

Theory of Change



**PURVA BHARATI
EDUCATIONAL TRUST**
TO SEEK, TO STIVE, AND NOT TO YIELD



An inclusive society grounded in Social Justice and freedom, fostering peace and hope towards holistic development of all

An inclusive society grounded in social justice and freedom is a vision that fosters peace and committed approach towards the holistic development of all individuals. In such a society, every person, regardless of their religion, caste, gender, or socioeconomic status, is treated with dignity and equality. Social justice ensures that everyone has fair opportunities to access education, healthcare, and employment, creating a level playing field for all. It also promotes the redistribution of resources to address systemic inequalities and empower marginalized communities. Through the lens of social justice, individuals are encouraged to challenge discrimination and advocate for change, creating a society where diversity is celebrated and embraced. In this inclusive society, peace thrives as conflicts are resolved through dialogue, understanding, and empathy.

The principles of freedom and respect for human rights form the foundation of this society, allowing individuals to express their thoughts, beliefs, and identities without fear of ostracization. Hope flourishes as people work together to build a future where everyone has the opportunity to reach their full potential.

By striving for an inclusive society grounded in social justice and freedom, PBET aims to work towards fostering an environment that uplifts all individuals and paves the way for a brighter and more harmonious future.

Theory of Change

As an evolving small feminist organization working with marginalized communities in Assam, PBET is making an attempt to be specific in creating our programme strategy with the following theoretical framework.

Empowering marginalized communities in Assam through Feminist Rights based approach

Aim :

PBETs' work in Assam envisions a society where gender equality is achieved, women's rights are upheld, and women from marginalized communities have equal opportunities for social, economic, and political empowerment.

Assumptions:

1. Empowering women leads to the overall development of families, communities, and society.
2. Sustainable change requires addressing the root causes of gender inequality.
3. Active engagement of marginalized communities and stakeholders is essential for achieving lasting impact.
4. Collaboration with local partners and grassroots organizations enhances effectiveness and sustainability.
5. Advocacy and policy influence are crucial for systemic change.

COMPONENTS:

1. Community Mobilization and Awareness:

- Conduct awareness campaigns to challenge gender norms, stereotypes, and harmful practices.
- Facilitate community dialogues to promote discussions on gender equality, women's rights, and the value of women's contributions.
- Engage with community leaders, influencers, and key stakeholders to build alliances and foster support for gender equality initiatives.

2. Capacity Building and Skill Development:

- Provide training and workshops on leadership, entrepreneurship, sustainable practices, and legal rights for women in rural areas.
- Enhance the technical and vocational skills of women to improve their employability and income-generation opportunities.
- Offer internships, mentorship and coaching programs to empower women to become agents of change within their communities.

3. Access to Resources and Services:

- Advocate for improved access to quality education, healthcare, and social services for women and girls in rural Assam.
- Establish collaborations with government agencies, NGOs, and other stakeholders to ensure the provision of essential resources.
- Create platforms for women to access resources, entitlements and entrepreneurship support to enhance their economic empowerment.

4. Policy Advocacy and Social Change:

- Conduct research and gather evidence to inform policy formulation and implementation for gender-responsive initiatives.
- Engage in advocacy efforts to influence local, regional, and national policies that promote gender equality and women's empowerment.
- Collaborate with local partners to promote legal reforms and the implementation of existing laws protecting women's rights.

5. Monitoring, Evaluation, and Learning:

- Develop a robust monitoring and evaluation framework to measure the impact of interventions and track progress towards gender equality.
- Regularly assess the effectiveness and sustainability of programs and make necessary adjustments based on lessons learned.
- Share best practices and knowledge with other feminist organizations and stakeholders to contribute to collective learning and improvement.

Outcomes:

1. Increased awareness and changed attitudes towards gender equality and women's rights in marginalized communities.
2. Enhanced skills and capacity of women, enabling them to actively participate in social, economic, and political spheres.
3. Improved access to resources, services, and opportunities for women in Assam.
4. Influenced policies and practices that promote gender equality and address the specific needs of marginalized women.
5. Strengthened feminist movement and collaboration among stakeholders for sustainable change.

By implementing this Theory of Change, PBET aims to empower women, challenge gender norms, and create an environment that supports gender equality and women's rights. Through community mobilization, capacity building, policy advocacy, and monitoring, the organization strives to achieve sustainable social change and holistic empowerment for marginalized women in Assam.

Mid-course corrections are adjustments made to a Theory of Change model during its implementation to ensure its effectiveness and relevance. They involve reviewing the progress, outcomes, and assumptions of the theory and making necessary modifications to enhance its impact. Mid-course corrections are essential because complex social issues and contexts often require adaptive and flexible approaches to achieve desired results.

Here a few aspects which PBET will consider -

- 1. Monitoring and Evaluation:** Regular monitoring and evaluation processes will be carried out for identifying areas where the theory might require adjustments. By collecting and analyzing data on the progress and outcomes of the interventions, we will assess if we are achieving the desired results and if the assumptions underlying the theory hold true.
- 2. Stakeholder Engagement:** Engaging with stakeholders, including beneficiaries, partners, and communities, is essential for understanding their perspectives and experiences. We will therefore conduct consultations, focus groups, and feedback sessions to generate valuable input for identifying gaps or areas that need modification in the Theory of Change.
- 3. Learning and Reflection:** A culture of learning and reflection within the organization promotes a proactive approach to mid-course corrections. Our team meetings and reviews will enable us to review lessons learned, best practices, and challenges faced during implementation. This learning process will help in refining strategies, strengthening interventions, and enhancing their alignment with the desired outcomes.
- 4. Contextual Analysis:** As social contexts evolve, it is essential to conduct regular contextual analysis to understand any changes that may impact the Theory of Change. Factors such as political, economic, social, or environmental shifts may necessitate adaptations to the interventions. By keeping abreast of emerging trends and challenges, PBET will modify the strategies to remain relevant and effective in achieving the desired outcomes.
- 5. Theory Revision:** If mid-course corrections reveal significant gaps or flaws in the original Theory of Change, it may be necessary to revise or update the theory. This could involve redefining goals, modifying strategies, or reassessing assumptions based on new evidence or insights. Theory revision ensures that the interventions remain aligned with the evolving needs and realities of the context.

In conclusion, the Theory of Change model provides a valuable framework for PBET to drive sustainable social change and empower women. By envisioning a future where gender equality is achieved, the Theory of Change serves as a roadmap for identifying the necessary interventions, outcomes, and strategies to bring about tangible transformation. It emphasizes the importance of engaging communities, challenging societal norms, advocating for policy reforms, and continuously learning and adapting. Through mid-course corrections, we aim to ensure the model remains responsive to evolving contexts and maximize its impact. By implementing the Theory of Change, PBET remains committed to contributing to creating a more just, inclusive, and equitable world where women's rights are upheld, gender stereotypes are dismantled, and women are empowered to thrive in all aspects of life.