

### ICFAI Foundation for Higher Education

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## Accelerating Action to Achieve Gender Equality

*The United Nations Sustainable Development Goal 5 (UNSDG 5) on Gender Equality aims to 'achieve gender equality and empower all women and girls'. It states that gender bias leads to a waste of the world's human potential, as denying women equal rights means denying half of the population a chance to live life to the fullest. Gender discrimination manifests in several forms like child marriage, unequal access to education and employment opportunities, discriminatory laws, violence against women, limited access to healthcare, political underrepresentation, unequal division of work, unpaid care work, etc. When it comes to workplace disparities, it includes underrepresentation of women in leadership positions, a glass ceiling, unequal pay for equal work, discriminatory hiring practices, limited promotion opportunities, and microaggressions. It is important to note that gender equality has proved to be critical for realizing several of the SDGs.*

*The UNSDGs specify several ways to achieve gender parity. These include recognizing gender stereotypes, avoiding them and educating others about them; standing up against harassment at the workplace and home, on the streets or in the online space; finding female mentors / leaders and learning from women in positions of authority; and staying informed about the happenings in this area.*

*The progress in UNSDG5 has not been up to expectations. At the UN Sustainable Development Goals summit held in September 2023 in New York, Heads of State and Government gathered to review the implementation of the 2030 Agenda for Sustainable Development and the 17 SDGs. At the summit, it was decided that the state of gender*

equality and women's rights needed strategic co-ordinated action. In this direction, UN Women, an entity that advocates gender equality and women's empowerment, worked with several key partners to find the root cause of the persisting inequality, and came up with 10 Gender Equality Accelerators to overcome the existing challenges in achieving gender equality and empowerment as specified by SDG5.

The ten Gender Equality Accelerators are:

1. Women's Equal Participation in Political Decision-Making and Institutions
2. Gender-Responsive Planning and Budgeting
3. Transforming the Care Economy
4. Decent Work and Entrepreneurship
5. Gender-Responsive Climate Action and Green/Blue Economies
6. Ending Violence against Women and Girls
7. Women, Peace, and Security
8. LEAP – Women's Leadership, Access, Empowerment, and Protection in Humanitarian Coordination and Response
9. Women's Resilience to Disasters
10. Making Every Woman and Girl Count

According to UN Women, the accelerators do not provide a 'one size fits all' solution but have to be tailored to fit individual national contexts and priorities. These accelerators are a call for action to governments, the UN system, and civil society to drive transformation in the direction of gender equality and the rights of women and girls across the world. They drive focused collective action to speed and scale up results by addressing challenges in realizing not only SDG5, but the other SDGs as well.

When it comes to India, SDG India Index measures and tracks national progress of all States on 113 indicators aligned to the Ministry of Statistics and Programme Implementation's (MoSPI) National Indicator Framework (NIF). The composite score for India improved from 57 in 2018 to 66 in 2020-21 and further to 71 in 2023-24. While India was categorized as a front-

runner in 11 SDG goals, and a performer in 3 SDG goals, it remained an aspirant in one goal. That goal was SDG5. In some goals like zero hunger, India moved from being an aspirant to being a performer, but when it came to Gender Equality, the country remained an aspirant. The report from NITI Aayog showed that though the country had remained in the red as far as SDG 5 was concerned, it showed an overall improvement between 2018 and 2024. The female to male earnings ratio, and labor force participation rate showed an improvement. But there were several areas that needed improvement. According to a report, India accounted for one third of all the child marriages in the world. Early marriage limits girls' educational and economic opportunities, perpetuating gender inequality. Though the government is running several programs like Beti Bachao, Beti Padhao, Sukanya Samridhi Yojana, Mahila E-Haat, One-Stop Centres, and has reservation for women in education and employment, these schemes are often not reaching the beneficiaries, and the country and the country has a long way to go to achieve gender equality. ♦

## Awareness on Gut Health



The Centre for Women Development at IFHE hosted a health talk on the topic "Awareness on GUT HEALTH". Dr. Mannem Manoj Kumar MCH (Surgical Gastroenterologist) Medicover Hospitals, has delivered crucial health habits to maintain healthy gut life. He also discussed the latest lifestyle trends leading to health concerns that be averted with proper maintenance. The talk was held at IBS on Thursday, 30th Jan 2025, from 12.30 to 1.30 PM. IFHE faculty and students actively participated in the talk. ♦

## Sumptuous Potluck @ IFHE



The Centre for Women Development at IFHE hosted a delightful potluck event on 11th February 2025 for female faculty and staff, promoting a sense of community and oneness. Faculty and staff from across schools of IFHE participated enthusiastically and shared homemade dishes, engaging in lively conversations and strengthening professional bonds. Shri Mrs Shobarani, chairperson of IFHE, inaugurated the event by cooking a dish at the venue of the event. She spoke a few words on the importance of being united as a university and as women, she also reminisced the inception of the organisation with the faculty and staff. The gathering was a resounding success, celebrating collaboration and support within the university's female workforce. ♦

## Makar Mahotsav

The Makar Mahotsav, organized by the Asana Club in collaboration with Spotlight Club, was held on 10 January 2025 at the Lawn Area to celebrate Makar Sankranti. The event created a lively and culturally rich atmosphere, promoting tradition, creativity, and community bonding. The festival featured exciting competitions, including kite designing, rangoli making, and a traditional fashion walk, providing students a platform to express their artistic talents. The beautifully decorated venue enhanced the festive spirit, making the celebration even more special. The event successfully fostered togetherness and cultural appreciation, bringing students together in a joyful and

engaging experience. The collaborative efforts of the Asana Club and Spotlight Club made the celebration a memorable success. ♦

## Heritage Tour



B.Arch Semester II, Semester IV, and Semester VI students went on a Study Tour from 18th February to 22nd February 2025 to Bijapur, Aihole, Pattadakal, Badami, Hampi and Aneundi. This tour covered some of Karnataka's most significant heritage sites, including early rock-cut and structural temples of the



Chalukyan period, the Indo-Islamic structures of Bijapur, and the monumental temples of Hampi through site visits, documentation, and discussions. The study tour was conducted by Assistant Professor Sai Akhila Budaraju and Ramakiran Mareedu. ♦

## Guest Lecture: Claiming Resources, Asserting Rights: Women's Collective Politics at the Grassroots"



Dr. Kalpana Karunakaran, President, IAWS, Delhi, Faculty at IIT Madras, delivered a guest lecture on the title 'Claiming Resources, Asserting Rights: Women's Collective Politics at the Grassroots.' The event was held on 14<sup>th</sup> February and organised by the Centre for Women Development at ICFAI Foundation for Higher Education (IFHE). Dr. Kalpana discussed the different models and various dimensions of Self-help groups (SHGs), and the different agendas of financial inclusion. She also discussed the nature and extent of domestic violence and group action, Capacity versus Power: Competing Discourses, and Women's Trade Union from the Tamil Nadu state perspectives. The event has brought together over 60 participants, including faculty members, research scholars, and students across different schools of IFHE: Prof S. Vijaya Laxmi, Registrar, Prof. C.S. Shylajan, Director, ICFAI School of Social Sciences (ISoSS), Dr V. Padmavathi, Dr. Jayanthi Reddy, Dr. Sushanta Kumar Mahapatra, Dr. Kalaa Chenji, Sanjib Dutta, and Madhusudhan Rao. ♦

## Faculty Achievements



**Aruna Raju**, Research Scholar, School of social sciences, IFHE, presented a paper titled "India's Transition towards a Circular Economy Model – A Systematic Literature Review" at the International Conference on Sustainable Goals 2.0 (ICSG 2.0). The conference, themed "Sustainability Imperative: Challenges and Implications to Businesses, Government, and Society," was organized by

the Indian Institute of Management, Bodh Gaya, in collaboration with the School of Business, Economics, and Law, University of Gothenburg, Sweden, and the University of Groningen, Netherlands, on February 1st and 2nd, 2025. ♦



**Dr. G Geethanjali**, IBS Hyderabad presented a paper on Electric cars and chaired a session at 22nd AIMS International Conference on Management organized by AIMS International and the Indian Institute of Management Kozhikode ♦

**Dr Anita C Raman**, Chair, CoEBF & Associate Professor, Dept of Finance & Accounting was invited to chair a session - 'Empowering Women Entrepreneurs: Digital Tools, Financial Inclusion, and Growth Support



Systems', at International Conference on Women Entrepreneurship and Financial Inclusion: Pathways to Vision Viksit Bharat @2047. Jointly organized by CBIT School of Management Studies in collaboration with the National Institute for Micro, Small and Medium Enterprises (ni-msme) on 6<sup>th</sup> February, 2025.

She also participated in a brainstorming session 'Unlocking MSME Potential: Stakeholders Dialogue for Actionable Solutions.' Organized by the Centre of Financial Inclusion (CFI), ni-msme on 10<sup>th</sup> February, 2025. ♦



**Dr. Sindhu Ravindranath**, Assistant Professor, Department of Business Communication and Soft Skills, IBS, Presented Research Paper titled 'Growing Climate Change Threats: Impact on Indian Agriculture Crops, Challenges and Plausible Solutions' at University of Hyderabad during a Two Day National Workshop in association with NABARD, ICSSR, Nutri Hub, IIMR, 15<sup>th</sup> -16<sup>th</sup> February, 2025. Dr. Sindhu Ravindranath also Provided training on topic 'Green Innovations and Circular Economy Practices' in a Management Development Programme, Embracing ESG (Environmental, Social, and Governance) through Responsible Leadership for the Executives of Indian Oil Corporation Limited (17-20 February 2025) ICFAI Business School, (IBS), Hyderabad. ♦

**Ms. Astha Srivastava**, Assistant Professor - THE IMPACT OF ARTIFICIAL INTELLIGENCE ON THE RIGHT TO WORK - Feb 20, 2025



**Summary:** This paper investigates the intersection of work-related human rights and artificial intelligence (AI), emphasising the “right to work” as a basic human right recognised by different legal instruments at the international level. It examines the potential impacts of AI on employment. AI's ability to enhance productivity and create new job opportunities is contrasted with concerns about job displacement, increased inequalities, and potential biases in recruitment and employment practices. The paper also discusses the implications of AI for just and favorable working conditions. It reviews initiatives by international organisations such as the International Labour Organisation (ILO) and the Organisation for Economic Co-operation and Development (OECD) to address these challenges. The paper concludes with suggestions to ensure the responsible use of AI in the workplace to ensure the protection of the right to work. ♦



**Dr. M. Geeta Priyadarsani** has published a research paper titled “The Study of E-Waste Management in M/S. Ramky E-Waste Recycling Facility, Hyderabad, State of Telangana, India” in the Indian Journal of Integrated Research in

Law, Volume V, Issue I (ISSN: 2583-0538). Additionally, on January 31, 2025, she delivered a lecture on “Policy and Legal Framework for Urban Forestry in India and Elsewhere” during the One-Week Compulsory Training for IFS Officers on “Urban Forestry Models and Best Practices.”

The training was organized by ICFRE - Institute of Forest Biodiversity and sponsored by the Ministry of Environment, Forest, and Climate Change. Hosted by the Environment Protection Training and Research Institute (EPTRI), this event provided a valuable platform to share insights with IFS officers and contribute to the advancement of urban forestry in India. ♦

**Ms. Kiran Sharma**, Assistant Professor- The Afterlife of Celebrity: AI, Posthumous Publicity Rights, and Legal Protection in India - 27 Feb 2025.



The rise of artificial intelligence (AI) has revolutionized the entertainment and media industries, enabling the recreation and digital resurrection of deceased celebrities through deepfake technology, holograms, and AI-generated content. This phenomenon raises critical legal and ethical questions about posthumous publicity rights and the extent of legal protection available to deceased personalities. In India,

while the right to publicity is recognized as an aspect of the right to privacy and personality rights, its posthumous applicability remains a grey area due to the absence of explicit statutory provisions. This paper explores the intersection of AI, intellectual property laws, and personality rights in the Indian legal framework, analyzing judicial precedents. It examines the challenges posed by the unauthorized use of a deceased celebrity's image, voice, or likeness and the need for legislative intervention to safeguard their legacy. ♦

**Dr. Veena Herur**, Professor - Consumer Protection: Issues and Challenges in E-commerce - 5 Feb 2025



**Summary:** The Internet and cell phones have a greater influence on people's lives, and our routine has progressively moved from the real world to the virtual world. Consumers' perceptions about making a purchase shifted as a result of digitalization. As such, the Indian legislation enacted the Consumer Protection Act 2019, mainly to include provisions for e-commerce, as the buying and selling goods online has increased tremendously in recent years. The main aim of the Act is to protect the interests of consumers against misleading advertisements, unfair trade practices, etc. It provides speedy and effective alternative dispute resolution mechanisms. The Act also deals with receiving consumer education and the right to receive adequate compensation for violating consumer rights. The Act introduced critical mechanisms for transparency and accountability, enhancing the consumers' confidence in manual and online transactions.

However, key issues like lack of consumer awareness about their rights, redressal mechanisms, frauds, counterfeit goods, and data privacy in the digital environment pose several challenges.

A comprehensive understanding of the intent of the legislation, its importance, the challenges of enforcing new legislation, and how to enhance the efficacy of the Act, considering the dynamic nature of transactions in the emerging e-commerce market, will be discussed. ♦



**Dr. Ritu Chhabra**, Assistant Professor- Exploring the Distinctions and Overlaps between Mental Illness and Intellectual Disability: Legal and Social Perspectives - 30 Jan 2025.

Mental illness and intellectual disability are two distinct conditions often misunderstood and misrepresented in societal and legal contexts. Mental illness involves disruptions in emotional regulation, cognition, or behavior, typically emerging at any stage of life, while intellectual disability is characterized by limitations in intellectual functioning and adaptive behavior originating during the developmental period. This paper critically examines the distinctions and overlaps between these conditions,

focusing on their implications for legal rights, criminal responsibility, and social inclusion. By analyzing key judicial decisions, legal frameworks, and social attitudes, the study underscores the need for nuanced policies that protect the rights and dignity of individuals with either or both conditions. Recommendations for fostering a more inclusive and informed legal and social landscape are also provided. ♦

**Ms. Shruti Kandoi**, Assistant Professor - Cross Border Surrogacy-Legal Conundrum- 23 Jan 2025



Surrogacy remains a contentious and evolving area of law. Advances in reproductive technology continue to push the boundaries of what is possible, while ethical, social, and legal debates shape the development of new regulations. The Ministry of Health and Family Welfare enacted “Surrogacy (Regulation) Act, 2021” on 25th December 2021, as India became a tourism hotspot for international surrogacy. The Surrogacy Act aims to regulate the surrogacy services in India by providing eligibility criteria for intending parents, intending woman and surrogate mother. To safeguard the interest of surrogate mothers, it provides for insurance coverage and necessary medical expenses and prohibits commercial surrogacy. It also regulates and supervises surrogacy procedures, registration of surrogacy clinics and legal status of a surrogate child. Lastly, it imposes punishment for contravention of the Act. However, the legislation is silent on the cross-border surrogacy by Indians which may defeat the intent of the legislature to certain extent. Thus, it is suggested that the legislature address this concern on priority basis and eliminate ambiguity so as to leave no room for conflicting interpretations. ♦

## Student Achievements

### Semi-finalists in the 3<sup>rd</sup> Siddhartha National Legal Fest



A team comprising D.V. Chandana Goud, Aishani Sagar P., and Sreevinda Challapalli advanced to the semi-finals of the 3rd Siddhartha National Legal Fest,

held at SVD Siddhartha Law College, Vijayawada, from December 20 to December 22, 2024. Competing against 25 teams from across the country, the team demonstrated exceptional legal expertise and problem-solving skills that highlight their dedication and hard work. ♦

### Crime Scene Investigation Competition



G. Vaishnavi, Vaishnavi Reddy, and Sanjana K. showcased exceptional skills and teamwork by securing the Second Prize in the Crime Scene Investigation (CSI) competition organized by Sultan-ul-Uloom College on December 21, 2024. Their achievement underscores the commitment to excellence and practical learning fostered at ICFAI Law School. ♦

### The Best Walk Award



On January 11, 2025, Team Nirbhaya from ICFAI Law School participated in a ramp walk event at Trishna 2025, the annual fest of ICFAI Business School. The team, along with the backstage crew, beautifully showcased the theme of Women Empowerment through a stunning Indo-Western concept. Their powerful presentation, blending tradition with modernity, captivated the audience and judges alike. With their grace, confidence, and impactful portrayal, Team Nirbhaya secured the prestigious Best Walk Award, a testament to their collective effort and dedication. ♦



## Vox Populi Debating Society



Vox Populi Debating Society of ICFAI Law School announces recent accolades from the British Parliamentary Debate at the T-Hub's Sustainability Dialogue held on February 22<sup>nd</sup> & 23<sup>rd</sup>, 2024, at T-Hub Phase 2, Knowledge City. The following are the Semi-Finalists' and Quarter-Finalist.

- Ananya Sharma & Dhanush Malhotra - Semi-Finalists
- Sumedha & Khushi Jain\* - Quarter-Finalist
- \*Raaghavi & Shreya Naik\* - Quarter-Finalists ♦

CWD welcomes its new members –

**Dr. V. Madhupama; Ar. Asha Devadas; Dr. Kalaa Chenji; Mrs. Ratnabhanu; Dr. Sanjay Fuloria; Dr. Debajani Sahoo; Dr. Sushanta Kumar Mahapatra; V.Madhusudhan Rao; Mr. Prasad P S R A S V; and Mr. Pasula Muralidharan.**

CWD wishes to thank former members –

**Prof. P Rohini, and Ar. Nikitha Manvi** for their support and contribution.