

PRiME

*an initiative of the
United Nations Global Compact*



Sharing Information on Progress 2026

GOA Institute of Management

September 2026

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About the Principles for Responsible Management Education (PRME)

The Principles for Responsible Management Education (PRME) is a United Nations-supported initiative founded in 2007 that aims to raise the profile of sustainability in their classrooms through Seven Principles focused on serving society and safeguarding our planet.

PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic and sustainability goals, while drawing attention to the Sustainable Development Goals (SDGs) and aligning academic institutions with the work of the UN Global Compact. Driven by its mission to transform management education, PRME equips today's business students with the understanding and ability to deliver change tomorrow. As a voluntary initiative with over 800 signatories worldwide, PRME has become the largest organized relationship between the United Nations and management-related higher education institutions.



“*The PRME initiative was launched to nurture responsible leaders of the future. Never has this task been more important. Bold leadership and innovative thinking are needed to achieve the Sustainable Development Goals (SDGs).*

Antonio Guterres

Secretary-General (2017 - Present)

United Nations

”

Principles of PRME



Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.



Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.



Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.



Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.



Practice

We adopt responsible and accountable management principles in our own governance and operations.



Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

The Sustainable Development Goals (SDGs)

In September 2015, all 193 Member States of the United Nations adopted a plan for achieving a better future for all – laying out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of Agenda 2030 are 17 Sustainable Development Goals (SDGs) and 169 related targets that address the most important economic, social, environmental and governance challenges of our time. The SDGs clearly define the world we want – applying to all nations and leaving no one behind. Successful implementation of the SDGs will require all players to champion this agenda; the role of higher education is critical to this.





Getting Started

This section provides foundational information about GOA Institute of Management, including key details and basic institutional data.

Mission

To create knowledge and develop responsible and agile leaders at the forefront of cutting-edge business practices.

Graduates & Enrollment

2025 Statistics	Number
Graduates	600
Faculty & Staff at the University	250
Faculty & Staff at the Institution	250
Student Enrollment at the University	1200
Student Enrollment at the Institution	1200
Undergraduate Attendance	0
Masters-Level Postgraduate Attendance	1200
Doctoral Student Attendance	26
Certificate, Professional Development, or Continuing Education Attendance	150

Degrees Offered

Masters Programs

 Master of Business Administration (M.B.A.)

Additional

 Fellow Programme in Management (FPM)



Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.

Definition of Purpose

Over a decade, GIM has created an ecosystem through its curriculum, co-curricular activities, centres of excellence, and student clubs that nurture leaders who are agile, responsible, and have a penchant for contributing to creating businesses that are fair, equitable, and balance profit and purpose.

Institutional Engagement

26% - 50% of faculty at GOA Institute of Management actively contribute to our work with PRME, advancing responsible management education, or addressing sustainable development challenges through their work.

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Responsible management education is embedded across the student learning journey at Goa Institute of Management

Responsible management education is embedded across the student learning journey at Goa Institute of Management through curricular, co-curricular, experiential, and reflective learning opportunities rather than being confined to standalone courses. The institute adopts a whole-of-programme approach that develops responsible managers who possess ethical judgement, systems thinking, social consciousness, and a commitment to sustainable development.

A key institutional initiative is the integration of Social, Emotional and Ethical (SEE) Learning, a curriculum developed by Emory University, USA. GIM became the first higher education management institute in India to integrate SEE Learning into its MBA induction programme. The module facilitated by Prof. Divya Singhal and Dr. Padhmanabhan Vijayaraghavan, serves as the foundation of students' management education by cultivating the inner capacities required for responsible leadership before they begin their academic coursework. The SEE Learning module focuses on developing self-awareness, compassion, empathy, resilience, systems thinking, ethical engagement, and an understanding of interdependence. Through experiential practices such as grounding and reflection, kindness exercises, self-awareness activities, and systems-thinking exercises that encourage students to recognise the interconnectedness between individuals, organisations, society, and the environment, students begin to appreciate that management decisions have ethical, social, and environmental consequences. These competencies provide the behavioural and mindset foundation for subsequent learning in sustainability and responsible management throughout the MBA programme.

Responsible Management Education is further reinforced through Give Goa, GIM's flagship community immersion programme now also known as Service-Learning Rural Immersion (SLRI) that was started in July 2011. The purpose of the GiveGoa initiative is to promote social responsibility among the students of GIM through service to the less privileged communities and thereby contribute to goal of a more inclusive society.

Students of the first year of the Post Graduate Program are formed into groups of five or six to undertake a project at an organization. Each group is guided by a faculty member and by a project coordinator in the client organization. This provides an opportunity to institute faculty members to be to contribute to the society through their respective groups. Faculty members play a major role in guiding and evaluating the student groups, with inputs provided by the client organizations. Apart from this, every year GiveGoa (SLRI) Coordination team that includes faculty members and staff members have the opportunity and responsibility to approach various organizations such as banks and NGOs, to provide students with projects. The projects broadly addressed client concerns and offered an opportunity for students to work with disadvantaged sections. Projects are taken up broadly in the fields of Education, Social Welfare, Agriculture extension and Public Health, enabling students to understand complex societal challenges through direct engagement rather than classroom discussion alone. The experience encourages students to reflect on privilege, inequality, inclusion, stakeholder perspectives, and the social role of business while developing empathy, civic responsibility, and ethical decision-making through real-world exposure.

The principles of responsibility and sustainability are also embedded through GIM centre of excellence such as Centre For Social Sensitivity and Action; Centre For Excellence in Sustainable Development etc. Several of such initiatives including SDG-focused projects, [AIM2Flourish](#) business innovation stories, Sahyog international collaborative projects, responsible management dialogues, and interdisciplinary experiential learning activities.

Across the curriculum, responsible management, sustainability, social impact themes are integrated into courses through case discussions, field immersions, stakeholder engagement, reflective assignments, experiential projects, and sustainability-focused assessments.



Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.



How We Define Values

GIM is committed to fostering societal betterment through meaningful engagement initiatives and impactful social strategies. Our approach includes collaboration with industry, government, NGOs and academia while addressing community needs through innovative programs. The institution creates societal impact through its scholarship, teaching programs (degree granting & executive education), outreach programs, dissemination of the thought leadership the institution has built, and application of the thought leadership through consultancy, collaborations & action research. GIM also firmly believes that the responsibility of the institution is not restricted merely to the classroom but extends beyond the outside the classroom. Hence, GIM, has always had a commitment for development of the community as well as the institute, though a green eco-friendly campus, student clubs, centres of excellences, conferences and conclaves, and other aspects. GIM has been committed to making the 50-acre Sanquelim campus into a green, sustainable and eco-friendly campus and it can showcase for other institutions to emulate. It is also conscious of the impact GIM has on the environment and the society of the region and the nation and is continuously making strides to reduce carbon footprint and have a positive impact on the ecosystem.

Who Champions Responsible Management Education at Our Institution

- ❖ Interdisciplinary efforts across business school
- ❖ Centres of Excellence
- ❖ Research or issue group, society, or club leading sustainability efforts

Student Awareness

51% - 75% of students at GOA Institute of Management are aware that we are a PRME Signatory Member.

Student Engagement

76% - 100% of students at GOA Institute of Management actively contribute to our work with PRME, advancing RME, or addressing sustainable development challenges through their work.

Celebrating Values

The following demonstrates a way in which our institution celebrates values in various specializations.

Developing Social Responsibility and Sustainability through KYHP

Through KYHP we try to teach students and give them opportunity to learn and understand how the healthcare system works. We take them on field visits to various healthcare organizations – hospitals, health centres, diagnostic and pharma companies where they get the chance to interact with the Heads and other stakeholders at these organizations and understand the functioning and landscape of the facility at large. In addition, student groups get to conduct projects by working with these organizations in a way that allows them to understand the ways in which a healthcare organization operates and how they as an organization they can contribute to sustainability by balancing quality patients care, right use of resources, environmental responsibility (waste disposal). There project helps them to consider the interest of multiple stakeholders and evaluate the ethical, social and other implications of management decisions. Students are guided by the professors to identify practical and sustainable solutions that balance patients' well-being, organization's needs, affordability and long-term sustainability. These opportunities not only help students to grow as future managers but also allow them to develop the competence and skills they need to steer management firms in a way that creates value not just for the organization they work at but also for the patients, community and society.

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Cultivating Responsible Management at GIM: Learning, Leading and Giving Back

Purpose at the Core: At GIM, a core emphasis is placed on educating staff, faculty and students in Responsible Management practices. Through meaningful activities, leadership sessions, hands-on experiences, and faculty and/or student-driven initiatives, the Institute seeks to promote and uphold the objectives of the UN SDGs.

Stories that Spark Empathy, Ideas that Drive Impact: As part of this effort, over the last academic year, the Centre for Social Sensitivity and Action (CSSA) organized a Digital Storytelling Campaign, where students, faculty and staff were encouraged to share their thoughts and personal reflections on themes such as inclusion, human rights, gender equality and compassion with the aim of promoting inclusivity, empathy and social responsibility.

Where Reflection Meets Stakeholder Thinking: In addition, as part of the Social Responsibility and Action Course, Prof. Edward Freeman delivered a talk titled "Defeating Dengue and Driving Change: A Stakeholder's Perspective on Responsibility." The session illustrated how stakeholder theory goes beyond academic discourse to create tangible social impact while maintaining business viability.

Community Solutions: Initiatives such as the Give Goa Health Course encourage students to drive meaningful change by uplifting a segment of society through their work with organizations in the health and wellness space. With the organizations' consent, students study existing business strategies and workflows, identify challenges and gaps, and with the support of their faculty propose solutions that these organizations could adopt to improve and enhance their operations.

Insights that Sustain Business and People: The Annual Healthcare Management Conclaves further reinforce the principles of Responsible Management. At these events, through panel discussions, eminent business leaders come together to share ideas, exchange viewpoints and deliberate on questions critical to the industry, thereby allowing participants (students, faculty, staff and other dignitaries) to gain insights into the latest business practices driving change for organizations to be sustainable.



Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



How We Define Teach

At GIM, we teach responsible management through core courses, elective courses, projects which students do in Centres of Excellence and student communities, and experiential learning courses.

Courses that support RME

GOA Institute of Management reports 1 course in 2025 that support responsible management education and sustainable development goals.

Know your Healthcare Provider | 0

As a part of the HCM curriculum, Experiential learning via field visits and taking up hands on projects in healthcare organisations like leading hospitals (Govt & Private), Pharmaceutical and Medical Device companies, NGOs, standalone diagnostic laboratories and other healthcare setups within the state have been included as an important and integral part of the learning experience. Such visits facilitate the students to gain exposure to various dimensions in order to become efficient healthcare managers.

Know Your Healthcare Provider is a perfect blend of Classroom training and field work where-in every Wednesday is dedicated to students spending time on the field visiting different sectors in the healthcare setup. On the whole close to 60 organisations are visited in a year over 3 terms. These visits help students to gain a practical insight and have an in-depth understanding of the healthcare industry. It helps in the development of practical ideation and to build their problem-solving skills. During these visits students have small activities that they carry out at the facility to enhance their understanding, based on which they submit a weekly report. The students are encouraged to create blog posts and a digital portfolio of each visit.

Testimonials of students -

"Having previously worked in the healthcare IT industry, it was very interesting to go out into the real world and observe the daily activities at the heart of healthcare, first-hand, thanks to KYHP. KYHP visits to hospitals, manufacturing industries and PHCs, evenly spaced out over the course of a year, has made an indelible impression on me. It demonstrated how the stakeholders work together to oil and run the healthcare machine, and what makes healthcare a melting pot of diversity, focused entirely on care seekers."

"Know Your Healthcare Provider or simply Healthcare Thursdays is that time of the week where students get to experience healthcare delivery, interact and work closely with different stakeholders in the domain. This pedagogy of hands on learning beautifully compliments the classroom teachings that happen here at Goa Institute of Management. KYHP also presents the students an opportunity to take on live projects with stakeholders and give solutions to real world problems which get incorporated in the organisation."

KYHP was a practical course that helped us understand the functioning of hospitals, pharmaceutical companies, medical device companies and the public health sector. The once a week visits helped us appreciate and learn about various clinical and management issues that the stakeholders manage in the above sectors. It provided a way to link theory and practical knowledge and identify the knowledge gaps and patient pain points. It is a course that is helping me in the day to day working in my present organization, a medical device company."



Educator Recognition

At GOA Institute of Management, we recognize educators for quality of teaching in the following ways:

- ❖ Pedagogical innovation grants
- ❖ Professional development opportunities
- ❖ Publication or research support
- ❖ Student-nominated teaching awards

Teaching Voices

The following statement demonstrates ways in which educators at GOA Institute of Management support sustainability and responsible management in their classrooms.

60 Minutes : One Book : A Learning Challenge.



This year, I once again conducted the “60-Minute Challenge” for FPM scholars as part of my Managerial Statistics course at Goa Institute of Management. The challenge was simple, but required more than just reading.

Each scholar was given the title and author of a Statistics textbook and had 60 minutes to:

1. Locate the book from the library racks
2. Explore and critically review its contents
3. Compare the topics covered in the book with our FPM Statistics course
4. Prepare a two-page note evaluating the book and its suitability for the course
5. Present it as two minute talk

The objective was not merely to review a textbook. I wanted the scholars to explore the library, engage with academic resources, evaluate a book from a researcher’s perspective, and critically connect what they found with what they are learning in the classroom.

In an age where information is available instantly through search engines and AI tools, I feel there is still considerable value in encouraging scholars to walk into the library stacks, discover a book, browse through it, question its coverage, and form their own academic judgment.

It was wonderful to see the scholars taking up the challenge with curiosity and enthusiasm. Sometimes, a small change in the way we design a classroom activity can turn a familiar academic resource into an interesting learning experience.

Barriers to Innovative Curriculum

In 2025, GOA Institute of Management identified the following barriers to innovating, updating, or taking risks in existing curriculum:

- ❖ Assessment challenges
- ❖ Change fatigue
- ❖ Overloaded faculty
- ❖ Time constraints

Barriers to Innovative Pedagogy

In 2025, GOA Institute of Management identified the following barriers to innovating, updating, or taking risks in existing pedagogy:

- ❖ Administrative hurdles
- ❖ Learning curve for faculty
- ❖ Overloaded faculty
- ❖ Resource constraints
- ❖ Standardized testing pressures
- ❖ Student engagement concerns

Continue telling your story

SLRI- teaching sustainability through practice

View document  Download document 



Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.

How We Define Research

At GIM, research is the systematic creation and application of knowledge to understand people, organisations, institutions, and societal challenges. It combines rigorous academic inquiry with responsible, practice-oriented scholarship to address business and societal needs, inform policy and management practice, and contribute to sustainable and inclusive development.

Research vs Research for RME/Sustainable Development



Research Funding

In 2025, GOA Institute of Management was awarded funding for research that is:



**Institution
Specific**



International

Socializing Research

In 2025, GOA Institute of Management contributed research findings to:

- ❖ Local media
- ❖ International media
- ❖ National media
- ❖ Government and policy makers
- ❖ Industry and business networks
- ❖ Community organizations
- ❖ Open-access platforms

Research Projects

In 2025, GOA Institute of Management reported 2 research projects that implemented responsible or sustainable activities.

Weaving Intersectionality for Gender, Health and Climate Justice in India

Period Covering: January, 2026 - August, 2026

Department: Centre for Social Sensitivity and Action

The playbook/toolkit has been developed through our collaboration with **GIZ, Germany** for NGOs, trainers, researchers, policymakers and journalists.

Our playbook responds to a critical gap in addressing gender, health and climate change as interconnected challenges. Climate change does not affect all people equally; various forms of inequality shape both vulnerability and the ability to adapt and recover. The playbook therefore seeks to move intersectionality from a conceptual idea to a practical approach for programme design, implementation, monitoring and advocacy.

The playbook brings together a set of practical tools that can help organisations identify intersecting vulnerabilities, examine how programmes may reproduce or address inequalities, and design more inclusive and responsive interventions.

The toolkit advocates an intersectional approach to program design to address all forms of structural inequities and brings a differentiated vulnerability lens to health-system planning. The purpose of the toolkit is to help examine how multiple social positions and structural inequalities shape climate vulnerability, health risks and access to health-system resources. The objective is to translate this understanding into more inclusive programme design, data systems, monitoring and evaluation.



Assessing the Progress and Strategies to Improve the Low Enrolment in the Social Security Schemes in Goa

Period Covering: August, 2025 - October, 2026

Department: Finance

Dr. Manas Mayur was awarded this project "Assessing the Progress and Strategies to Improve the Low Enrolment in the Social Security Schemes in Goa" funded by Goa State Research Foundation



Research Awards

In 2025, GOA Institute of Management was awarded 2 research awards for responsibility- and/or sustainability-related research.

Global Advocacy Award for the category on “Labour and Entrepreneurship”

Granter: Alphazulu Advocates

Grantee: Sreerupa Sengupta

Award Description:

The Global Advocacy Award honored contribution of faculty and practioners working towards creating impact in the domain of human deveopment in their respective countries.

SDG Advocacy Partner – Institutional Advocacy Award

Granter: Global Advocacy Awards 2025 in London by Alphazulu Advocates UK

Grantee: Centre For Social Sensitivity and Action at GIM

Award Description:

The Centre For Social Sensitivity and Action (CSSA), GIM received the ‘SDG Advocacy Partner – Institutional Advocacy Award’ at the Global Advocacy Awards 2025 in London. The honour was received on behalf of the institute by alumni, Mr Soutik Sarkar and Mr Apoorva Ramchandran, who represented GIM at the ceremony and shared the spirit of the institute on a global platform.

Moreover, faculty members were also recognised for their contributions. Prof. Divya Singhal, Professor and Chairperson for CSSA, GIM, received the ‘Outstanding Global Advocacy Leadership’ award for her sustained global SDG advocacy efforts, and Dr Sreerupa Sengupta, Associate Professor and Chairperson, Healthcare Management, GIM, received the ‘Economic Advocacy Impact – Labour and Entrepreneurship with Special Focus on Gender Mainstreaming’ award.

Research Presentations Related to RME and/or Sustainability

In 2025, GOA Institute of Management gave 1 research presentation related to RME and/or sustainability.

Educating for a Greener Tomorrow: The Role of Green Campus Initiatives

Authors: Ms Srijia Chawla, PGDM BDA, Goa Institute Of Management | Prof P Balasubramanyam, Goa Institute Of Management

Date of publication: November, 2025

Presented at: National or international issue or theme-specific conference

Department: Business Administration

Higher education institutions today are not only centers of academic learning but also living laboratories of sustainability. The concept of a “green campus” has gained momentum across business schools and universities worldwide, where environmental responsibility is embedded into infrastructure, pedagogy, student culture, and community engagement. A green campus demonstrates how ecological conservation, energy efficiency, and sustainable practices can coexist with educational excellence.

Business schools, in particular, hold a unique position since they train future managers, entrepreneurs, and policymakers. By embedding sustainability into their ecosystems, these institutions act as role models for corporations and governments. This paper explores green campus initiatives through the lens of renewable energy adoption, water conservation, waste management, biodiversity preservation, sustainable transportation, and student-driven activities. It also highlights areas for innovation such as smart monitoring systems, green purchasing policies, and gamified sustainability applications.



Publications Related to RME and/or Sustainability

Why South Asia's Family Planning Systems Must Recognise Men as Contraceptive Users

Authors: Jayakant Singh | Enu Anand | Kaushal Kumar Singh

Date of publication: August, 2026

Department: Management

South Asia's family planning programmes have met their targets by asking more of women. Men are engaged as supportive partners, rarely as contraceptive users in their own right. Analysing men's own responses in the most recent Demographic and Health Surveys of India, Pakistan and Nepal, we find

that modern male method use is low everywhere, about 6 percent of married men in India, 11 percent in Pakistan and 14 percent in Nepal and is almost entirely condom use. Male sterilisation has collapsed to under 1 percent in India and is negligible in Pakistan.

The regional comparison is what makes the pattern legible. Pakistan appears to have the highest male share of contraceptive users, at over 40 percent, but this reflects reliance on condoms rather than any durable male responsibility. Nepal, where vasectomy is comparatively accepted, shows what changes when stigma and service delivery shift. And in Pakistan, men's method use falls sharply as marriages mature: once couples finish childbearing, the work of limiting births passes quietly to women, usually through female sterilisation.



Are Alcohol Consumption and Smoking Associated with the Risk of Early Menopause? Evidence from the NFHS-5 (2019-20) Survey in India •

Authors: ENU ANAND

Date of publication: July, 2025

Presented at: National or international discipline-specific conference

Department: Management

Early natural menopause, defined as the onset of menopause before age 45 without medical intervention, affects about 11% of women in India. This study investigates alcohol consumption and smoking as potential risk factors for early menopause using data from the National Family Health Survey (NFHS-5) 2019-2020, which includes 301,252 women aged 30-45. Early menopause is defined as the absence of menstruation for six months among married women, excluding pregnant and postpartum women. Bivariate and multivariate analyses were conducted to examine the relationship between early menopause and various socioeconomic, demographic, and health factors. Logistic regression and Cox proportional hazards models were applied to estimate menopause risk. Results show that states like Bihar (18.13%), Telangana (18.2%), and Andhra Pradesh (17.7%) report the highest early menopause prevalence, while northern states like Punjab (7.8%) and Northeastern states like Mizoram (4.71%) report lower rates. Alcohol consumption (15.08%) and smoking (17.52%) were strongly associated with early menopause, compared to non-drinkers (10.6%) and non-smokers (10.63%). Other significant factors include underweight status (12.38%), anaemia (12.94%), poverty (12.19%), lack of education (16.47%), and rural residence (12.03%). In contrast, wealthier (6.88%) and more educated women (3.23%) reported lower rates. These findings highlight the role of lifestyle and socioeconomic factors in early menopause.



GIM study flags parental gaps in tackling deepfakes and AI-enabled harms **Read more at: <https://education.economictimes.indiatimes.com/news/industry/gim-study-flags-parental-gaps-in-tackling-deepfakes-and-ai-enabled-harms/133372216>**

Authors: ENU ANAND

Date of publication: August, 2026

Department: Management

Parents and families are not adequately prepared to identify or respond to technology facilitated gender based violence including deepfakes, synthetic image and video generation and other AI-enabled harms.

The study is funded by the Indian Council of Social Science Research (ICSSR), interviewed 40 parents of young and adolescent children.

Read more at:

<https://education.economictimes.indiatimes.com/news/industry/gim-study-flags-parental-gaps-in-tackling-deepfakes-and-ai-enabled-harms/133372216>

Read more at:

<https://education.economictimes.indiatimes.com/news/industry/gim-study-flags-parental-gaps-in-tackling-deepfakes-and-ai-enabled-harms/133372216>



Access to Finance and Young Women Entrepreneurs: Driving Sustainable Livelihood in Rural India

Authors: Durairaj Kumarasamy, Professor, Manav Rachna International Institute of Research and Studies | Prakash Singh, Associate Professor, Goa Institute of Management | Sukhvinder Kaur, Assistant Professor, Delhi University

Date of publication: August, 2025

Department: Economics

Recent projections indicate that India needs to integrate 145 million women into its workforce to achieve its goal of a \$30 trillion economy by 2047. However, women continue to face significant barriers in accessing financial resources and information compared to men, thereby limiting their ability to engage in economic activities, particularly entrepreneurship. Strengthening financial inclusion and fostering entrepreneurial capabilities among young women can be crucial in accelerating economic growth. Using household-level data from the 77th All India Debt and Investment Survey (AIDIS), the present study assesses the extent of financial inclusion among young women entrepreneurs in rural India and its implications for their livelihoods. Our analysis reveals that financial inclusion remains inadequate in the rural nonagricultural sector, which could otherwise serve as a significant pathway for nurturing entrepreneurship among young women. Addressing these gaps through targeted policy interventions can enhance women's economic involvement, ultimately contributing to broader economic development.



India Must Count Financial Inclusion by Use, Not Just Access | [DOI](#)

Authors: Dr Durairaj Kumarasamy, Professor, Manav Rachna International Institute of Research and Studies | Prakash Singh, Associate Professor, Goa Institute of Management | Yashraj Tanwar, Research Assistant, Goa Institute of Management.

Date of publication: April, 2026

Department: Economics | Financial Inclusion

India has solved banking access, with over 578 million Jan Dhan accounts and near-universal coverage. But the real challenge lies in utilisation. A primary survey in the NCR region by Kumarasamy, Singh, and Tanwar shows that while awareness of financial schemes is widespread, only about one in three aware individuals actually use them, particularly for more complex transactions. This gap is not just about financial literacy; even among the most educated, awareness exceeds utilisation by nearly three times. The key finding is that digital inclusion determines whether access translates into use. Where digital access is limited, the awareness-utilisation gap widens by up to 6.5 times, narrowing to nearly twice as digital inclusion improves. Trust deficits, system complexity, and social context, particularly gender constraints, further discourage sustained use. The authors recommend treating digital infrastructure as core financial infrastructure, designing systems for trust and usability, and

leveraging women-led business correspondents and self-help groups to reflect social context. The bottom line is that financial inclusion must now be measured not by how many people are connected, but by how many can meaningfully engage.



The Power of Arts-Based Pedagogies Transforming Mindsets to Shape Our Future

| [DOI](#)

Authors: Ekaterina Ivanova | Isabel Rimanoczy, | Divya Singhal

Date of publication: March, 2026

Presented at: National or international academy of management

Department: Management

This book is included in the following book series: [The Principles for Responsible Management Education Series](#)

Art has a unique power to resonate deeply, leaving lasting emotional and cognitive impressions. This practical book presents a comprehensive toolkit of innovative, high-impact pedagogical approaches, tested across diverse fields, to enable readers to confidently integrate art into education for sustainability within business schools, universities, and cultural institutions.

The book is an interdisciplinary roadmap to art-based interventions from the perspective of educators as artists, to action-driven art, aesthetic learning spaces, and the intersection of art, AI, and crafts that inspires transformative shifts in mindsets. Throughout, the authors share personal stories, practical experiences, and reflective discussions on how the power of art can spark meaningful change and accelerate the path towards a just and sustainable future.



Firm-level ESG performance and climate risk: Role of gender-diverse boards

| [DOI](#)

Authors: Purba Bhattacharjee; Goa Institute of Management | Sibanjan Mishra; XIM University
Bhubaneswar

Date of publication: February, 2026

Department: Management | Accounting | Finance

This study investigates how board gender diversity (BGD) influences the firms' environmental, social, and governance (ESG) performance and their vulnerability to transitional (TR) and physical (PR) climate risks. The study sample comprise of 9,128 firms across 91 countries from 2015 to 2023. The key findings reveal that the moderating effects of BGD vary by risk type: BGD improves (diminishes) ESG performance in response to TRs (PRs). The study indicates that BGD prioritize long-term sustainability disclosures during transitional periods, while focusing on short-term operational resilience amid physical interruptions. The results confirm that the presence of BGD reduces agency conflict and information asymmetry by strengthening ESG disclosures during TRs. Notably, PR itself pushes firms to increase ESG disclosure (reactive compliance), but BGD doesn't add extra momentum because urgent crisis management overshadows governance-driven pro-ESG initiatives. The external legitimacy pressure and regulatory scrutiny during PR increase ESG reporting independent of BGD. Channel analysis confirms that BGD shapes firms' view of ESG disclosure, where it acts as a favourable market signal during TRs, while liquidity assurance gains significance under PRs to maintain firm value. Furthermore, the effects of BGD are more relevant in emerging economies and institutional environments characterized by weaker governance and stronger cultural constraints.



Research Voices

The following statements demonstrate ways in which researchers at GOA Institute of Management bring sustainability and responsible management into their research.

When Climate Risk Becomes a Management Problem: Reflections from a GIM Alumnus and Collaborator

Nearly two decades after studying management at the Goa Institute of Management, one idea has become increasingly important to me: the hardest management problems rarely remain inside the boundaries in which they first appear.

My career has moved across technology, financial services, social impact and international development. Today, as [Asia Lead - Networks & Ecosystems at Practical Action](#), I work across climate resilience, disaster risk reduction, urban systems, and the partnerships and finance needed to address them. This work has changed how I understand responsible management. Economic, institutional, environmental and social outcomes are increasingly inseparable.

Extreme heat is a good example. It begins as a climate hazard, but for an outdoor worker it becomes a health and productivity issue. Lost working hours become an income problem; reduced income can become a food-security or debt problem. At city level, heat affects energy demand, public health and businesses. **Climate risk rarely remains a climate problem.** Managing such challenges requires understanding interconnected systems, recognising trade-offs and asking: Who carries the risk? Who can act? Who benefits? Who pays? What happens when project funding ends?

This is where I see an enduring connection with responsible management education. I would not attribute my career to any single course at GIM, but GIM contributed to an important foundation: management exists within a wider social context, and good decisions cannot be judged only by their immediate financial or organisational outcome. More recently, my relationship with GIM has evolved from alumnus to collaborator. In August 2025, GIM partnered in an initiative on **AI for Governance and Social Impact**, connecting emerging technology with public systems and social outcomes. In November 2025, I worked with GIM's **Centre for Social Sensitivity and Action (CSSA)** as a collaborator for the CSSA Conclave. **This collaboration is also becoming more applied through projects we are undertaking with GIM students, giving them opportunities to work on real-world social and development challenges while bringing fresh perspectives and analysis into our own practice.**

Those experiences changed how I see CSSA. Its most valuable role may be to act as a bridge between the classroom and the real world: bringing live problems from communities, governments, businesses and civil society into management education, while taking research, student energy and management capability back into those systems.

The AI engagement reinforced this. Artificial intelligence may begin as a technology question, but in governance it quickly becomes a question of access, accountability, inclusion, institutional capacity, ethics and who benefits. These are management questions. Climate resilience presents the same challenge. Across Asia, no single institution has all the knowledge, legitimacy or resources required. Progress depends on communities, governments, businesses, researchers, civil society, philanthropy and investors learning to act together. Management therefore becomes partly an exercise in **orchestration**: creating enough shared understanding and trust for better collective decisions. I think of this as building **shared resilience** - not simply strengthening one organisation, but strengthening the relationships, institutions and financing mechanisms that allow a wider system to anticipate, respond and adapt.

This is why I see real potential in continued collaboration between CSSA, GIM and practitioners. Management schools can become places where emerging societal problems are examined before established solutions exist - where students confront real trade-offs, practitioners bring field intelligence, researchers test assumptions and different actors learn together.

For Practical Action, this creates opportunities to bring live challenges around climate resilience, livelihoods, technology and institutional change into dialogue with faculty and students. For GIM, it creates a living connection between responsible management education and the realities in which future managers will make decisions.

Responsible management, to me, is ultimately about **widening the frame**: understanding not only what an organisation can do, but what its choices mean for the wider system of people, institutions and environments of which it is a part.

That is where I see the continuing opportunity for CSSA -to make GIM a place where management education, lived societal challenges and practical action continually inform one another.

Can Digital Finance Boost Rural Women's Growth in India?

If millions of women in rural India want to build businesses, why are so few crossing the threshold?

<https://faculti.net/can-digital-finance-boost-rural-womens-growth-in-india>

Research Barriers

In 2025, GOA Institute of Management identified the following barriers to conducting research related to sustainability and/or responsibility:

- ❖ Funding challenges
- ❖ Data access and management
- ❖ Time constraints

Continue telling your story

India's Gender Policies need Local Intelligence to Work



India's Gender Policies Need Local Intelligence to Work

Opinion

Sreerupa Sengupta **Goa Institute of Management** | Divya Singhal **Goa Institute of Management** | Ananya Chakraborty **World Resource Institute**

9-Jun-2026

India has expanded access to education, public health systems, and political representation over the past five decades. These gains are visible in wider service coverage and deeper institutional reach. Yet improved access has not produced comparable gains in outcomes. Structural inequality continues to shape who benefits from these systems, how, and to what extent. This gap is reflected in the Global Gender Gap Index 2025, which measures disparities across economic participation, education, health, and political representation. India ranks 131 out of 146 countries, slipping two places from 129th position in 2024. The contrast points to a persistent constraint: policy expansion has not kept pace with the social and institutional conditions that determine real outcomes.

Sengupta, S; Singhal, D and Chakraborty, A (2026). *India's Gender Policies need Local Intelligence to Work*. The Policy Edge. <https://www.policyedge.in/p/indias-gender-policies-need-local-intelligence-to-work>

[https://www.linkedin.com/posts/the-policy-edge_thepolicyedge-publicpolicy-policyopinion-activity-7469971460057583616-Nrhp?](https://www.linkedin.com/posts/the-policy-edge_thepolicyedge-publicpolicy-policyopinion-activity-7469971460057583616-Nrhp?utm_source=share&utm_medium=member_desktop&rcm=ACoAAAJInIMBLHUnrRnJU5sjlBB6sbD-aRzKbY)

[utm_source=share&utm_medium=member_desktop&rcm=ACoAAAJInIMBLHUnrRnJU5sjlBB6sbD-aRzKbY](https://www.linkedin.com/posts/the-policy-edge_thepolicyedge-publicpolicy-policyopinion-activity-7469971460057583616-Nrhp?utm_source=share&utm_medium=member_desktop&rcm=ACoAAAJInIMBLHUnrRnJU5sjlBB6sbD-aRzKbY)

Centre for Public Policy and Governance

The Centre for Public Policy and Governance (CPPG) in 25-26 undertook two very important projects on topic of Decent Work an climate change and GDP Growth Analysis of Goa, India.

1. Decent Work in the Face of Climate Change: Understanding the Experiences of Fishing Communities in Goa and Mauritius

Project Team: Dr. Pratima Sambajee, Strathclyde University & Dr. Kingshuk Sakar, Goa Institute of Management

Objectives:

1. To investigate challenges faced by SSF in their daily work activities and life
2. To identify climate change related protection/s in place

3. To identify any mechanisms for the promotion of dialogue between SSF and relevant stakeholders in each context
4. To identify and share any relevant practice/s that will allow the two contexts to learn from each other
5. To collect evidence for the write-up of two case studies and 2 policy briefs to be shared with local organisations/authorities, local SSF communities, and a future funding application to include other global contexts.

Sponsoring agency: Royal Society of Edinburgh

Value of the Project: GBP 7500

Expected Deliverables: A project report, Dissemination Workshop/Conference, Journal Publication

How will it create impact? The project seeks to contribute to evidence-based policy and practice concerning the livelihoods, working conditions and rights of small-scale fishing communities in the context of climate change. By examining experiences in Goa and Mauritius comparatively, the research will contribute to policy discussions on sustainable fisheries, climate resilience, decent work and labour rights, while identifying scope for cross-context learning and stakeholder engagement.

1. GDP Growth Analysis for the State of Goa

Project Team: Dr. Prakash Singh, Dr. Dipankar Das, Dr. Abhishek Naresh

Objective: Analysis of the Goa State GDP to understand how Goa can become a more developed State

Sponsoring agency: Directorate of Higher Education, Government of Goa

Value of the Project: INR 25,95,000+ GST

Expected Deliverables: A complete report on the study

How will it create impact? The study is intended to provide an evidence base for identifying policy priorities and an actionable framework for Goa's development. The analysis will support a better understanding of the State's growth drivers, sectoral opportunities and constraints, and inform policy and planning towards sustained and broad-based economic development.

India Must Count Financial Inclusion by Use, Not Just Access | [DOI](#)

Authors: Dr Durairaj Kumarasamy, Professor, Manav Rachna International Institute of Research and Studies | Prakash Singh, Associate Professor, Goa Institute of Management | Yashraj Tanwar, Research Assistant, Goa Institute of Management.

Date of publication: April, 2026

Department: Economics | Financial Inclusion

India has solved banking access, with over 578 million Jan Dhan accounts and near-universal coverage. But the real challenge lies in utilisation. A primary survey in the NCR region by Kumarasamy, Singh, and Tanwar shows that while awareness of financial schemes is widespread, only about one in three aware individuals actually use them, particularly for more complex transactions. This gap is not just about financial literacy; even among the most educated, awareness exceeds utilisation by nearly three times. The key finding is that digital inclusion determines whether access translates into use. Where digital access is limited, the awareness-utilisation gap widens by up to 6.5 times, narrowing to nearly twice as digital inclusion improves. Trust deficits, system complexity, and social context, particularly gender constraints, further discourage sustained use. The authors recommend treating digital infrastructure as core financial infrastructure, designing systems for trust and usability, and leveraging women-led business correspondents and self-help groups to reflect social context. The bottom line is that financial inclusion must now be measured not by how many people are connected, but by how many can meaningfully engage.





Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.

How We Define Partner

At GIM, a Partner is an external stakeholder with whom the Institute builds a purposeful, reciprocal relationship to advance learning, research, societal impact, and institutional development. Partners include industry, government, academia, non-profits, alumni, and communities, engaging through research, projects, internships, executive education, student initiatives, and knowledge exchange.

Institutional Partnerships

- ❖ AACSB (Association to Advance Collegiate Schools of Business)
- ❖ AMBA (Association of MBAs)
- ❖ Aim2Flourish
- ❖ EFMD (European Foundation for Management Development)
- ❖ Network for Business Sustainability (NBS)
- ❖ Positive Impact Rating (PIR)
- ❖ Quacquarelli Symonds (QS)
- ❖ Responsible Research in Business & Management (RRBM)
- ❖ Times Higher Education (THE)
- ❖ United Nations Global Compact non-business signatory
- ❖ United Nations organs other than the UN Global Compact
- ❖ Local institutions and associations
- ❖ Sulitest
- ❖ Ministries of Education, Higher Education, or similar national bodies

Student Organization Partnerships

- ❖ PRME Students
- ❖ Sustainable Development Solutions Network (SDSN) Youth

Partnerships

The following provides more details on 3 key partnerships at GOA Institute of Management.

Centre for Health Systems Design and Management, Goa Institute of Management,

The purpose of the Centre for Health Systems Design and Management at GIM is to generate evidence and drive policy change for more resilient health systems.

In the last one year, the Centre has conducted several activities as part of research, capacity building and knowledge dissemination on health systems in India.

<https://chsdm.gim.ac.in/>

The Fowler Center for Business as an Agent of World Benefit

With the mission of changing the story about business from best IN the world, to best FOR the world, AIM2Flourish provides a platform to the students to publish business innovations after interacting with business innovators worldwide using 'Appreciative Inquiry'. It puts a light on business innovations aligned with the United Nations Sustainable Development Goals (SDGs). This initiative acts as a connector between academic learning and industrial practicality.

As one of the evaluation components of the Sustainability and Society course at the Goa Institute of Management, we partner with AIM2Flourish where are students interview leaders to identify innovations run to tackle various social and environmental issues.

Alphazulu Advocates

Global SDG Advocacy through International Collaboration

Centre For Social Sensitivity and Action at the Goa Institute of Management partnership with AlphaZULU Advocates (United Kingdom) reflects GIM's commitment to contributing to global conversations on the Sustainable Development Goals (SDGs) beyond the classroom. What began as a collaboration around SDG advocacy has gradually evolved into a strategic international partnership encompassing global dialogue, knowledge creation, United Nations engagement, faculty leadership, and international recognition.

2022: Establishing a Global Platform for SDG Advocacy- CSSA formalised its partnership with UK-based NGO AlphaZULU Advocates to promote awareness of the Sustainable Development Goals through the internationally recognised [SDG Nugget Hour](#)-a monthly virtual platform bringing together speakers from around the world to discuss individual SDGs. The collaboration positioned GIM as an active contributor to global sustainability conversations rather than merely a participant.

Prof. Divya Singhal became a regular Co-host of the SDG Nugget Hour alongside AlphaZULU Director Ms. Elizabeth Mullard, while Prof. Sreerupa Sengupta joined as a moderator, strengthening GIM's visibility within the international SDG community. The platform also provided opportunities for several CSSA members including Prof. Divya Singhal, Prof. Sreerupa Sengupta, Prof. Anup Kumar Maurya, Ms. Kay Karen Gomes, Prof Prakash Singh to share their expertise on different Sustainable Development Goals with a global audience.

Beyond hosting discussions, the partnership also expanded into knowledge creation. CSSA provided strategic support for [AlphaZULU's SDG publication by compiling contributions from the SDG Nugget Hour](#), while Prof. Divya Singhal authored the chapter on SDG 8: Decent Work and Economic Growth, demonstrating GIM's intellectual contribution to international sustainability scholarship.

2023: Expanding Collaboration to United Nations Platforms- Building on the success of the SDG Nugget Hour, the partnership expanded into global policy dialogue through a [United Nations 2023 Water Conference Side Event](#) titled Global Women and the Facets of Water: Strengthening Women's Efforts in the Water Action Decade. Jointly organised by CSSA and AlphaZULU Advocates, the event brought together participants from government, academia, civil society, major groups, and professional organisations to recognise and amplify women's contributions to water sustainability. During the year, CSSA also continued to co-host the monthly SDG Nugget Hour, ensuring sustained international engagement on the SDGs.

2024: Broadening Global Advocacy Initiatives- The partnership continued to evolve through participation in new United Nations initiatives. CSSA contributed to activities marking the first UN International Day of Play, reinforcing the importance of play, well-being, and inclusion within the broader sustainability agenda. The SDG Nugget Hour also continued to provide a platform for emerging voices from GIM.

2025: Sustaining a Global Community of Practice- The collaboration entered another year of sustained engagement with CSSA continuing to co-host the monthly SDG Nugget Hour alongside AlphaZULU Advocates. Prof. Divya Singhal continued her role as Co-host, while Prof. Sreerupa Sengupta continued to moderate discussions involving speakers from different countries. The continuity of this initiative reflects the strength of the partnership and its contribution to maintaining a global community of practice dedicated to SDG awareness and advocacy. The long-standing partnership culminated in significant international recognition during 2026. Prof. Divya Singhal represented Goa Institute of Management at the Global Advocacy Forum held in London 1-3 December 2025, organised by AlphaZULU Advocates and its strategic partners. The forum provided an opportunity to deepen international collaborations, exchange best practices, and strengthen GIM's engagement with global sustainability networks. The partnership also resulted in international recognition for GIM when Dr. Sreerupa Sengupta received the Global Advocacy Award in the category of Labour and Entrepreneurship, acknowledging her contributions to advancing sustainable development and responsible management education. The forum further strengthened GIM's international ecosystem by creating opportunities to engage with alumni based in the United Kingdom, reinforcing connections between the institute's global alumni network and its expanding portfolio of international collaborations.

Partner Voices

The following statement from our partners demonstrates ways in which our collaborations at GOA Institute of Management support sustainability and responsible management education.

When Climate Risk Becomes a Management Problem: Reflections from a GIM Alumnus and Collaborator

Nearly two decades after studying management at the Goa Institute of Management, one idea has become increasingly important to me: the hardest management problems rarely remain inside the boundaries in which they first appear.

My career has moved across technology, financial services, social impact and international development. Today, as [Asia Lead - Networks & Ecosystems at Practical Action](#), I work across climate resilience, disaster risk reduction, urban systems, and the partnerships and finance needed to address them. This work has changed how I understand responsible management. Economic, institutional, environmental and social outcomes are increasingly inseparable.

Extreme heat is a good example. It begins as a climate hazard, but for an outdoor worker it becomes a health and productivity issue. Lost working hours become an income problem; reduced income can become a food-security or debt problem. At city level, heat affects energy demand, public health and businesses. **Climate risk rarely remains a climate problem.** Managing such challenges requires understanding interconnected systems, recognising trade-offs and asking: Who carries the risk? Who can act? Who benefits? Who pays? What happens when project funding ends?

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Continue telling your story

SDG Advocacy Partner – Institutional Advocacy Award

Granter: Global Advocacy Awards 2025 in London by Alphazulu Advocates UK

Grantee: Centre For Social Sensitivity and Action at GIM

Award Description:

The Centre For Social Sensitivity and Action (CSSA), GIM received the 'SDG Advocacy Partner – Institutional Advocacy Award' at the Global Advocacy Awards 2025 in London. The honour was received on behalf of the institute by alumni, Mr Soutik Sarkar and Mr Apoorva Ramchandran, who represented GIM at the ceremony and shared the spirit of the institute on a global platform.

Moreover, faculty members were also recognised for their contributions. Prof. Divya Singhal, Professor

and Chairperson for CSSA, GIM, received the 'Outstanding Global Advocacy Leadership' award for her sustained global SDG advocacy efforts, and Dr Sreerupa Sengupta, Associate Professor and Chairperson, Healthcare Management, GIM, received the 'Economic Advocacy Impact – Labour and Entrepreneurship with Special Focus on Gender Mainstreaming' award.

Gender Responsive Budgeting for Local Governance

Title: Strengthening Gender-Responsive Local Governance: Capacity Building on Gender Responsive Budgeting

Link : [Report](#)

Brief Description: A capacity-building programme conducted by CSSA in collaboration with GIPARD for Panchayat representatives and officials across Goa. The programme focused on understanding gender gaps and integrating gender perspectives into Gram Panchayat Development Plans (GPDPs).

Objective: Build awareness of Gender Responsive Budgeting. Enable local governance representatives to identify gender-specific needs. Strengthen gender-responsive and evidence-based village planning.

Collaborators: Centre for Social Sensitivity and Action (CSSA), Goa Institute of Management and Goa Institute of Public Administration and Rural Development (GIPARD).

Nature of Outreach: Community and grassroots-level capacity building involving Sarpanchas, Deputy Sarpanchas and Village Panchayat Secretaries. The programme covered 10 batches and 70 participants.

How did it expand the conversation on sustainability?

The workshop connected gender equality with inclusive, accountable and sustainable local governance. It highlighted the importance of recognising the needs of women, vulnerable groups and communities while allocating resources and planning local development.

Impact of the Event: The programme strengthened participants' understanding of Gender Responsive Budgeting, enhanced their capacity to incorporate gender perspectives into GPDPs, and promoted evidence-based and inclusive village development planning.





International Stakeholder Roundtable on Women's Leadership for a Sustainable Future

Brief Description: An international roundtable organised by CSSA in collaboration with NUCB Business School, Japan, as part of Prof. Divya Singhal's Japan Foundation Fellowship. The dialogue brought together academics, researchers, practitioners and women leaders from India and Japan.

Objective: To explore women's leadership in sustainability and social transformation, gender-responsive development, leadership barriers, inclusion and the role of supportive ecosystems.

Collaborators: CSSA, Goa Institute of Management and NUCB Business School, Japan.

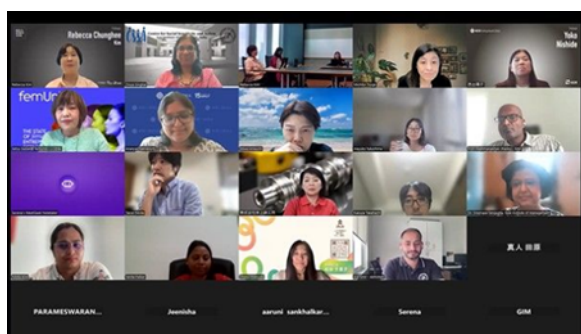
Nature of Outreach: International academic and stakeholder engagement involving cross-cultural knowledge exchange among researchers, practitioners and women leaders.

How did it expand the conversation on sustainability?

The roundtable broadened the sustainability conversation by placing women's leadership, gender equality and inclusive leadership at the centre of sustainable development. It connected sustainability with leadership pathways, institutional support and cross-cultural perspectives.

Impact of the Event: The event strengthened India–Japan academic collaboration, facilitated international dialogue on women's leadership and sustainability, and contributed to ongoing research on women's leadership in green transitions and sustainable futures.

Link : [Report](#)



Towards a Safe and Sustainable Ocean Economy in India

Title: Towards a Safe and Sustainable Ocean Economy in India

Link : [Social Media Coverage](#)

Brief Description: A multi-stakeholder dialogue focused on fisheries, maritime development and coastal sustainability, with particular attention to Goa's coastal ecosystem and India's emerging blue economy.

Objective: To examine how economic development, environmental sustainability and social inclusion can be integrated to build a resilient and responsible ocean economy.

Collaborators: CSSA, Goa Institute of Management; United Nations Global Compact Network India (UN GCNI); Ministry of Earth Sciences, Government of India; Directorate General of Shipping.

Nature of Outreach: Multi-stakeholder policy and knowledge dialogue involving policymakers, industry leaders, researchers, development practitioners and community representatives.

How did it expand the conversation on sustainability?

The event connected economic growth with ecological conservation, coastal livelihoods, marine safety, responsible industrial practices and inclusive ocean governance. It brought environmental, economic and social dimensions of sustainability into a common dialogue.

Impact of the Event: The dialogue strengthened cross-sector engagement around sustainable maritime development, coastal resilience, community participation and responsible ocean governance.



Practice

We adopt responsible and accountable management principles in our own governance and operations.

Institutional Policies and Practices

- ❖ Curriculum guidelines
- ❖ Faculty hiring, tenure, and promotion guidelines
- ❖ Local staff/student/faculty transportation

Policy Documents Related to RME and/or Sustainability

Directors message 2025

View document  Download document 

Practice Voices

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Continue telling your story

COIL projects

[View document](#)  [Download document](#) 

SDG Samvaad - Newsletter

[View document](#)  [Download document](#) 

CSSA leading Social Impact Initiatives

The Centre For Social Sensitivity and Action (CSSA) at the Goa Institute of Management (GIM) acts as a bridge between GIM and the external community of which we are part. The Centre for Social Sensitivity and Action (CSSA) at GIM plays a crucial role in instilling values of sensitivity, responsibility, and empathy in students, enabling them to build sustainable businesses and societies.

The year 2025–26 marked significant growth, innovation, and impact for the Centre for Social Sensitivity and Action (CSSA) at the Goa Institute of Management. Guided by its vision to foster socially responsible leadership and advance sustainable development, CSSA continued to strengthen its role as a bridge between academia, industry, government, civil society, and communities. Throughout the year, the Centre pursued its mission of generating actionable knowledge, building institutional partnerships, and creating meaningful opportunities for students and practitioners to engage with pressing social, environmental, and developmental challenges. Anchored in the Sustainable Development Goals (SDGs), CSSA's work focused on promoting responsible technology, gender equality, social inclusion, climate resilience, sustainable livelihoods, and ethical leadership. A major highlight of the year was the 3rd Annual National Conclave on “Advancing Inclusion: Innovation and Technology for Social Impact”, organised as part of the centenary celebrations of Fr. Romuald D'Souza, Founder Director of Goa Institute of Management. The conclave brought together leaders from government, academia, industry, civil society, and international organisations to deliberate on the role of innovation and technology in fostering inclusive and sustainable development.

CSSA also emerged as an important platform for dialogue on responsible and inclusive Artificial Intelligence. Through the AI for Governance and Social Impact Conclave and the Foundational AI and Digital Skills Development Workshop for Self-Help Group women and MSME entrepreneurs, the Centre demonstrated how emerging technologies can be leveraged to enhance governance, entrepreneurship, and social inclusion while ensuring ethical and equitable adoption.

The Centre further expanded its work in gender, climate, and social justice. Through collaborations under the LOCAFEM 2.0 initiative, CSSA convened practitioners, researchers, and development organisations to explore intersectional approaches to gender, health, and climate change. Capacity-building initiatives on Gender Responsive Budgeting empowered Panchayat leaders and local governance representatives to incorporate gender equity into planning and budgeting processes.

Student engagement remained at the heart of CSSA's work. Programmes such as Code4Change 2025–26, the Sahyog Collaborative Online International Learning (COIL) Projects, and the CSSA Impact Champion Initiative provided students with opportunities to apply classroom learning to real-

world development challenges. These initiatives strengthened analytical thinking, leadership skills, cross-cultural collaboration, and social innovation competencies among future managers and changemakers.

CSSA also strengthened its global footprint through collaborations with international universities, participation in global policy dialogues, contributions to responsible management education networks, and faculty engagement in international conferences and forums. The Centre's growing international partnerships reinforced its commitment to generating globally relevant yet locally grounded knowledge.

Knowledge creation and dissemination continued to be a cornerstone of CSSA's activities. Through research projects, collaborative studies, policy dialogues, faculty publications, and the quarterly SDG Samvaad newsletter, the Centre contributed to evidence-informed discussions on sustainability, inclusion, responsible business, and social innovation.

The collective efforts undertaken during the year reaffirmed CSSA's role as a catalyst for responsible leadership, interdisciplinary research, and social transformation. As the Centre moves forward, it remains committed to deepening its impact through research excellence, strategic partnerships, community engagement, and the development of future leaders who combine professional competence with empathy, ethics, and social responsibility. Please see our annual report by clicking [here](#).

3rd Annual National Conclave – Advancing Inclusion: Innovation and Technology for Social Impact

Brief Description: CSSA's flagship conclave held on 22 November 2025, bringing together stakeholders from government, industry, academia, civil society and international organisations to explore the role of technology in creating more equitable and inclusive societies.

Objective: To examine how innovation and emerging technologies can be leveraged responsibly to address social challenges while ensuring inclusion, accessibility, ethics and human-centred development.

Collaborators: Centre for Social Sensitivity and Action, Goa Institute of Management, with participation from government, industry, academia, civil society and international organisations. The conclave also served as an official pre-summit engagement for the India-AI Impact Summit 2026.

Nature of Outreach: National, cross-sectoral and knowledge-based outreach through keynote sessions, expert panels and stakeholder dialogues.

How did it expand the conversation on sustainability?

The conclave connected technology with sustainability by emphasising ethical leadership, human-centred design, inclusion, trust, accountability and collaborative action. It reinforced that technological progress must contribute to human wellbeing and equitable development.

Impact of the Event: The conclave brought together around 140 stakeholders and strengthened CSSA's role as a convening platform for interdisciplinary dialogue on sustainability, ethics, governance and social transformation. It also fostered partnerships and cross-sector collaboration on responsible and inclusive technological development.

Link : [Report](#)



Empowering Rural Entrepreneurs through Artificial Intelligence and Digital Skills

Brief Description: A foundational AI and digital skills workshop designed for Self-Help Group women and MSME entrepreneurs. The programme introduced accessible AI and digital tools to support business management, marketing, communication and livelihood enhancement.

Objective: Build foundational awareness of AI and digital technologies. Promote adoption of affordable and user-friendly AI tools. Strengthen digital marketing and business capabilities. Encourage responsible and sustainable use of technology.

Collaborators: CSSA, Goa Institute of Management; ASSOCHAM Goa State Council; Department of Rural Development, Government of Goa.

Nature of Outreach: Grassroots and entrepreneurship-focused capacity building using practical demonstrations, hands-on activities and interactive learning.

How did it expand the conversation on sustainability?

The workshop linked digital inclusion with sustainable livelihoods and inclusive economic development. It showed how responsible AI use can help small and women-led enterprises improve productivity, market access, and business resilience.

Impact of the Event: Participants developed AI-assisted marketing content, business and brand stories and social media strategies, while gaining greater confidence in digital tools. The programme demonstrated a scalable approach to inclusive digital and entrepreneurial development.

Link : [Report](#)





Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.



How We Define Share

During faculty council and program governance meetings, faculty get an opportunity to share their successes and failures. These discussions are extremely insightful as they help the senior management understand the barriers and the opportunities.

Engagement Opportunities

GOA Institute of Management offers transparent engagement opportunities for members of our institution and community to contribute to our sustainability and responsibility efforts in the following ways:

- ❖ Boards and advisory committees
- ❖ Annual reports
- ❖ Community events and consultation forums
- ❖ Feedback mechanisms (e.g., surveys, suggestion boxes)
- ❖ Open faculty and student meetings and town halls
- ❖ Partnerships with local organizations
- ❖ Public events and panel discussions
- ❖ Student and staff volunteer programs
- ❖ Sustainability-focused research and collaboration Opportunities

Communication Audiences

GOA Institute of Management communicates its policies and progress on sustainable development and responsibility with:

- ❖ Accreditation bodies
- ❖ Alumni and donors
- ❖ Boards and advisory committees
- ❖ Business and industry partners
- ❖ Chamber of commerce and local communities
- ❖ Faculty and staff
- ❖ Government and policy makers
- ❖ Media and public relations channels
- ❖ Non-governmental organizations (NGOs)
- ❖ Research and academic networks

Sharing Voices

The following statement from stakeholders at GOA Institute of Management demonstrates our commitment to sharing and learning from sustainability and responsible management practices.

4 Years of Global Recognition

India's Only Institution to Win the AIM2Flourish Prize Four Times



In a world where businesses are increasingly being called upon to address challenges such as climate change, inequality, and resource scarcity, the definition of business success is evolving. AIM2Flourish, a global initiative of the Fowler Center at Case Western Reserve University, brings this evolving perspective into the classroom by encouraging students to discover and share stories of businesses that create positive social and environmental impact alongside economic value. By connecting business innovation with the United Nations Sustainable Development Goals (SDGs), AIM2Flourish gives students, who are the future managers, an opportunity to look beyond conventional measures of business success and explore how business can become a force for positive change. The annual Flourish Prizes represent the culmination of this global initiative, recognising the best of these stories

from across the world. In 2026, two stories from Goa Institute of Management (GIM) were among those selected as finalists. The Flourish Prizes are each year's culminating event for AIM2Flourish and honors the best-of-the-best stories.

Over the years, GIM students have explored organisations creating meaningful change across diverse areas ranging from gender equality and livelihoods to clean water, sustainable consumption, and partnerships for development. The AIM2Flourish process takes students beyond the classroom by engaging with organisations, understanding the challenges they seek to address, examining their business models, and exploring how innovation can contribute to broader societal goals. The recognition of GIM stories as finalists in the past several years and four consecutive years winning the Flourish award offered students an opportunity to learn by encouraging them to look at business not only through the lens of what it creates, but also through the difference it makes.

"These stories are written as part of the course on responsibility and sustainability I facilitate at GIM, where our partnership with AIM2Flourish has provided students with an experiential and transformative learning journey. Personally, guiding these student teams through the process of identifying and interviewing leaders behind positive and profitable business innovations has been an enriching experience. This assignment has offered students a unique opportunity to see business as a force for global good, enhancing their understanding of responsible leadership and the SDGs, while giving them a platform to showcase inspiring stories of business-driven social impact."

- Prof. Divya Singhal

Goa Institute of Management has received global recognition at AIM2Flourish for several years. From 2021 to 2024, GIM was the only institution from India to have won this prestigious international prize under the guidance of Prof. Divya Singhal (who started AIM2Flourish engagements at GIM), with its stories being recognized among submissions from business schools and universities worldwide.

• **2024:**

Two GIM stories won the Flourish Prize. *Guardians of the Womb*, featuring Janitri Innovations won for SDG 5 (Gender Equality), while *Green Genesis: The Rise of Conscious Commerce*, featuring Build3 won for SDG 17 (Partnerships for the Goals).

• **2023:**

GIM won the Flourish Prize for SDG 10 (Reduced Inequalities) with the story featuring *Access for All - What does that even mean*, selected from 694 stories submitted globally.

• **2022:**

Each Drop Counts, featuring Absolute Water, received the Flourish Prize for SDG 6 (Clean Water and Sanitation).

• **2021:**

Seeing World Through the Lens of Potential, a student story on Jaipur Rugs, received the Flourish Prize for SDG 8 (Decent Work and Economic Growth).

In the last few years, GIM students have interviewed more than 350 businesses around the globe and contributed to the AIM2Flourish platform by highlighting the business innovation stories. A book featuring GIM students' contribution was also published last year titled *Business for Good in Action: Celebrating AIM2Flourish Stories through Appreciative Inquiry*.

Being recognised repeatedly among stories submitted from institutions across the world is a significant reflection of the quality and consistency of GIM's student engagement with AIM2Flourish. More than the accolades themselves, the journey reflects a learning culture that encourages students to step outside the conventional classroom, engage with businesses addressing real-world challenges, and understand the relationship between innovation, enterprise, and positive impact.

Communication Barriers

GOA Institute of Management faces the following barriers in transparent communications:



**Accessibility
issues**



**Bureaucratic
delays**



**Data privacy
regulations**



**Donor
sensitivities**

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