

SWATI PROGRAM

A Flagship Initiative of the
Karan Thapar Group of Companies



THE CONTEXT: INDIA'S OPPORTUNITY, INDUSTRY'S CHALLENGE

India, the most populous country in the world is also the youngest with approximately **two-thirds of the population under 35 years** of age. With the ageing world population, India stands at a crucial juncture of taking benefits of its demographic dividend and provide solutions to global challenges.

India, the fourth largest economy of the world is also one of the fastest growing economies. India aspires to become a factory to the world with investment incentives, boost to infrastructure spending and favourable taxation policies. Leveraging on the **demographic dividend** which India currently enjoys, it has the potential to become the global manufacturing and services hub. The key to facilitate this growth momentum will be the steady supply of skilled workforce.

INDIA'S GROWTH STORY

Key factors supporting India's rise as the global manufacturing hub:

- Geopolitical realignment (China + 1)
- Government support:
 - Production Linked Incentive (PLI) Scheme
 - Massive Infrastructure push: roads, railways, industrial corridors, and logistics
- Favourable demography:
 - 880 million Indians (out of 1.4 billion) in the working age group (15 - 59 years)
 - Median age: 28 years
- Expanding domestic market
- Rising middle class

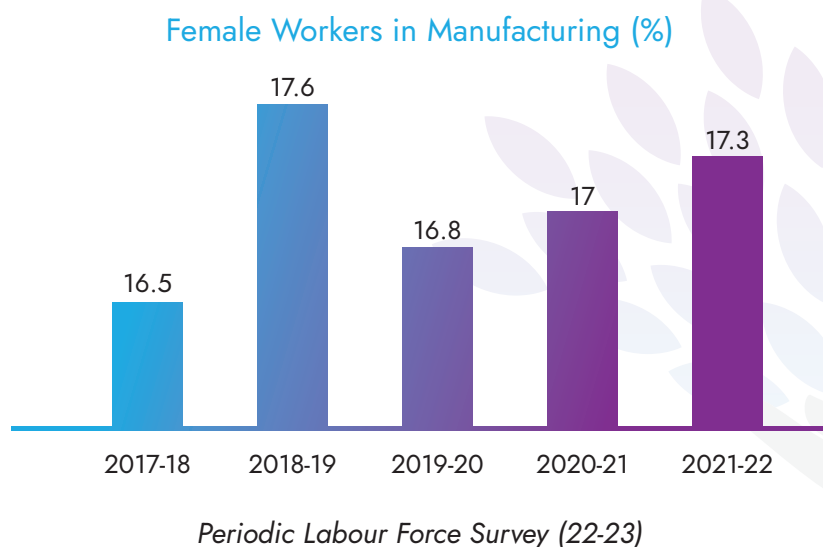
This demographic advantage is expected to last till 2055-56. **Skilling** and increasing **female labour force participation** are at the heart for India to realize the dream of **Viksit Bharat @2047**.

The industrial sector currently contributes to 27.6 percent to the GDP, with manufacturing contributing 14.2 percent employing more than 6.7 crore people.

GENDER GAP IN MANUFACTURING

- <20% of the formal manufacturing workforce is female – this figure is stagnant from 2 decades
- Significant regional and industry variation in gender composition
 - ~ 72% women deployed in Tamil Nadu, Karnataka, Andhra Pradesh and Kerala
 - Chhattisgarh (2.0%), Delhi (4.7%), Jammu & Kashmir (5.5%) and West Bengal (5.5%) having the lowest female participation

Source: Annual Survey of Industries Report 2019-20.



THE SWATI PROGRAM

Empowering Young Women through Employment Linked Vocational Training in Manufacturing & Automation Sectors

Swati (स्वाति) meaning transforming dew drops into pearls, symbolizes the journey of nurturing potential young women, through education and work-based learning thus making them employable and work ready resulting in long-term gainful employment.

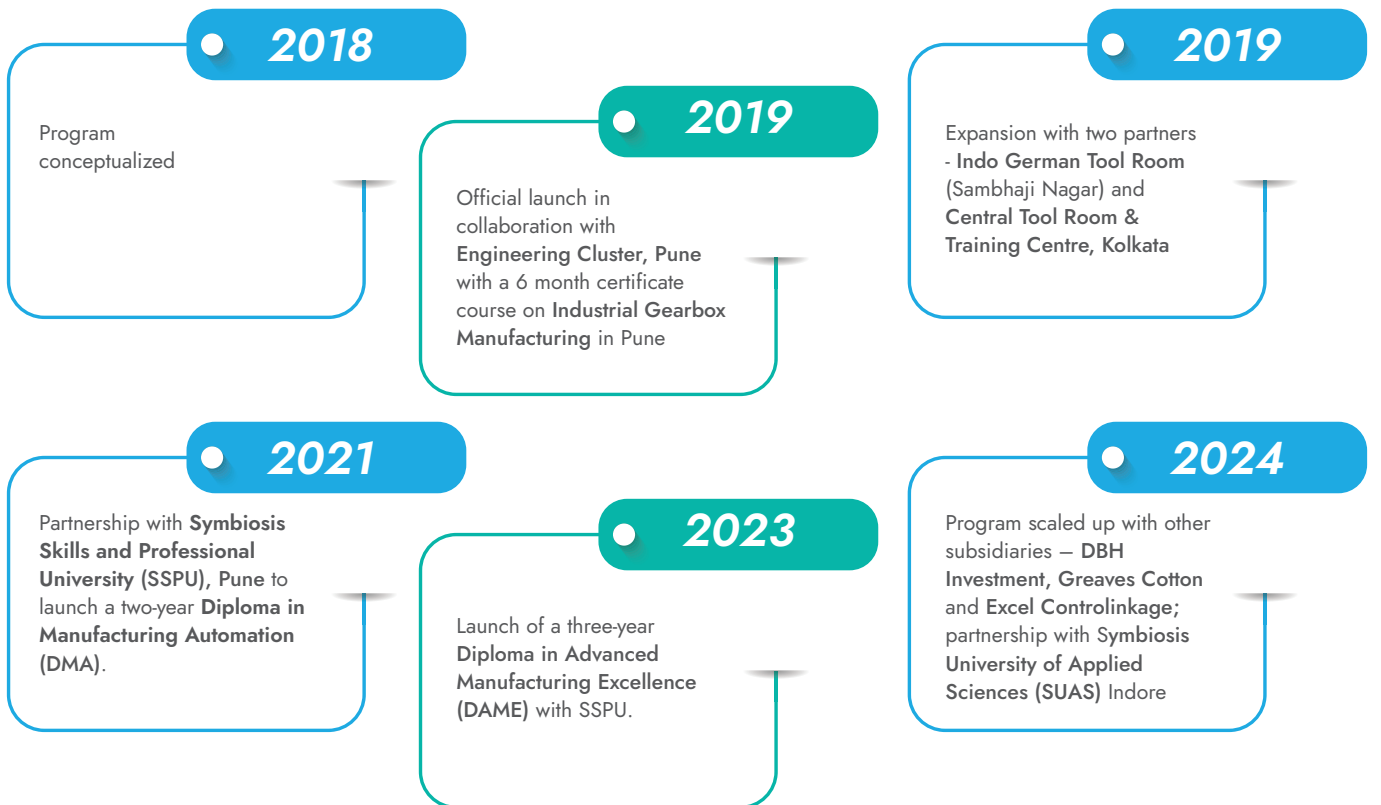


GENESIS

Launched by **Premium Transmission Limited** in 2018, the Swati program was inspired by a vision for a *female-only assembly line*. It is a powerful step towards gender equity and economic empowerment for young women from underprivileged backgrounds. The comprehensive approach aims to create a more prosperous, diverse, and inclusive society, where every woman has the chance to fulfil her potential and contribute to the betterment of her community and the nation.



PROGRAM JOURNEY & IMPACT IN NUMBERS



A HOLISTIC PROGRAM FOR SUCCESS



Targeted Selection:

Identifying young women (10th/12th pass) from underprivileged backgrounds through a meticulous selection process



Academic Partnerships:

With Skill Universities, Academic Institutions, Government and Private Universities



Integrated Curriculum:

Co-created with academic and industry partners, curriculum covering Engineering, Mechatronics, Supply Chain, and essential 21st century life skills



Work-Based Learning:

Over 40% of the training is hands-on internship and apprenticeship at company's shop floor



Comprehensive Support:

100% residential training with necessary amenities including laptops, uniforms, and safety equipment



IMPACT IN NUMBERS



490
STUDENTS
ENROLLED



359
STUDENT
UNDERGOING
TRAINING

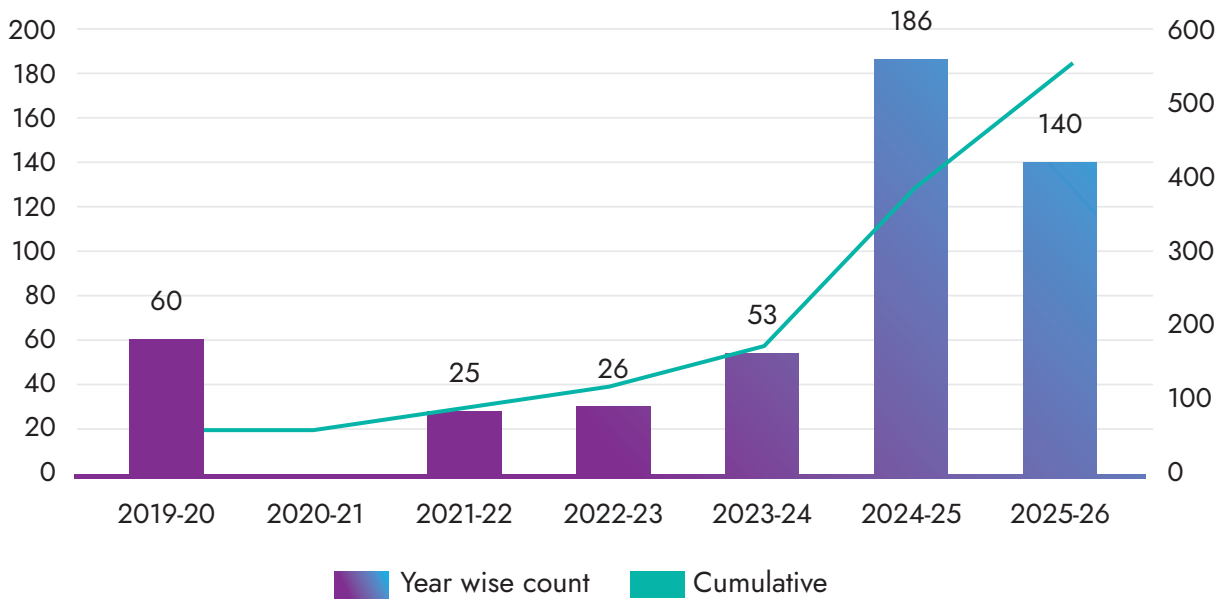


131
ALUMNI



100%
JOB PLACEMENT
RECORD

Annual Intake Chart



Data as on 1st October 2025

THE PROGRAM HAS A REMARKABLE TRACK RECORD OF 100% JOB PLACEMENT TO DATE



THE RIPPLE EFFECT OF EMPOWERMENT

Driving Economic Empowerment:

We equip young women to become financially independent, improving their family's economic status.

Fostering Gender Equality:

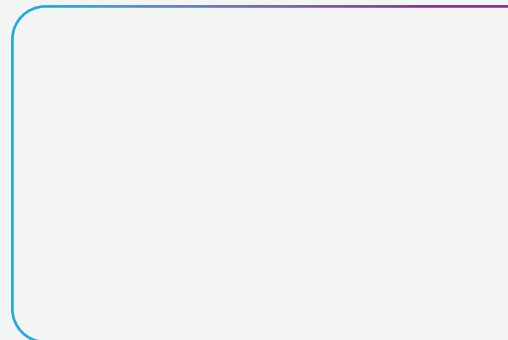
By training women in traditionally male-dominated roles, we challenge societal stereotypes and promote a more inclusive workforce.

Opening Educational Doors:

We promote careers in STEM-related fields and open up new avenues for higher education and lifelong learning.

Catalysing a Cultural Shift:

Swati graduates become leaders and role models, creating a ripple effect of empowerment that resonates through generations.



OUR VALUED PARTNERS

Key Stakeholders



SWATI CANDIDATES ARE THRIVING AT



Departments include: Information Technology, Supply Chain Management, Quality, Engineering Research & Development, Manufacturing and Assemble Line.

References:

- NITI Aayog
- India's Impending Economic Boom – Morgan Stanley Research insights
- Population Pyramid of India
- World Population Prospects, United Nations Department of Economic and Social Affair
- India's Demography: Unity in diversity, Ministry of External Affairs, Gol
- Future of Production Report 2025
- Fundings from the Annual Survey of Industries 2019-20



JOIN US IN REDEFINING THE FUTURE

Swati Program has resulted in catalysing a cultural shift, fostering an environment where young women are not just participants but leaders and decision-makers. The program continues to evolve, promising a future where the word 'traditional' is redefined and where women's empowerment isn't just an ideology but a lived reality, transforming industries and society at large.

The significance of this initiative extends far beyond the individual success stories. It aligns with the belief that empowering a woman doesn't just impact her life but has a ripple effect, influencing and uplifting entire families and communities. Educating and empowering a woman translates into a cycle of empowerment that resonates through generations.

To learn more about the program and partnering opportunities, please contact us.

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