

## HOW TO INSPIRE GIRL EDUCATION?

<https://ballardbrief.byu.edu/issue-briefs/educational-disparities-among-girls-in-india>

40%

female children between the ages of 15 and 19 in India are not attending school

The literacy rate of women in India is only at **65%**.

### Gender-Equal Role Models in Schools:

- **Concept:** Introduce successful women as role models in schools.
- **How It Works:** Regular interactions, workshops, and talks inspire girls to dream big.
- **Benefits:** Shift perceptions, ignite ambition, and showcase diverse career paths.

### Digital Literacy Hubs in Rural Areas

- **Concept:** Establish digital literacy centers in villages.
- **How It Works:** Provide basic computer training, internet access, and e-learning resources.
- **Benefits:** Enhance girls' digital skills, opening doors to online education and remote work.

### Mobile Learning Caravans:

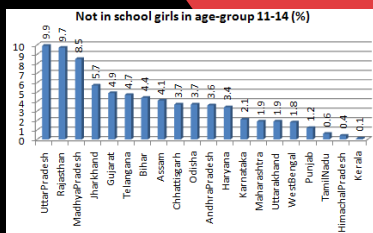
Empowering Girls on Wheels:

- **Concept:** Convert buses or vans into mobile classrooms equipped with digital devices and educational materials.
- **How It Works:** These "learning caravans" travel to remote villages, offering tailored secondary education, life skills, and career guidance.
- **Benefits:** Overcome geographical barriers, engage girls, and provide holistic learning experiences.

NGOs collaborate with rural schools for **virtual lab tours**, connecting rural girls to live sessions and running Caravans.

- **AI-powered career prediction** models to guide students towards suitable career paths.
- **Webinars and seminars** feature successful women and alumni sharing insights.

**SHE-CODEFORCES** to encourage girls' participation in coding and programming. **E-café**s offering free hours to top-performing students, fostering a supportive environment.



### INCREASE INCLUSIVITY

- Women-led startups receive support through government schemes and policies.
- Incentives for big companies funding women-led startups boost economic growth.
- Gender-inclusive project leadership for at least one project ensuring diversity and equal opportunities.
- Women Exclusive rewards like Mr. and Ms. best Employee



### PREVENTION

- **Saathi sister mentorship** program assigning mentors to support female project participants.
- Enhanced security measures facilitating **safe night shift work** for women.



### POST-MATERNITY CARE

- By teaming up with daycares and providing affordable, trained nannies, companies can support working moms.
- This approach not only ensures reliable childcare but also empowers unorganized sector workers.
- Dedicated playspaces, hybrid work options, and supportive maternity leave policies empower working mothers by ensuring child safety, flexibility, and a smooth transition back to work.

## WHY WOMEN DROP OUT?

<https://www.deccanchronicle.com/discourse/110617A/hy-are-millions-of-indian-women-quitting-jobs.html>

73%

of Indian women leave their jobs after giving birth, according to a survey in 2018.

Not only is the proportion of women in India's workforce low. It's declining. It has dropped from **32% in 2005, to 19% in 2021**

### Work and Home Divided Among Gender Lines in India

Share of urban and rural persons participating in the following activities in a day in India (in %)



\* or related activities. \*\* unpaid, for own household. Source: Indian Ministry of Statistics



**Creating Workplace Menstruation Kits:**  
Supporting Women's Health  
Inclusive restrooms with free sanitary products and the provision of heating pads promote comfort and well-being for women in the workplace/schools.



To foster a sense of inclusion and celebrate womanhood, it's essential to create girl communities and organize outings exclusively for women. These gatherings provide a supportive environment where women can connect, share experiences, and strengthen their bonds.

### Introducing

## ATHENA-AI



**Upskilling Recommendations:**  
Based on a woman's current skills and desired career trajectory, AthenaAI suggests relevant courses, certifications, and workshops.



AthenaAI sends reminders for regular health check-ups, exercise routines, and self-care practices.



Addressing Harassment issues, registers complains as anonymous

Through mindfulness exercises, relaxation techniques, and stress management tips, AthenaAI promotes mental well-being.

AthenaAI facilitates virtual team-building activities, fostering camaraderie among remote colleagues.

AthenaAI assists in balancing work, family, and personal time. It recommends efficient time management techniques, helping women maintain equilibrium.

