

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%.



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 atleast 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.



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



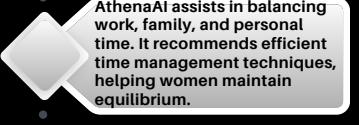
Upskilling Recommendations: Based on a woman's current skills and desired career trajectory, AthenaAI suggests relevant courses, certifications, and workshops.



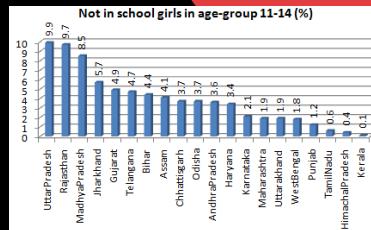
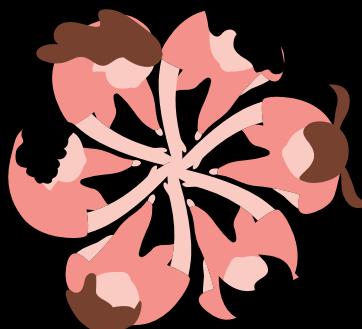
AthenaAI sends reminders for regular health check-ups, exercise routines, and self-care practices.



Addressing Harassment issues, registers complaints as anonymous



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



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.

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

WHY WOMEN DROP OUT?

<https://www.deccanchronicle.com/discourse/110617/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

