

SDG-10 Report

10 Reduced Inequalities



Reduce Inequality within and among Countries



ICFAI Foundation for Higher Education (IFHE), Hyderabad

IFHE Campus

Dontanapally, Shankarapalli Road
Hyderabad - 501203, Telangana, India



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ICFAI Foundation for Higher Education

Report on

SDG 10 Reduce inequalities

within and among countries



Preamble

Sustainability encompasses a paradigm shift in thought, behaviour, and operation that strives to fulfil the requirements of the current generation while safeguarding the capacity of resources to sustain future generations. The following are some essential aspects:

Social and Environmental Responsibility: Preserving natural resources, minimizing environmental damage, and minimizing carbon footprints are the primary objectives of sustainable practices.

Social equity: It is the practice of ensuring that all communities and individuals are treated fairly and equitably, and that decision-making processes take social justice and inclusiveness into account.

Economic viability: Sustainability aims to establish long-lasting economic systems that strike a balance between profitability and the adverse social and environmental consequences.

Innovation and adaptability: The adoption of innovation and adaptability is of the utmost importance in order to discover novel resolutions to preexisting challenges and effectively respond to evolving conditions.

Holistic approach: A holistic approach to decision-making entails taking into account the interdependencies among social, environmental, and economic factors.

Education and awareness: Advocating for education and raising awareness regarding sustainability contributes to the development of a responsible society and facilitates constructive transformation.

The university believes that through the implementation of sustainable practices across multiple domains, including resource management, policy formulation, business operations, and lifestyle selection, it is possible to strive for a more harmonious and balanced world that benefits both current and future generations.

IFHE believes and implements in the adage energy saved is energy produced.

About IFHE Hyderabad

The ICFAI Foundation for Higher Education (IFHE), Hyderabad, is a deemed-to-be university established under Section 3 of the UGC Act, 1956. Spread over a 91-acre, lush green campus, IFHE is one of India's largest multidisciplinary universities, with integrated programs across management (IBS Hyderabad—AACSB and SAQS accredited), science & technology (IcfaiTech), law (FoL), architecture (SArch), and the social sciences (ISoSS). The institution is widely recognized for its student-centric, research-driven approach, robust international collaborations, and direct engagement with social responsibility and sustainability. Emphasizing "Learning for Leadership," IFHE has secured A++ NAAC accreditation and is consistently ranked among India's top private universities for management, law, and engineering. The University is granted Category I autonomy by the University Grants Commission.

The university campus is equipped with state-of-the-art infrastructure—including advanced classrooms, laboratories, digital learning hubs, residential hostels, sports facilities, and a strong network of faculty drawn from academic and industry backgrounds. With over 10,500 students and a strong alumni base of over 22,500, IFHE's teaching, research, and outreach focus on ethics, practical skills, critical thinking, problem-solving, and social impact—directly aligned with the UN SDGs, especially in water, energy, health, innovation, justice, and partnerships.



Access, Equity, and Inclusive Admissions

IFHE Hyderabad maintains a transparent, non-discriminatory admissions policy guided by national regulations and global best practices. The policy guarantees equal opportunity regardless of social, economic, ethnic, gender, or regional background and details positive discrimination measures for marginalized and underrepresented groups, including women, first-generation students, persons with disabilities, minorities, and those from economically disadvantaged backgrounds. The university has significantly expanded outreach and scholarship programmes to foster a diverse and inclusive campus.

The admissions process tracks applications, admissions, and progression for underrepresented groups, using this data to inform targeted interventions, scholarships, and mentorship opportunities that increase retention and success for these students. The admissions process also features holistic evaluation criteria, considering contextual academic, co-curricular, and personal achievements.

Disability Inclusion and Barrier-Free Environment

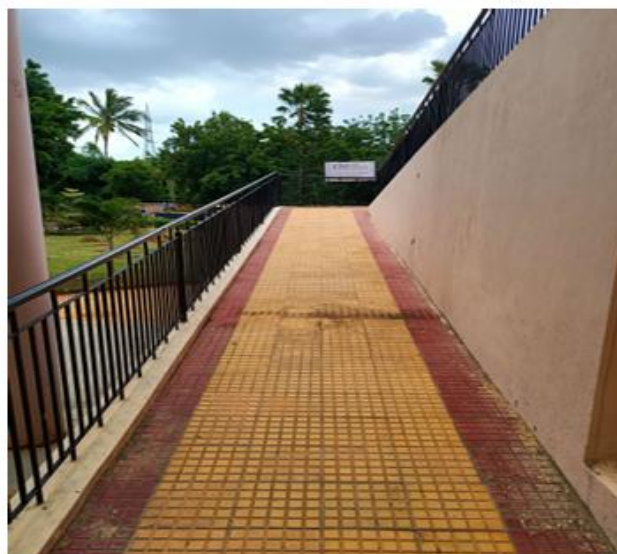
The university has a comprehensive disability inclusion policy and strategy. All campus structures, including academic buildings, hostels, and offices, are designed or retrofitted for full accessibility, featuring ramps, lifts, automated doors, tactile signage, and Divyangjan-friendly restrooms. Wheelchair-accessible paths cover the campus, and mechanized support equipment, such as motorized wheelchairs, are made available when needed.

<https://ifheindia.org/assets/pdf/QS/Divyagan-Policy.pdf>

Dedicated assistance—including screen readers, scribes for exams, soft-copy study materials, Braille and magnifiers in the library, and human assistance—is provided for all eligible students or staff. All academic materials, classrooms, and events are adapted for accessibility. These provisions are reviewed and improved annually to ensure continued compliance and progress.



Washroom for Differently Abled



Ramp for Differently Abled

Support Services and Reasonable Accommodation

IFHE funds and implements a wide spectrum of support services for persons with disabilities. This includes full-time or part-time personal assistance, reading and writing support, assistive devices/technology, and adjustments for evaluation and teaching methods as needed. Reasonable accommodation requests are processed quickly, with no cap on funding for deserving cases. Staff are trained annually in legal and practical aspects of inclusion and accommodation. Library and IT resources are provided in accessible formats; faculty members are assigned to mentoring roles for ongoing support.



Screen Reader



Lifts

Gender Equality and Empowerment Initiatives

The university runs a robust Center for Women's Development and Equal Opportunity Cell, promoting gender equity across admissions, faculty recruitment, student life, and leadership roles. Gender awareness and anti-harassment campaigns are conducted regularly, and representation at every leadership level is tracked and reviewed. There are multiple student-led and faculty-supported gender forums and training sessions that address broader issues of workplace climate, family responsibilities, and social empowerment.

<https://ifheindia.org/assets/pdf/QS/Constitution-of-Equal-Opportunity-Cell-and-Anti-Discrimination-Committee.pdf>

Anti-Discrimination and Anti-Harassment Framework

IFHE enforces strict anti-discrimination and anti-harassment policies applicable to all students, staff, and faculty, regardless of identity or background. The university defines and prohibits all forms of harassment, including sexual harassment, with zero-tolerance enforcement. Regular anti-ragging campaigns, empowered committees, and the Internal Complaints Committee operate under UGC/AICTE regulations, offering confidential support and fast-track redressal mechanisms. Training on rights, reporting procedures, and institutional values of respect and equality is delivered throughout the year.

<https://ifheindia.org/policy-prohibiting-discrimination>

Diversity, Inclusion, and Human Rights Governance

A dedicated Equal Opportunity Committee and Diversity & Inclusion Officer operate under the Vice Chancellor, directly advising university governance on policy, implementation, and continuous improvement. The committee's mandate includes regular review and updating of policies, oversight of all inclusion programmes, organizing sensitization workshops, and monitoring the representation of marginalized and underrepresented communities in every aspect of university life.

Peer Support, Mentoring, and Counseling

Formal mentorship structures pair faculty members with students for individualized support and guidance on academic and personal matters. Peer-support initiatives, led by trained student volunteers, offer an additional layer of social and emotional support, especially for students from underrepresented backgrounds or those with disabilities. Experienced psychologists and counselors are employed by the university to provide confidential assistance to students, staff, and their families.

<https://ifheindia.org/assets/pdf/Anti-Drug-Committee-and-Anti-Drug-Club.pdf>

<https://ifheindia.org/anti-ragging-policy>

Outreach, Community Engagement, and Policy Research

IFHE’s SDG 10 engagement extends to rural and urban communities in Telangana and beyond. The university leads digital and financial literacy programmes, school outreach, and collaborations with government and NGOs, focused on increasing access to quality education and services for disadvantaged segments of society. Faculty and students publish research and case studies on inclusive education, financial inclusion, women’s entrepreneurship, social policy, and technology adoption for inclusivity in national and international journals and conferences.

<https://ifheindia.org/corporate-social-responsibility>

Monitoring, Reporting, and Continuous Improvement

Statistical analysis of student and staff diversity, program participation, success rates, and employment outcomes is reported annually for both internal review and global rankings. Feedback from all stakeholders is leveraged to implement new initiatives and refine policy. All anti-discrimination, inclusion, and accessibility measures are subject to annual review by the Equal Opportunity Committee and third-party audit when needed.

Alignment with SDG 10 Targets (2024)

UN Target	Supporting IFHE 2024 Research / Practice
10.2 – Empower and promote social, economic, and political inclusion	Research on NFTs and child trafficking; diversity tracking and disability inclusion policies.
10.3 – Ensure equal opportunity and eliminate discrimination	Stockbroking fraud study; anti-discrimination governance framework.
10.4 – Adopt fiscal, wage, and social protection policies for equality	Research on bankruptcy law, leverage, and firm performance.
10.6 – Ensure representation of developing countries in global governance	BRICS integration study on equitable economic participation.

IFHE Hyderabad Student SDG Field Projects and Internships:

#	Name of the student	Company/Organisation	Project Title	SDG
1.	S Athool Kumar	Tamil Nadu Apex Skill Development Centre For Healthcare	The Influence First Aid On Halving The Number Of Deaths And Injuries From Road Traffic Accidents In Tamil Nadu	3
2.	Rohit Kumar	Lakshmi Hospital	Life Pulse	3.4
3.	Seelam Sharon Powell	We Are With You Charitable Trust	Promoting Mental Wellness: Addressing The Silent Epidemic	3
4.	Nihal Kumar Singh	Jamshedpur Notified Area Committee	Swachh Survekshan Sop Award Survey	3, 11
5.	Khan Mohammed Kaif Mohammed Nasim	Jivika Healthcare	A Project Report On Sustainable Development Goals (SDG 3 – Good Health & Well Being)	3
6.	Ritika Saxena	Golden Empathy Foundation, Bhilai, Chhattisgarh	A Study On SDG 3: Reducing The Maternal Mortality Rate, By 2030 To Less Than 70 Per 100,000 Live Births	3
7.	Ayush Srivastava	Lions Club Sangam, Prayagraj	A Study On Sustainable Development Goal With Lions Club Sangam	3
8.	Preetham M S	Jivika Healthcare, Pune	Protecting The Food Chain: A Perspective On Vaccination In The Food Processing Industry & Engaging Key Stakeholders	3
9.	Agrawal Udit Suraj	Lokmat Media Pvt Ltd.	Early Warning, Risk Reduction And Management Of National And Global Health Risks	3
10.	Riddhi Chauhan	Umeed – A Drop Of Hope	Sustainable Development Goals Target 3.8- Achieve Universal Health Coverage	3.8
11.	Aditi Thakur	Society For Advancement In Tribes, Health, Education And Environment, Godda	Good Health And Well Being	3
12.	Ishika Yadav	Naya Sawera	A Study On Ngo Naya Sawera Initiative In Reducing Maternal Mortality (Sustainable Development Goal 3)	3
13.	Akshat Agrawal		Vaccine Access & Awareness	3
14.	Gyanvi Bagwani	Jivika Healthcare	Tackling Vaccine Hesitancy: Stakeholder Engagement In Food Processing & Cervical Cancer Awareness	3
15.	Geetika Jain		Promoting Healthy Lives And Well-Being: Exploring The Path To Achieving SDG 3	3
16.	Ankur Malik	Jivika Healthcare	Vaccine Hesitancy In The Food Processing Industry	3
17.	Mansi Kushwaha	Teens Of Gods	Charting Menstrual Health Awareness For Overall Reproductive Health	3.7

#	Name of the student	Company/Organisation	Project Title	SDG
18.	Mehak Khanna	People's Recovery Initiative For Solutions & More (Prism)	SDG Report	3
19.	Ananya Dogra		Promoting Well-Being For All	3
20.	Yashika Saraf	Aarogya Lifestyle Centre	Sustainable Developmental Goals Of Aarogya Lifestyle Centre	3,8
21.	Harsh Jain	Jivika Healthcare, Pune		3,8
22.	Shubham Sharma	Lion's Club International, Burhanpur		3.6, 4.0
23.	Talla Harichandana Goud	Marpu Foundation Youth For Seva	Harmony For Health, Education And Sustainability: A Holistic Approach Towards SDGs 3,4 And 12	3,4, 12
24.	Pranju Jain	Jivika Healthcare, Pune	Addressing Vaccine Hesitancy In Food Processing Industry In Giridih	3,8
25.	Anto Jovin Nadar	Jivika Healthcare	SDG Journey	3.3,8.3, 8.5, 8.6
26.	Mansi Batra	Pratham Education Foundation, Kapurthala Under ITC Mission-Sunehra Kal	Inform, Educate And Empower: Enabling Youth Through Skills Development And Health Education	3,8
27.	Akanksha Garg	Umeed: A Drop Of Hope	Sustainable Development Goal	3.8
28.	Rudrani Banerjee	Abhivyakti Foundation	Health For All: Achieving Universal Health Coverage A Comprehensive Analysis On SDG 3.8	3.8
29.	Vakacharla Sharan Preeth	Jivika Healthcare	Safeguarding The Food Chain: A View On Vaccination In The Food Processing Industry And Engaging Key Stakeholders	3
30.	Nainar Radha	People's Action for Social Service (PASS), Tirupati	"Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol"	3.5
31.	Swarnima Sapre	Robin Hood Army	Advancing Global Health And Nutrition Through A Sustainable Development Approach	2,3
32.	Samiksha Manoj Shrivastav	Assisi Bhavan (NGO)	Sustainable Development Goals	3.4
33.	Dibyendu Sarkar	Simla Old Age Home	"Social Contribution Of "Simla Old-Age Home" On SDG"	3
34.	Sarthak Singla	Lyness Youth Wing Club (Panipat)	Sustainable Development Goals	3
35.	Ansari Shahin Mohammadarif	Indianoil Corporation Ltd.	A Study On Indian Oil Corporation Ltd. Initiative In Sustainable Development Goals	3,8,9
36.	Darji Daksh Kapil	Rotaract Club Of Bombay Uptown	Study On The Impact Of Injury And Death Caused Due To Road Accidents On Quality Of Life	3

Alignment with SDG 3 Targets (2024)

UN Target	Corresponding IFHE Activity / Evidence (2024)
3.3 – End communicable diseases and promote awareness	Health and hygiene outreach by Center for Women Development on menstrual health and sanitation.
3.4 – Reduce premature mortality through prevention and promotion	Sports and fitness initiatives including Olympia 6.0, Blood Run, and Fitness Workshops.
3.5 – Prevent substance abuse	Nukkad Naatak on Drug Awareness and Drug Abuse Prevention Campaign.
3.7 – Ensure universal access to sexual and reproductive health education	EcoFlow Event providing medical Q&A with Gynecologist on female reproductive health.
3.8 – Achieve universal health coverage and promotion	Blood Donation Camps with Red Cross and Arthritis Awareness Session by Dr. Prabhat Reddy Lakkireddy.
3.D – Strengthen capacity for risk reduction and preparedness	Menstrual Hygiene seminar with VRK Women’s Medical College and community health programs.

ICMR Case Studies (2023–2024)

Sl. No.	Academic Year	Title	Author(s)	SDG Goal(s)	Weblink
1	2023–2024	Maria Klawe – Promoting Gender Diversity and Inclusion in STEM Education at Harvey Mudd College	Anirudhan, Anil; Dutta, Sanjib	SDG 5	Link
2	2023–2024	PepsiCo’s Sustainability Strategy to Build a Positive Value Chain	Kumari, Shwetha; Nair, Jitesh	SDG 13; SDG 17	Link
3	2023–2024	SAP’s Innovation Approach: Boost Startups and Intrapreneurship	Prasad, Namratha V	SDG 9	Link
4	2023–2024	Starling Bank’s Anne Boden – The Founder and CEO of a ‘Profitable’ Challenger Bank in the UK	Anirudhan, Anil; Dutta, Sanjib	SDG 5	Link
5	2023–2024	Hilfr’s Labor Model: A First for Gig Workers of the Platform Economy	Nair, Jitesh; Pasala, Balaswamy	SDG 8	Link
6	2023–2024	Psudo – Setting New Standards for Sneaker Manufacturing	Zafar, Faria; Perepu, Indu	SDG 12; SDG 13	Link

Sl. No.	Academic Year	Title	Author(s)	SDG Goal(s)	Weblink
7	2023–2024	SHEIN: Ethical Cost of Ultra-Fast Fashion	Zafar, Faria; Perepu, Indu	SDG 12	<u>Link</u>
8	2023–2024	Shubham Housing Development Finance – Social Impact through Financial Inclusion	Kumar, KBS; Perepu, Indu	SDG 10	<u>Link</u>
9	2023–2024	Back Market and the Global E-Waste Crisis	Qumer, Syeda Maseeha	SDG 12	<u>Link</u>
10	2023–2024	Hemalatha Annamalai: Woman Pioneer of India’s Electric Vehicle Revolution	Koti, Vinod Babu; Prasad, Namratha V	SDG 5	<u>Link</u>
11	2023–2024	IKEA Builds Smaller Format Stores – Comes Closer to Customers	Anirudhan, Anil; Dutta, Sanjib	SDG 9	<u>Link</u>
12	2023–2024	You Mawo: Using 3D Printing Technology to Introduce a New Eyewear Concept	Koti, Vinod Babu; Prasad, Namratha V	SDG 9	<u>Link</u>
13	2023–2024	Climeworks – Empowering People and Companies to Fight Global Warming with DAC Technology	Anirudhan, Anil; Dutta, Sanjib	SDG 13	<u>Link</u>
14	2023–2024	Nepra’s “Let’s Recycle” Initiative – Tackling India’s Solid Waste Management Problem	Anirudhan, Anil; Dutta, Sanjib	SDG 12	<u>Link</u>
15	2023–2024	Cotopaxi: Creating Sustainable Social Impact	Kumari, Shwetha; Nair, Jitesh	SDG 10; SDG 12	<u>Link</u>
16	2023–2024	Ecokaari: Up-Cycling Waste Plastics into Fabrics	Kumari, Shwetha; Nair, Jitesh	SDG 9; SDG 12	<u>Link</u>
17	2023–2024	Marut Drones – Using Technology to Solve Social Issues	Zafar, Faria; Perepu, Indu	SDG 9	<u>Link</u>
18	2023–2024	Nestlé’s Diversification through Palforzia: The Setback and Lessons	Koti, Vinod Babu; Prasad, Namratha V	SDG 3	<u>Link</u>
19	2023–2024	Science Based Targets Initiative (SBTi) – A Scientific Approach to Define and Achieve the Carbon Emissions Reduction Targets	Vijaya, Lakshmi S; Nagendra Kumar, MV	SDG 13	<u>Link</u>
20	2023–2024	Unilever’s Sustainable Sourcing	Samantarai, Munmun; Dutta, Sanjib	SDG 12; SDG 13	<u>Link</u>

Sl. No.	Academic Year	Title	Author(s)	SDG Goal(s)	Weblink
21	2023–2024	VAAST Bikes: Building a Niche Brand through Sustainable Products and Processes	Nair, Jitesh; Pasala, Balaswamy	SDG 9; SDG 12; SDG 13	<u>Link</u>
22	2023–2024	Adidas: Sustainability Bond	Nagendra Kumar, MV; Perepu, Indu	SDG 9	<u>Link</u>
23	2023–2024	Enbridge: A Diversity, Equity & Inclusion (DEI) Leader in the Energy Industry	Nair, Jitesh; Pasala, Balaswamy	SDG 8; SDG 10	<u>Link</u>
24	2023–2024	Etsy's Growth Strategy in India: Empowering Artisans	Koti, Vinod Babu; Prasad, Namratha V	SDG 8	<u>Link</u>
25	2023–2024	H&M – Can the Fast Fashion Giant Transition into a Green Future?	Kumar, KBS; Perepu, Indu	SDG 12; SDG 13	<u>Link</u>
26	2023–2024	LEAD's Integrated EdTech Solution: Combining Technology, Curriculum and Pedagogy to Transform Traditional Education	Nair, Jitesh; Pasala, Balaswamy	SDG 4; SDG 9; SDG 10	<u>Link</u>
27	2023–2024	Pesky Fish's 'Port to Plate' Technology Platform: Reinventing the Seafood Supply Chain	Kumar, KBS; Perepu, Indu	SDG 8	<u>Link</u>
28	2023–2024	Blueland: An Innovation-Led Solution Addressing Global Climate Challenges	Kumar, KBS; Perepu, Indu	SDG 13	<u>Link</u>
29	2023–2024	PhysicsWallah – A Disrupter in the Indian EdTech Industry	Zafar, Faria; Perepu, Indu	SDG 4	<u>Link</u>
30	2023–2024	Pure Harvest Smart Farms – A Technology-Enabled Agribusiness Startup Addressing the Food Security Challenges in the Middle East	Zafar, Faria; Perepu, Indu	SDG 2; SDG 9	<u>Link</u>
31	2023–2024	Zipline: Navigating the Rwanda Skies to Make Medical Supplies Accessible to Millions on Land	Samantarai, Munmun; Dutta, Sanjib	SDG 3	<u>Link</u>
32	2023–2024	Danone: Realigning Sustainability for Profitability?	Kumari, Shwetha; Nair, Jitesh	SDG 12	<u>Link</u>
33	2023–2024	India's Moon Mission Chandrayaan-3: From Failure to Success	Harish, R; Dutta, Sanjib	SDG 9	<u>Link</u>

Publications Supporting SDG 10 (2024)

Article: Dividend Policy Adjustments under Bankruptcy Law: Insights from Distressed Firms

Author: Singh, G.

Source: Finance Research Letters, 2024.

Article: Bankruptcy Law and the Leverage Speed of Adjustment

Author: Kumar, S.

Source: Finance Research Letters, 2024.

Article: Does Bankruptcy Law Affect the Relation Between Leverage and Firm Performance?

Authors: Rastogi, N.; Kumar, S.

Source: Indian Growth and Development Review, 2024.

Article: The Conditional Impact of Market Conditions, Volatility and Liquidity Shocks on Arbitrage Opportunities During Pre-COVID and COVID Periods

Authors: Lakshmi, V.D.M.V.; Sisodia, G.; Joseph, A.; Tiwari, A.K.

Source: International Journal of Finance and Economics, 2024.

Article: An Analysis of Stockbroking Frauds and Regulatory Action in India

Author: Kandukuri, R.

Source: Journal of Financial Crime, 2024.

Article – Open Access: Beyond Traditional Intellectual Property: Rise of Non-Fungible Tokens (NFTs) and Role of Blockchain in Protecting Digital Art

Authors: Mishra, P.; Singhal, A.K.; Thakur, V.S.; Sharma, D.; Bedi, M.

Source: Journal of Intellectual Property Rights, 2024.

Book Chapter: Behavioral Changes and Public Engagement in Net-Zero Policies: Issues and Challenges

Authors: Arun Kumar, A.; Sowmya, T.; Sambrani, S.; Shekhar, S.

Source: Approaches to Global Sustainability Markets and Governance, 2024.

Article – Open Access: External Debt and Economic Growth of BRICS Nations: How Can BRICS Integration Help Them?

Authors: Gollagari, R.; Perini, P.

Source: BRICS Journal of Economics, 2024.

Book Chapter: Child Trafficking in Bihar: A Situational Analysis

Authors: Singh, J.; Aditya, A.; Kumar, S.

Source: Development with Justice: The Bihar Experience, 2024.

Publications:

1. Shaping financial well-being: the dynamic role of socialization and knowledge—a structural equation modeling approach

Authors: Sushanta Kumar Mahapatra, Bibek Karmacharya, Ramkrishna Chapagain Journal: International Journal of Sociology and Social Policy, 2025 T

his study examines the influence of financial socialization processes on financial well-being among business students, specifically recognizing the mediating role of financial knowledge. Using data from 320 students, the authors find that peer and social media influence on student financial well-being operates mainly via improved financial knowledge, while parental influence is less direct. The findings argue for the implementation of robust financial literacy and digital skills programs in university curricula, with broader implications for policy and sustainable development.

2. Is socioeconomic segregation of the poor associated with higher premature mortality under the age of 60?
A cross-sectional analysis of survey data in major Indian cities

Authors: Tarani Chandola, Sitamma Mikkilineni, Anil Chandran, Souvik Kumar Bandyopadhyay, Nan Zhang, Sergio Luiz Bassanesi

Journal: BMJ Open, 2018

This research analyzes whether isolation of poor households within Indian urban spaces is linked to increased rates of premature death (under age 60). Drawing upon survey data for over a million city dwellers, the authors reveal that greater segregation of the poor is indeed associated with higher premature mortality risk. As India continues to urbanize, these patterns require policy attention in urban planning and public health.

3. Does financial inclusion control corruption in upper-middle and lower-middle income countries?

Authors: Rajesh Barik, Sanjaya Kumar Lenka

Journal: Asia-Pacific Journal of Regional Science, 2023

This empirical investigation assesses whether rising financial inclusion contributes to the reduction of corruption in various economies. The study concludes that, provided financial inclusion surpasses certain thresholds, it has a meaningful effect in curbing corruption in both upper- and lower-middle-income countries. The results call for tailored country-level strategies on inclusion as a tool for combating inequality and improving governance.

4. Evidence for Life Satisfaction Among Dual-Career Couples: The Interplay of Job, Career, and Family Satisfaction in Relation to Workplace Support

Authors: Neha Gahlawat, Rina S. Phogat, Subhash C. Kundu

Journal: Journal of Family Issues, 2019

This article examines life satisfaction among Indian dual-career couples, analyzing how workplace support (including supervisor and coworker assistance, work autonomy, and family-work balance) contributes to well-being. The study finds that the effect of workplace support is mediated by increases in job, career, and family satisfaction, pointing to the value of supportive organizational environments for improving the well-being of dual-career families.

5. Understanding the ecosystem of microfinance institutions in India

Authors: Debapratim Purkayastha, Trilochan Tripathy, Biswajit Das

Journal: Social Enterprise Journal, 2020

This conceptual article explores the ecosystem surrounding Indian microfinance institutions, highlighting the interplay of policy, economic, competitive, and social elements shaping their operations. The research

emphasizes the importance of ecosystem-level strategies in the effective functioning of microfinance for advancing inclusion and poverty reduction.

Institutional Practices Complementing Research

Beyond publications, IFHE institutional practices reinforce the same principles of inclusion and equality reflected in its research.

- **Scholarships and Financial Aid: Merit-cum-means** scholarships and need-based support ensure access for financially disadvantaged students.
- **Gender Equity and Representation:** Campus initiatives encourage women’s participation in leadership, research, and academic forums.
- **Community Engagement:** Through student clubs and outreach programs, IFHE organizes financial literacy and social-awareness campaigns targeting underprivileged communities.

These verified initiatives align institutional culture with the principles of SDG 10.

Integration into Teaching and Learning

The findings from 2024 SDG 10-related research are incorporated into academic curricula across law, management, and economics disciplines.

- Courses in **corporate law** and **financial regulation** use the bankruptcy and fraud studies as real-world case examples.
- Modules on **social policy and ethics** include discussions from Child Trafficking in Bihar to contextualize inequality and human rights.
- Management courses integrate Behavioral Changes and Public Engagement in Net-Zero Policies to illustrate participatory frameworks in policy design.

This integration ensures that students are educated on both the structural and ethical aspects of inequality reduction.

Alignment with SDG 10 Targets (2024)

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10.2 – Empower and promote social, economic, and political inclusion	Research on NFTs and child trafficking; diversity tracking and disability inclusion policies.
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10.6 – Ensure representation of developing countries in global governance	BRICS integration study on equitable economic participation.

Conclusion:

IFHE Hyderabad demonstrates a comprehensive, structured, and ongoing commitment to reducing inequalities across campus and the community. The university’s policies and support systems deliver measurable impact by ensuring equal opportunity, access, and participation for all—regardless of social background, gender, ability, or

economic status. Through continuously upgraded accessible infrastructure, targeted scholarships, strong support for persons with disabilities, robust anti-discrimination and anti-harassment enforcement, and effective governance, IFHE empowers marginalized and underrepresented groups to thrive in academic and social life. The cycle of regular monitoring, feedback, and improvement ensures that these initiatives remain adaptive and effective, upholding both the letter and spirit of SDG 10—Reduced Inequalities.