

# AKKINENI NAGESWARA RAO COLLEGE

(WITH POST-GRADUATE COURSES)

(AUTONOMOUS & AFFILIATED TO KRISHNA UNIVERSITY)

POST BOX NO.20, GUDIVADA-521301, KRISHNA DIST., A.P., INDIA

AN ISO 9001:2015 & 14001:2015 CERTIFIED ORGANIZATION



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## **Vision**

The vision of the college is to contribute to the advancement of knowledge through teaching, research, publications and dissemination of information.

To this end the College strives:

- To train students to acquire good communication skills and leadership qualities and to mould them to be global citizens.
- To offer relevant / need based courses from time to time.
- To promote interaction with industry.
- To develop critical thinking among students.
- To make students conscious of their duty to the society and fellow human beings.
- To inculcate values of equality, unity and justice.

## **Mission**

Akkineni Nageswara Rao College was started, as *The Gudivada College* in 1950, with the mission of providing education to the youth from agrarian background and to cater to the societal needs by shaping them to be leaders in their chosen fields.

As a pioneer in the rural setting, the college wishes to provide quality education to student in their chosen discipline.

The college wishes to equip students with problem solving skills, leadership qualities, good Communications, decision making, individuality, interpersonal skills, Collaboration and research temper.

The students leaving this college should be able to cultivate innovative approaches to engage with others outside the traditional borders of the college campus and try to influence the society regionally, nationally and globally,

## **About College**

### **TIME - LINETHE**

#### **BEGINNING:**

The Akkineni Nageswara Rao College, started as “The Gudivada College” in 1950 is the result of the munificence and zeal for higher education of the people of Gudivada Taluk and of the neighbouring taluks in Krishna District. Situated in a rich agricultural area midway between Vijayawada and Machilipatnam and connected by road, rail and canal with the leading towns and villages in the district, Gudivada has always been a centre of great cultural and political activity and its citizens have played a prominent role in the life of the nation generally and in particular of Andhra Desa. But the lack of a seat of higher learning was actually felt, and to meet this need a strong committee of local leaders was formed early in 1950 and an appeal for funds was made over the name of the following: Sri Parvataneni Venkataratnam (President), Sri Uppalapati Veerabhadra Rao (Treasurer), Sri Kaza Venkataramaiah (Secretary), Sri Vemulapalli Ramabrahmam (Joint Secretary) and Sarvasri Vadde Sobhanadri, Lingam Venkata Krishnaiah and Upadrasta Papanna Sastri as members.

#### **INAUGURATION OF THE COLLEGE:**

The College Organizing Committee approached the authorities of the Andhra University in April, 1950 with the request that permission might be given to start the institution and has it affiliation to the university. The Inspection Committee appointed by the university visited Gudivada in May 1950 and reported in favour of granting the affiliation. The College was formally inaugurated under the name 'The Gudivada College' by Prof. V.S. Krishna, B.A. (Oxon), Ph.D. (Vienna), Vice-Chancellor of the University, on July 6, 1950 at a public meeting over which the Hon'ble Sri B. Gopala Reddy, Finance Minister, Government of Madras, presided. It was temporarily located in a fine building on the main road. The Secretary of the Organizing Committee, Sri Kaza Venkataramaiah became the Correspondent of the College.

#### **LOGO**

The motto of the College is **TEJOBHAVATU** (Let there be light) inscribed in the logo of the College. The goals and mission of the college also reflect this motto. Since the goal of education is to keep oneself informed and enlightened, the college has been striving to spread the light of knowledge in all directions.

**Important Events:**

**1951:** Biology, Physics and Chemistry group was opened and 94 students were admitted.

**1952:** The College was raised to First Grade and B.A. and B.Com. Classes were opened.

**1953:** B.Sc. class with Zoology (Main) and Chemistry and Botany (Subsidiaries) was opened. Civics and Indian Administration were offered as optional subjects in the Intermediate Programme, and in arts groups classes were opened in Sanskrit for Intermediate and in Hindi for B.A.

**1957:** The Pre-University Programme was opened with eight combinations of optional subjects.

**1958:** The Three-year Degree Programmes were started in the college, thus making our institution conforms to the national pattern of collegiate education.

**1959:** Owing to a generous donation from Akkineni Nageswara Rao, noted Cine-Hero, the College was renamed as Akkineni Nageswara Rao College from April 1959.

**1960:** The Tenth College Day was celebrated at the new site, on the present campus.

**1969-70:** In accordance with a new pattern of education, the college started the new 2-year Intermediate Programme.

**1971-72:** A new pattern of degree Programme (called New Scheme) with Main and Ancillaries was started with Telugu as the medium of instruction.

**1974-75:** Starting of M.Com. Programme, there by becoming the fourth affiliated colleges in Andhra University area to have the privilege of offering instruction at the Post graduate level.

**1975-76:** The College celebrated its Silver Jubilee. Sri J. Vengala Rao, Chief Minister, inaugurated the celebrations, which was attended by many other distinguished people.

**1984:** Sri Yerneni Govindaiah Junior College building was completed on the eastern side of College.

**1985:** The Foundation Stone for the Post-Graduate wing was laid.

**1991-92:** Keeping the ever-growing importance of Computer Sciences and Electronics two new restructured B.Sc. Programmes, one with Electronics, Physics and Mathematics combination and another with Computer Science, Physics and Mathematics, were started.

**1992-93:** The Post-Graduate Department was shifted to the new building.

**1993-94:** Expansion of academic facilities are the order of the day and in keeping with this trend the college started the M.B.A. Programme.

**1994-95:** The M.Sc. in Mathematics was started in the academic year. Foundation stone for the Post-Graduate Block II was laid by the then Chairman of UGC Prof. G. Rami Reddy.

**1996:** Construction of the Men's Hostel completed.

**1998-99:** The M.C.A., M.Sc. (Computer Science), B.C.A. and a new stream in B.Sc. Programme with Mathematics, Statistics and Computer Science were started.

**1999-2000:** B.Ed. Programme was started during the academic year under the same Management in a sister institution, A.N.R.College of Education.

**2000-2001:** Post-Graduate Diploma in Management Information Systems and Computer Applications (P.G.D.M.I.S.C.A.) The first UGC Sponsored State Level Seminar on "Impact of Privatisation of Higher Education without Government Participation" on 10-11 November, 2001.

The College celebrated its Golden Jubilee Celebrations which were inaugurated by Hon'ble Chief Minister Sri N. Chandra Babu Naidu in which many other V.I.Ps. participated. The following donations were also received from several Alumni during this time. They are:

\* Rs.10.00 lakhs Sri Ch.Ramaji Rao, Chairman, Eenadu Group, in honour of his parents Cherukuri Venkata Subbaiah and Venkata Subbamma.

\* Rs.15.00 lakhs by Dr. Y. Lakshmi Prasad from his M.P. LADS fund.

\*Rs.5.00 lakhs by Sri Maganti Rajendra Prasad.

\*Rs.5.00 lakhs by Sri Pudukollu Venkata Ratnam.

\*Rs.1.00 lakh by Sri J. V. Satyanarayana.

\*Rs.10.00 lakhs by the other members of "A.N.R. College Old Students'

Association" (ANRCOSA) towards the construction of Golden Jubilee Commemoration Building.

**2002-03:** M.Sc. (Information Systems) was started during the academic year.

Golden Jubilee Memorial Building was inaugurated by Prof. L. Venugopala Reddy, Vice-Chancellor, Acharya Nagarjuna University on 17-8-2002.

M.Sc. Organic Chemistry was started.

The extension work of I floor of eastern and western wings of the main building was completed and it came into existence.

**2003-04:** M.Sc. Physics, and B.Sc. with Mathematics, Physics and Chemistry in English medium were started. A Hostel for Women in the name of “Akkineni Annapurnamma Women’s Hostel was constructed.

**2005-06:** M.Sc. Microbiology, M.Sc. Botany were started.

A 400m Running Track (width 9.76 mtrs.) was laid during 2005-06 at a cost of Rs.3.00 lakhs which was sanctioned by UGC during X Plan.

The Ministry of Youth Affairs and Sports granted Rs.3.00 lakhs and it was utilised by the College to equip the Gymnasium with Multi Gym.

NAAC Peer team visited our College and accredited the College with B++ grade.

**2006-07:** Three National level seminars were organized with the assistance of UGC and NAAC.

**2007-08:** The annual intake of MCA course was enhanced from 60 to 120 from the academic year 2007-08

**2008-09:** Two UGC funded National Level Seminars were organised.

The annual intake of MBA course is enhanced from 60 to 120 from the academic year 2008-09

A.N.R College secured FIRST prize by being adjudged as Best Performing Professional P.G. College in Examination results by Acharya Nagarjuna University.

A new Dining Centre was constructed in the Hostel.

M.Sc. Physics had to be closed due to lack of demand.

**2009-10:** M.Sc. Botany and M.Sc. Mathematics had to be closed due to lack of demand.

**2010-11:** The College affiliation shifted from Acharya Nagarjuna University to Krishna University as per the orders of the government.

Separate Dining Halls have been created for Men and Women Day Scholars.

**2011-12:** U.G. Seminar Hall was constructed in this period.

Hosted Krishna University Inter-collegiate Men Volleyball tournament on  
18-11-2011

**2012-13:** One national level seminar was organized

B.Com. Computers was started.

M.Sc. Micro-Biology had to be closed due to lack of demand.

**2013-14:** On 22nd January 2014, Dr. Akkineni Nageswara Rao, Chairman of our College  
Committee passed away.

**2014-15:** A 10 KV Solar Power Plant was commenced.

A RO plant with 1000 Lts., capacity was commissioned.

M.Sc. Mathematics course was revived.

ATM facility was made available in the premises of the College Andhra Bank  
Branch.

MCA had to be closed due to lack of demand.

**2015-16:** One workshop on Academic Reforms was organized.

M.Sc. Physics and M.Sc. Computer Science Courses were revived.

**2016-17:** NAAC 2<sup>nd</sup> Cycle Peer Team Visited and “A” grade awarded.

MCA Course revived.

**2017-18:** UGC Autonomy team visited our college.

**2018-19:** The College was received the Autonomy from UGC for UG& PG for ten Years.

**2019-20:** A National Level Workshop on OBE (Outcome Based Education) was organized,  
RUSA grant Rs 2, 00, 00,000-/- received for infrastructure development

**2020-21:** UG& PG CBCS pattern as per NEP2020

**2021-22:** The College was emerged as Private College with the Government Order **2022-23:** The  
College Managing Committee President Sri P. Nageswara Rao, Passed away.

Career Guidance & Placement Cell is renovated and Incubation Centre is established with the  
financial assistance from college old students.



## Introduction to Gender Audit

A gender audit is a thorough assessment of an organization's operations, policies, and procedures, with a specific focus on the integration of gender issues. The objective is to evaluate the efficacy of gender mainstreaming activities and pinpoint areas that can be enhanced. Organisations can obtain valuable insights into prevailing gender biases and imbalances through a gender audit. The audit enables the identification of discrepancies, hence facilitating the development of policies to advance gender equality. It not only guarantees adherence to gender policies but also promotes an inclusive workplace atmosphere. This tool is indispensable for organisations dedicated to attaining gender parity and the empowerment of women.

## Committee Constituted for Gender Audit

S.No	Name	Designation	Role
1	Dr .P J S Kumar	PRINCIPAL	Chairman
2	Smt. K Subhashini	HOD, Department of Chemistry	Convener
3	Dr. M B Suvarchala	HOD, Department of MBA	Member
4	Ms. B Padmaja	Librarian	Member

## Objectives

### Assess Gender Integration:

The goal is to evaluate how well an organization integrates gender concerns into its policies, programs, strategies, and operations. Examining both the purpose and the actual effects on males, females, boys, and girls is necessary.

### Identify Strengths and gaps:

The organization aims to pinpoint specific areas where it is successfully advancing gender equality and those that need improvement. This allows for the identification of optimal methods as well as areas of concern that require attention.

### Strengthen Organizational Capacity

To enhance the organization's capabilities in promoting and integrating gender equality. This entails increasing consciousness, developing competencies, and establishing procedures to guarantee the ongoing incorporation of gender views.

## **Enhance Accountability**

In order to ensure the fulfillment of obligations towards gender equality and women's empowerment, An audit assesses the congruence between an organization's actions and its gender-related objectives and obligations, guaranteeing openness and responsibility.

## **Inform future planning and strategy**

The purpose is to offer practical suggestions derived from the audit's discoveries. These recommendations provide guidance to the organization in improving its plans, programmes, and policies. We aim to guarantee a future approach that is more sensitive to gender.

## **Features of Gender Sensitivity**

### **Recognition of Gender differences**

It recognizes that individuals of different genders, including males and females, as well as children and adults, possess distinct requirements, inclinations, and encounters as a result of their diverse societal obligations and duties.

### **Awareness of Gender Biases**

Understands that biases and stereotypes can negatively impact individuals based on their gender and seeks to challenge and rectify these prejudices.

### **Inclusion**

This ensures the inclusion of both male and female viewpoints and requirements in decision-making processes, planning, and implementation.

### **Promotion of Equality**

It encourages and supports equitable chances for people of all genders, guaranteeing that no one experiences undue favoritism or disadvantage.

### **Avoidance of Stereotyping**

The use of language, imagery, or storylines that uphold conventional or restrictive gender norms is prevented.

### **Empowerment**

It advocates for and promotes the empowerment of people across all genders, particularly those who are marginalized or underrepresented.

### **Responsive Communication**

The individual applies communication methods that demonstrate respect and recognition for diverse gender viewpoints while avoiding any type of gender-based prejudice.

### **Adaptability**

Demonstrates a willingness to exist policies, programmers, and initiatives based on feedback and insiders related to gender issues.

### **Enhancing organizational capabilities**

The organization consistently educates and trains stakeholders on gender problems, ensuring they have the necessary knowledge and skills to overcome gender imbalances.

### **Responsibility and surveillance**

The organization implements mechanisms to oversee and assess the incorporation of gender considerations in activities, ensuring that stakeholders are responsible for advancing gender sensitivity.

### **Safe Environment**

A safe environment guarantees a secure, considerate, and non-threatening atmosphere for everyone, regardless of their gender.

a safe, respectful, and harassment- free environment for all, irrespective of their Gender.

### **Gender Sanitization programs**

**The following are the programs conducted for gender sanitization in the Year:**

- ✚ An endowment fund to conduct a health awareness lecture
- ✚ .Communication skills training
- ✚ Yoga and meditation
- ✚ Women's day celebration
- ✚ Rangoli Competitions
- ✚ Hands on training on self defense
- ✚ Essay writings, Elocution, debate, Quiz and drawing competitions

**Recourses for Girls Students advancement and support**

- ✚ Internal Complaints Committee (ICC)
- ✚ Anti – Ragging Committee
- ✚ NSS Cell
- ✚ NCC Cell
- ✚ Career Guidance & Placement Cell
- ✚ Entrepreneurship Development Cell
- ✚ Internal Quality Assurance Cell(IQAC)
- ✚ OBC Cell
- ✚ Sanitary Vending Machines
- ✚ Examination Cell
- ✚ SC, ST Student Welfare
- ✚ Digital Library
- ✚ Sick Rooms
- ✚ Gym
- ✚ Girls Hostel

## **Statistics**

Compiling statistics for a gender audit of students in a college is essential for multiple reasons.

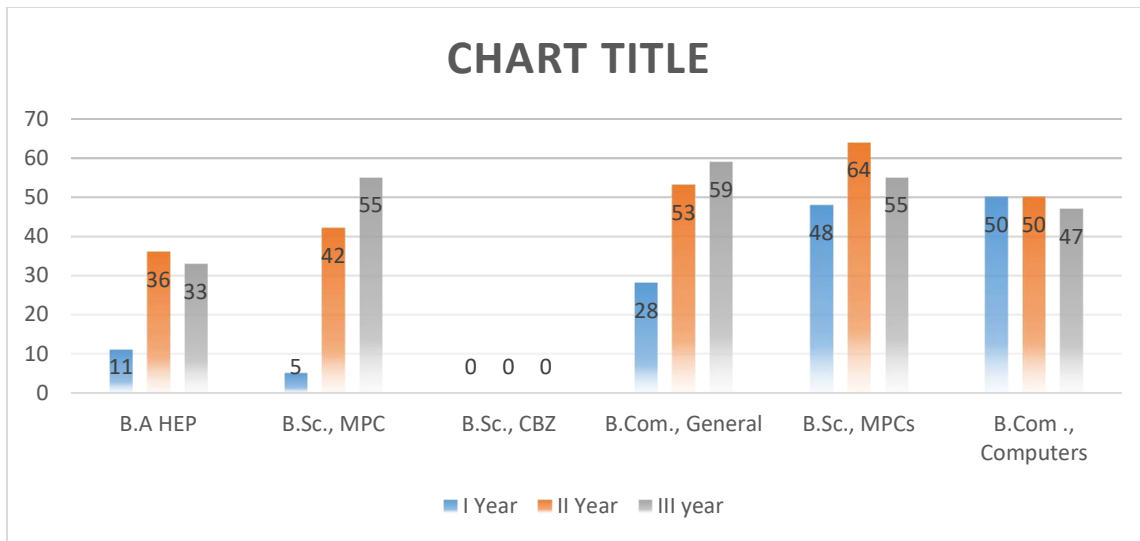
- Statistics is useful for identifying discrepancies in enrollment, academic performance, participation in extracurricular activities, and access to resources across various genders. This knowledge is crucial for comprehending the current deficiencies and efficiently resolving them.
- Statistical data offers colleges valuable insights into the specific requirements and challenges experienced by students of different genders.
- Through the systematic collection and analysis of data over a period of time, colleges have the ability to monitor and evaluate the advancement of efforts aimed at achieving gender equality.
- Statistics allow institutions to quantify the effects of programmes, evaluate shifts in gender inequalities, and adapt methods as necessary for ongoing enhancement.
- Statistics enable the university to allocate resources, such as scholarships, counselling services, career assistance, and other educational activities, in a more efficient manner.
- Colleges ensure efficient allocation of resources by comprehending the gender distribution of students and addressing their individual requirements accordingly.
- An institution can provide a balanced and diverse academic environment by comprehending the gender ratios in different branches and encouraging more diversity in disciplines that are typically dominated by either males or females.

Statistics offer empirical evidence of their endeavors, augmenting accountability and openness in their projects.

**Statistics for the Academic Year 2023-23**

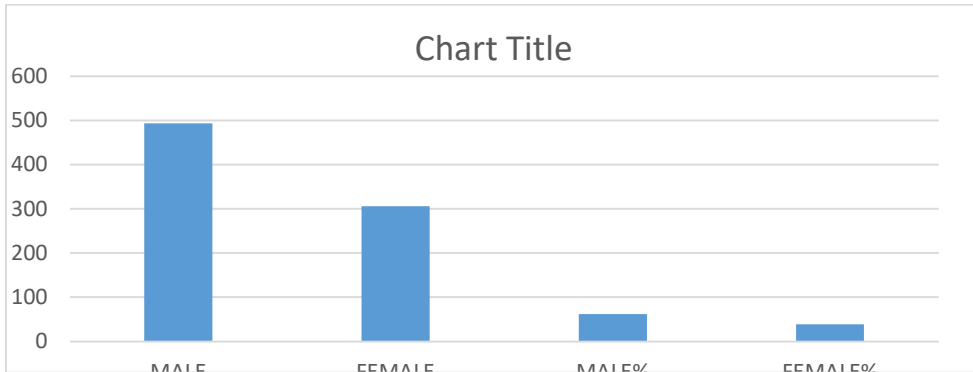
**TABLE1: Course wise details of the students in the college**

Programme	I Year	II Year	III year
B.A HEP	11	36	33
B.Sc., MPC	5	42	55
B.Sc., CBZ	0	0	0
B.Com., General	28	53	59
B.Sc., MPCs	48	64	55
B.Com ., Computers	50	50	47



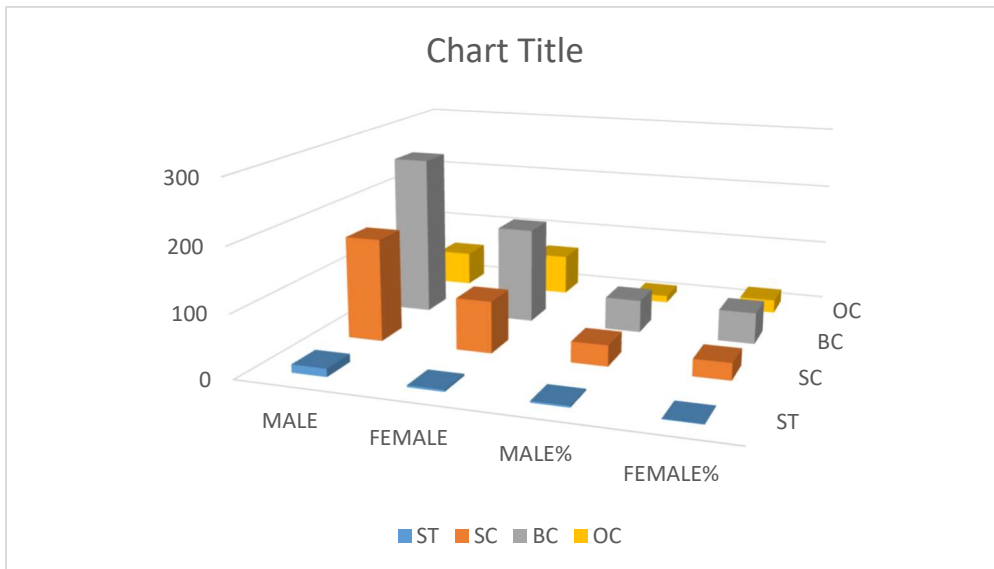
**TABLE 2: UG GENDER WISE STUDENTS DATA FOR THE YEAR 2022-23**

MALE	FEMALE	MALE%	FEMALE%
493	306	61.7	38.3



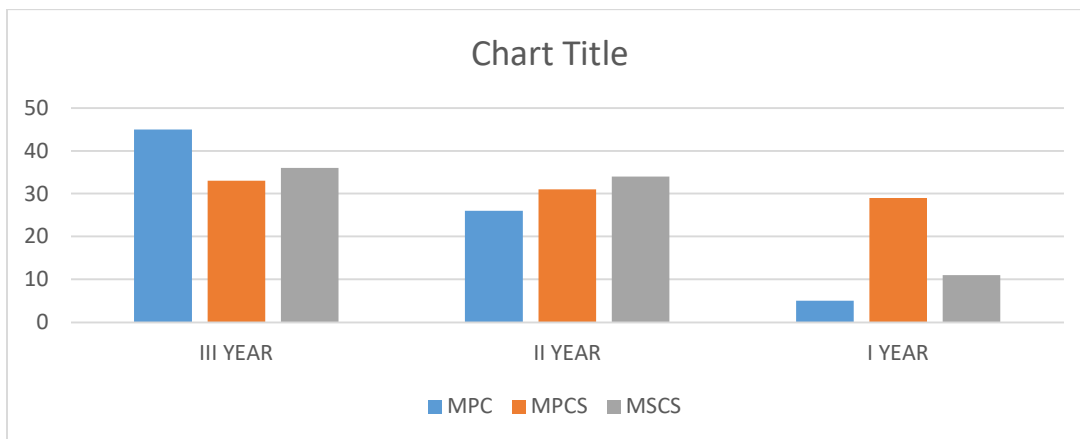
**TABLE 3: CATEGORY WISE DETAILS OF MALE AND FEMALE**

CATEGORY	MALE	FEMALE	MALE%	FEMALE%
ST	13	3	2.63	1
SC	165	83	33.46	27.12
BC	259	154	52.53	50.32
OC	56	66	11.3	21.5



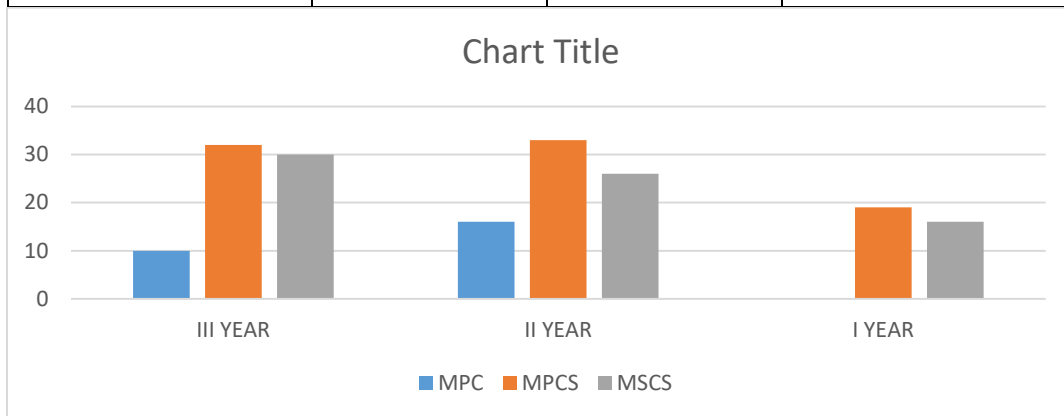
**TABLE 4: COURSE WISE DETAILS OF MALE STUDENTS (SCIENCES)**

	III YEAR	II YEAR	I YEAR
MPC	45	26	5
MPCS	33	31	29
MSCS	36	34	11



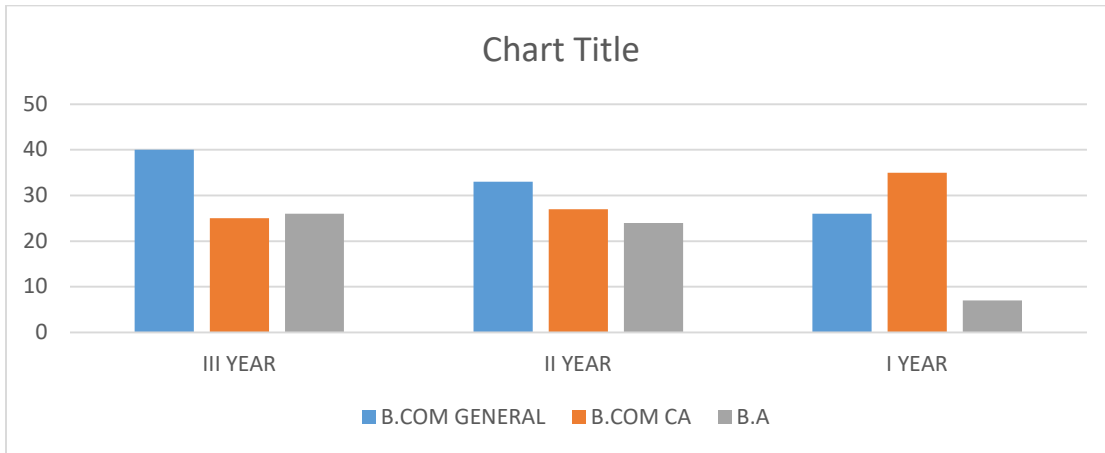
**TABLE 5: COURSE WISE DETAILS OF FEMALE STUDENTS (SCIENCES)**

	III YEAR	II YEAR	I YEAR
MPC	10	16	0
MPCS	32	33	19
MSCS	30	26	16



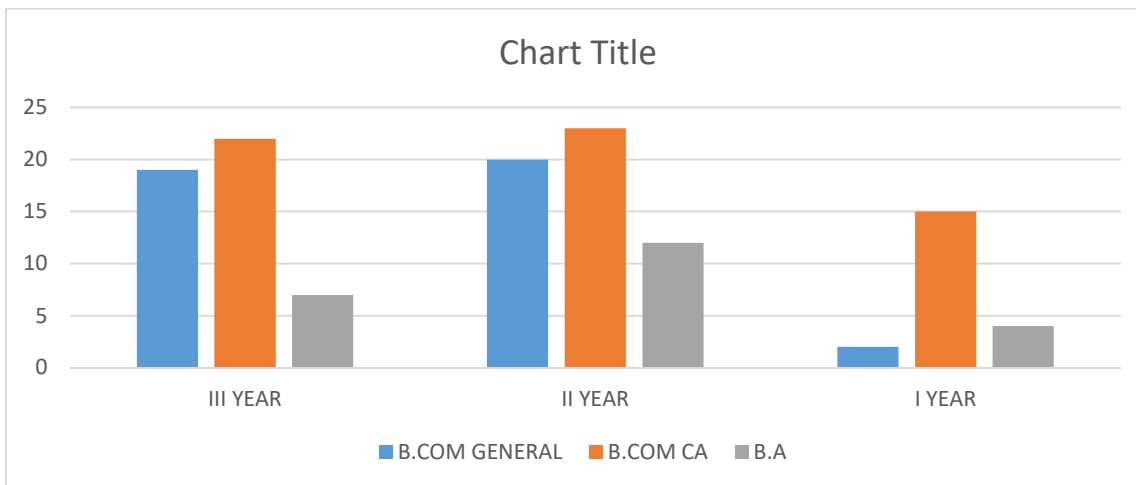
**TABLE 6: COURSE WISE DETAILS OF MALE STUDENTS (ARTS)**

	III YEAR	II YEAR	I YEAR
B.COM GENERAL	40	33	26
B.COM CA	25	27	35
B.A	26	24	7



**TABLE 7: COURSE WISE DETAILS OF FEMALE STUDENTS (ARTS)**

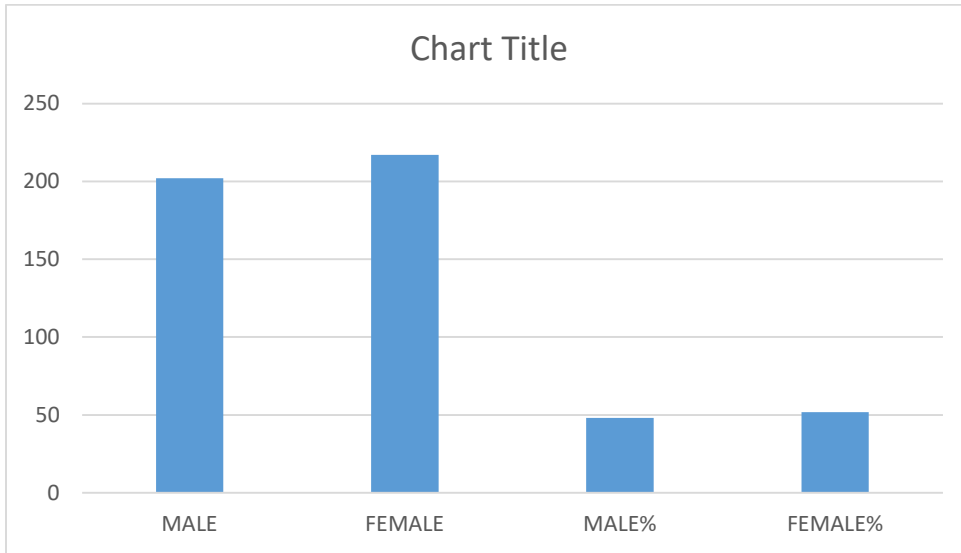
	III YEAR	II YEAR	I YEAR
B.COM GENERAL	19	20	2
B.COM CA	22	23	15
B.A	7	12	4





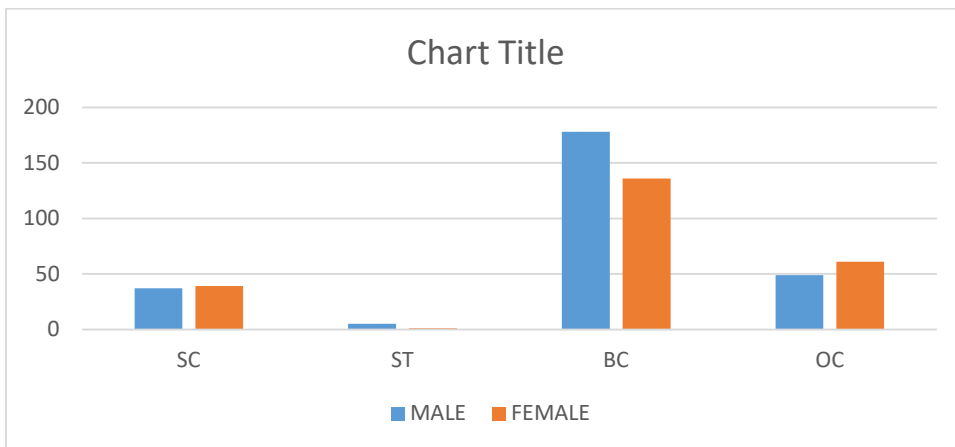
**TABLE 8: PG GENDER WISE STUDENTS DATA FOR THE YEAR 2022-23**

MALE	FEMALE	MALE%	FEMALE%
202	217	48.2	51.78



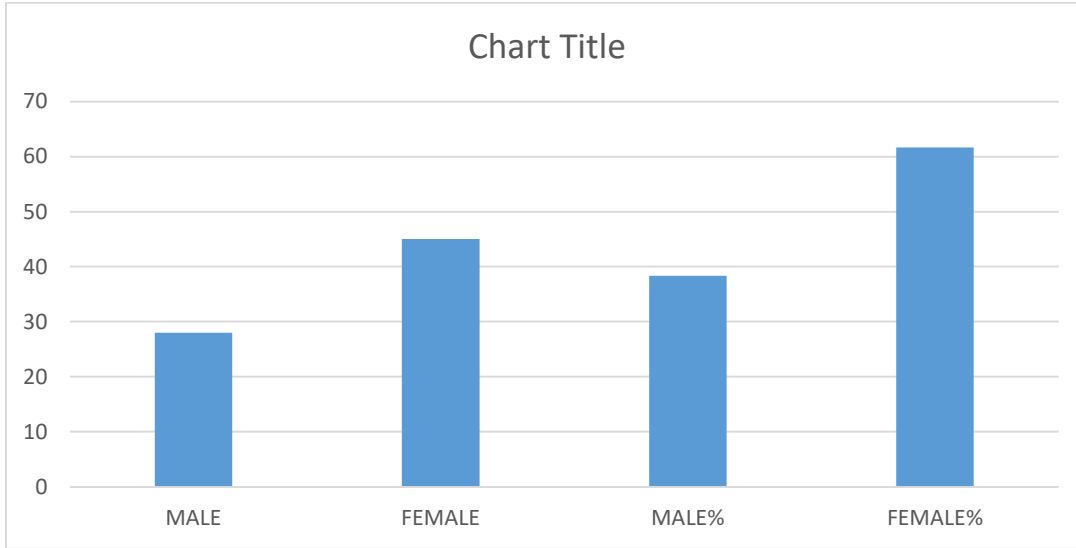
**TABLE 9: PG - CATEGORY WISE DETAILS OF MALE AND FEMALE STUDENTS FOR THE YEAR 2022-23**

	MALE	FEMALE
SC	37	39
ST	5	1
BC	178	136
OC	49	61



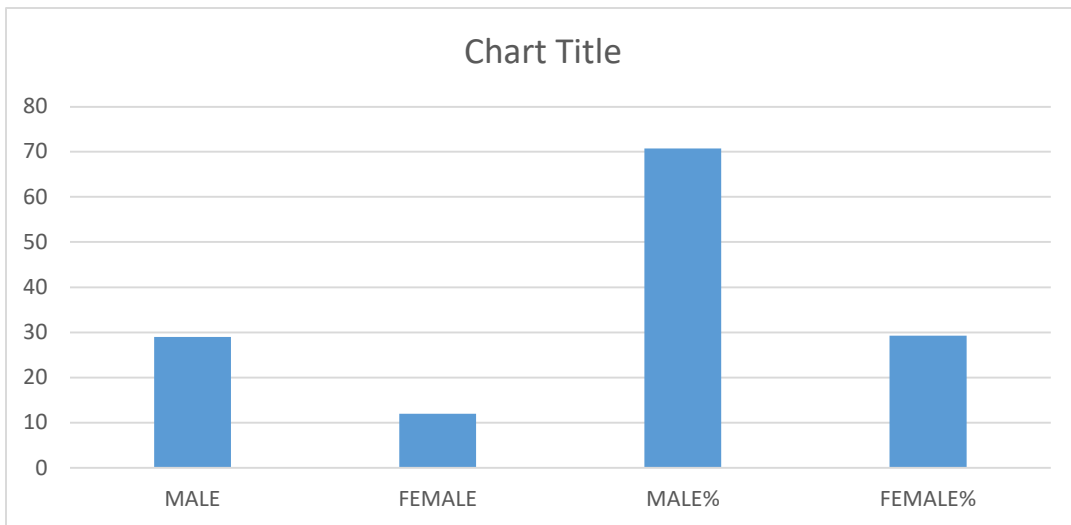
**TABLE 10: GENDR WISE TEACHING STAFF FOR THE YEAR 2022-23**

MALE	FEMALE	MALE%	FEMALE%
28	45	38.35	61.64



**TABLE 11: GENDR WISE NON TEACHING STAFF FOR THE YEAR 2022-23**

MALE	FEMALE	MALE%	FEMALE%
29	12	70.73	29.26

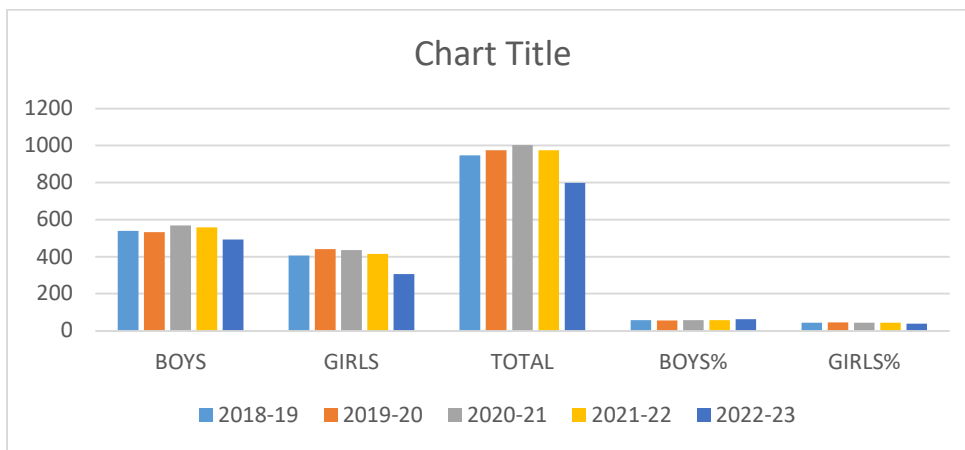


**Consolidated statistics for Five years:**

A Consolidated Gender audit report spanning five years offers a wealth of insides that are essential for evidence based decision making, policy refinement and fostering a truly inclusive and equitable college environment. It serves as a road map for further initiatives and demonstrates the college’s dedication to compliance with legal and ethical obligations related to gender equality.

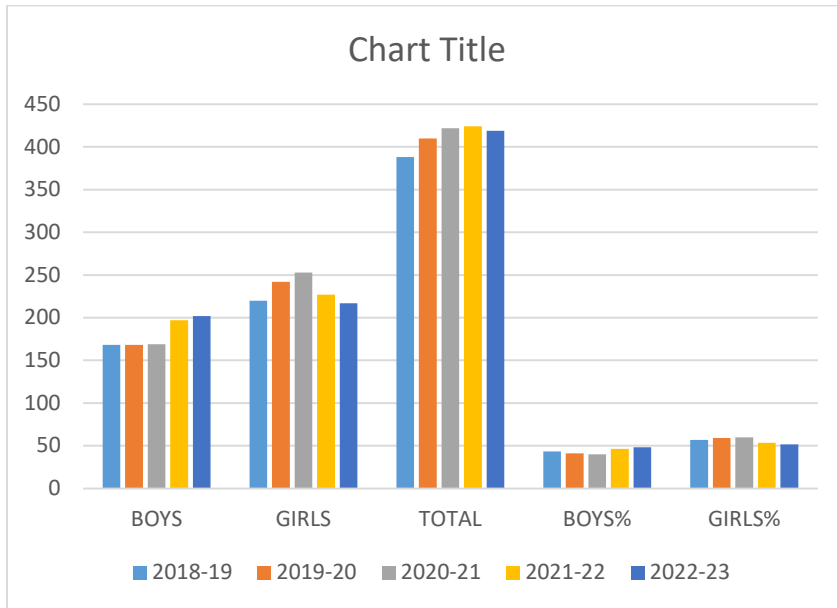
**TABLE 1: GENDER WISE DETAILS OF STUDENTS (UG PROGRAMS)**

	BOYS	GIRLS	TOTAL	BOYS%	GIRLS%
2018-19	540	407	947	57.02	42.97
2019-20	533	441	974	54.72	45.27
2020-21	568	435	1003	56.63	43.36
2021-22	559	415	974	57.39	42.6
2022-23	493	306	799	61.7	38.29



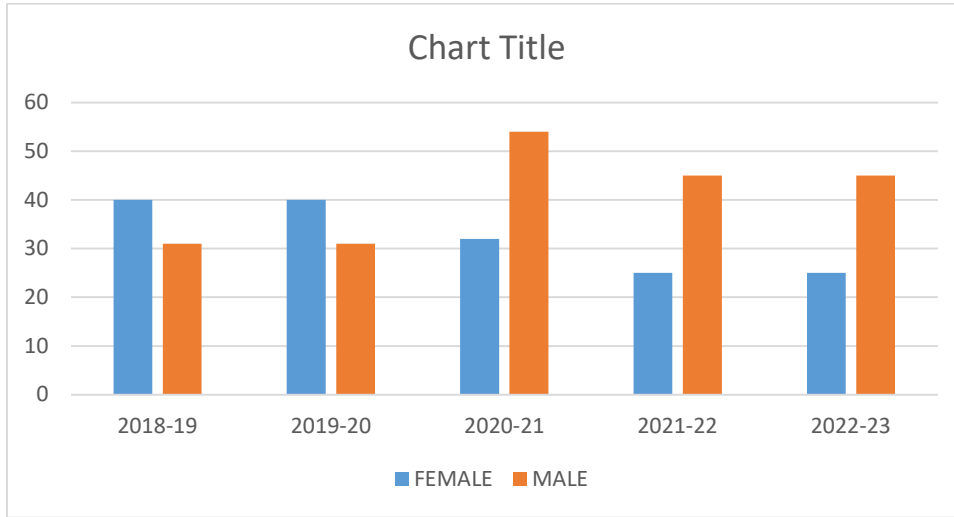
**TABLE2: GENDER WISE DETAILS OF STUDENTS (PG PROGRAMS)**

	BOYS	GIRLS	TOTAL	BOYS%	GIRLS%
2018-19	168	220	388	43.29	56.7
2019-20	168	242	410	40.97	59.02
2020-21	169	253	422	40.04	59.95
2021-22	197	227	424	46.46	53.53
2022-23	202	217	419	48.21	51.78



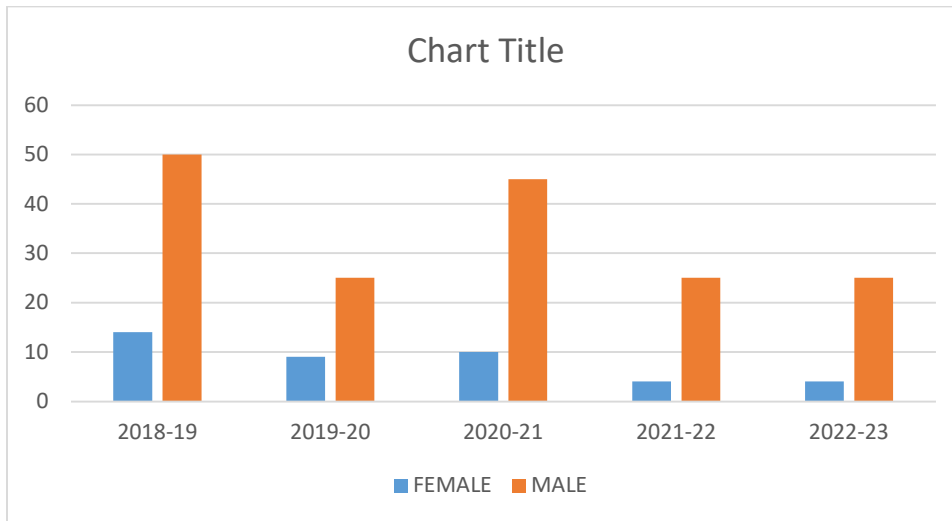
**TABLE 3: GENDER WISE DETAILS OF TEACHING STAFF**

	FEMALE	MALE
2018-19	40	31
2019-20	40	31
2020-21	32	54
2021-22	25	45
2022-23	25	45



**TABLE 4: GENDER WISE DETAILS OF NON TEACHING STAFF**

	FEMALE	MALE
2018-19	14	50
2019-20	9	25
2020-21	10	45
2021-22	4	25
2022-23	4	25



### **Internal Complaints Committee:**

The college has constituted an internal complaint committee (ICC) as per the sexual harassment of women at workplace (prevention, prohibition and redressal) act and rule 2013. Having raised the bar of responsibility and accountability in the visakha guidelines, the Supreme Court placed an obligation on workplaces, institutions and those in positions of responsibility, to uphold working women's fundamental right to equality and dignity at the workplace. Three key obligations were imposed on institutions to meet the standard, namely Prohibition, Prevention and Redress. In 2013, the Government of India notified the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act. Consistent with the Visakha judgment, the Act aspires to ensure women's right to work place equality, protection from sexual harassment through compliance with the above mentioned three elements. It is important to note that the act provides a civil remedy to women in addition to other laws that are currently in force. Consequently, any women who wishes to report instances of sexual harassment at the workplace has the right to take recourse of both civil and criminal proceedings.

### **Constitutional of Internal Complaint Committee:**

S.No	Name	Designation
1	Dr. P.J.S. Kumar, Chairperson	Assoc.Prof, PRINCIPAL
2	Dr. M B Suvarchala	Assoc.Prof, HOD, MBA
3	Smt. Ch Mallika	Lecturer, Computer Science
4	Sri D V Naveen Kumar	Lecturer, Computer Science
5	Sri V Nagendra Kumar	Assoc.Prof, MBA Dept
6	Sri M Nagaraju	Office
7	Ms. A Jyothi	Office
8	Mr A Ajay Kumar	Student Member
9	Mr Dusi Sai Charan	Student Member

Since its establishment, no complaints have been reported to the committee by any of staff members or students.

Number of gender equality promotion programmes organized by the institution during the last 5 years.

A Number of activities were organized to empower women at ANR College. These include engaging, sensitizing and making all female staff and female students of the institution aware of gender equality. Upholding the motto 'Empowered and skillful', the college organizes seminars, conferences, guest lectures, workshops and awareness porogrammes on various women related issues to equip them with wide range of skills and knowledge for the betterment of self, institution and society. The College also focuses on empowering and strengthening the confidence of girl students to the future women leaders, technocrats, entrepreneurs and scientists. Regular sessions are organized at various levels to instill self-confidence, develop ethical values and make the girl students realize their true potential.



# AKKINENI NAGESWARA RAO COLLEGE



(with Post - Graduate Courses)  
Post Box No. 20, GUDIVADA - 521 301, Krishna District, A.P., India

Autonomous & Affiliated to Krishna University  
Re-Accredited by NAAC at "A" Grade  
An ISO 9001: 2015 Certified Organization

Ph. : 08674 - 242145, 245737  
e-mail : anrcollege@rediffmail.com  
Web : www.anrcollege.edu

## Gender Sensitization Action Plan 2018-19

S. No	Strategic Goal	Target Participants	Action Plan
1.	Health and Hygiene	Students and Staff	Cancer Awareness Programme on 25/08/2018
2.	Gender Sensitization	Students	<ul style="list-style-type: none"> <li>Awareness and interactive sessions with invited Experts and NGOs on relationship abuse, substance, drug and alcohol abuse.</li> <li>Aids Awareness Rally 01/12/2018</li> </ul>
3.	Gender-based violence	Students	<ul style="list-style-type: none"> <li>Training girls on self-defense</li> </ul>
4.	Women Rights and Gender equality	Students and Staff	<ul style="list-style-type: none"> <li>Awareness programme and campaign on Women Rights and Gender equality.</li> </ul>
5.	Entrepreneurship opportunities	Students and Staff	<ul style="list-style-type: none"> <li>Opportunities For Women Entrepreneurs 06/10/2018</li> <li>Elocution On Being A Teacher 07/09/2018</li> </ul>
6.	Gender equality in the economy	Students and Staff	<ul style="list-style-type: none"> <li>Use Of Social Media 19/11/2018</li> <li>National Conference on Women in Science, Technology and Management.</li> <li>Research Publications in Scopus Indexed and UGC Care journals.</li> </ul>
7.	Infrastructure and supporting facilities for gender equality and security	Students and Staff	<ul style="list-style-type: none"> <li>Installation of an incinerator.</li> </ul>

*B.S.S. Padmanabha*  
WDC CHAIR PERSON



*P. Thirumala*  
PRINCIPAL  
PRINCIPAL  
A.N.R. College, Gudivada



# AKKINENI NAGESWARA RAO COLLEGE



(with Post - Graduate Courses)  
Post Box No. 20, GUDIVADA - 521 301, Krishna District, A.P., India

Autonomous & Affiliated to Krishna University  
Re-Accredited by NAAC at "A" Grade  
An ISO 9001: 2015 Certified Organization

Ph. : 08674 - 242145, 245737  
e-mail : anrcollege@rediffmail.com  
Web : www.anrcollege.edu

## Gender Sensitization Action Plan 2019-20

S. No	Strategic Goal	Target Participants	Action Plan
1.	Health and Hygiene	Students and Staff	<ul style="list-style-type: none"><li>Awareness on Problems of Obesity on by inviting Dr. Potluri Gangadhara Rao, Vice President IMA 11<sup>th</sup> October 2019</li><li>AIDS awareness Rally 02/12/2019</li></ul>
2.	Gender Sensitization	Students	<ul style="list-style-type: none"><li>Awareness and interactive sessions with invited Experts and NGOs on relationship abuse, substance, drug and alcohol abuse.</li></ul>
3.	Gender-based violence	Students	<ul style="list-style-type: none"><li>Training girls on self-defense</li></ul>
4.	Women Rights and Gender equality	Students and Staff	<ul style="list-style-type: none"><li>Awareness programme and campaign on Women Rights and Gender equality.</li></ul>
5.	Entrepreneurship opportunities	Students and Staff	<ul style="list-style-type: none"><li>Interactive session with invited entrepreneurs</li><li>Training on arts and crafts</li><li>Exhibition cum sale for talented artists and creative students.</li><li>Training Session on Women Entrepreneurship in Waste Management Technology</li></ul>
6.	Gender equality in the economy	Students and Staff	<ul style="list-style-type: none"><li>Workshop on the latest advancements in science and technology.</li><li>National Conference on Women in Science, Technology and Management.</li><li>Research Publications in Scopus Indexed and UGC Care journals.</li></ul>
7.	Infrastructure and supporting facilities for gender equality and security	Students and Staff	<ul style="list-style-type: none"><li>Installation of an incinerator.</li></ul>

K. Janaki Devi  
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*V. Suresh*  
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## Gender Sensitization Action Plan 2020-21

S. No	Strategic Goal	Target Participants	Action Plan
1.	Health and Hygiene	Students and Staff	<ul style="list-style-type: none"><li>Interactive sessions with invited doctors on Teenage Health and Personal Hygiene for a healthy life</li><li>Interactive sessions with invited doctors on Cervical Cancer Awareness</li></ul>
2.	Gender Sensitization	Students	<ul style="list-style-type: none"><li>Awareness and interactive sessions with invited Experts and NGOs on relationship abuse, substance, drug and alcohol abuse.</li></ul>
3.	Gender-based violence	Students	<ul style="list-style-type: none"><li>Training girls on self-defense</li></ul>
4.	Women Rights and Gender equality	Students and Staff	<ul style="list-style-type: none"><li>Awareness programme and campaign on Women Rights and Gender equality.</li></ul> 23-04-2021 – Installation of Sanitary Vending Machines
5.	Entrepreneurship opportunities	Students and Staff	<ul style="list-style-type: none"><li>Interactive session with invited entrepreneurs</li><li>Training on arts and crafts</li><li>Exhibition cum sale for talented artists and creative students.</li><li>Training Session on Women Entrepreneurship in Waste Management Technology</li></ul>
6.	Gender equality in the economy	Students and Staff	<ul style="list-style-type: none"><li>Workshop on the latest advancements in science and technology.</li><li>National Conference on Women in Science, Technology and Management.</li><li>Research Publications in Scopus Indexed and UGC Care journals.</li></ul>
7.	Infrastructure and supporting facilities for gender equality and security	Students and Staff	<ul style="list-style-type: none"><li>Installation of an incinerator.</li></ul>

K. Janaki Devi

WDC CHAIR PERSON



*U. S. Srinivasulu*  
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## Gender Sensitization Action Plan 2021-22

S. No	Strategic Goal	Target Participants	Action Plan
1.	Health and Hygiene	Students and Staff	<ul style="list-style-type: none"><li>Interactive sessions with invited doctors on Teenage Health and Personal Hygiene for a healthy life 24-01-2022.</li></ul>
2.	Gender Sensitization	Students	<ul style="list-style-type: none"><li>Awareness and interactive sessions with invited Experts and NGOs on relationship abuse, substance, drug and alcohol abuse.</li></ul>
3.	Gender-based violence	Students	<ul style="list-style-type: none"><li>Training girls on self-defense</li></ul>
4.	Women Rights and Gender equality	Students and Staff	<ul style="list-style-type: none"><li>Awareness programme and campaign on Women Rights and Gender equality.<ul style="list-style-type: none"><li>Anti-Ragging Cell programmes</li></ul></li></ul>
5.	Entrepreneurship opportunities	Students and Staff	<ul style="list-style-type: none"><li>Interactive session with invited entrepreneurs</li><li>Training on arts and crafts</li><li>Exhibition cum sale for talented artists and creative students.</li><li>Training Session on Women Entrepreneurship in Waste Management and use of Internet.</li></ul>
6.	Gender equality in the economy	Students and Staff	<ul style="list-style-type: none"><li>Workshop on the latest advancements in science and technology.</li><li>National Conference on Women in Science, Technology and Management.</li><li>Research Publications in Scopus Indexed and UGC Care journals.</li></ul>
7.	Infrastructure and supporting facilities for gender equality and security	Students and Staff	<ul style="list-style-type: none"><li>Installation of an incinerator.</li></ul>

*M.B. Sivarohela*

WDC CHAIR PERSON

*[Signature]*

PRINCIPAL

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## Gender Sensitization Action Plan 2022-23

S. No	Strategic Goal	Target Participants	Action Plan
1.	Health and Hygiene	Students and Staff	<ul style="list-style-type: none"> <li>Interactive sessions with invited doctors on Teenage Health and Personal Hygiene for a healthy life, identification of Hemoglobin % and counseling on 07/03/2023</li> <li>Distribution of Nutritional supplements by GOVT. AP on 10/08/2023</li> <li>Invited endowment lecture on health awareness constituted by Sri K.S. Apara Rao, Secretary &amp; Correspondent on the memory of smt. Late Parvathaneni Anasuyamma, W/O Sri Parvathaneni Nageswara Rao, President, College Managing Committee on 16/02/2023.</li> <li>Importance of Yoga in daily life and Yoga Competition Program on 07/06/2023</li> </ul>
2.	Gender Sensitization	Students	<ul style="list-style-type: none"> <li>Awareness and rally with NGOs on International day of Girl Child on 11/10/20023.</li> <li>Awareness and interactive sessions with invited Experts on relationship abuse, substance, drug and alcohol abuse on 12/06/2023</li> </ul>
3.	Gender-based violence	Students	<ul style="list-style-type: none"> <li>Training girls on self-defense on 14/06/2023</li> </ul>
4.	Women Rights	Students and Staff	<ul style="list-style-type: none"> <li>Awareness programme on Women Rights and Legal Awareness on 23/09/23</li> </ul>
5.	Entrepreneurship opportunities	Students and Staff	<ul style="list-style-type: none"> <li>Interactive session and invited lecture on entrepreneurship skills and opportunities on 01/06/2023</li> </ul>
6.	Gender equality in the economy	Students and Staff	<ul style="list-style-type: none"> <li>The WDC will encourage the staff members to attend workshops/conferences/lectures organized by other educational institutes as part of formal training. This is to ensure to keep the committee abreast of current happenings and having a comprehensive working pattern.</li> <li>Extension lecturer on Digit All- Innovation technology for gender equality on 06/03/2023</li> <li>Research Publications in Scopus Indexed and UGC Care journals.</li> </ul>
7.	Infrastructure security	Students and Staff	<ul style="list-style-type: none"> <li>Modernisation of Girls waiting Hall (Room No.238).</li> </ul>

*M.B. Sivarajulu*  
WDC CHAIR PERSON



*P. Sankar*  
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## **Summary and Conclusion:**

### **1. Progress towards Gender Equity**

“Gender equality, equality between men and women does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment of treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.” – United Nations Educational, Scientific and Cultural Organization (UNESCO). The College constantly endeavors to work for the benefit of female staff and female students. The Institution recognizes that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. The College not only tries to organize different activities to make the female students and staff aware about gender sensitization but tries to motivate them to live in a dignified manner and due self – report.

We find that student’s strength particularly girls’ strength is increasing in both UG and PG programmes. We can see the differences in their enrolment also. More girls are enrolling for higher studies. Their strength is on the higher side. Further it has been observed that the success rate among girl students is more as compared to boys. They are taking interest in participating in all co- curricular and extra-curricular activities including cultural programmes organized by the institution. Their participation in sports is also commendable. In our institute we found that among regular teaching staff the strength of females is almost equal to that of males.

### **2. Conclusion:**

The Analysis shows that gender equity goals and objectives are included in all the policies, programmes of the College. The Staff also reported that they have no problems related to gender criterion. Gender Audit Team analysed that gender equality and gender sensitivity is encouraged by management and staff of the college and they do have gender sensitive behavior. It is found that the college has lot of strengths and opportunities to develop good gender balance. The weaknesses can be overcome with gradual changes in value set up. Doubtless, the enrollment of girls from all sections of society is increasing and there are no gender issue complaints. With the strong will power and commitment to gender justice, the college would certainly make a mark in the country.

### **3. Recommendations:**

In the coming years, we aim to-

- Increase the number of female staff to decision making bodies.
- Organize more co-curricular and extra-curricular activities for students and staff including male and female.
- Motivate girl students to actively participate in sports of their own choice.
- Organize awareness programs of Legal Rights of Women.
- Introduce self-employment training in different subjects.
- Improve the marketability of the products made by students.