



Mahatma Education Society's  
**Pillai College of Arts, Commerce & Science**  
**(Autonomous)**

Affiliated to University of Mumbai  
New Panvel

**NAAC Re-accredited 'A' Grade (3<sup>rd</sup> Cycle)**

*PCACS/WDC/GA/2020-21/T2*

**Gender Audit Report**  
**Academic Year 2020-2021**

## INDEX

S.N.	Contents
1.	About PCACS
2.	Profile of the College
3.	Students' Data: Curricular Aspects
4.	Students' Data: Extracurricular Activities
5.	Staff Data

## **About PCACS**

University Grants Commission, New Delhi has conferred Autonomous Status to Pillai College of Arts, Commerce and Science on 24th June, 2019. The institution has risen from a simple beginning in 1998 to be the most popular institution catering successfully to the needs of rural, urban and global students with nine under-graduate and four post graduate programmes to over 4500 students. We are permanently affiliated to the University of Mumbai and recognized by U.G.C. under 2(f) and 12(B). The college is ISO 9001:2015 certified and is accredited by NAAC with the prestigious 'A' Grade in all the three cycles of accreditation. Our college received a grant of Rs. 9,00,000 from U.G.C. for the A.Y. 2019-20.

Taking into account our academic, infrastructure, non-academic endeavours(Social, Sports, Cultural and others) University of Mumbai conferred us with the prestigious 'Best College Award'. Recently our college received the Outstanding Institute Award by ET Now. Mahatma Education Society's Pillai Group of Institutions was felicitated as the Winner of the Best Infrastructure and Facilities award by Lokmat Group and was awarded the Premium Educational Brand of India by Economic Times. Recently our college has been ranked 5th by EducationWorld in Maharashtra under Non-Autonomous Colleges Category and 10th in Maharashtra under Autonomous Colleges Category.

## Profile of the College

1.	Name of College with contact details	Mahatma Education Society's Pillai College of Arts, Commerce & Science (Autonomous) Address: Dr. K. M. Vasudevan Pillai Campus Plot No. 10, Sector 16, New Panvel - 410 206 Maharashtra, India Contact Number:022-2745 1700/ 6100 Fax Number:022-2748 3208 Email: <a href="mailto:pcacs@mes.ac.in">pcacs@mes.ac.in</a> Web Site: <a href="http://www.pcacs.ac.in">www.pcacs.ac.in</a>		
2.	Affiliating University	University of Mumbai		
3	Included in Section 2(f)	Yes ✓ Recognition dated 21.12.2009	No	
	Included in 12 (B) Status	Yes ✓	No	
4.	Year of establishment of college	1998 (17.10.1998)		
5.	NAAC/NBA certificate available	Yes ✓ NAAC Certificates	No	
6.	If yes, grade obtained under NAAC	1 <sup>st</sup> Cycle	2004-2005	A Grade
		2 <sup>nd</sup> Cycle	2010-2011	A Grade
		3 <sup>rd</sup> Cycle	2015-2016	A Grade
	No. of courses covered under NBA	NA		
7.	Type of Institution/College (Govt./Private/Aided etc.)	Aided and Unaided (Grant-in-aid + Self Financing Programme)		
	Whether College is self-financed	Yes ✓ One Division of B.Com. and all other courses are self-financed	No	
8.	Whether proposal forwarded by affiliating university	Yes ✓	No	
9.	Courses run by the Institute at the time of grant of autonomy	Under Graduate Courses: 1. B.Com. 2. B.Com. Accounting & Finance 3. B.Com. Financial Markets 4. Bachelor of Management Studies		

		<ul style="list-style-type: none"> <li>5. Bachelor of Mass Media</li> <li>6. B.Sc. I.T.</li> <li>7. B.Sc. CS</li> <li>8. B.Sc. Biotechnology</li> </ul> <p>Post Graduate Courses:</p> <ul style="list-style-type: none"> <li>9. M.Com. (Accountancy)</li> <li>10. M.Sc. I.T.</li> <li>11. M.Sc. Biotechnology</li> <li>12.</li> </ul>
10.	Courses run by the Institute under University of Mumbai	<p>Ph.D. Centre:</p> <ul style="list-style-type: none"> <li>1. Accountancy</li> <li>2. Business Economics</li> <li>3. Business Policy &amp; Administration</li> </ul>

## Students' Data

### Curricular Aspects

**Table 1: Students' enrolment**

S.N.	Enrolment	Males	Females	Total	Female %
1	Students' enrolment at graduation level	2286	2050	4336	47.28
2	Students' enrolment at post-graduation level	136	305	441	69.16
	<b>Total</b>	<b>2422</b>	<b>2355</b>	<b>4777</b>	<b>49.30</b>

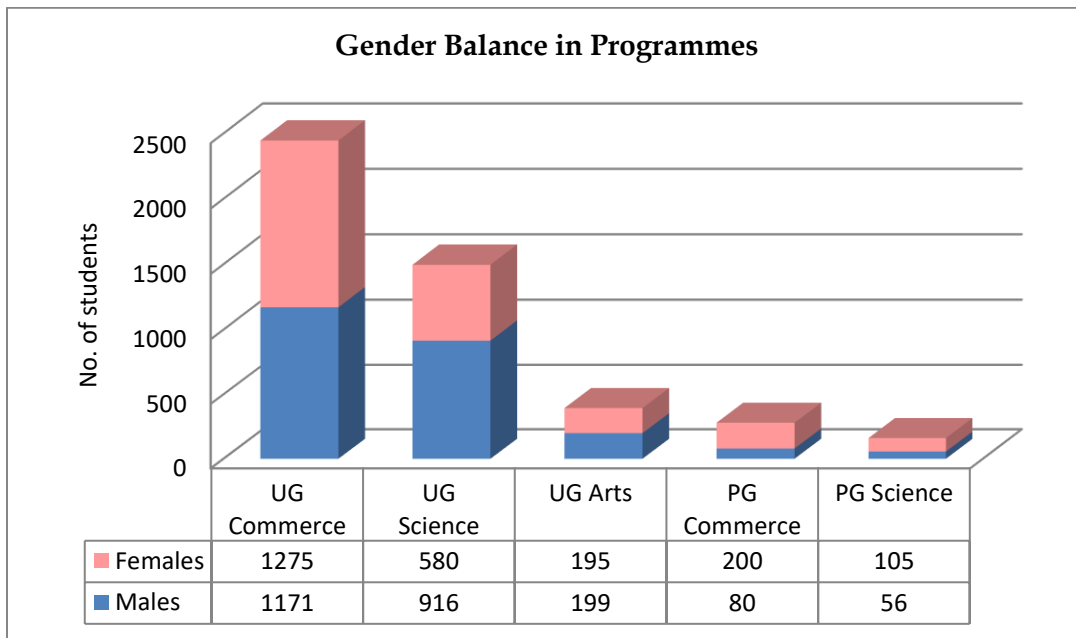
Girl students at undergraduate level are 47.28% and at post graduate level 69.16%. The overall percentage is 49.30.

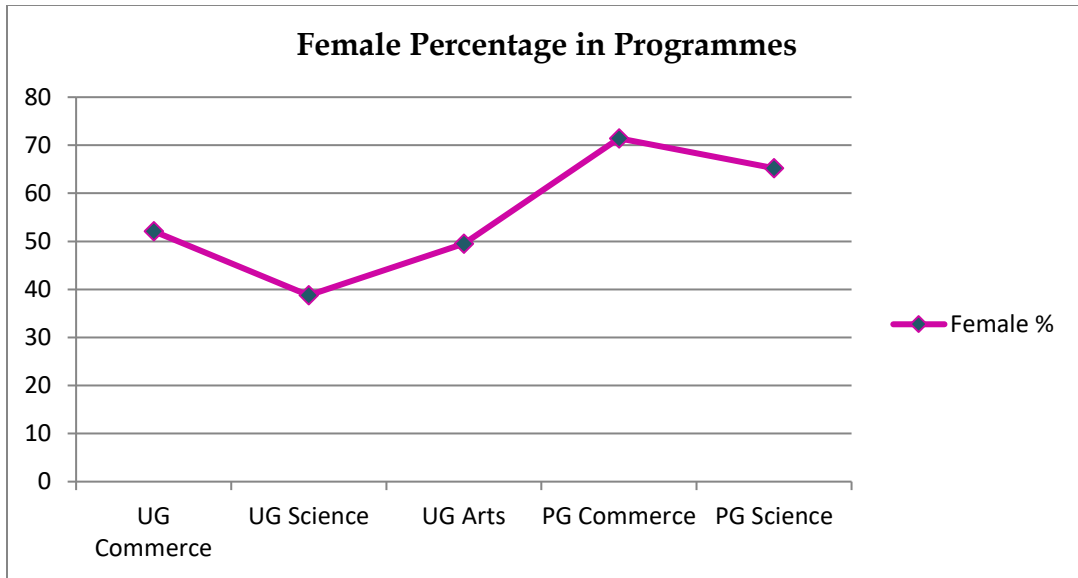
**Table 2: Students' enrolment at various social categories**

S.N.	Categories	Males	Females	Total	Female %
1	SC	158	153	311	49.20
2	ST	13	13	26	50.00
3	NT A	4	2	6	33.33
4	NT B	13	16	29	55.17
5	NT C	23	20	43	46.51
6	NT D	9	11	20	55.00
7	OBC	354	329	683	48.17
8	SBC	35	28	63	44.44
9	Open	1448	1499	2947	50.87
10	Minority	365	284	649	43.76
	<b>Total</b>	<b>2422</b>	<b>2355</b>	<b>4777</b>	<b>49.30</b>

**Table 3: Gender balance in programmes**

S.N.	Programmes	Males	Females	Total	Female %
1	B.Com.	397	383	780	49.10
2	B.A.F.	248	399	647	61.67
3	B.M.S.	429	406	835	48.62
4	B.F.M.	97	87	184	47.28
	<b>Total</b>	<b>1171</b>	<b>1275</b>	<b>2446</b>	<b>52.13</b>
5	B.Sc.I.T.	532	230	762	30.18
6	B.Sc.C.S.	333	178	511	34.83
7	B.Sc.B.T.	51	172	223	77.13
	<b>Total</b>	<b>916</b>	<b>580</b>	<b>1496</b>	<b>38.77</b>
8	<b>B.M.M.</b>	<b>199</b>	<b>195</b>	<b>394</b>	<b>49.49</b>
9	<b>M.Com.</b>	<b>80</b>	<b>200</b>	<b>280</b>	<b>71.43</b>
10	M.Sc.I.T.	44	48	92	52.17
11	M.Sc.B.T.	12	57	69	82.61
	<b>Total</b>	<b>56</b>	<b>105</b>	<b>161</b>	<b>65.22</b>





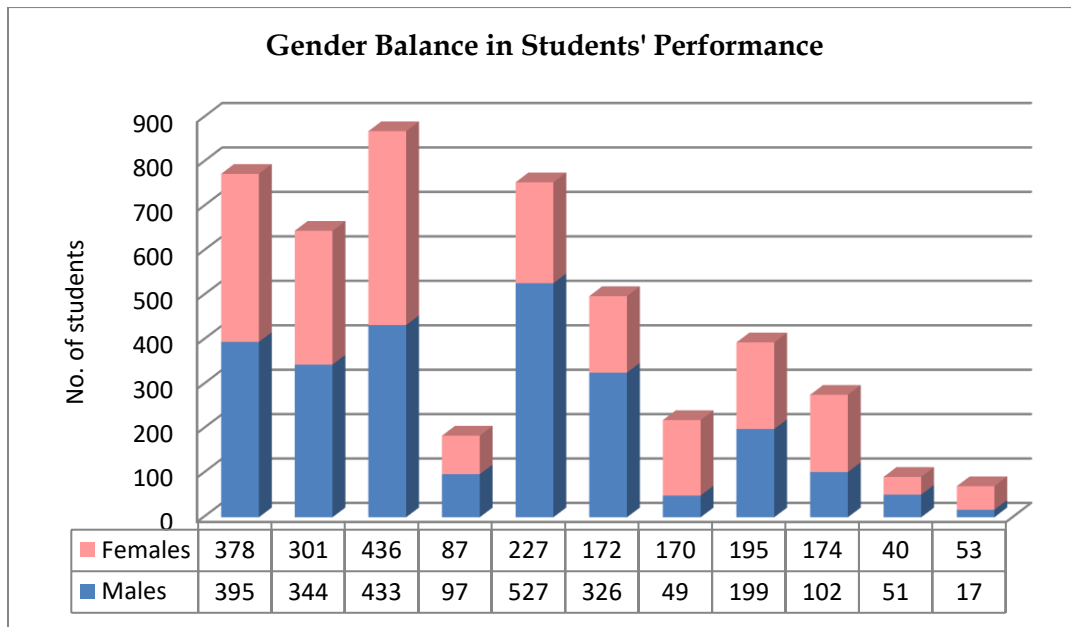
Girl students at undergraduate commerce are 52.13% followed by undergraduate arts at 49.49% and 38.77% for undergraduate science. For postgraduate commerce 71.43% and postgraduate science it is 65.22%.

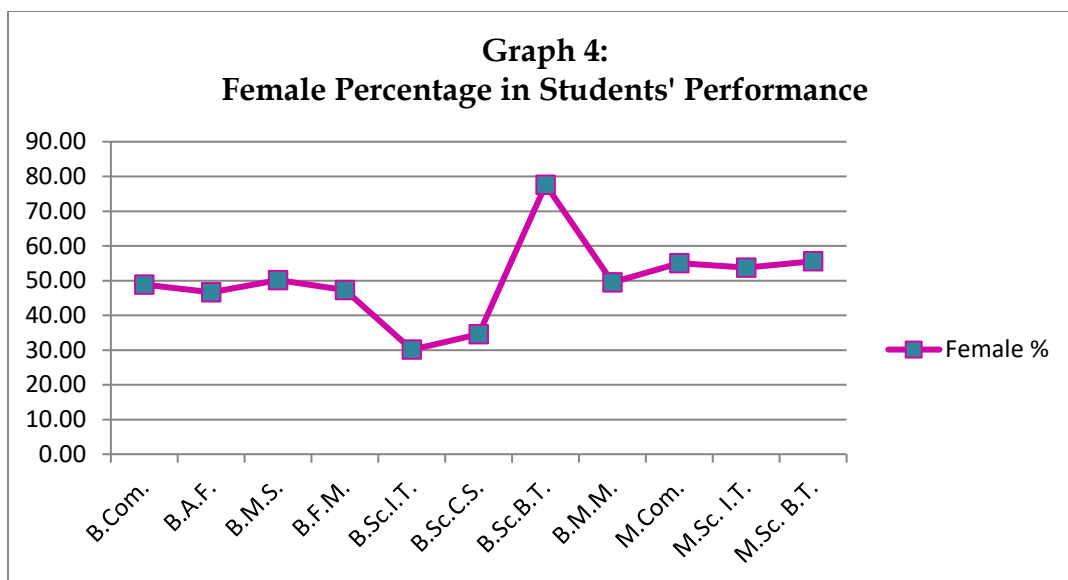


**Table 5: Students' performance at FY, SY and TY examination**

S.N.	Students' Performance	Class	Males	Females	Total	Female %
1	B.Com.	F.Y.	144	140	284	49.30
		S.Y.	130	107	237	45.15
		T.Y.	121	131	252	51.98
		<b>Total</b>	<b>395</b>	<b>378</b>	<b>773</b>	<b>48.90</b>
2	B.Com. Accounting & Finance	F.Y.	100	155	255	60.78
		S.Y.	119	73	192	38.02
		T.Y.	125	73	198	36.87
		<b>Total</b>	<b>344</b>	<b>301</b>	<b>645</b>	<b>46.67</b>
3	B.M.S.	F.Y.	178	145	323	44.89
		S.Y.	142	151	293	51.54
		T.Y.	113	140	253	55.34
		<b>Total</b>	<b>433</b>	<b>436</b>	<b>869</b>	<b>50.17</b>
4	B.Com. Financial Markets	F.Y.	40	32	72	44.44
		S.Y.	31	26	57	45.61
		T.Y.	26	29	55	52.73
		<b>Total</b>	<b>97</b>	<b>87</b>	<b>184</b>	<b>47.28</b>
5	B.Sc. I.T.	F.Y.	183	72	255	28.24
		S.Y.	171	81	252	32.14
		T.Y.	173	74	247	29.96
		<b>Total</b>	<b>527</b>	<b>227</b>	<b>754</b>	<b>30.11</b>
6	B.Sc. C.S.	F.Y.	124	62	186	33.33
		S.Y.	119	63	182	34.62
		T.Y.	83	47	130	36.15
		<b>Total</b>	<b>326</b>	<b>172</b>	<b>498</b>	<b>34.54</b>
7	B.Sc. B.T.	F.Y.	17	61	78	78.21
		S.Y.	21	57	78	73.08
		T.Y.	11	52	63	82.54
		<b>Total</b>	<b>49</b>	<b>170</b>	<b>219</b>	<b>77.63</b>
8	B.M.M.	F.Y.	65	66	131	50.38
		S.Y.	59	68	127	53.54
		T.Y.	75	61	136	44.85
		<b>Total</b>	<b>199</b>	<b>195</b>	<b>394</b>	<b>49.49</b>
9	M.Com.	F.Y.	66	77	143	53.85
		S.Y.	36	97	133	72.93

		<b>Total</b>	<b>102</b>	<b>174</b>	<b>276</b>	<b>63.04</b>
10	M.Sc. I.T.	F.Y.	27	20	47	42.55
		S.Y.	24	20	44	45.45
		<b>Total</b>	<b>51</b>	<b>40</b>	<b>91</b>	<b>43.96</b>
11	M.Sc. B.T.	F.Y.	8	28	36	77.78
		S.Y.	9	25	34	73.53
		<b>Total</b>	<b>17</b>	<b>53</b>	<b>70</b>	<b>75.71</b>
	Drop out girl students		49	20	69	<b>28.99</b>





Out of the total 69 dropout students number of girl students is 20. The girl students enrolled in the academic year were 2355 out of which dropout rate is 20.

**Table 6: Certificate / Value added courses**

S.N.	Certificate / Value added courses	Males	Females	Total	Female %
1	Advanced Tally ERP .9	5	15	20	75.00
2	Certificate Course in Financial Planning	7	16	23	69.57
3	NISM certification -- Equity Derivatives	7	7	14	50.00
4	Certificate course on Digital Marketing	28	27	55	49.09
5	Soft Skills	5	12	17	70.59
6	Tally	7	16	23	69.57
7	DIGISAS - MBA Fundas	14	23	37	62.16
8	Data Science	11	22	33	66.67
9	Clinical Data Management	8	33	41	80.49
10	Global Environment Management	9	35	44	79.55
11	British council	19	13	32	40.63
12	Certificate course in Tax accountant plus	20	39	59	66.10

13	Diploma in HSM	3	27	30	90.00
14	Certification in soft skills & management	24	30	54	55.56
15	Leadership & Soft Skills	4	10	14	71.43
	<b>Total</b>	<b>171</b>	<b>325</b>	<b>496</b>	<b>65.52</b>

15 certificate courses were conducted in the academic year. The participation by girl students is 65.52%.

**Table 7: Usage of library by students**

S.N.	Library books	Males	Females	Total	Female %
1	Issue of library books	86	120	206	<b>58.25</b>
2	Books issued under book bank scheme by the students	26	36	62	<b>58.06</b>

As per the library committee report issue of library books and books issued under book bank scheme by the girl students were more than boy students.

**Table 8: Scholarships' availed by students**

S.N.	Scholarships	Males	Females	Total	Female %
1	No. of scholarships awarded to the students	8	10	18	<b>55.56</b>
2	Amount of scholarship awarded to students	Rs.40,000	Rs.50,000	Rs.90,000	

Out of the total 18 scholarships awarded to the students number of scholarships awarded by girl students was 10 amounting to Rs. 50,000.

## Extracurricular Activities

**Table 9: Participation in extracurricular activities**

S.N.	Activities	Name of the event	Males	Females	Total	Female Percentage
1	Students' council participation	REMINISCE	22	29	51	56.86
2		FRESHERS DAY	24	36	60	60.00
3		TALENT SAGA	29	58	87	66.67
		<b>Total</b>		<b>75</b>	<b>123</b>	<b>198</b>
4	N.S.S.	Session on Understanding Uncertainty	12	17	29	58.62
5		Stem Cell Transplant Awareness	32	30	62	48.39
		<b>Total</b>		<b>44</b>	<b>47</b>	<b>91</b>
6	D.L.L.E.	DLLE Student Registration	<b>29</b>	<b>74</b>	<b>103</b>	<b>71.84</b>
7	Women Development Cell	International women's day quiz	112	507	619	81.91
8		National seminar on women rights	84	44	128	34.38
9		Hormonal Imbalance and pranic healing	0	149	149	100.00
10		Empowering women education through entrepreneurship	530	355	885	40.11
11		SIBC and WDC observance of International Women's Day, 2021	220	119	339	35.10
		<b>Total</b>		<b>946</b>	<b>1174</b>	<b>2120</b>
12	Avishkar Research Convention	Student participation	<b>15</b>	<b>39</b>	<b>54</b>	<b>72.22</b>
13	ENACT	International Webinar on "Current Perspectives in Environment Management"	180	334	514	64.98
14		Webinar on "Mangroves - Distribution, Adaptation, Biodiversity and Conservation"	36	185	221	83.71

		<b>Total</b>	<b>216</b>	<b>519</b>	<b>735</b>	<b>70.61</b>
15	Nature club	Online quiz was conducted on environmental awareness	75	165	235	70.21
16	Biotech association	Lockdown Talent Show Round	1	8	9	88.89
17		Workshop on Biofertilizers Production	19	93	113	82.30
18		UKIYO- Consortia- An Intercollegiate Fest	19	57	72	79.17
19		QUIZ CONTEST	14	60	80	75.00
		<b>Total</b>	<b>53</b>	<b>218</b>	<b>274</b>	<b>79.56</b>
20	Computer association	Data Science-Transforming the digital world	44	34	78	43.59
21		Career Trends In Computer Science	123	46	169	27.22
22		Carrer Couselling Webinar	90	70	160	43.75
		<b>Total</b>	<b>257</b>	<b>150</b>	<b>407</b>	<b>36.86</b>
23	Entrepreneur Development Programme	The Startup Model	75	54	129	41.86
24		IDEATION-The first step in the journey	20	24	44	54.55
25		Entrepreneurship Development phases: Millennial's business without a million.	25	20	45	44.44
26		How to analyse whether your business idea is feasible?	45	37	82	45.12
27		BOOTSTRAPPING: Initiating the journey	60	85	145	58.62
28		Entrepreneurial Challenges	105	142	247	57.49
29		Mentoring Session with Successful Start-up Founders	25	27	52	51.92
30		How to register your company?	97	110	207	53.14
		<b>Total</b>	<b>452</b>	<b>499</b>	<b>951</b>	<b>52.47</b>
31		Finanza association	Guess the Price- Quiz	40	51	91
32	Webinar on Goal Setting and Mind Management		92	137	229	59.83
	<b>Total</b>		<b>132</b>	<b>188</b>	<b>320</b>	<b>58.75</b>

33	Literary association	Photography Competition	7	8	15	53.33
34		Creative Writing Competition	5	9	14	64.29
35		Poem Recitation	4	10	14	71.43
36		Essay Competition	3	4	7	57.14
		<b>Total</b>	<b>19</b>	<b>31</b>	<b>50</b>	<b>62.00</b>
39	Management association	Webinar on Risk Mitigation and Crisis Management	120	81	201	40.30
40		Alumni Talk by Priyanka Jawalgaonkar on Entrepreneurship	106	99	205	48.29
41		"Careers & Overview of Financial & Securities Market post COVID 2021"	102	96	198	48.48
		<b>Total</b>	<b>328</b>	<b>276</b>	<b>604</b>	<b>45.70</b>
42	Financial markets association	One Day Webinar "Introduction to Forex and Equity Market"	57	74	131	56.49
43		Virtual National Seminar on Introduction to Securities Market' - Role of Depository and Stock Exchange	40	55	95	57.89
44		Online financial Education workshop for "Global money week"	47	56	103	54.37
		<b>Total</b>	<b>97</b>	<b>185</b>	<b>226</b>	<b>81.86</b>
45	Mathematics association	Sudoku competition	26	22	48	45.83
46		Numerical Ability Test	8	8	16	50.00
		<b>Total</b>	<b>34</b>	<b>30</b>	<b>64</b>	<b>46.88</b>
47	Arts & Media association	Photography Competition	7	8	15	53.33
48	Marathi Vangmaya Mandal	Shiv Jayanti Celebration(Offline event)	14	11	25	44.00
49	Incubation Cell	Incubation cell (Staff)	3	4	7	57.14
50		Rewiring ourselves through behaviour management for incubation and innovation	14	51	65	78.46
51		Field visit to Maker's Studio	7	6	13	46.15

52		We All are Entrepreneurs	26	29	55	52.73
53		Field visit-Incubation Unit - Centre for Incubation and Business Acceleration (CIBA)	2	4	6	66.67
54		Orientation On Incubation Support	4	5	9	55.56
55		Workshop on Corporate branding	12	51	63	80.95
56		Webinar on Accelerators/ Incubation - Opportunities for Students & Faculties - Early stage Entrepreneurs	25	39	64	60.94
		<b>Total</b>	<b>93</b>	<b>189</b>	<b>282</b>	<b>67.02</b>
57	Innovation cell	Innovation cell (Staff)	1	6	7	85.71
58		Why startups fail or succeed?	20	32	52	61.54
59		How to design prototype?	37	18	55	32.73
60		Validating a prototype for a good startup	37	30	67	44.78
61		Relevance of Market Research for New Business	12	11	23	47.83
62		Freelancing: can it be a starup ?	23	5	28	17.86
			<b>Total</b>	<b>130</b>	<b>102</b>	<b>204</b>
63	IPR	IPR Cell (Staff)	2	4	6	66.67
64		IPR Club (Students)	2	5	7	71.43
65		Participation in Webinars (Online)	85	255	340	75.00
			<b>Total</b>	<b>89</b>	<b>264</b>	<b>557</b>

Out of 65 activities conducted under 20 committees and associations it was observed that overall girl students participation is more than boy students.



## Staff Data

**Table 10: Staff in various academic and administrative positions**

S.N.	Particulars	Position	External/ Internal	Males	Females	Total	Female %
1	Number of teaching staff			10	57	67	85.07
2	Number of non-teaching staff and support staff			14	10	24	41.67
3	Administrative position in the institution			3	15	18	83.33
4	Teaching position in the institution	Associate Professor		1	4	5	80.00
		Assistant Professor		4	14	18	77.78
		Teachers with consolidated pay		5	39	44	88.64
		<b>Total</b>		<b>10</b>	<b>57</b>	<b>67</b>	<b>85.07</b>
5	Approved and unapproved teachers in the institution	Approved		5	18	23	78.26
		Unapproved		5	39	44	88.64
		<b>Total</b>		<b>10</b>	<b>57</b>	<b>67</b>	<b>85.07</b>
6	Teaching experience in the institution	Less than 5 years		2	19	21	90.48
		5 -10 years		4	12	16	75.00
		10-15 years		2	18	20	90.00
		Above 15 years		2	8	10	80.00
		<b>Total</b>		<b>10</b>	<b>57</b>	<b>67</b>	<b>85.07</b>
7	Qualifications of teaching staff	Post graduate		4	26	30	86.67
		M.Phil.			10	10	100.00
		Ph.D.		3	12	15	80.00
		N.E.T./S.E.T.		3	7	10	70.00
		M.B.A.			1	1	100.00
		Professional			1	1	100.00
		<b>Total</b>		<b>10</b>	<b>57</b>	<b>67</b>	<b>85.07</b>
8	Members of various statutory	Governing Body	Internal	1	2	3	66.67
			External	7	2	9	22.22
			<b>Total</b>	<b>8</b>	<b>4</b>	<b>12</b>	<b>33.33</b>

committees and other associations in the institution	Academic Council	Internal	2	12	14	85.71
		External	3	4	7	57.14
		<b>Total</b>	<b>5</b>	<b>16</b>	<b>21</b>	<b>76.19</b>
	Finance Committee	Internal	1	1	2	50.00
		External	4	0	4	0.00
		<b>Total</b>	<b>5</b>	<b>1</b>	<b>6</b>	<b>16.67</b>
	BOS of Business Management	Internal	0	4	4	100.00
		External	3	3	6	50.00
	BOS of B.Com. Accounting & Finance	Internal	2	4	6	66.67
		External	3	4	7	57.14
	BOS of Multimedia & Mass Communication	Internal	1	4	5	80.00
		External	2	4	6	66.67
	BOS of Biotechnology	Internal	2	5	7	71.43
		External	3	3	6	50.00
	BOS of Commerce	Internal	1	4	5	80.00
		External	2	5	7	71.43
	BOS of Computer Science	Internal	1	4	5	80.00
		External	5	2	7	28.57
	BOS of Business Economics	Internal	2	3	5	60.00
		External	2	3	5	60.00
	BOS of B.Com. Financial Markets	Internal	1	4	5	80.00
		External	3	2	5	40.00
	BOS of Information Technology	Internal	1	4	5	80.00
		External	6	0	6	0.00
	BOS of Mathematics	Internal	1	6	7	85.71
		External	3	2	5	40.00
	BOS of Accountancy	Internal	2	5	7	71.43
		External	4	1	5	20.00
		<b>Total</b>	<b>50</b>	<b>76</b>	<b>126</b>	<b>60.32</b>
	C.D.C. / Planning & Evaluation Committee		4	7	11	63.64
	I.Q.A.C.		15	25	40	62.50
Examination		2	12	14	85.71	

	Time table	0	11	11	100.00
	Grievence Redressal Cell	1	5	6	83.33
	Admission Committee	7	1	8	12.50
	Library Committee	3	11	14	78.57
	Academic Audit Committee	0	4	4	100.00
	W.D.C	0	3	3	100.00
	I.C.C.	2	12	14	85.71
	N.S.S.	4	3	7	42.86
	Students' Council	2	2	4	50.00
	D.L.L.E.	0	4	4	100.00
	Gymkhana Committee	4	1	5	20.00
	Research Development Cell	5	6	11	54.55
	<b>Total</b>	<b>49</b>	<b>101</b>	<b>156</b>	<b>64.74</b>

The proportion of women teaching staff to total teaching staff was 85.07% and for non-teaching staff and support staff is 41.67%. The number of women teachers worked in the capacity of associate professors and assistant professors had been above 75% in the institution. It was observed that women teachers were more qualified. Members of statutory committees, administrative position and other associations in the institution had more women participation.

*Rinkoo Shantnu*

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Certified by,  
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Coordinator, IQAC



**Date: 23rd April, 2021**  
**Place: New Panvel**

### Summary and Findings

1. Based on the gender audit report of the college it has been observed that the college has succeeded in maintaining gender balance.
2. The staff, students and authorities are aware about the need for gender balance and sensitization.
3. It has been observed that there is gender balance in curricular and extracurricular activities of students and staff.
4. A survey was done on students to know about their awareness on gender sensitization.
5. It was also observed that a number of best practices like awareness programs etc. are followed in the campus.

### Recommendations:

1. More awareness program on legal rights.
2. Introduce self-employment training in different subjects.
3. Flexible working time and working from home arrangement to promote family friendly workplace.
4. Gender focal team set up to motivate implementation of audit recommendation.



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Date: 30<sup>th</sup> April, 2021