Pygmalion Foundation

Theory of Change

Program Vision: To empower young women from underprivileged backgrounds through employment-linked vocational training, creating a pipeline of skilled female talent for the manufacturing sector and catalyzing a "ripple effect" of societal change

The problem (Context)

- **Low Female Participation:** Women constitute <20% of India's manufacturing workforce (stagnant for 2 decades).
- **Skills Gap:** Industry faces a shortage of skilled labor for automation and advanced manufacturing.
- **Opportunity Gap:** Young women from underprivileged backgrounds lack access to high-quality technical education and formal employment pathways.
- **Economic Need:** India's demographic dividend requires skilled youth to realize the "Viksit Bharat @2047" vision.

Inputs	Activities	Outputs (Tangible Deliverables)	Outcomes (Short & Mid- Term)	Impact (Long term)
1. **Financial Capital:** Funding through CSR, Grant etc. 2. **Partnerships:** Academic collaboration-Skill Universities, Training Institutions; Industry Partners (internship, apprenticeship and placements) and Government bodies (Course accreditation) 3. **Infrastructure:** Residential facilities, state-of-the-art labs, and safety equipment. 4. **Aspirational Youth:** Standard X and XII pass-out female students 5. **Human Capital:** Industry experts/ trainers, mentors, employee volunteering and program managers	1. **Targeted Mobilization:** Rigorous selection of young women (X/ XII pass). 2. **Integrated Curriculum:** Co-created with industry: covering Engineering, Mechatronics, Supply Chain, and 21st century life skills. 3. **Work Based Learning:** >60% hand-on training, internship, apprenticeship at shop floors) 4. **Holistic support:** student exposure – factory visits/ science park/ museums, safe residential facilities, AI/ Robotics bootcamp, Awareness sessions – POSH, health related, soft skills etc., dumni network, student counselling, uniforms, laptops, stationary, medical checkups, health supplements, technical training. 5. Placement Support: Industry connections for 100% job placement.	1. **Enrollment:** # women enrolled 2. **Completion:** #women successfully completed training program 3. **Certification:** Diplomas/ Degrees awarded 4. **Placement:** 100% job offers in manufacturing centric roles	1. **Individual Level:** • **Economic:** transition from unemployed/ unskilled to salaried formal employment/ financial independence • **Psychological:** Increased self-confidence, self-esteem, and agency • **Skill Gain:** Technical competence and life skills 2. **Family Level:** • Immediate increase in household income • Shift in family perception regarding women working in "male- dominated" sectors 3. **Employer Level:** • Increase in firm's productivity • Access to a diverse, job ready talent pool • Reduction in recruitment/ training costs • Increase sensitivity of employers towards female employers	1. **Societal (The "Ripple Effect"):** • **Breaking Stereotypes:** Normalization of women on the shop floor and in technical leadership. • Prolonged marriage and delayed pregnancy Higher household bargaining power and agency to make decisions • **Intergenerational Change:** empowered women invest in their sibling's' and children's education, breaking the cycle of poverty. 2. **Economic:** • Increased Female Labour Force Participation in India especially in the manufacturing sector. • Contribution in making India as a global manufacturing hub.

Assumptions and Risks

Assumptions	Risks
Industry Demand: The manufacturing sector will continue to grow and demand skilled automation technicians. **Social Acceptance:** Families will allow women to migrate and live in residential facilities for training/work. **Workplace Safety:** Partner factories will maintain safe, inclusive environments for female employees.	**Economic Downturn:** A recession in manufacturing could reduce placement opportunities. **Drop-out during training:** Poor health/ malnutrition of students may result them to not cope with training work pressure. **Drop-out Rates:** Family pressure or marriage may force participants to drop out mid-program or post-placement. **Technological Shift:** Curriculum may become obsolete if not updated rapidly to match Industry 4.0 standards.