

# Plan-It Girls

## International Center for Research on Women

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### PROJECT DESCRIPTION

Plan-It Girls is an innovative program that seeks to build self-efficacy and skills among adolescent girls while shifting prevailing norms. Plan-It Girls adopts an eco-system approach to build agency and gender equality at the local level, leveraging a catalytic personal advancement curriculum tailored for girls attending Grades 9 and 11 at government schools in Delhi (urban) and two districts of Jharkhand (rural); in concert with multi-level interventions working with principals and teachers, parents, boys, community and business leaders to create an environment that supports girls and their aspirations.

The project will help create a pool of employment-ready young women who are able to aspire for a better life and plan for their future. We propose to test this development model that, if proven successful, will be able to build the skills and competencies of adolescent girls. The project has evolved from ICRW's previous programs like Gender Equity Movement in Schools (GEMS) and Planning Ahead for Girls' Empowerment and Employability (PAGE).

Plan-It is in the preparatory phase, during which the curriculum was developed, partnerships were concretized, government permissions were sought, scoping was conducted at the project sites and M&E plan was finalized. Currently, the project is preparing to launch its baseline study following which the implementation of the program is expected to start by August, 2017. The project is supported by BMGF for a period of four years, 2016-2020.

### RELATION TO LEARNING CLUSTER

The program will work directly with the girls to build their self-efficacy and enhance employability. Plan-It has developed a gender integrated foundational skills curriculum that aims to enhance their ability to articulate future aspirations, identify skills required to fulfill them, communicate and negotiate their spaces due to patriarchal boundaries (or other constraints) within the family, school and community. The girl is at the center of the program and aims to foster a transformative shift in their lives so that they could realistically aspire and plan for their future.

The intervention recognizes that a shift in gender norms is necessary to support their aspirations, acquisition of skills, breaking gender stereotypes and reduce resistance to girls' success. Thus, the program plans to engage with parents, male peers, community, teachers and businesses to create an enabling environment for the girls to aspire and create pathways for employment. This will enable the girls to negotiate within the household and have greater involvement in decision making vis-a-vis their future and career.



*Girls attending a PAGE session in Government School, Delhi*

### KEY LESSONS LEARNED OR INSIGHTS SO FAR

During the planning phase, curriculum for girls was developed, partnerships were concretized, government permissions were sought, scoping was conducted at the project sites and M&E plans were finalized. Key lessons learnt during this phase are as follows:

- Critical to have a shared vision with partners
- Early engagement with the government machinery should be institutionalized
- Outcomes of the program need to be clearly defined in measurable terms
- Pathways for program outcomes and the inter-relationship between variables need to be clearly defined
- In case the research design does not allow for assessing all the components of the program, proxy indicators should be incorporated to have indicative measures

### EXPECTATIONS FOR THE LEARNING AGENDA

We expect learning agenda partnership to:

- Facilitate knowledge sharing emerging out of the Plan-it project on girls' employability and entrepreneurship
- Help forge critical partnership across various settings and organizations
- Strengthen our advocacy plan and facilitate the process of networking