

# ANNUAL REPORT

JUNE 2024 - DEC 2025



garima  
TRUST

## OUR VISION, MISSION & PROGRAMS

We are a nonprofit registered in Bengaluru, India in 2023. Our goal is to (a) enable healthcare and education accessibility for migrant workers and their children, and (b) prevent sexual and gender based violence on children and women. We conduct research, workshops, campaigns and outreach programs, to create awareness and participation in community wellbeing, social education, and freedom from sexual and gender based violence.

### Our Vision

**Dignity, safety and equity for the last woman and child.**

### Our Mission

**Actions and collaborations to fight systemic problems, with simple, scientific, sustainable solutions.**

### Our Key Programs

- Fighting sexual and gender-based violence on children and women
- Enable access to healthcare for migrant workers
- Enable learning and wellbeing for children of migrant workers



Sep 2025- Medical camp health check-up with Dr. Swathi



Dec 2025- Book Launch and Felicitation Event - 16DAAGBV Campaign

**PERIOD AT A GLANCE**

- JUNE 2024 - Safe Childhood Community Workshop
- AUG - SEP 2024 - PSE and CGSE at Chinamaya Mission Schools, Bengaluru
- OCT - NOV 2024 - Campaign 16 Days Activism Against Gender Based Violence
- DEC 2025 - Media & Information Literacy Workshop – Sambhaavana Institute and Alt News, Dharamshala
- JAN 2025 - PSE and CGSE at Safe Wings, Nashik
- FEB 2025 - Started MSRHR\* Program with Migrant Workers at Hebbal
- MARCH 2025 - International Women's Day POSH Seminar at IMA, Taliparamba
- APRIL 2025 - Started Learning Center for Migrant Workers Children
- MAY 2025 - International Labour Day Reflection Circle with Migrant Workers
- AUG 2025 - Independence Day Streetplay on Migrant Workers Rights
- OCT - NOV 2025 - Book Launch and Felicitation Program for Ground Workers
- DEC 2025 - Research on Sexual Abuse as Public Health Issue in India



**MAY 2025 - International Labour Day Refelction Circle with Migrant Workers, Hebbal**



**AUG 2025 - Rehearsal of Independence Day Streetplay 'Sromiker Odhikar'**



**SEP 2025 - Menstrual Hygiene Workshop with members of Domestic Workers Rights Unions**

**KEY PROGRAM - PROJECT MUKTI**

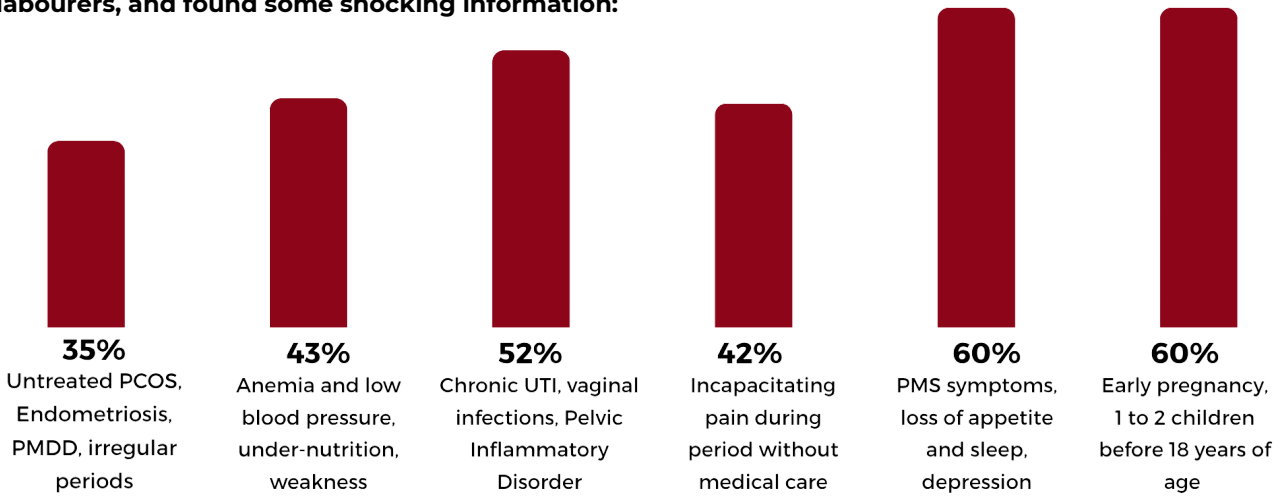
**MUKTI - MENSTRUAL, SEXUAL, REPRODUCTIVE HEALTHCARE - 450 INFORMAL WORKERS**

Mukti is a menstrual, sexual and reproductive healthcare program for informal workers (domestic workers, sex workers, beedi workers, sanitation workers etc.), who don't have access to proper menstrual products, medical attention or hospital services. We enable WHO recommended Safe Periods with sustainable period products, medical check-ups, and treatment support for marginalized women and girls.

**Challenges to good menstrual health for informal and migrant workers:**

- Lack of good period products
- Lack of water and toilets
- Early marriage and pregnancies
- No paid medical leaves
- No access to govt health services
- Negligence of family towards women's health

**We conducted 350+ door to door surveys for needs analysis with women and girls working as informal labourers, and found some shocking information:**



**Analysis of 350+ door to door health surveys with domestic workers, beedi workers and sanitation workers**



**July 2024- Door to door surveys with informal workers for needs analysis**



**Sep 2024- Medical camp health check-up at Migrant Workers Community, Hebbal**

**KEY PROGRAM - PROJECT MUKTI**

**450 sustainable period products of choice-** cloth pad sets and menstrual cups distributed to informal workers, to help them #bleedwithdignity

**10 Awareness Workshops with informal workers**

- Hygiene and health
- Myths and taboos around women’s health and bodies
- Family planning and contraception
- Right to Health - Individual, family and community

**10 Health Camps for migrant waste workers** in their colony with doctors and health workers, addressing various chronic and infectious diseases

- Health check-up, diagnosis and treatment support, health counselling
- Generic medicines as per prescriptions from PM Jan Aushadhi
- Hospital visit and diagnostic support
- Support for surgical procedures and long-term treatment
- Individual counselling sessions, FGDs and community meetings with men and leaders

Before	WHO recommended SAFE PERIOD requirements:	Our Efforts	After
✗	Sufficient, healthy period products	Reusable cloth pads, Menstrual Cups	✓
✗	Safe, locked toilet, soap and water	No access to toilets, running water	✗
✗	Safe disposal system for used products	Eliminating disposal of plastic pads	✓
✗	Freedom from taboos, restrictions	Awareness workshops, interventions	✓
✗	Access to medical care if needed	Medical camps, medicines, treatment	✓



**Dec 2024- Hygiene and health awareness workshop with migrant workers, Hebbal**



**July 2025- Pad distribution and hygiene workshop with Domestic Workers, Banashankari**

## KEY PROGRAM- SCHOOL ENGAGEMENT

### 1. PREVENTION OF CHILD SEXUAL ABUSE (3000+ CHILDREN)

Personal Safety Education with children aged 5 to 12 to prevent child sexual abuse. We help children understand bodily autonomy, safety and danger, unsafe from safe people, places and situations. We give them the language to talk about abuse, seek help and encourage reporting behaviour. We work with both school students and unschooled children, using a child first approach to create zero tolerance towards child sexual abuse.



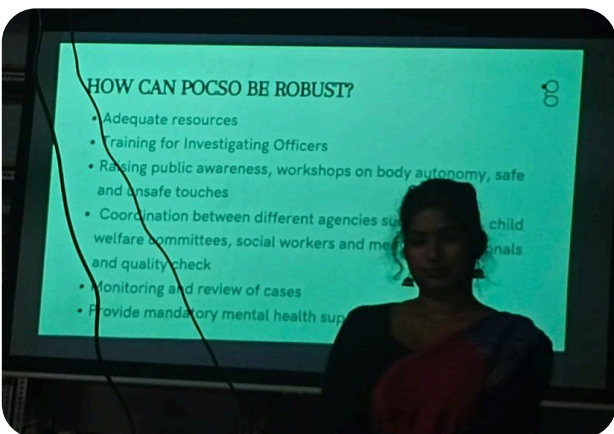
Sep 2024- Personal safety and comprehensive gender-sexuality education at Chinmaya Mission



Sep 2025- Personal safety and comprehensive gender-sexuality education for unschooled children

### 2. FIRST RESPONDERS TRAINING (1000+ CAREGIVERS)

Conducted workshops and seminars with caregivers and professionals to respond with child first approach if sexual abuse is disclosed. We worked with parents, teachers, school staff, doctors, mental health professionals, lawyers and social workers to help support children. We provide them with resources to reach out for social or medico-legal support to handle the disclosure. We focus on the POCSO Act 2012 for the understanding of what constitutes child sexual abuse, preventive measures and redressal methods.



Nov 2025- First Responders Training for teachers and educators

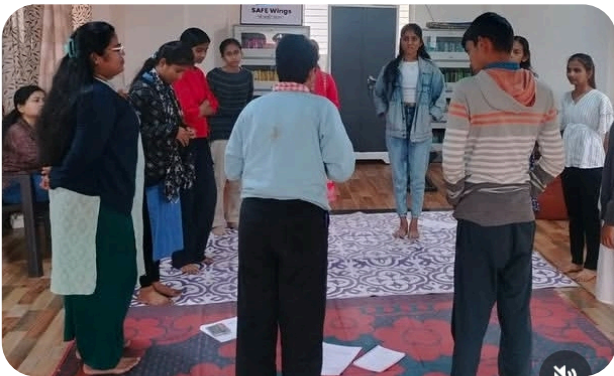


Activity worksheet for children to remember their 4 private parts and safety rules

## KEY PROGRAM- SCHOOL ENGAGEMENT

### 3. COMPREHENSIVE GENDER AND SEXUALITY EDUCATION (1000+ YOUNG ADULTS)

Conducted workshops with teenagers and young adults aged 13 to 20. Our workshops are a curriculum-based process to learn cognitive, emotional, physical and social aspects of sexuality. It educates young people to understand sexual and reproductive health, safety from early pregnancies, STDs and STIs, understand consent, gender roles, and help them make healthy choices for their wellbeing. We answer difficult questions about sex, relationships, anatomy, masturbation, consent, sexual violence, online safety, and many other crucial aspects of adolescence.



**Jan 2025- Personal Safety Education for children of Safe Wings, Nashik**



**Sep 2024- Personal safety and comprehensive gender-sexuality education at Chinmaya Mission**

### 4. SCHOOL SAFETY POLICY

Created School Safety Manual and Policy for Chinmaya Mission Schools to be used as SOP or standard operating procedure, where safety and equality are paramount. We covered all aspects of physical safety, infrastructure, mental health, Gender Action Policy, LGBTQI+ inclusion, caste-based exclusion, prevention of sexual abuse, corporal punishment, disease control, and an exhaustive list of resources to support any crisis within the school.



**June 2024- Prevention of Child Sexual Abuse Workshop with doctors, lawyers, educators and social workers**

**KEY PROGRAM - LEARNING CENTER FOR MIGRANT WORKERS' CHILDREN**

**In March 2024, we started a learning center at Hebbal for 30 unschooled children of migrant workers.** We support basic literacy, behavioral and social education. We arranged daily tuition classes, books, learning tools, stationery, games and activities, and festival celebrations. Provided nutritious snacks, medical and mental health care, psychosocial counselling, personal safety education, awareness of rights, help seeking behaviour, with the goals to promote wellbeing, health and holistic childcare, encourage school admissions, help parents to participate in children's education, hence pushing back child labour and child marriage.



*Our Learning Center is a safe space for children to learn, play and create art, to express themselves freely*

**For children of migrant workers, Right to Education (RTE) remains largely inaccessible.**

Their lives—shaped by repeated migration and social exclusion—do not align with the Indian education system that assumes stability, documentation, and continuity. Even setting up informal learning spaces proved difficult, as people refused to rent rooms for classes once they learned the children's identities as migrant. Govt schools are not accommodative, especially towards children without documents or with disrupted schooling histories.

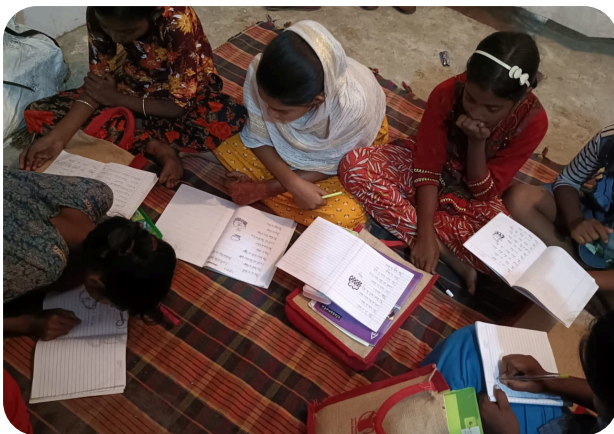


*We help children learn basic literacy, reading-writing and arithmetic, along with science and social learnings*

**KEY PROGRAM - LEARNING CENTER FOR MIGRANT WORKERS' CHILDREN**

**Although we admitted 18 children in school, all of them were forced to discontinue due to lack of transport money, caregiving roles, lack of supervision from family, corporal punishment and discrimination from school.**

Formal education is not prioritized by migrant families, who couldn't attend school. It's reduced to basic literacy and seen as optional. School rules, attendance, timelines, examinations are unclear or perceived as negotiable, disrupting continuity. These conditions reflect broader patterns of intergenerational poverty, informal labour, lack of documentation, poor access to services, and displacement.



*Our tuition classes run from Monday to Saturday in the evening, although we have to keep moving places*

**It is difficult to create a stable system of education for the children.**

From access to retention, every stage is marked by exclusion and limitations. The question of responsibility—whether it lies with the state of domicile or the state of employment—remains unresolved, leaving children without consistent access. Thus, the failure of RTE is structural.



*Our Learning Center is a safe space for children to learn, play and create art, to express themselves freely*

## 16 DAYS ACTIVISM AGAINST GENDER BASED VIOLENCE

We conduct annual campaigns on Global 16 Days of Activism Against Gender Based Violence, specifically catered to the Indian context. We reached **2500+ people online and in-person** through a set of diverse engagements - workshops, social media campaign, publishing literature and creating AV media.

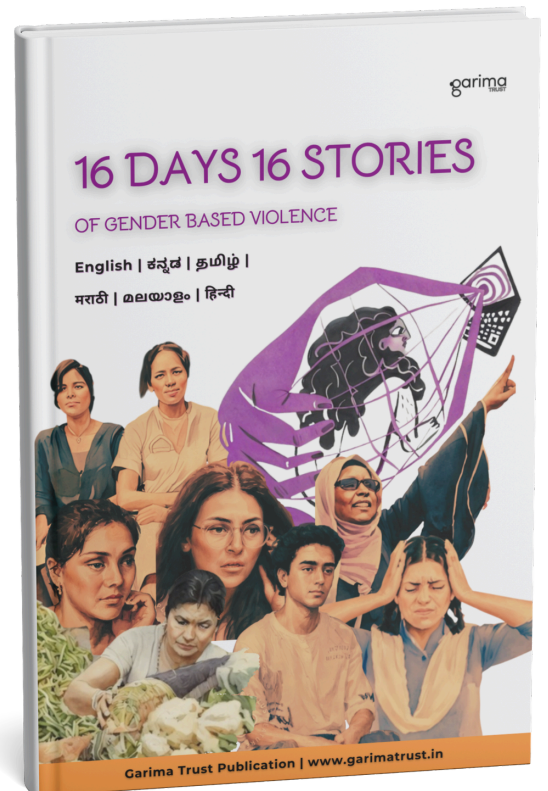
### Publication and Book Launch: '16 Days 16 Stories of Gender Based Violence'

This book is written by our team, based on stories shared by real people with our researchers; each story is a lived reality. The 16 stories span across various lived realities, identities, sexualities and genders, while speaking about abusive relationships and actions that we are often forced to silently live with. It also offers resources to seek help and support for survivors. We have moved the focus from the traditional stories of aggravated violence and focused on the various unexplored, unexpressed and subtle forms of violence that we encounter in our lives on a daily basis.

### Felicitation of Ground Workers

- **Ms. Radha - Domestic Workers Rights Union**
- **Ms. Safeera - SIEDS and Vimochana .**
- **Ms. Haseena and Ms. Sivagami - Navajeevana Sangathane**

We honored the Ground Workers who relentlessly fight gender based violence in their communities, with very limited resources. They are the backbone of all our efforts, the most critical actors in any crisis. Before any visible outcome, they have countless conversations, reflections and counselling, that lead to a successful intervention. We invite 3 such women to share their stories, their struggles, their dreams, their realities. These champions have dedicated their life's work to support others around them. The event was held along with the Book Launch, attended by social workers across Bengaluru, at Ashirvad Center, on 4<sup>th</sup> Dec 2025



## MEDIA AND COMMUNICATION

**AV media content** in multiple languages, accessible on YouTube and Instagram.

- **Audio Stories** of Gender Based Violence - In partnership with CORO India, we scripted, recorded and released 8 Audio Stories. Stories of working class women and their fight against gender based violence and sexual abuse, available in Kannada, Malayalam, Tamil, Marathi and Hindi
- **Podcast** discussing Prevention of Child Sexual Abuse with Anushka from Arpan, and Reimagining Masculinity with Shaman from Misfyt Trans Youth Foundation

**Instagram campaign** addressing microaggressive sexual and gender based violence in everyday life, through storytelling carousels in Kannada, Malayalam, Tamil, Marathi, Hindi and English.

### Streetplay 'Sromiker Odhikar' - Workers' Rights in 2025

Musical streetplay written and directed by Garima Team, performed by children of migrant workers in their own communities, starting conversations around rights of Indian workers, dangers of early marriage, and child labour.



15th AUG 2025 - Streetplay 'Sromiker Odhikar'



Audio Stories available on our YouTube channel

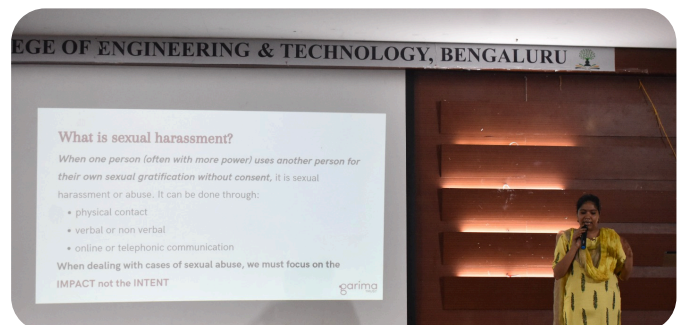
## POSH TRAINING

Conducted workshops and seminars with students, teachers, doctors, police and staff members on POSH Act, how to create ZERO tolerance organizations, enable reporting and help-seeking behaviour

- **Nagarjuna College of Engineering and Technology**
- **Indian Medical Association Taliparamba**

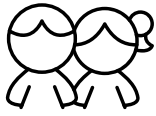


March 2025- POSH seminar at IMA, Taliparamba



Nov 2024- POSH seminar at Nagarjuna College of Engineering and Technology

**RESULTS AND REACH**



**4000+**

children and young adults



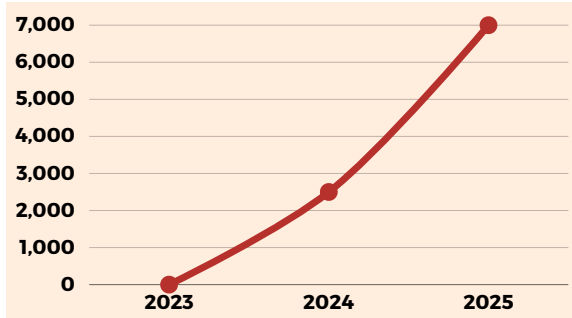
**500 +**

marginalized women



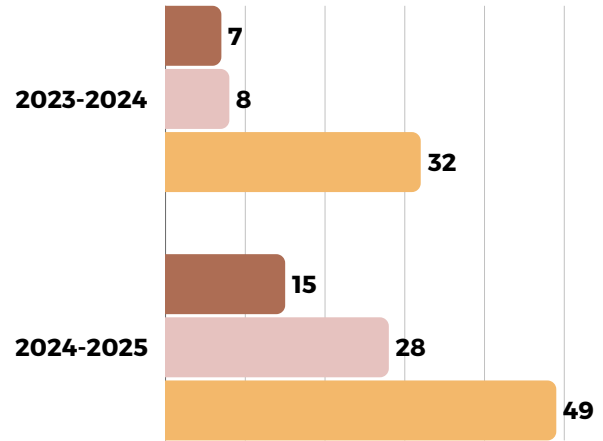
**2500+**

community members



**People reached**

- **Crisis support**
- **Collaborations**
- **Workshops and sessions**



**Work Done**

**FINANCIAL OVERVIEW**

**TOTAL DONATIONS RECEIVED - Rs.5,00,000**

- **Chartered Accountants: Sultan and Lohith CA**
- **Trust Expenses**
  - Salary of teachers at Learning Center
  - Rent for Learning Center, electricity and maintenance, furniture, stationery, books, snacks
  - Honorariums to trainers, doctors and health workers for workshops, health camps etc.
  - Travel and food for team members and consultants
  - Training and certification of teachers and facilitators
  - Accounts and admin costs

**DONORS**

1. Chinmaya Mission Schools
2. CORO India
3. Sadhana Mahila Sangha
4. IMA, Taliparamba
5. Chithra Ranganathan
6. Rashmi Vikram
7. Prafulla S
8. Dr Praveen Gopinath
9. Rekha Ramaswamy
10. Saritha Riaz
11. Nagarjuna College
12. Rotary Club

**PARTNERS**

1. Bangalore Baptist Hospital
2. Jan Arogya Clinic
3. Sarva Shiksha Mission Kolkata
4. SOCHARA
5. Domestic Workers Rights Union
6. Misfyt Trans Youth Foundation
7. Arpan- NGO for CSA prevention
8. SIEDS
9. Nariyari Menstrual Products
10. Christ University
11. Safe Wings Nashik

**SUPPORTERS**

1. Priyanka Akkar
2. Ketaki N
3. Anagha P
4. Madhurima & Reshmi
5. Nishtha Sabharwal
6. Jyothi V
7. Amrutha
8. Adv. Bindu D
9. Nisha Bellary
10. Dr. Savinitha
11. Anushka Bhatt

**CONSULTANTS**

1. Varsha P
2. Jeeva S
3. Manisha G
4. Sonamoni Khatun
5. Saba Bibi
6. Sokhi Choudhury
7. Gayathri Devi
8. Niharika
9. George E Thomas

**IMPACT STORIES**

**Hashi** is a 19 y/o woman, she has two sons, 2 y/o and 10 months old and her husband is a daily wage worker. She was subjected to regular violence by her husband. She suffered severe physical abuse and reached out to us for help. We provided her with medical care and a safe shelter for 48 hours. The next day, we held community meetings with her husband, neighbours and local leaders. We counselled her husband for weeks, and took a signed undertaking to stop physical violence to avoid legal actions in future, before she went back home. It's been 6 months and her husband has slowly changed his behaviour and the abuse has not repeated. She says we helped him see reason, find love and respect for her, we hope for the best!

**Nupur** is a domestic worker, working more than 12 hours across 4 homes, including walking around 8 km either way. She has long been diagnosed with endometriosis, which is treatment resistant. She has been advised to undergo a surgery for long term relief but she can't afford it as a) employers won't allow any paid leaves and discontinue employments, b) lack of access or awareness of free government health care and c) apathy towards women's health as common in most families. But post multiple meetings and counselling, she has agreed to plan her surgery with the help of her neighbors and our ground team. The challenge is to convince her employers to provide her with paid leaves and not to fire her. We're still working on it.

**Anita** was hesitant to bring this problem up after our workshop. With a lot of hesitation, she shared that she is experiencing loss of libido, vaginal dryness and this makes her avoid intimacy with her husband, despite having a good relationship with him. After a conversation, we understood that she is in the pre-menopausal phase, possibly causing the symptoms. Upon being suggested, she agreed to try using lubricant during intimacy to ease herself physically, and also to talk to her husband about menopause. What was important for her was to be able to share her situation, and to be told that she's okay! She had nobody to share this concern with out of shame. She was also worried that she was becoming mentally ill.

**Shubhra** is 9 years old but she was suffering from heavy white discharge, worm infestation, weakness and loss of weight for months. Her mother was also suffering from vaginal infection, so we decided to treat both of them to control contamination. The doctor and health worker conducted a thorough awareness meeting for the mother and child to understand hygiene practices. They were both prescribed medication. In a month, the child recovered. But she also needs further care and treatment for undernourishment, deficiencies and lung infections.

**TESTIMONIES**

*“Even when we pay doctors they don’t provide us with proper care or time. But Dr. Swathi from the health camp is the best doctor we have ever seen. She treated my husband and me, we both recovered from the problems. I had a long-standing infection and my husband had a chronic cough and allergy. We are both doing better after her treatment.”*

*“These pads are the best thing I have ever used for periods. They are so soft and comfortable, easy to clean and also they last up to 8 hours. Not just me but all my neighbors who are using your pads are happy that their infections, itching and discomfort has gone away. And the best part is that now we can change pads 3 times a day without any cost. Pads are expensive but cause discomfort. These pads are the opposite”*

*“I work 7 days for 14 hours a day, how can I go to the doctor? It’s impossible to even take the child to the doctor if needed. We all wait for the health camps and since Dr. Swathi has started visiting, we are very happy. She gives so much time individually and asks about everything, she provides such good counselling.”*

**Migrant Workers Community, Hebbal**

*“It was great to talk openly about these topics, no one educates or informs us about such topics. Cleared a lot of doubts. Got to learn many things which we didn't know. We have problems with girls in our class a lot, but hope it will get better now.”*

*“We were able to ask many things that we feel shy or afraid to ask our elders. Very good explanation and the mentors were very enthusiastic and friendly. It was a really interesting session.”*

**Participating Children in Personal Safety and Gender-Sexuality Education**

*“We’ve never had such an emotional and moving workshop. We had a workshop on good parenting and child security this year (2025) for mothers and children. There was love, care, and commitment from the Garima Team, it moved everyone collectively. They knew what the mothers and the children need, including their expectations, and designed the session. . We are going back to them for more workshops and we recommend their approach!*

**Vinutha, Sadhana Mahila Sangha**

*“It is truly heartening to see how the Garima trust team puts people in the centre of their programmes and activities to make it relevant to the communities. Patience, conviction and non-compromising values are evident in all of the work that Garima does!”*

**Dr. Swathi, Public Health Expert**

## LETTERS FROM THE TEAM

*Patriarchy cannot survive without sexual-reproductive control over the female body. It's only in the twentieth century that women started claiming their rights over their bodies. The backlash to women's reproductive rights have continued ever since, and we see that paranoia even today, when they overturn Roe v Wade in USA, or simply refuse an abortion without the husband's permission in Indian Government Hospitals.*

*Most Indian women still don't have control over their sexual-reproductive lives. They're programmed to neglect their own health, wellbeing or growth over motherhood. 1 in 3 Indian girls are still married before 18 years of age. But to me, it still seems like the best time to be a woman is now, because we can at least talk about it! Freedom of choice reproduction is the key to female emancipation. We finally have some agency over our bodies and lives, albeit shaky, and constantly threatened. But we will persist.*



~ June

*Love is not compatible with fear. Medical science and psychology is slowly helping us understand childhood development, and needs. We have to reimagine authority not as control, but relational responsibility, rooted in care. Honesty and trust are key, allowing children to ask questions, express discomfort, and seek help without fear or shame.*



*Our Personal Safety Education (PSE) and Comprehensive Gender Sexuality Education (CGSE) programs are critical spaces to understand, question, and transform these power relations between children and adults. We discuss consent, boundaries, autonomy, and responsibility, grounded in lived realities. We challenge harmful norms and build more equitable relationships. If we don't teach children, the internet will! And that is dangerous for them. We should constantly confront*

*the larger systems of power that shape our lives. Only then can we create conditions where children are not controlled or adultified unfairly, but supported, protected, and empowered to grow with dignity and safety.*

~ Nikita

## OUR TEAM

Our day-to-day work is done by the cofounders Nikita and June. We are accompanied by Heena and Simran, our invaluable intern staff! They teach tuitions at our learning center, conduct Personal Safety Education in schools and help us with projects and events. They are both Law students at St. Joseph's Law College.

Our accounts advisor Ayesha supports us in making sense of our finances.

Our Board of Advisors are Dr. Swathi and Dr. Akshay, both public health experts and community workers. They keep us rooted in sound advice and our values, and motivate us to think bigger. They have supported our ideas, programs and initiatives on the ground with communities.

Our friends, volunteers and supporters helped us in innumerable ways, from ideas to being sounding-boards, random acts of kindness, supporting our work, networking, to financial help in times of need.

In less than 3 years, we have directly reached 7000+ children and adults with our workshops, programs, community outreach, interventions and crisis support. You can join our mission by volunteering, supporting our work or donating towards our causes. You can also reach out to us for crisis support, school engagement programs, POSH trainings or ICC support, or programs related to preventing sexual abuse, gender based violence or sexual-reproductive health and rights.

**Our book 16 Days 16 Stories is available for download on our website**

**Our Audio Stories are available on YouTube**

## CONTACT US

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[www.garimatrust.in](http://www.garimatrust.in)

[www.youtube.com/garimatrust](http://www.youtube.com/garimatrust)