

ICFAI Foundation for Higher Education

(Deemed-to-be University under Section 3 of the UGC Act, 1956)

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AMBEDKAR AND GENDER JUSTICE

*“I measure the progress of a community
by the degree of progress which women
have achieved.”*

– Dr B R Ambedkar, July 20, 1942

*These words of Dr Ambedkar at the All-India De-
pressed Classes Women’s Conference in Nagpur re-
flect his commitment to gender equality and empow-
erment of women as an indicator of social develop-
ment. Though we know Dr Ambedkar as the Chairman
of the Drafting Committee of the Indian Constitution,
he has played a major role in bringing to the fore gen-
der equality through non-discrimination, equal oppor-
tunity in employment, and maternity relief.*

*Women in ancient India were held in high honour.
They were scholars, warriors, administrators, and
even rulers. But due to a gradual shift in society as a
result of foreign invasions, which had impacted India’s
cultural, social and political fabric, the role and status
of women underwent a huge change. To protect them-
selves from the invaders, women started practices like
purdah and over the years, were secluded from active
societal roles, public life and movements. The oppres-
sion reached its peak during the Mughal period and
women’s rights were severely curtailed due to the fear
of abduction and enslavement.*

*In the British era, some women were able to gain ac-
cess to education, becoming professionals and enter-
ing politics. At the same time, colonial rule curtailed
women’s economic autonomy and they lost land own-
ership rights. By prioritizing male ownership of land,
the British reinforced gender inequality and portrayed
Indian women were in need of reform, and used this as
a justification for colonization.*

*When India gained independence, the female literacy
rate was 2 – 6 percent. Most girls did not have access
to formal schooling, women were dependent on male
relatives, and could not inherit property. In rural are-
as, women worked as agricultural or unskilled labour,
with no control over the income they generated. Mat-
ernity mortality was high. Child marriages, purdah
system and dowry were widespread.*

*Dr Ambedkar, much before he became Chairman of the
Drafting Committee, advocated for women’s reproduc-
tive rights, and spoke against practices that exploited*

women. In the Indian Constitution, gender equality is a fundamental right. Articles 14 and 15 guaranteed equality before law and prohibited discrimination based on gender. Article 16 ensured equal opportunity for women in public employment. Article 39 provided 'equal pay for equal work' for men and women. One of the important provisions was the Maternity Benefit Bill. In 1928, he supported the Bombay Maternity Benefit Bill, and in 1942 as the Labour Minister in Viceroy's Executive Council, he introduced the Maternity Benefit Bill. In the Constitution, Article 42 provided the foundation for the modern Maternity Benefit Act.

One of Dr Ambedkar's enduring contributions was universal adult franchise, granting voting rights to all adults. By doing so, Ambedkar ensured that women were active participants in democracy. This was much ahead of its times, as Western democracies initially gave voting rights only to men and extended them to women much later.

Dr Ambedkar was instrumental in introducing the Hindu Code Bill, which he drafted as India's first law minister. Under the Bill, he proposed to grant women equal rights in inheritance. Polygamy was outlawed, monogamy was introduced and women were given the legal right to seek divorce. It also allowed women to adopt children. The Bill faced stiff opposition, leading to Dr Ambedkar's resignation. But it formed the foundation of later Acts like the Hindu Marriage Act, Hindu Succession Act, Hindu Minority and Guardianship Act and the Hindu Adoptions and Maintenance Act. Dr Ambedkar advocated for the Uniform Civil Code that would apply to all citizens regardless of religion. The Uniform Civil Code is now being debated and some states like Uttarakhand and Gujarat have passed their own Bills; a few other states are proposing to do so. The Uniform Civil Code would carry forward Dr Ambedkar's vision, by ensuring every woman in India, irrespective of religion or community, enjoys equal legal rights. ♦

INBA Launches 8th Edition of "The Phenomenal SHE"



The Indian National Bar Association (INBA) successfully launched the 8th Edition of its prestigious coffee table book, "*The Phenomenal SHE*", on 28th March 2026 at the Constitution Club of India, New Delhi, as part of its Women Empowerment Week celebrations. The event was graced by **Smt. N. Sobharani Yesaswy**, Chairperson, ICFAI Group, as the Guest of Honour. She felicitated distinguished women achievers from across the country, recognizing their contributions across diverse sectors.

A moment of pride was the nomination of **S. Vijayalakshmi**, Registrar and Convener, Centre for Women Development (CWD), for "*The Phenomenal SHE*" award in recognition of her dedicated efforts towards women's empowerment. "*The Phenomenal SHE*", a flagship initiative of INBA since 2018 under the leadership of Vinakshi Kadan Singh, aims to celebrate women who exemplify excellence, resilience, and leadership. The initiative promotes gender equity, inspires future generations, and provides a platform for networking among accomplished professionals.

The event witnessed participation from eminent dignitaries, legal professionals, academicians, and policymakers. A key highlight was the felicitation of women featured in the publication, acknowledging their leadership and societal impact. Over the years, the publication has featured notable personalities such as Madhabi Puri Buch, Rekha Palli, Lisa Gill, Indira Hinduja, Radhika Gupta, and Ira Singhal. The 8th edition continues this legacy by showcasing inspiring journeys of women who have set new benchmarks in their fields.

The successful launch reaffirms INBA's commitment to advancing women's empowerment and fostering a more inclusive and equitable society. ♦

International Women's Day Celebrated at IFHE with Spirit of "Give to Gain"



The Center for Women Development at IFHE Hyderabad celebrated International Women's Day on March 13, 2026, embracing the theme "Give to Gain." The event was graced by Smt. N. Sobha Rani Yasaswi and presided over by Dr. S. Vijayalakshmi. Chief Guests Dr. Jyothi R. Pidikiti and Ms. Kalpana Ramesh delivered inspiring addresses, sharing valuable insights on women's empowerment and leadership.

A special highlight of the celebration was the participation of government school children, who enthusiastically shared their aspirations and dreams. The program also recognized excellence through the distribution of awards to competition winners and honored IFHE colleagues who completed 15 years of dedicated service.

The event was further enlivened by vibrant cultural performances, creating an atmosphere of celebration and unity. Overall, the program underscored the importance of mentorship, opportunities, and collective growth as essential pillars for achieving gender equality. ♦

Mental Wellbeing Awareness Session for Housekeeping Staff at IFHE



A Mental Wellbeing Awareness session was organized under the aegis of the Centre for Women Development (CWD), IFHE, for the housekeeping staff. The session focused on essential aspects of mental wellbeing, including understanding stress, expressing emotions, and fostering a positive mindset in daily work life. Through interactive activities, guided breathing exercises, and relatable storytelling, participants were encouraged to share their experiences openly and learn simple, practical strategies to manage stress and improve their mental health.

A key highlight of the session was the enthusiasm and openness displayed by the participants, reflecting a shared recognition that mental wellbeing is important at every level of the organization. The session also emphasized self-worth and the significance of acknowledging the invaluable contributions of support staff in maintaining the campus environment. It was a meaningful opportunity to engage, listen, and learn from such a committed group. I extend my sincere gratitude to Dr. Vijayalakshmi Sedidi, Convener, CWD, IFHE, for her continuous support and encouragement. I also thank Dr. Venu Gopal Rao K.S, Director, IBS, and Dr. Ashok Kumar, Coordinator, Department of Human Resources, for their support in facilitating this session. ♦

Guest Lecture on AI-Powered Vehicles and Smart Transportation



Dr. B. Surya Samantha delivered a guest lecture titled “*Driving the Future: AI-Powered Vehicles and Smart Transportation*” on 3rd January 2026. The event was organized by the Department of Computer Science and Engineering (Internet of Things) at R.V.R. & J.C. College of Engineering (Autonomous), Chaudavaram, Andhra Pradesh.

The lecture explored the transformative impact of artificial intelligence on modern transportation systems. It highlighted key advancements in autonomous vehicles, intelligent traffic management, and connected mobility solutions. The session offered valuable insights into how AI-driven technologies are reshaping the future of transportation by enhancing safety, improving efficiency, and promoting sustainability in both urban and intercity travel. ♦

Empowering Young Minds: Community Outreach Initiative at ZPHS, Isnapur



The Centre for Women Development (CWD), IFHE, organized a community outreach programme at ZPHS, Isnapur on 30th January 2026, with the aim of fostering social responsibility and strengthening the bond between the institution and the community. This initiative was part of CWD’s ongoing outreach efforts. The school, with a student strength of around 780, provided a vibrant setting for meaningful interaction. The engagement with students was particularly enriching, as they openly shared their aspirations and future goals. These interactions encouraged mutual learning and created a platform for both university and school students to exchange ideas and perspectives. The visit offered participants a deeper understanding of societal realities, making the experience both insightful and memorable. Students from two BBA clubs accompanied the faculty and conducted a variety of interactive activities, contributing enthusiastically to the programme’s success. The event was carried out under the guidance of Prof. Vijayalakshmi Sedidi and Dr. Venu Gopal Rao K.S., whose leadership and support ensured its smooth execution. Overall, the outreach programme effectively promoted social awareness, community engagement, and experiential learning, while inspiring the school students to pursue their ambitions with confidence and determination. ♦



The fourth edition of the Academics and Practitioners Summit on Banking and Finance (APSBF 2025) was successfully conducted on 15–16 December 2025 at the IBS Hyderabad campus. Organized by the Centre of Excellence for Banking & Finance (CoEBF), IFHE, and sponsored by the State Bank, the two-day summit brought together academicians, policymakers, regulators, bankers, industry experts, and research scholars. The summit served as a vibrant platform to deliberate on the evolving landscape of banking, finance, and financial technology in India, with a focus on fostering meaningful dialogue aligned with the vision of Viksit Bharat @2047.

A distinctive highlight of APSBF 2025 was the strong leadership and active participation of women across all dimensions of the event—as organizers, coordinators, speakers, and contributors. Women faculty members played a central role in conceptualizing and executing the summit, ensuring academic excellence, seamless coordination, and effective stakeholder engagement. Their leadership was evident in session moderation, thematic structuring, speaker management, logistics, and research integration, contributing significantly to the success and inclusivity of the summit. The inaugural session commenced with the ceremonial lighting of the lamp, followed by a unique felicitation of guests with saplings by MBA students, symbolizing sustainability and responsible leadership. In her theme address, Dr. Anita C. Raman, Chairperson, CoEBF, IFHE Hyderabad, outlined the summit’s objectives and key focus areas, including financial inclusion, MSME financing, agri banking, retail banking, and the role of ethical AI in banking. Her address set a strong intellectual foundation for the discussions that followed.

Padma Vibhushan Dr. C. Rangarajan, Chancellor, IFHE, delivered the inaugural address, offering valuable insights into the structural dynamics of the Indian banking system, including credit allocation, risk management, and emerging challenges. The occasion also marked the release of the edited volume “Reimagining Finance & Growth: Global Perspectives and India’s Path Ahead,” authored by Dr. Anita C. Raman and Dr. D. Sreenivasa Chary, reflecting ICAI’s commitment to research-driven policy discourse.

The summit featured engaging discussions across four thematic areas—MSME Banking, Retail Banking, Agri Banking, and AI in Banking. Women academicians, research officers, and students actively contributed through paper presentations and interactive sessions, enriching the discourse with diverse perspectives on technology adoption, financial inclusion, sustainability, and governance. The event also provided a valuable platform for young women researchers to interact with senior policymakers and industry leaders, fostering professional growth and academic engagement. In conclusion, APSBF 2025 stood out not only for its high-quality academic and policy deliberations but also for its strong emphasis on women’s leadership and participation. The summit exemplified inclusive academic collaboration and reaffirmed the critical role of women in shaping innovation and advancing the future of banking and finance in India. ♦

Guest Speaker on Transformational Leadership at IPE



3-Day Management Development Program on
TRANSFORMATIONAL LEADERSHIP
Transforming India needs Transformational Leaders

Speakers - Day - 3 (Nov. 14, 2025)



Dr. Anita C. Raman
Associate Professor & Chair COEBF
IBS, Hyderabad

Prof. (Dr.) Rama Krishna Yelamanchili
Professor & Program Head (PGDM)



Prof. (Dr.) S. Sreenivasa Murthy
Director, IPE & NLC Chair professor

Program Directors

Prof. (Dr.) Rama Krishna Yelamanchili
Dr. Swati Mathur



The Institute of Public Enterprise (IPE), Hyderabad, organized a three-day Management Development Programme (MDP) on “*Transformational Leadership*” for Navratna organizations from November 12 to 14, 2025, at its Shamirpet Campus. The programme was attended by senior management personnel, including General Managers (GMs) and Deputy General Managers (DGMs) from NALCO, ECIL, and other PSUs, as well as Chief Managers from Punjab National Bank. Dr. Anita C. Raman, Chair, CoEBF, was invited as a resource person in recognition of her doctoral research and expertise in the area of transformational leadership. She conducted two sessions on *Pace-setting Leadership and Boundary-Spanning Leadership* on 14 November 2025 at the Shamirpet Campus. The sessions provided valuable learning inputs to the participants, comprising senior & middle level executives from various PSUs (NALCO,PNB, ALIMCO, Balmer Lawrie, ECIL and India Rare Earth Ltd). Sessions were well-received and highly appreciated by the participants. ♦

Signing of MoU between IFHE and SBIRD (16 December 2025)



The Memorandum of Understanding (MoU) between IFHE and SBIRD was signed on 16th December 2025, marking a significant step toward strengthening collaboration between academia and the banking and financial services sector. The partnership aims to promote joint research, faculty development, student engagement, knowledge sharing, and industry-aligned academic initiatives in banking and finance. The initiative was led by Dr. Anita C. Raman, Chair CoEBF and senior faculty in the Department of Finance and Accounting, who played a key role in conceptualizing and facilitating the collaboration. Women academicians were instrumental in shaping the MoU by identifying shared goals, aligning institutional priorities, and ensuring a progressive and inclusive partnership. ♦

Amala Akkineni Shares Insights on Women's Empowerment, Education, and Inner Balance



Mrs. Amala Akkineni, Director of Annapurna College of Film and Media and Co-founder of Blue Cross of Hyderabad, recently engaged in an insightful conversation with **Dr. Kalaa Chenji**, Coordinator, IBS, IFHE, Hyderabad. The discussion offered a thoughtful perspective on women's empowerment, education, social responsibility, and personal well-being.

Speaking on *women's empowerment* in today's context, Mrs. Akkineni emphasized the need to recognize India's diverse social landscape. She noted that while many women have achieved independence and success, a significant number still lack access to basic opportunities. According to her, true empowerment lies in bridging this gap by creating access, offering support, and enabling women from all backgrounds to move forward with confidence and dignity.

Highlighting the role of educational institutions, she described them as crucial platforms for shaping future leaders. She stressed the importance of encouraging critical thinking and challenging traditional gender narratives. Recommending the work of Chimamanda Ngozi Adichie, she pointed out that such perspectives can help institutions foster confidence and independence among young women.

Reflecting on her long-standing involvement in animal welfare through the Blue Cross of Hyderabad, Mrs. Akkineni shared that her passion began in childhood through small acts of rescuing animals. Over time, this compassion evolved into a lifelong commitment. She described this work as deeply meaningful, reinforcing the importance of contributing positively to society.

On maintaining balance between professional responsibilities and personal well-being, she credited Vipassana

meditation, introduced to her by S. N. Goenka, as a turning point in her life. The practice, she said, has helped her cultivate inner calm and clarity, enabling her to stay grounded while managing external pressures.

When speaking about her personal time, Mrs. Akkineni highlighted the importance of family and connection. Visits to her father in the Himalayas offer her peace and a chance to reconnect with nature, while time spent with her mother in meaningful conversations provides emotional fulfillment and rejuvenation.

In conclusion, Amala Akkineni's reflections underscore the importance of inclusive empowerment, continuous learning, and inner balance. Her journey stands as an inspiring example of how compassion and conscious action can lead to meaningful impact. ♦

FACULTY ACHIEVEMENTS

Dr. Anita C Raman Receives Shri N. J. Yasaswy Best IBS Teacher Award



The prestigious *Shri N. J. Yasaswy Best ICAFAI Business School Teacher Award*, instituted in honor of the visionary founder N. J. Yasaswy, continues to celebrate excellence in academia. The award recognizes outstanding contributions in teaching, research, industry engagement, and institutional development, and is presented annually to the overall best faculty member from each ICAFAI Business School during the ICAFAI Foundation for Higher Education's convocation.

On the occasion of Entrepreneurship Day, celebrated as Founder's Day on February 9, 2026, this esteemed award was conferred upon Dr. Anita C Raman, Associate Professor in the Department of Finance & Accounting at ICAFAI Business School, Hyderabad. She also serves as the Chairperson of the Centre of Excellence in Banking and Finance.

Dr. Raman's achievement reflects her dedication to academic excellence and her significant contributions to the institution, embodying the enduring legacy of Shri N. J. Yasaswy. ♦

Prof. V. Namratha Prasad, CRC, secured **Third Place** at the *Third Annual Case Writing Competition 2025*, organized by *The Case Hub* at the Suliman S. Olayan School of Business, American University of Beirut—one of the leading business schools in the Middle East and North Africa (MENA) region. The competition aims to promote the development of high-quality teaching cases that highlight regional contexts, challenges, and perspectives.



Her award-winning case, *“Egypt’s Fawry: Can the Fintech Unicorn Continue to Drive Economic Transformation?”*, examines the growth journey of Fawry, a pioneering Egyptian fintech startup. The case highlights how Fawry built a strong user base by initially offering essential financial services, and subsequently leveraged this base by creating an integrated ecosystem of high-value offerings. This strategic approach not only fueled the company’s success but also significantly contributed to advancing financial inclusion in Egypt. The case provides rich insights into themes such as market disruption, social impact, and startup growth strategies. ♦

Dr. Ch Leela Honored at OPTIX 2026 Conference



Dr. Ch. Leela, Senior Assistant Professor in the Department of Physics, Faculty of Science and Technology (IcfaiTech), has been honored with the **Best Oral Presentation Award** at the *OPTIX 2026 International Conference on Optics, Lasers and Photonics*. The conference was held at the National Institute of Technology (NIT) Calicut on 1–2 April 2026.

She received this recognition for her outstanding presentation titled *“Dynamics of Laser Ablative Shock Waves from Metals and Alloys Studied Using Time-Resolved Shadowgraphy.”* The award acknowledges her significant contribution and excellence in research presentation in the field of optics and photonics. ♦

Dr. Shyamala Reuben, Assistant Professor in the Department of RPTM at ICFAI Foundation for Higher Education (IFHE), has had a series of noteworthy academic and professional accomplishments in early 2026.



- In January 2026, she was invited to serve as a Facilitator at an International Leadership Seminar organized by a US-based NGO headquartered in Atlanta. The seminar, held in Malaysia, brought together global participants, where she had the opportunity to train 60 leaders representing 180 countries. This engagement reflects a significant milestone in global academic collaboration and leadership development.
- Continuing her professional advancement, Dr. Reuben successfully completed a Clinical Practical Internship in February 2026, which she secured through a practical course undertaken in October 2025. This experience enhanced her hands-on expertise in Clinical Psychology, strengthening both her academic foundation and future career prospects.



CERTIFICATE OF COMPLETION

This certificate is proudly awarded to

SHYAMALA REUBEN

Date: 23-02-2026

This is to certify that the above candidate has successfully completed real-intensive training and supervision in the theory and practice of **CLINICAL PRACTICAL INTERNSHIP** through a practical course in the month of **OCT 2025** and has learned the practical skills in Clinical Psychology to advance his or her career in the field of psychology.

The overall performance of the student during training is excellent.
We wish you all the best for your future.

Arati
Trainer

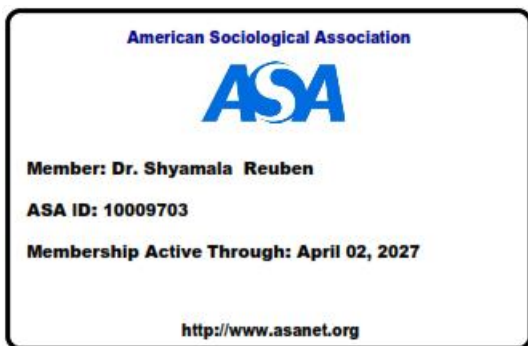


Small Giver
TRAINER IAS
ICUMS PSYCHOLOGIST
2019-2025



- In March 2026, she actively participated in the National Seminar on *“Youth, Education and Employment in Contemporary India: Opportunities and Challenges in the Context of Global Capitalism.”* Representing IFHE as a Speaker in the symposium, she presented her research paper titled *“Digital Literacy, Artificial Intelligence, and the Future of Work.”* Her contribution facilitated meaningful discussions on the intersection of education, technology, and employment in India. Notably, the abstract of her paper was published as the first entry in the seminar’s souvenir program. ♦

Dr. Shyamala Reuben, Assistant Professor in the Department of RPTM at ICFAI Foundation for Higher Education (IFHE), has received her official membership card from the American Sociological Association (ASA).



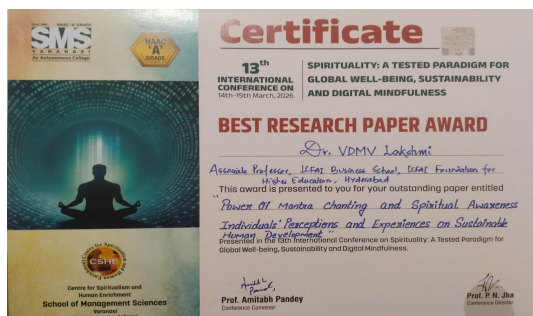
The membership, bearing ASA ID 10009703, is valid through April 2, 2027, reaffirming her association with one of the leading global organizations in the field of sociology. This recognition highlights Dr. Reuben's continued engagement with the international academic community and her commitment to advancing research and scholarship in her discipline. ♦

Achievement at International Conference



Dr. VDMV Lakshmi, Associate Professor at ICFAI Business School, IFHE Hyderabad, achieved significant recognition at the *13th International Conference on "Spirituality: A Tested Paradigm for Global Well-being, Sustainability and Digital Mindfulness"*, held on 14th–15th March 2026 at the School of Management Sciences, Varanasi.

Dr. Lakshmi actively contributed to the conference by participating and presenting a research paper titled *"Power of Mantra Chanting and Spiritual Awareness: Individuals' Perceptions and Experiences on Sustainable Human Development."*



In recognition of her scholarly contribution, she was honored with the **Best Research Paper Award** for her outstanding work in the field of spirituality and sustainable human development.

Additionally, Dr. Lakshmi was invited to chair a technical session at the conference, reflecting her expertise and academic standing in the domain.

This achievement highlights her commitment to research excellence and contributes to the institution's growing academic reputation. ♦

Recent Research Publications



Dr. Munmun Samantarai and **Prof. Sanjib Dutta** has been published in *The CASE Journal*, an *Emerald publication indexed in SCOPUS*, in February 2026. Titled *"Juliet Tumusiime's Cheveux Organique: Turning Banana Waste into Hair,"* the case explores an innovative entrepreneurial

venture that transforms agricultural waste into sustainable hair products. It highlights the intersection of sustainability, social impact, and business innovation, offering valuable insights for students, researchers, and practitioners alike.

This publication underscores the authors' continued contribution to advancing case-based research and enriching management education with real-world, impactful narratives. ♦

We are pleased to highlight the latest scholarly contributions published in internationally recognized, WoS & Scopus indexed journals:

- Innovative Methods in Differential Equations**
 Murugesh, V., Priyadarshini, M., Sharma, Y. K., Lilhore, U. K., Simaiya, S., & Tekeste, L. G.
"Innovative Approaches in Differential Equation Analysis Using the Enhanced Differential Transform and Homotopy Perturbation Method"
 Published in International Journal of Differential Equations (2026, Article ID: 4461470, 21 pages), Published on: 21 January 2026, Pub. Link: <https://doi.org/10.1155/ijde/4461470>
- Hybrid AI Approach for ODE Integration**
 Murugesh, V., Priyadarshini, M., & Tilaye, G. F.
"EPPM: A Hybrid Evolutionary and Machine Learning-Based Approach for Efficient ODE Integration"
 Published in Discover Computing, Volume 29, Article 3 (2026), Published on: 02 January 2026, Pub. Link: <https://doi.org/10.1007/s10791-025-09800-1>

- **AI Advancements in Alzheimer’s Diagnosis**

Priyadharshini, M., Muruges, V., & Rybin, O.

“Enhancing Alzheimer’s Disease Classification with a Transformer-Based Model Using Self-Supervised Learning”

Published in Scientific Reports, Volume 16, Article 3798 (2026), Published on: 07 January 2026, Pub. Link: <https://doi.org/10.1038/s41598-025-33957-w>

- **Breakthroughs in Psoriasis Classification**

Lakshmi, L., Dhana Sree Devi, K., Rao, K., et al.

“Advancements in Psoriasis Classification Using Custom Transfer Learning Algorithms”

Published in Scientific Reports, Volume 16, Article 7007 (2026), Published on: 29 January 2026, Pub. Link: <https://doi.org/10.1038/s41598-026-38197-0> ♦

Dr. Perini PraveenaSri actively contributed to the academic community by presenting research papers at prestigious national and international conferences.

She presented a paper titled *“Labour Market Impact of Artificial Intelligence in Data Science: Evidences in the Global Context”* at the 66th Annual Conference of The Indian Society of Labour Economics (ISLE), held at Symbiosis International (Deemed) University, Pune, from 19–21 January 2026.

In addition, she presented another research paper titled *“Forecasting Smart Mobile Phone Pricing using Machine Learning Approaches”* at the International Conference on Next-Generation Adaptive Research and Innovations, organized by the National Institute of Technology, Bihar, Patna, from 6–8 March 2026. ♦