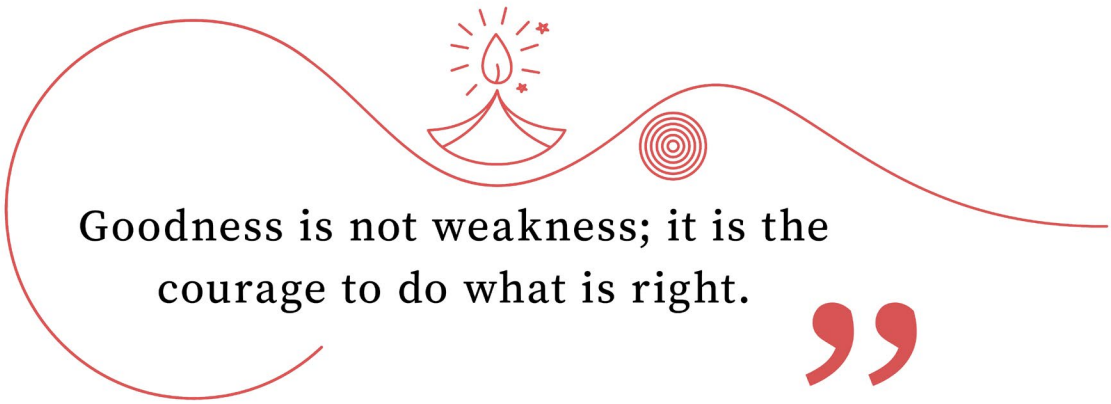


Every child holds a future waiting to unfold.

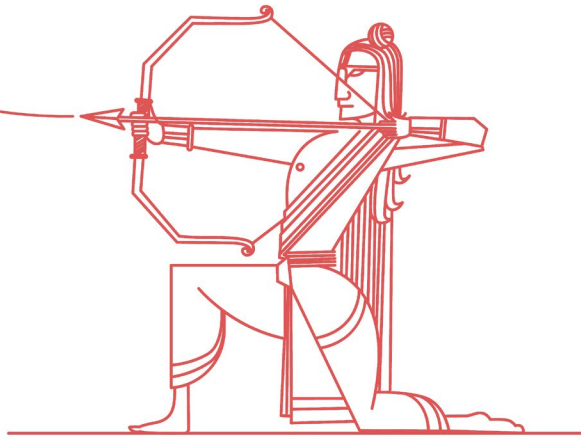
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Goodness is not weakness; it is the courage to do what is right.



RISE COLLECTIVE

Creating Pathways to Inclusive Employment

In collaboration with Sukhad Foundation, Imaan Bakshi, a Grade 11 student at Vasant Valley School, New Delhi, developed Rise Collective to expand skilling and employment opportunities for women with disabilities from underserved communities.

The initiative documents lived experiences through an interview series, highlighting how disability, gender, age, and socio-economic background shape women's challenges and resilience. These stories are shared through the project website to bring overlooked experiences into public conversation.

Rise Collective also aims to facilitate expert-led workshops in data entry, transcription, document formatting, and communication skills, helping participants develop practical, employment-oriented abilities. Further plans include fundraising to support skilling programmes, improving digital accessibility, and providing assistive agricultural tools to women with disabilities.

Through stakeholder surveys, the project seeks to identify gaps in assistive technology and vocational training, with the long-term goal of connecting women to suitable employment opportunities. Rise Collective envisions a future where women with disabilities can access greater economic independence, dignity, and meaningful work.



THE GIRLWORLD PROJECT

Building Confidence Through Peer Mentorship

In collaboration with Sukhad Foundation, Muskan Gupta, a Grade 11 student at Charterhouse School, implemented The GirlWorld Project to expand mentorship opportunities for girls from underserved communities in India.

The initiative developed a peer mentor training guide focused on effective communication, sensitive conversations, and challenging subtle gender stereotypes that influence girls' personal development. This was followed by a practical workshop where mentors simulated mentoring sessions, received feedback, and explored ways to support their mentees.





The project also established a structured peer mentorship network, supported by a progress tracker to document sessions, recurring concerns, and areas requiring attention. To encourage cross-cultural learning, student volunteers from Charterhouse conducted English-language sessions with peer mentors, supported by a dedicated volunteer training manual.

Through these efforts, The GirlWorld Project has created a framework for sustained mentorship, empowering girls to build confidence, strengthen communication skills, and access supportive networks that encourage their personal growth.

"When girls support girls, mentorship becomes more than guidance, it becomes a pathway to confidence, opportunity, and lasting change."

THE HIDDEN HEALTH COST OF EARNING A LIVING

Why women in informal work often put their own health last

For millions of women, earning a living means working through pain, exhaustion, and illness. Street vendors, domestic workers, agricultural labourers, and home-based artisans often perform physically demanding tasks while managing household responsibilities, frequently with limited access to healthcare and workplace protection.



A 2026 systematic review published in the Journal of Occupational Medicine and Toxicology examined 33 studies on women working in India's informal sector. It identified recurring health concerns, including musculoskeletal pain, respiratory symptoms, skin conditions, and eye problems. The researchers also highlighted the need for better access to primary healthcare and social protection.
For women paid by the day or by the task, taking time off can mean losing essential income. Seeking medical attention may involve additional expenses, travel, and arranging care for children or other family members. As a result, health concerns can go unaddressed until they interfere with daily work.

These challenges are not simply individual choices. They reflect working conditions in which paid leave, protective equipment, regular health check-ups, and employment benefits may be unavailable.

Improving women's health requires bringing healthcare closer to their workplaces and communities. Accessible health camps, preventive screenings, occupational safety awareness, and stronger links to existing welfare schemes can help address some of these gaps. Employers, local authorities, and community organisations all have a role in making healthcare more accessible.

Women's economic independence should not come at the cost of their well-being. Supporting women means recognising not only the work they contribute, but also their right to safe working conditions, timely healthcare, and the opportunity to care for themselves without sacrificing their livelihoods.

MENOPAUSE IN THE WORKPLACE

The health transition women are expected to hide



Menopause is a natural stage of life, yet conversations about women's health often overlook what happens after the reproductive years. For many women, this transition takes place while they continue working, earning a livelihood, and managing family responsibilities, often without adequate support.
Symptoms such as hot flashes, disturbed sleep, fatigue, and difficulty concentrating can affect daily comfort and workplace participation. However, many women hesitate to discuss these experiences because of embarrassment, stigma, or fear of being misunderstood. In workplaces where flexibility and healthcare support are limited, managing these changes can become particularly challenging.

The barriers are often greater for women in informal employment. Domestic workers, agricultural labourers, street vendors, and home-based workers may have no paid sick leave, predictable breaks, or access to workplace health programmes. Taking time off for medical advice can mean losing a day's income, making it harder to prioritise their own well-being.

A February 2026 policy brief by IWWAGE, Menstrual and Menopausal Health at Work in India, highlights the limited workplace support available for these health needs, particularly in the informal sector. It calls for more inclusive policies, stronger social protection, and greater awareness.
Addressing this gap requires accessible health information, affordable medical consultations, supportive workplace practices, and open conversations that challenge age-related stigma. Community health programmes can also help women recognise symptoms and seek appropriate professional guidance.

Menopause should not force women to choose between their health and their livelihood. Recognising this transition is an important step towards ensuring that women can continue working with dignity, confidence, and the support they deserve.

HOW YOU CAN CONTRIBUTE

Meaningful change is made possible through collective effort. Sukhad Foundation welcomes individuals, students, professionals, and organizations to contribute towards building healthier, more inclusive, and empowered communities.

Support can take many forms

Menstrual Health Support

Contribute towards menstrual hygiene kits, awareness sessions, and reproductive health education for women & girls.

Nutrition & Hunger Relief

Help provide nutritious meals, food supplies, and nutritional assistance to children and vulnerable families.

Education Support

Assist in providing learning resources, educational materials, and opportunities for children from underserved communities.

Volunteer Engagement

Share your time, skills, and expertise by participating in community outreach programs and awareness campaigns.



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