



10 REDUCED
INEQUALITIES



**SDG 10: Reduced Inequalities
(Report 2023-24)**

10.1 Research on reduced inequalities

K.R. Mangalam University showcases its robust dedication to promoting SDG 10 – Reduced Inequalities through high-quality, socially oriented research that fosters inclusivity, social justice, and equitable development. **From 2014 to 2024**, the university has generated **1,042** Scopus-indexed publications, with **16** specifically aligned with SDG 10, demonstrating a concentrated academic effort to tackle disparities in income, opportunity, and access to vital resources. These publications have garnered **446** views, a citation index of **2.94**, and a Field Citation Average (FCA) of **3.70**, reflecting the increasing scholarly impact of K.R. Mangalam University in research domains that promote equality and human rights.

10.1.1: Reduced Inequalities – Cite Score

In 2024, a Cumulative Cite Score of 1.0 indicates that the university's publications aligned with SDG 10 continue to maintain steady visibility and acknowledgment within international academic circles. The research encompasses a wide array of subjects, such as the reduction of economic disparities, digital inclusion, the empowerment of marginalized communities, and policy analysis focused on promoting equity across gender, geographic region, and socioeconomic status.

10.1.2: Reduced Inequalities – FWCI

The average Field-Weighted Citation Impact (FWCI) of 1.01 indicates that the research related to SDG 10 at K.R. Mangalam University is on par with the global average, reflecting a balanced involvement in significant and pertinent areas of study. This illustrates that the university's research is being cited in proportion to its academic disciplines, underscoring its relevance and credibility.

10.1.3: Reduced Inequalities – Publications

The 16 publications aligned with SDG 10 exemplify K.R. Mangalam University's ongoing commitment to fostering equitable development through academic research. By employing interdisciplinary methods that encompass economics, social sciences, and policy studies, the university plays a significant role in global dialogues aimed at diminishing inequalities.



Through these research initiatives, K.R. Mangalam University persistently promotes inclusive and equitable advancement in accordance with UN Sustainable Development Goal 10.

10.2.1: First-generation students

K.R. Mangalam University is profoundly dedicated to promoting inclusive and equitable access to higher education, in line with the goals of Sustainable Development Goal 4 (SDG 4) - Quality Education. In 2024, the university further enhanced its initiatives to assist first-generation students — individuals who are the first in their families to seek higher education. A considerable segment of the student body at K.R. Mangalam University consists of first-generation learners, underscoring the institution's commitment to broadening participation and improving social mobility. Among the 3,020 students admitted across all programs for the academic year 2023–24, 453 are first-generation learners, accounting for roughly 15% of the total student population. This illustrates the university's commitment to ensuring that access to higher education is not constrained by family background or socio-economic status. To assist these students, the university provides need-based scholarships, financial assistance, mentorship programs, and academic bridge courses to ease their transition into university life. Faculty mentors and dedicated student support services offer academic guidance, psychological counselling, and career advice, helping students navigate socio-economic and educational obstacles. In 2024, focused outreach and admission counselling initiatives were conducted in rural and semi-urban areas to promote higher enrolment of first-generation learners. Through these inclusive admission strategies, community engagement initiatives, and tailored academic support systems, K.R. Mangalam University continues to empower first-generation students to attain academic success and personal development. By promoting accessibility, equity, and empowerment, the university significantly contributes to a more inclusive, knowledge-driven society, fully aligned with the essence of SDG 4: Quality Education.

Proportion of first-generation students Year 2024

Number of students starting a degree	3020
Number of first-generation students starting a degree	453
Proportion of first-generation students	15%



10.3.1 International students from developing countries:

During the academic year 2023–24, K.R. Mangalam University did not enrol any international students from developing countries. However, in the academic year 2024–25, the university saw a significant increase in international enrolment, reaching a total of 60 students from different parts of world. This progress highlights the university's growing global involvement and commitment to offering inclusive and equitable access to high-quality higher education.

10.4.1 Students with disabilities:

The university is dedicated to creating a barrier-free, accessible, and supportive educational environment for all students, including those with disabilities. Currently, two students with disabilities are enrolled in various academic programs at K R Mangalam University. To ensure their full participation in both academic and co-curricular activities, the university provides specialized academic support, accessible infrastructure, and personalized mentoring. The campus is equipped with ramps, elevators, and accessible classrooms to assist students who face mobility challenges. K R Mangalam University's Counselling Cell offers emotional and academic support and ensures that policies and facilities comply with the Rights of Persons with Disabilities Act, 2016. Through these initiatives, K.R. Mangalam University reaffirms its commitment to inclusive education, empowering students with disabilities to pursue higher education with dignity, independence, and confidence, thus contributing to the larger goal of reducing inequalities in access, opportunity, and achievement.

[Divyangjan-Policy](#)

[Revised-Divyangjan-Policy](#)

10.5.1 Employees with disabilities:

The university places a strong emphasis on diversity and ensures equal employment opportunities for every individual, irrespective of any physical or cognitive differences. At present, two faculty members with disabilities play a vital role in the K R Mangalam University academic community, significantly contributing to teaching, research, and institutional advancement. The university promotes an accessible and supportive work environment through barrier-free infrastructure, adaptable facilities, and a culture of inclusivity that maintains respect and dignity for all staff members. K R Mangalam University guarantees that faculty members with disabilities are provided with necessary accommodations, including accessible workspaces, technological assistance, and administrative support, enabling them to effectively carry out their academic duties. Through these efforts, K.R. Mangalam University reaffirms its



commitment to equal opportunity employment, inclusive excellence, and the empowerment of individuals with disabilities, thereby contributing to the larger goal of reducing inequalities and fostering social inclusion within higher education institutions.

10.6.1 Non-discriminatory admissions policy:

K.R. Mangalam University (K R Mangalam University) maintains a transparent, inclusive, and non-discriminatory admissions policy that ensures equal educational opportunities for all applicants. Admission to any academic program at K R Mangalam University is determined solely by merit, eligibility, and a thorough assessment, devoid of any discrimination based on race, color, religion, caste, gender, age, national origin, disability, sexual orientation, or socio-economic status. The university employs a comprehensive review process that values diverse experiences and backgrounds while guaranteeing equal access to scholarships, fellowships, and research participation. All applicants and enrolled students are granted the same rights, privileges, and resources offered by the institution.

[Anti-Discrimination Policy](#)

[Revised-anti-discrimination-policy](#)

10.6.2 Tracking underrepresented groups:

K.R. Mangalam University (K R Mangalam University) is committed to ensure equitable access to higher education by identifying, supporting, and monitoring underrepresented student groups. The university has implemented a systematic method to track students from low-income backgrounds, rural regions, first-generation learners, and marginalized communities to guarantee their continuous engagement and academic success. Through its Low-Income Group (LIG) Scholarship Scheme, K R Mangalam University provides financial assistance, tuition fee waivers, and merit-based scholarships to students experiencing economic difficulties. Additionally, specialized counselling and skill development programs are conducted to enhance confidence, retention, and employability among these demographics. Through these efforts, K.R. Mangalam University not only promotes diversity and inclusion but also plays a vital role in reducing educational disparities and empowering underrepresented communities through high-quality higher education.

[Low-Income-Group](#)

[Notice for Low Income Group](#)



10.6.3 Recruitment of underrepresented groups:

The university is dedicated to promote the recruitment and participation of individuals from underrepresented groups, which encompasses those from economically disadvantaged backgrounds, rural and tribal communities, women, and persons with disabilities. K R Mangalam University ensures that the recruitment and selection processes for both academic and non-academic positions are transparent, merit-based, and devoid of discrimination. Special measures, such as reservation norms, relaxation of eligibility criteria (in line with government guidelines), and financial assistance programs, are provided to candidates from disadvantaged backgrounds. Furthermore, initiatives such as the Low-Income Group (LIG) Scholarship Scheme, outreach activities, and inclusive hiring practices reflect the university's persistent commitment to nurturing an equitable and representative academic community. By fostering diversity among its faculty, staff, and students, K.R. Mangalam University enriches its institutional culture of inclusivity, empowerment, and social justice, thereby contributing to the broader objective of reducing inequalities in access and opportunity within higher education.

[Low-Income-Group](#)

[Notice for Low Income Group](#)

10.6.4 Anti-discrimination policy:

K.R. Mangalam University (K R Mangalam University) upholds a strong Anti-Discrimination Policy that fosters a diverse, inclusive, and equitable academic environment, ensuring that every individual is treated with dignity and respect. This policy explicitly prohibits discrimination, harassment, or retaliation based on race, gender, religion, caste, age, disability, nationality, sexual orientation, or any legally protected characteristic. It applies to all aspects of university life, including admissions, academics, employment, student services, and campus activities, reinforcing the institution's commitment to equal opportunity and a zero-tolerance approach towards bias. The university has established comprehensive mechanisms for reporting, investigation, and grievance redressal to ensure fair resolution of complaints. Regular training sessions, awareness workshops, and policy dissemination are conducted to promote respect, inclusivity, and accountability across the campus.

[Anti-Discrimination Policy](#)

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10.6.5 Diversity Committee:

K.R. Mangalam University (K R Mangalam University) upholds a strong Anti-Discrimination Policy that fosters a diverse, inclusive, and equitable academic environment, ensuring that every individual is treated with dignity and respect. This policy clearly prohibits discrimination, harassment, or retaliation based on race, gender, religion, caste, age, disability, nationality, sexual orientation, or any legally protected characteristic. It applies to all aspects of university life, including admissions, academics, employment, student services, and campus activities, and reinforces the institution's dedication to equal opportunity and a zero-tolerance approach towards bias.

[Anti-Discrimination Policy](#)

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10.6.6 Mentoring & support programs

K.R. Mangalam University has established a thorough Mentoring and Support System designed to promote the comprehensive development, academic success, and emotional health of each student. Every student is assigned a committed faculty mentor who provides ongoing guidance throughout their educational experience. Regular mentoring sessions are scheduled to evaluate students' academic achievements, assist with career planning, foster personal development, and tackle any difficulties they may face. The Student Mentorship Program consists of three fundamental components:

Academic Support: Mentors aid students in grasping intricate subjects, effectively managing their time, and preparing for exams through consistent mentor-mentee interactions.

Career Mentorship: The Career Development Cell offers advice on internships, opportunities for further education, and career progression to assist students in making well-informed professional choices.

Personal and Emotional Support: The We Dost Counselling Cell facilitates individual sessions in a private environment to help students manage stress, peer pressure, and personal issues.

[Mental-health-and-well-being-policy](#)

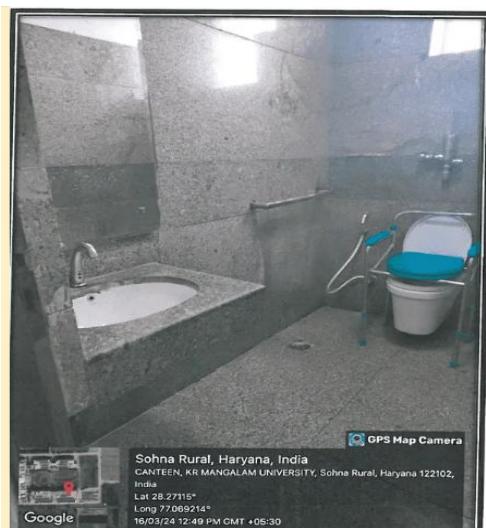
Moreover, specialized support programs are available to assist students from underrepresented and diverse backgrounds, fostering inclusivity and fair access to educational opportunities. Workshops, remedial classes, and awareness sessions are organized under the guidance of the



Counselling Cell, Career Development Cell, and respective schools through proactive mentor-mentee collaboration.

10.6.7 Accessible facilities:

The campus of K.R. Mangalam University is meticulously designed to promote universal accessibility and inclusivity. It includes ramps, elevators, accessible restrooms, and spacious corridors to support easy movement for individuals with physical or visual disabilities. Furthermore, the university offers priority seating, assistive technologies, and dedicated support staff to improve engagement in both academic and co-curricular activities. All infrastructure and facilities comply with the stipulations of the Rights of Persons with Disabilities (RPwD) Act, 2016. Through these inclusive initiatives, K.R. Mangalam University strengthens its dedication to fostering a barrier-free, equitable, and supportive campus atmosphere where every individual can learn and flourish without constraints.



Barrier-free access supporting specially-abled individuals Accessible toilet facility for differently-abled individuals



Wheelchair facility supporting differently-abled individuals

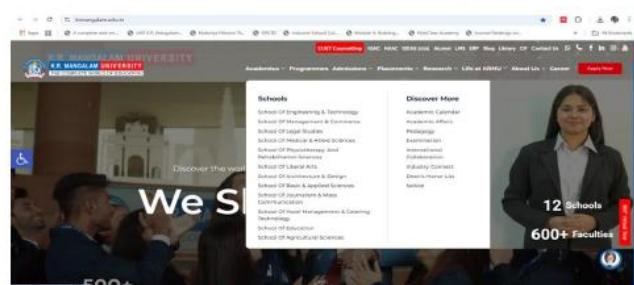


10.6.8 Disability support services:

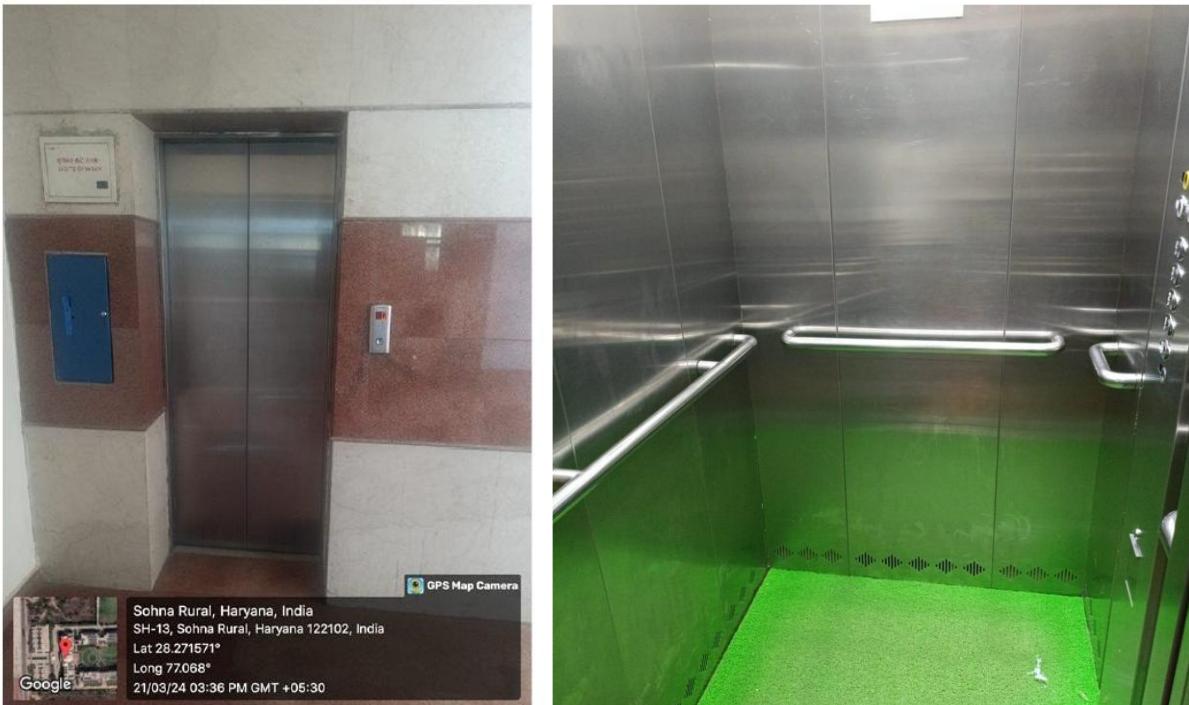
K.R. Mangalam University (K R Mangalam University) offers extensive Disability Support Services aimed at creating an inclusive, accessible, and equitable educational environment for all students. The university has established a clear Policy for Accommodating the Needs of Differently-Abled Students, ensuring that those with physical, visual, or cognitive disabilities receive essential academic and infrastructural support. The campus features ramps with railings, specially designed restrooms equipped with support grab bars, and lifts that are friendly to disabled individuals, complete with Braille signage and dedicated lift assistants to improve accessibility. For students with visual impairments, the university has set up a Visual-Aid Centre that provides assistive technologies, including NVDA (Non-Visual Desktop Access) software, along with other digital accessibility tools incorporated into the university's website to facilitate inclusive learning. At present, two differently-abled students are enrolled and receive active support through tailored assistance, mentoring, and counselling. Through these resources and initiatives, K.R. Mangalam University showcases its firm dedication to eliminating educational barriers, empowering students with disabilities, and nurturing a compassionate, inclusive, and supportive academic environment.



NVDA Software for Divyangjan



Accessibility Tools for Inclusive Browsing on University Website



accessible elevator facility ensuring mobility support for differently-abled individuals

10.6.9 Disability access schemes:

K.R. Mangalam University (K R Mangalam University) has enacted extensive Disability Access Schemes as part of its Revised Divyangjan Policy to promote equal opportunity, accessibility, and inclusion for individuals with disabilities, in accordance with the Rights of Persons with Disabilities (RPwD) Act of 2016. The university offers a 5% reservation in admissions for all academic programs and maintains a campus that is barrier-free and friendly to individuals with disabilities, featuring ramps, accessible restrooms, and assistive technologies. K R Mangalam University has set up an Enabling Unit and Resource Centre that provides counselling, educational assistance, fee waivers, remedial coaching, and career guidance for students with disabilities. Regular awareness and sensitization initiatives are organized for faculty and staff to cultivate an inclusive atmosphere. Additionally, the university ensures that its digital platforms adhere to accessibility standards, including the Web Content Accessibility Guidelines (WCAG), and performs regular access audits to improve inclusivity. Through these efforts, K.R. Mangalam University reaffirms its dedication to empowering individuals with disabilities and facilitating their complete participation and success in higher education.



10.6.10 Disability accommodation policy:

The Disability Accommodation Policy guarantees that individuals with disabilities receive fair access to education, employment, and campus resources by providing necessary support and accommodations. In accordance with the Rights of Persons with Disabilities (RPwD) Act, 2016, this policy ensures a barrier-free and inclusive environment by implementing customized provisions such as flexible academic and assessment arrangements, assistive technologies, accessible infrastructure, and counselling services. An Enabling Unit and Resource Centre serves as the coordinating entity to evaluate and meet individual needs, offering guidance, remedial coaching, and employment assistance. Additionally, the policy encompasses a 5% reservation in admissions, disability awareness programs for staff and students, and regular accessibility audits to guarantee adherence to national and international standards, including WCAG for web accessibility. Through these initiatives, the institution promotes equal opportunity, dignity, and participation for all individuals with disabilities in every aspect of academic and professional life.

[Divyangjan-Policy](#)

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10.6.11 Anti-harassment policy:

The University is dedicated to ensuring a safe, respectful, and inclusive atmosphere that is devoid of any form of harassment, discrimination, or victimization based on gender, caste, religion, ethnicity, disability, or minority status. Any unwelcome behavior whether verbal, physical, or visual—that undermines an individual's dignity or fosters an intimidating, hostile, or offensive environment is strictly forbidden. In line with the provisions of the Prevention of Sexual Harassment (POSH) Act, 2013, the University has established an Internal Committee to receive and address complaints in a prompt, fair, and confidential manner. The institution advocates for equal opportunity, protects the rights of all individuals, and guarantees that no one faces retaliation for reporting or engaging in the resolution process. Regular awareness and sensitization programs are conducted to promote mutual respect, gender equity, and harmony within the campus community.

[Anti-Discrimination Policy](#)

[Revised-anti-discrimination-policy](#)