

PLAN-IT GIRLS: EMPOWERMENT AND EMPLOYABILITY FOR ADOLESCENT GIRLS IN INDIA



Plan-It Girls is a multi-level, multi-stakeholder intervention that aims to build agency of adolescent girls and promote gender equality at the local level. Based on a socio-ecological approach, the program leverages a gender-integrated life-skills and employability skills personal advancement curriculum tailored for

girls in grades 9 and 11 in government schools in New Delhi and in two districts of Jharkhand, India. The program has multi-level interventions and works with principals and teachers, parents, boys, community members, business leaders and policymakers to create an environment to support girls and their aspirations.

Quick Facts

Gross Enrollment Ratio of girls is marginally lower than that of boys at the national level as well as in most of the states. (<http://mhrd.gov.in/gross-enrolment-ratio-boys-and-girls>)

Labor force participation rate of women in India dropped from 42.7 percent in 2004-05 to 31.1 percent in 2013-14. Moreover, women tend to end up in marginal jobs. (ILO, July 2016)

OBJECTIVE		STRATEGY	
O.1	Improve girls' self-efficacy and employability by implementing an in-school curriculum – PACE Bronze – adapted from PAGE curriculum that was implemented and tested with girls in New Delhi.	S.1	<ul style="list-style-type: none"> Curriculum transaction in school for 34 hours over two academic years on Self, Self-Efficacy, Resourcefulness, Employability and Entrepreneurship.
O.2	Reduce the risk of resistance to girls' success by fostering gender equitable norms among male peers, families and communities through intentional engagement with boys in schools and with families and others in community settings.	S.2	<ul style="list-style-type: none"> Engaging male peers through GEMS Curriculum for boys in the same class as girls, 25 hours over a period of two academic years. Parental and Community Engagement.
O.3	Motivate teachers to support and subsequently implement the program by supporting them to become champions and change agents, and linking them into a network of like-minded professionals.	S.3	<ul style="list-style-type: none"> School-to-school Teachers' Interaction Sustained intervention with select teachers to develop action leaders. Supporting gender-sensitive classroom teaching with innovative methods.
O.4	To create and document pathways to employment through innovative and mutually reinforcing relationships with local businesses that will offer exposure and mentoring.	S.4	<ul style="list-style-type: none"> Engage with industry partners to create pathways for employment – Scoping, Networking and Advocacy.
O.5	Leveraging links to the government education sector and industries, to incentivize the creation of a public-private partnership that can fund the program in the future.	S.5	<ul style="list-style-type: none"> Engage and inform private sector and government partners to sustain and scale the program.

The program is currently reaching out to 10,000 girls studying in grades 9 and 11–8,000 in urban Delhi and 2,000 in two districts of rural Jharkhand – Pakur and Deoghar. The 34-hour curriculum for girls is transacted over two academic sessions and focuses on:

- Self-Identity and Awareness, Gender, Power and Patriarchy, Body Integrity, and Emotions and Relationships.
- Self-Efficacy – Communication, Power and Relationship, and Understanding Violence.
- Resourcefulness – Gender and Aspirations, Aspiration Mapping and Goal Setting, and Skills.
- Employability – Preparing for Work, Work Management, and Entrepreneurship.

To encourage and fortify the girls' aspirations, support from male peers, parents and community is being harnessed through the GEMS curriculum for male peers from grades 9 and 11 in the same government schools, and intentional engagement through meetings and campaigns with parents and community members.

The program is integrated in the government school system, therefore systematic and intentional engagement with head of schools and teachers is critical to the success of the girls. Support is provided for teachers to become champions and agents of change.

Plan-It Girls seeks to create linkages to access further education or employment opportunities for the girls and allow them to move from the acquisition of skills to their application. Therefore, it is crucial to create linkages for vocational training, industries and other existing government programs and resources. Simultaneously, advocacy efforts will continue with governments and industries to generate funds for sustaining and scaling up the program through public-private partnership.

The program is being implemented through ICRW's partners Students Partnership Worldwide, popularly known as Restless Development, and Pravah in 10 government senior secondary schools (for both girls and boys) of Education Zone 29 of South East Delhi district and 10 government senior secondary schools of Deoghar and Pakur, Jharkhand.