the University's online application portal to apply for campus programmes, providing a digital pathway for prospective students to initiate the admission process without having to rely solely on physical application procedures. The online system also enables applicants to follow their application process through the portal.

Web-Link: [Medhavi Skills University - Best University in Sikkim | Best College in Sikkim | campus programme registration]



Access to University: Underrepresented Groups Recruitment

Medhavi Skills University promotes inclusive access to higher education and skill development for socially and geographically marginalised and disadvantaged groups. The University's mission specifically focuses on promoting career opportunities for such communities, while its wider skilling ecosystem has reached learners from tribal, aspirational, LWE, hilly, mining and backward areas. MSU also reports training and placement of especially abled youth and extensive outreach across the North-Eastern States. At the institutional level, the Equal Opportunity Cell provides designated support mechanisms for SC/ST, OBC and PwD categories. These initiatives demonstrate MSU's commitment to widening educational and career opportunities for underrepresented groups and reducing social and geographical inequalities.

Internal Complaints Committee

MEDHAVI SKILLS UNIVERSITY, SIKKIM
(Estd. Under the MSU, Sikkim Act, 2021)

Ref. No : MSU/RO/REG/355/2025 **Date :** 29th December 2025

Read:
1. University Grants Commission (Prevention, prohibition, and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015
2. Office Order No: MSU/ADM/DR/004 dated: 07/08/2024

Subject: Internal Complaints Committee of the Medhavi Skills University, Sikkim - reg.

OFFICE ORDER

Internal Complaints Committee constituted vide Office Order No: MSU/ADM/DR/004 dated 07/08/2024 is partially modified. Accordingly, Internal Complaints Committee with immediate effect, will be as under:

Sr. No.	Particulars	
	As per section 4(2)(a)	
1.	**Dr. Monica Pandey** Associate Dean	Presiding Officer
	As per section 4(2)(b)	
2.	**Ms. Anupama Moirangthem** Assistant Professor	Member
3.	**Mr. Prasant Chettri** Manager - Operations	Member
4.	**Ms. Annu Sharma** HRBP	Member
5.	**Ms. Yangtsola Lama** Assistant Director- - Student Support and Administration	Member
	As per section 4(2)(d)	
6.	**Dr. Ruma Gomes** President-National Human Rights And Corruption Prevention Organization	External Member
7.	**Ms. Bhagawati Panthi** Sr. Manager – Human Resources	Member Secretary

No woman shall be subjected to sexual harassment at any workplace.
"Sexual Harassment" includes any one or more of the following unwelcome acts or behavior (whether directly or by implication) namely:

i. physical contact and advances; or
ii. a demand or request for sexual favours; or
iii. making sexually coloured remarks; or
iv. showing pornography; or
v. any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

The following circumstances, among other circumstances, if it occurs, or is present in relation to or connected with any act or behavior of sexual harassment may amount to sexual harassment:

i. implied or explicit promise of preferential treatment in her employment; or
ii. implied or explicit threat of detrimental treatment in her employment; or implied or explicit threat about her present or future employment status; or

iii. interference with her work or creating an intimidating or offensive or hostile work environment for her; or
iv. humiliating treatment likely to affect her health or safety.

It shall be the responsibility of the Committee to follow the norms provided under the UGC Regulations, 2015.

An aggrieved person is required to submit a written complaint to the ICC within three months from the date of the incident and in case of a series of incidents within a period of three months from the date of last incident.

Presiding Officer, ICC shall see that annual report is submitted on relevant portal for each year. This ICC shall also function as Gender Sensitization Cell. Activities for the same may organized during the year and shall see workshop/lecture on gender sensitization as well as prevention of sexual harassment is organized during the orientation week

This issues with approval of competent authority. This will supersedes all previous order of same kind.

Siddharth

Registrar (I/c)

To,
Above mentioned members of ICC

Copy To:
1. PA/PS to Hon'ble Chancellor/Pro-Chancellor, MSU- for kind Information.
2. Pro-Vice Chancellor(s), MSU.
3. All Deputy Registrars/Assistant Registrars, MSU.
4. All HoS/HoDs/PICs, MSU with a request to circulate amongst the concerned.
5. All Sr. Managers/Managers, MSU.
6. IT Section – To upload at university website and ERP.
7. Notice Board.

Events and Activities Promoting Reduced Inequalities

MSU Partners with Nagaland Police to Empower Families through Education

Medhavi Skills University has signed a Memorandum of Understanding with the Nagaland Police to support the higher education of wards and spouses of serving, retired and disabled personnel, as well as families of fallen personnel. The MoU was formalised in the presence of Shri Rupin Sharma, Director General of Police (DGP), Nagaland; Shri Videlailie Zashumo, Inspector General of Police (Administration); and our Co-Founder & Pro-Chancellor, Shri Kuldip Sarma.

Under this initiative, MSU will offer 50% scholarships for wards and spouses of serving and retired personnel, and 100% scholarships for families of deceased personnel and gallantry awardees. Additional merit-based scholarships linked to national-level entrance exams will further strengthen access to industry aligned education, reinforcing MSU's commitment to honouring police personnel and their families.

https://www.msu.edu.in/events/msu-partners-with-nagaland-police-to-empower-families-through-education





Swasth Nari, Sashakt Parivar Abhiyaan

As part of this community health initiative, nursing students from Medhavi College of Nursing engaged with local residents to promote awareness of women's health and preventive healthcare practices. Through awareness sessions and collaboration with healthcare professionals, the students shared health-related information and encouraged women to take an active role in maintaining their health and wellbeing.

The initiative supported community awareness and access to health information, particularly among women. It also provided nursing students with practical experience in community healthcare while contributing to women's empowerment and promoting more inclusive healthcare awareness.





Expanding Technical Skills Opportunities for Women

Medhavi Skills University leadership visited the Regional Directorate of Skill Development & Entrepreneurship (Kerala & Lakshadweep) at the National Skill Training Institute (Women), Kazhakuttom, Thiruvananthapuram. Shri Kuldip Sarma, Co-founder & Pro-Chancellor, met with senior leadership including Shri Yuvaraj C, Regional Director (i/c)/Head of Department, Shri M. Sarvana, Principal/Head of Operations/Deputy Director of Training and Shri Muhammed Anvar, Training Officer.

The discussions focused on strengthening pathways across skill development, higher education, apprenticeships, industry engagement and workforce development. A key focus was expanding ITI education for women and encouraging participation in high-demand technical trades.

The discussion highlighted the need to expand access to technical training for women and create stronger pathways from skill development to higher education, apprenticeships and industry opportunities.





"Equal opportunity can transform individual lives and entire communities. Medhavi Skills University strives to make education and skill development inclusive and accessible, empowering learners from diverse backgrounds to overcome barriers, realise their potential, and move forward together."

Medhavi Skills University

www.msu.edu.in

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Sikkim – 737134