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Water, Sanitation and Hygiene for Everyone, Everywhere



WSSCC
WATER SUPPLY & SANITATION
COLLABORATIVE COUNCIL

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Summary Reports of the three first ever online 4-5 Day MHM Training of the Trainers
*Programme in collaboration and partnership between the Global Interfaith WASH Alliance
and the Water Supply & Sanitation Collaborative Council:*

S No	Date	Organisation Name	City, State	Trainers	Annexure No	Pg No
1	7-10 th September, 2020	Sarvodaya Ashram	Hardoi, Muzaffarnagar, UP	Pranami Surekha Dr Priya	C1	2
2	15-18 th September, 2020	Jan Kalyan Samiti	Northern India	Ishleen Kaur, Surekha & Dr Priya	C2	23
3	20-25 th October, 2020	Caritas India	Delhi, Rishikesh, Ladakh	Ishleen Kaur & Dr Priya	C3	41

MENSTRUAL HYGIENE MANAGEMENT

Training of Trainers

Date: 7th to 10th September 2020

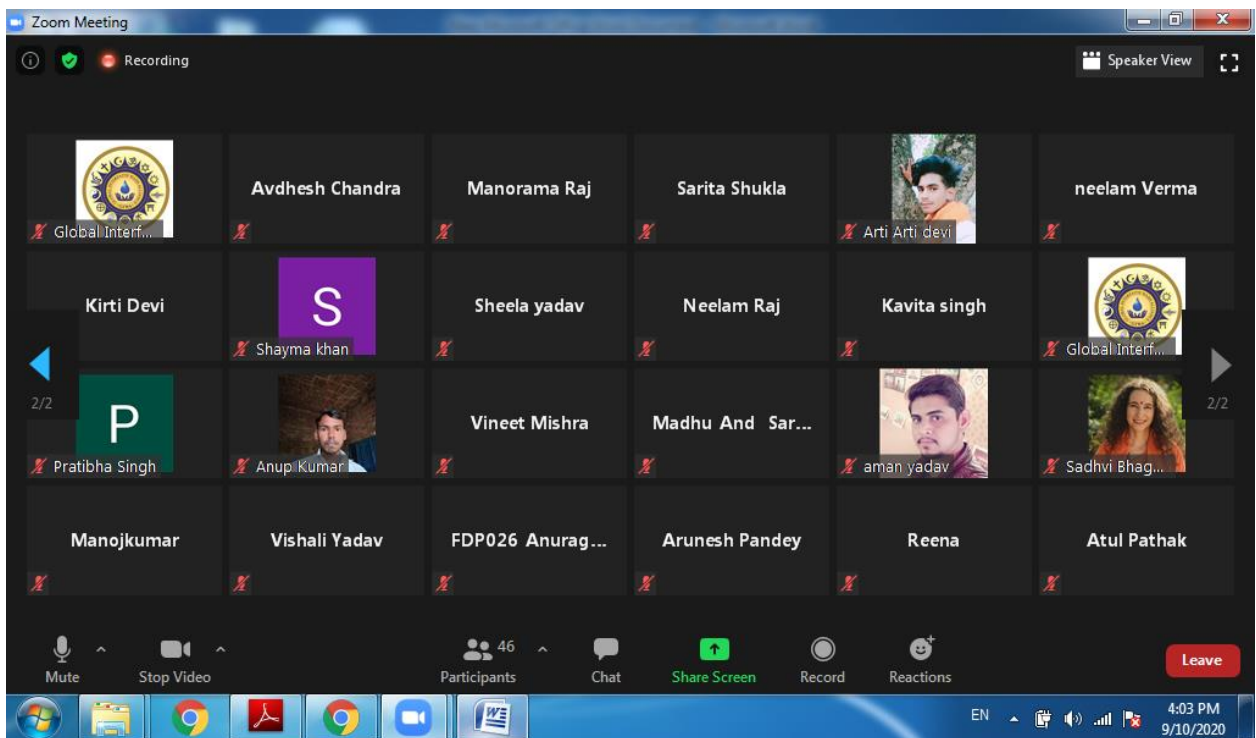
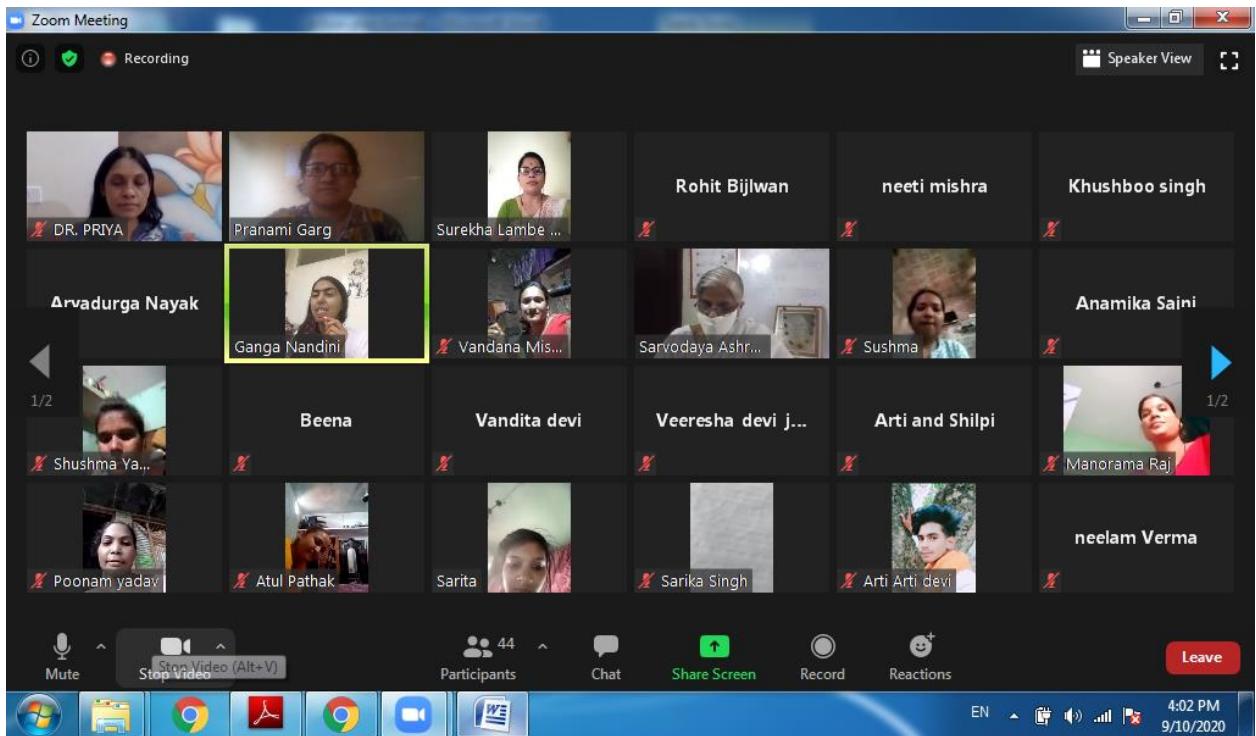


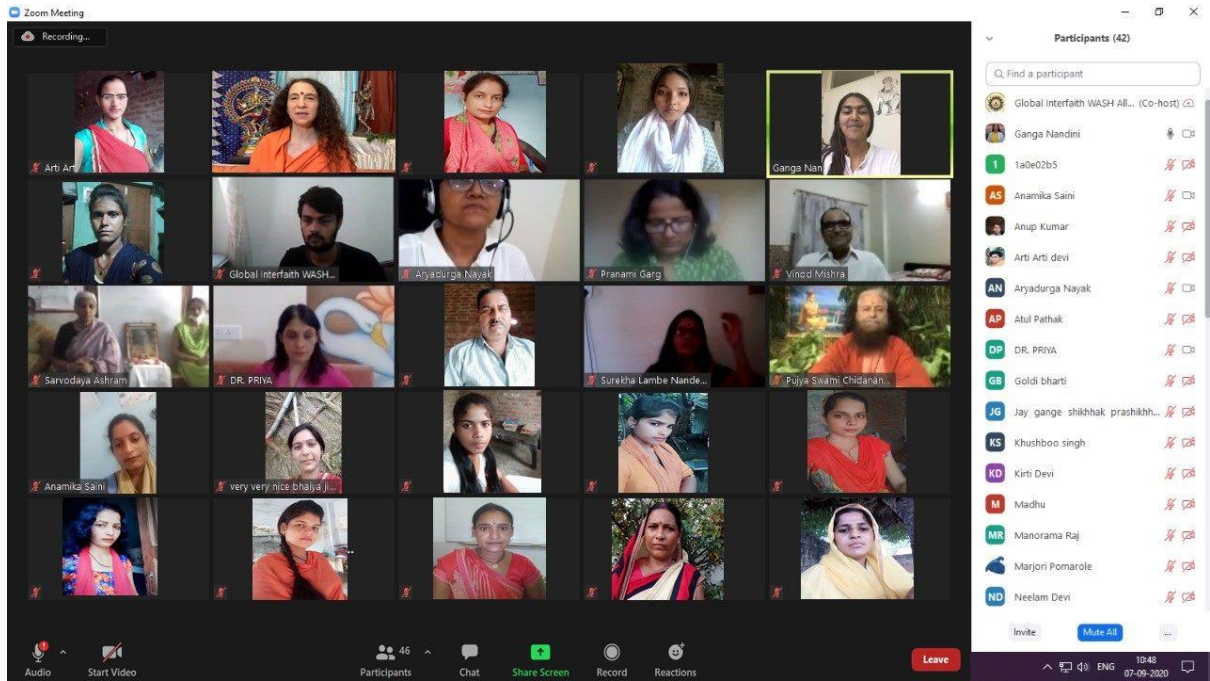
Trainers:

Surekha Lambe

Pranami Garg

Dr. Priya





Context:

Sarvodaya Ashram is based in Hardoi district of Uttar Pradesh and was founded to propagate, share and imbibe the values, principles and teachings of Mahatma Gandhi Ji and Vinoba Bhave Ji. In this spirit all of the programs of Sarvodaya Ashram address concerns of socially, economically and politically excluded people of the society and work towards increasing their participation in institutions of civic governance (panchayats). The Harijan Sevak Sangh is a sister organization of the Sarvodaya Ashram and had been founded by Mahatma Gandhi himself in 1932 to eradicate untouchability in India, working for Harijan community and upliftment of the vulnerable and marginalized Dalit group. It is headquartered at Kingsway Camp in Delhi, with branches in 26 states across India. Both organizations have a keen interest in empowering women and educating girls as well as serving towards women and girl child health and well-being.

The Global Interfaith WASH Alliance has been working with both institutions for many years to support their efforts and it was in the Prayag Raj Kumbh Mela in January 2019 and again ahead of Gandhi ji's 150th Anniversary Celebrations in September 2019 that both organizations pledged to work together for improved WASH and Menstrual Hygiene & Health. In December 2019 the President of the Harijan Sevak Sangh and President of the Sarvodaya Ashram, Hardoi participated in the Leave No One Behind Consultations where a series of MHM Training of the Trainers were planned from April onwards, however due to Covid-19 they all got postponed and these online training options were explored instead.

Participants' profile

Sarvodaya Ashram runs education centers for girls who either drop out or not enrolled in school in districts of Hardoi, Shahjahanpur and Kheri. Participants of this training were the female teachers of such centers in 29 villages of these three districts. Office bearers of the organization who would be supervising the teachers also participated in the training. (*Refer Annexure 1*)

Objectives

The objectives of the training were to break the silence around menstruation and inspire participants to talk about menstruation in their homes and communities so that adolescent girls and women can observe safe menstrual practices. The TOT aimed to ensure that by the end of the training, participants would be able to:

- Explain the biological process of menstruation.
- List facts to counter myths around menstruation.
- Explain the negative impact of social taboos on women's and girl's health, education and self-esteem.

- Describe safe practices that menstruating girls and women should adopt to manage menstruation, including safe disposal
- Develop facilitation skills to initiate conversations and facilitate trainings on MHM using IEC tools
- Develop an action plan for their departments to break the silence around menstruation.

Agenda:

Since it was an online training, it was assumed that long sessions like physical ones will not be participatory and there will be limitations like internet availability, stress on eyes and ears and difficulties in use of energizers to name a few. Hence efforts were put to squeeze the content to fit in a 2.5 hour long session in the morning and afternoon. The agenda for the training is attached below. Since this was the first training there was a lot of preparatory work that needed to be done to set the schedule and to also get the host and coordinator on board with the expectations and limitations of the first online training.

Day	Morning	Afternoon	Food for thought
6th September	Meeting amidst Trainers to finalise the Schedule and Agenda	Meeting with Host and Coordinator to discuss expectations and set housekeeping rules	Online Trainings require a lot of preparatory work and this was the first one so many meetings happened prior to the training that culminated in schedule be adapted for the digital platform
7th September	Welcome and Introduction Power walk Gender roles	My first menstrual experience, Myths and social taboos, Impact of myths, social taboos and euphemisms	Gender and menstruation associated myths and taboos in my society
8th September	What is menstruation? Use of IEC materials - flipbook and menstrual wheel	3 pronged approach to MHM: Breaking the silence Managing menstruation hygienically Disposal of menstrual waste	Three approaches and use of IEC tools
9th September	MHM for specific groups – a) adolescents, b) persons with disabilities, c) men (Group discussion in break out rooms)	Introduction to facilitation skills Reflections (stories and situations from field)	Preparation for action plan

10th September	The MHM lab – an innovative approach to raising awareness on MHM	Developing an action plan	
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Key Highlights

EVE of DAY 1 – PREPARATIONS FOR THE TRAINING

Since, this was the first online Training of the Trainers on a Digital Platform there were many changes and modifications that needed to be made to the Training Schedule as well limitations of the online platform needed to be understood with the Technical team to facilitate these efforts. There were several meetings that the Trainers held to adapt the MHM ToT schedule for this training and the day before the training they went through the training to delegate sessions as well as facilitate with the technical team when break out sessions, screen sharing etc would be required.

Thereafter in the afternoon they meet with the Sarvodaya Ashram head Ms Kusum Jauhariji to ensure some key rules, guidelines, expectations and challenges could be discussed in detail. Trainers decided that every evening they would have a internal feedback and check in call to go over the day and coordinate together for a smooth training.

DAY 1

Inaugural Ceremony:

The training was flagged off with lighting of lamp and blessings from HH Pujya Swami Chidanand Saraswatiji, Founder of the Global Interfaith WASH Alliance (GIWA) and Sadhvi Bhagawati Saraswatiji, Secretary General, GIWA joining from Parmarth Niketan. Present on the occasion were Head of WSSCC India, Shri Vinod Mishra.

Blessing the participants during its inauguration, Pujya Swami Chidanand Saraswatiji, Co-Founder/Chair of GIWA shared, "By working to reach the last in line, we are trying to touch the very soul and essence of India. Let us turn the trial and tribulations of vulnerable communities into an opportunity to inspire, empower and ignite great change in not only Menstrual Hygiene and Health training but also a Mental training program, such that the stigmas and taboos associated with menstruation are abolished forever."

Sadhvi Bhagawati Saraswatiji, Secretary General of GIWA, shared to the participants in her inaugural address, "Typically in India, when girls are on their period, they colloquially say, 'I'm down.' Now our effort is to make them say 'I am up' during menstruation. There is nothing to

be down about! God has given girls the power to create life, and they should be proud of the part they play in the beautiful cycle of life.”

Mr Vinod Mishra, National Coordinator of WSSCC, said, “This is the first online and WSSCC is looking forward to taking the learning from this training to apply it to other upcoming training sessions. This learning will help us bring change and we can uproot stigmas and taboos from their very root.” Shri Vinod Mishraji mentioned in his short speech that though WSSCC has been conducting 3-5 days workshops across states since quite a few years, COVID and accompanying lockdowns have slowed down its efforts. During the lockdowns they were able to conduct 80-90 one day workshops but this is the first time that 4 days long online workshops have been planned. He thanked GIWA’s Ganga Nandiniji for taking this initiative in conceptualizing and then initiating the workshop. He also conveyed his best wishes to all the trainers, organizers and participants for this first experiment.

The training was attended by 36 participants who had previously attended a one-day MHM orientation training with GIWA after which they willingly volunteered to participate in the ToT. They are teachers mostly between 25-35 years of age from Hardoi and Shahjhanpur district in the North Indian State of Uttar Pradesh. "They don't work in an official school but they reach out to villagers and children in these rural regions to teach and inspire them, each of them works directly with at least thirty or more children. We wanted to reach them especially from a Leave No One Behind perspective," **said Ms Ganga Nandini, Director of Project Implementation, Integration, Communication, GIWA.** (Read more: <https://www.facebook.com/notes/parmarth-niketan/in-an-effort-to-leave-no-one-behind-giwa-and-wsscc-organise-first-ever-online-me/10160263033723835>) *(See Annexure 2 – News Clippings that GIWA gathered upon a press release issued by Parmarth Niketan in Hindi Print Media about this training to further spread awareness)*

Expectations

Estimating the time constraint in online sessions, a Google form was circulated to record the baseline information and knowledge level of the participants. Expectations of the participants were also recorded in the same form. Out of 29 responses received, 26 participants wanted correct information on menstruation. 2 participants wanted to learn facilitation skills and techniques of disseminating the information.

Power Walk

Objective of the exercise:

This exercise was done to highlight the inequalities that exist in the community and what we can do as a society to bridge this gap. Since it was an online exercise on zoom platform, application tools such as claps, thumbs etc. to mark the steps forward and backward.

Key messages

- There are several reasons like socio economic status, culture, gender etc. for the existing inequalities in the communities.
- Lack of power can often lead to discrimination against and exclusion of those who do not have the power to influence, access and control.
- Rights-based development calls for a rebalancing of social relations. To do this, we need to work in a way that empowers groups that are excluded.

Key take-away-

- There are many factors that affect marginalization e.g. Gender, ethnicity, age, location etc. Power relations have a huge impact on how we access opportunities.
- For those who are left behind, it is difficult to catch up without specific targeted assistance.
- An enabling environment is a fundamental determinant along with provision of opportunities and resources and capacity building. Team of trainers introduced 'LEAVE NO ONE BEHIND' program, where we talked about non-discrimination with regards to gender, especially about the 3rd gender here

Gender Roles:

The exercise was done to give the participants food for thought on the difference between sex and gender. Participants were grouped into three through zoom breakout rooms and asked to list the activities carried out by men, women and third gender during the day in rural and urban areas. Generally, it was observed that men slept till late and did a lot less house work compared to women. Women did a majority of the domestic work such as cooking, taking care of the children and elderly, cleaning in rural areas while in urban areas sometimes women also go out to work. On the other hand, men had a lot more free time and tended to watch more TV and also socialize more than women. Women in comparison to men work for longer hours – they have a triple role i.e. domestic, productive and community. Whereas men usually play only productive and community roles. In the third gender all other activities resemble that of men except that their place of living may not be families and hence no domestic responsibility applies to them.

Key take-away: -

- There is a difference between sex and gender. Sex is biological whereas gender is socially constructed.
- Women and girls are denied basic human rights, access to basic services and opportunities for development. They are excluded from decision making and face discrimination.

- Socially prescribed roles are basically gender roles and these can change. Society has made and determined the roles and society can change them
- As a society, it is important it is to think of ways to reduce workload of women and increase men's participation to overcome the unequal relations.
- The third gender faces discrimination and exclusion of various kinds.

Personal Experience Sharing

The post lunch session on the first day was on Menstruation. In this session participants were asked to share their first menstrual experience. It was started by the trainers who first shared their experiences from first menstruation to ease the environment. Some of the participants shared their experience in the plenary while others noted and posted in the WhatsApp group created for this purpose. Some of the participant's experiences are shared below.

- ✚ “When I got my first periods, I was 14 years old and was in school. I was afraid to see blood in my clothes. I told my friend that something has happened to me and my urine is full of blood. She also did not have any idea what was happening to me. Both of us got very tensed. When I reached home, I straightaway went to my aunt and told her that I got some injury inside because of which I was bleeding.” -- Kirti (female participant)
- ✚ “When we discuss about girls dropping out of our centre I often notice our female teachers hesitate discussing reasons in front of us, the male team members. Even if I try to get into, I am told to stay away.” – Aman (male participant)
- ✚ “I got scared to see blood in my clothes. I told my Aunt and she told me how to deal with it. Tough I was allowed to do everything I wanted except entering the Puja sthal, none told me why it happens to women only.” - Nilam Verma (female participant)
- ✚ “I was told not to touch pickle and not to enter the temple, I was confused why” -Pappi Devi (female participant)
- ✚ “Khun nikal raha hai aur bandh hi nahi ho rahe he, shayad fodi aayi hogi” - Anamika (female participant)

Euphemisms

Participants shared the following euphemisms or code words which they had heard/read in their region for Menstruation.

- Date aa gayee he
- MC anewala he
- Problem he
- Mahina lag gaya
- Mehman anewalehe
- Lal Bahadur shastri aa gaye
- Lal bukhar aaya

- 5 dino wali bimari
- Lal Jhanda
- Bal dhona he
- MC se he
- Beh rahi hai
- Gandi he

Taboos and Myths

Participants were asked to discuss and write social taboos or restrictions associated with menstruation in the family or region. A long list of taboos or restrictions emerged from this exercise. Some of these are:

- Do not touch pickle
- Don't go to temple/Don't worship
- Don't take bath
- Don't wash hair
- Don't eat sour food
- Don't lift heavy objects
- Don't make or touch papa
- Do not play or run around
- Do not share anything while menstruating

Day 2

Introduction of WSSCC tools and approaches

Participants were taken through the process of growing up in men and women and menstruation with the help of tools developed by WSSCC. The tools were first explained to them so that their doubts are clarified. Physical and emotional changes that boys and girls go through during adolescence along with concepts of menstruation, ejaculation etc were explained to the participants followed by open discussion. Participants were also encouraged to use specific words for menstruation which is the first step for breaking the silence. Tools used during the session were **Flipbook, MHM Wheel and MHM Apron**.

Three Pronged approaches

Participants were taken through the three-pronged approach for addressing menstrual hygiene management. In breaking the silence, participants were encouraged to speak about menstruation without hesitation and irrespective of who the audience is. The key points in managing menstruation hygienically was also explained to the participants so that there is no confusion left. Different techniques of disposing the menstrual waste were also explained with the help of manuals and photographs of different methods.



DAY 3

MHM for Specific groups

Participants were divided into 3 groups and each group presented strategies on the following themes and discussions were initiated in breakout rooms in the presence of one trainer in each group. The gist of the discussion are as under:

Group 1: Discussed the importance of adolescents in MHM programs

- Awareness among the adolescents about the changes in their body and mind during adolescence and how to be prepared for this.
- Disseminate correct information on menstruation
- Clarify myths and taboos and guide them through the science of the process
- Gender sensitization so that boys not only respect but also support girls
- Importance of maintaining personal hygiene

Group 2: MHM and Disability

- Aware the families of the especially abled girls' family members about hygienic management of menstruation.
- Toilets and washrooms at home and at public places to be set up keeping in mind the requirement of especially abled girls and women.

- All materials to be used while menstruating to be stored at easily accessible place.
- Aware the villagers about difficulties faced by especially abled girls/women while menstruating to develop sensibility among them.

Group 3: Working with men and their role in MHM

- Men can play an important role by supporting their wives, daughters and friends.
- They can help in eradicating the myths and taboos
- Men are often financial decision makers in their homes and are responsible for providing, receiving their support will help the women managing their menstruation in a better way.
- At public places also men being the major decision maker, MHM friendly infrastructures installations will be possible.
- Sensible men will help arranging materials, proper water, sanitation facilities to manage menstruation and in disposing the waste.

Facilitation Skills and Reflections:

Since participants were expected to take sessions on Menstrual Hygiene management with adolescent girls and community, a session on facilitation skills was also taken with the participants. The skills which were explained to the participants were:

- How to handle the sessions
- Body language
- Voice modulation
- Language
- Domain knowledge
- Use of Tools/IEC
- Time management
- Participatory
- Planning
- Patience

Day 4

MHM Lab Overview

Participants were introduced to the MHM lab and how a lab can be used in different contexts and settings. The idea of MHM Lab is to provide a safe and private space where girls and women can freely ask questions, understand the changes that occur in boys and girls during adolescence and learn about the menstrual cycle. They were also introduced to different

products that are available in the market so that women and girls can make an informed decision. They also learnt about hygiene practices, reuse and disposal of the menstrual waste.

Development of Action Plan

Since participants are functioning in three districts of Uttar Pradesh namely Hardoi, Kheri and Shahjahnpur, developing an action plan for each district was felt. Accordingly, participants were divided into three groups each with a trainer to facilitate the discussion in breakout rooms. Once the discussion was over action plans were presented in front of the whole group. *All three action plans are attached in Annexure 3.*

Evaluation:

To assess the information level of participants before and after the training two sets of evaluation was conducted. The baseline evaluation was conducted before the training commenced while endline was conducted on the last day of the training. Both the evaluations were conducted through google forms.

Baseline:

Total 29 participants attempted the baseline out of whom 1 was male while others were female. Age groups of the participants varied from 19 to 42 and academically they were between intermediate passed and postgraduates. All the participants agreed that menstruation is a normal body function. 20% think that it starts in 15-20 years, 7% think it starts in 5-10 years while the rest consider 10-15 years is the age for menarche. 20% think that menopause starts between 35-45 years of age. According to the rest it is 45-55 years. 10% of the participants consider bathing during menstruation is highly unsafe, 7% do not have any idea while the rest consider it safe. None see isolating and not touching others during menstruation as correct practice. 20% of the participants consider that entering kitchen area while menstruating is not correct. Regarding absorbents, 93% participants know about cloth and sanitary pads only. All felt that availability of absorbents was quite difficult during menstruation.

Endline:

At the end of the session a quiz was circulated among the participants through google form and they were requested to submit it by the end of the day. Altogether 31 trainees participated in this evaluation. It was observed from the findings of the evaluation that

- 100% of the participants were aware that menstruation is a normal body function
- 93% responded that menstruation starts in the age group of 10 to 15 years.

- Except 16% who held that menopause starts in the age group of 35-45 the rest went for 45-55 years.
- 100% opined that bathing is not only safe but also essential for maintaining personal hygiene.
- 100% of the participants agreed that isolation or confinement to one room, avoid touching others or entering the kitchen area while menstruating is incorrect.
- Before the training started participants knew about only sanitary pads and clothes as absorbents. It came out during post evaluation that they knew about tampons and menstrual cups.

Participants shared that they will break silence and use the learnings from this workshop in their personal lives. With the help of tools they will disseminate information among the men and women in their villages and workplaces so that maximum awareness can be generated. Participants also realized that menstruation is not a matter of shame but of pride which signifies the success of this training in one sense.

Conclusion:

The concluding program was started at 4.30 pm on the fourth day with explanation of the pledge and then taking the pledge by all participants and present dignitaries.

India Coordinator of WSSCC Vinod Mishraji and WASH Specialist, WSSCC ISU Trupti Ashtankar congratulated GIWA for organizing this first 4 day long online TOT on MHM and the trainers and participants for making it a success. GIWA's Secretary General graced the occasion again and addressed the participants as well.

Addressing the participants, **Ms Trupti Ashtankar, WASH Support Officer at WSSCC, said,** "The real success of this training is that you will take this message and help it reach the most vulnerable populations, help us reach every girl and women so that they are empowered to take care of their bodies and their health. So that they know that menstruation is not a problem but a celebration of having the power to co-create life."

"Given that the average woman spends 7 years menstruating if you were sending your sister or daughter or wife somewhere for 7 years, wouldn't you make sure it was as safe, healthy and comfortable as possible? So, we must ensure menstrual health for all. We need to openly discuss menstrual safety and break our silence so that our sisters and daughters can be provided with a safe environment. The knowledge you have received here now is in your hands to share and apply," **said Sadhvi Bhagawati Saraswatiji, Secretary-General, GIWA.**

Kusum Jauhariji, President of the Harijan Sevak Sangh, Uttar Pradesh, Sarvodaya Ashram, HarDOI shared, "This is the first 4-day online Menstrual Hygiene Management training in India. I feel proud by participating in this special training and it was an amazing experience. I personally had to face many myths and taboos associated with menstruation that is why this subject is very close to my heart. I was glad to see participants had almost 100% attendance for the entire four days. Whatever the instructors told them, they responded very well

through recap. They are good learners. To me the greatest success is that all the participants were willing to do this training again in Rishikesh which means that they understand the importance of this subject. The nectar of the training was Pujya Swamiji and Pujya Sadhvi ji's message. That message was very inspiring not only for the participants but also for me. I look forward to facilitating many more trainings."

"Dissemination of information in adolescents and women groups will help us reach the rural population to break stigmas and taboos associated with Menstruation. Silence is still there and breaking it is the topmost priority. I am glad we are doing something to be part of the change," **said Ms Pranami Garg, an MHM trainer.**

"It has been such a great opportunity and learning lesson to lead this training. At first, I didn't know how we would be able to lead a four day completely online training but I have been so pleasantly surprised to see the positive reply," **said Ms Surekha Lambe, an MHM trainer.**

Dr Priya Parmar, who explained the health aspects of menstruation to the participants, said, "I am honoured to be part of this training. This is such an important and vital topic that needs as much conversation and dialogue around it as possible."

The 4 day long first online TOT came to an end with Ganga Nandiniji's request to all to click selfies from their respective training locations and posting in the WhatsApp group. She also suggested the WhatsApp group created should remain active and participants and trainers along with organizers should keep in touch for any information and clarification of doubt

Participant Testimonials:

"We've received important information on menstruation through this training and have realised that we shouldn't be ashamed of menstruation but be proud of it. Misinformation is evil and we need to eradicate it from the society. Through discussions and dialogues, we will bust myths and taboos," said Veerasha Devi (Female, 27)

"Masik dharm ke dauran mahilaye kishoriyo ko saf safai kadhyan rkhn jaruri h uchit or sampurd ahar le mhawari ke dauran pad kato vse kre apnee samsya khulkar bataye logo se vejhihk baat kare or ekor rekt he kior mujhe by face training milne ek mauka mile" Sayma (Female, 23)

Hamara saubhagya Hai ki Humne is parikshan ko teen bahanon ke Madhyam se bahut acche se Sikha sarvoday Aasan ki Hamari Kusum Didi ke Saujanya se Gyan prapt Hua is Ganga Mein snan Karke ham log Aur Bhi Pavitra Ho Gaya aur isko Lekar Hamare man mein koi bhi shanka nahin Rahe" Manorama Rai (Female, 30)

"इस प्रशिक्षण से हमने मासिक धर्म के बारे में बहुत ही अच्छी तरह से जाना, यह शर्म की नहीं गर्व की बात है। क्योंकि मासिक धर्म से ही यह संसार है। इसके बारे में समाज में जो भी भ्रम है उन्हें मिटाना होगा, हमें आने वाली पीढ़ी को

इसके लिए तैयार करना होगा। हमारी आदरणीय सभी दीदीओ ने हमें यह सब बहुत ही अच्छी तरह से सिखाया। धन्यवाद दीदी जी” Veerasha Devi (Female, 27)

“डॉ प्रिया दीदी और सुरेखा दीदी प प्रनामी दीदी आपको बहुत बहुत धन्यवाद आपसे हमने बहुत कुछ शिखा ह महावारी के बारे में और हम बहुत अच्छा लगा इस प्रशिक्षण आपसे मेरी एक बिनती है एक बार फेस टू फेस प्रशिक्षण देने की कोशिश जरूर करे 4दिन का प्रशिक्षण बहुत ही अच्छा लगा पता ही नहीं चला 4 दिन कैसे गुजर गए और जीवा के सभी म मेंमबर्श मेम्बर ,स को बहुत-बहुत धन्यवाद ॐ ॐ” Kushboo Devi (Female, 23)

“I am feeling glad that I participated in this Program training of MHM. I 'll be continue this process to community awareness of MHM” Yogesh Kumari (Female, 32)

“Training me bahut jankari mile jo hame aaj tak nhai pata tha ,taki hum apne bacho or community ko bhi jankare de shake. Thanks to all Trainers.” Murlidhar (Male, 31)

“This training gives good information to tha society, this will bring awareness in tha society, our society will go forward in tha health of tha village in woman will be good” Neha Sharma (Female, 34)

“4 days training bhut hi achi the hme bhut jyada knowledge mili jo hme pta hi nhi the or jis problem ko hm face kr chupke h hm chahte h koi or na face kre unhe phle hi sb knowledge ho.” Madhu Saini (Female, 31)

“In 4 days of TOT, I have learned that what I used to feel ashamed of till today maybe today I can give a message to all the teenagers that they should not feel ashamed and I know more about menstrual health.” Pooja Sharma (Female, 28)

“Tranig Mein sabse acchi baat yah Lagi ki Humne apni Chhupi Thodi aur aur garbhashay ke bare mein Sikha aur ham Aane Wale time Mein Sabhi Kishor Mein Kishor ko Sandesh Desh Ke ki yah Ek Samanya prakriya hai” Shivani (Female, 21)

“मुझे इस प्रशिक्षण से महत्वपूर्ण जानकारी प्राप्त हुई और लोगो को माहवारी से क्या है इसका महत्व क्या है सब बहुत अच्छे हमारी ट्रेनर मैम ने बताया मुझे फिर उम्मीद और विश्वास है प्रशिक्षण में भाग लेने का दोबारा सौभाग्य प्राप्त होगा। धन्यवाद” Sonam Sharma (Female, 23)

Annexure 1: Participants list

४ दिवसीय प्रशिक्षण में प्रतिभाग करने वाली शिक्षिकाओं की सूची					
S.No	Name	Mobile No.	Village	Block	District
1	Vandana Mishra	6386572591	Kathghra	Hariyawan	Hardoi
2	Neelam Verma	6392936520	Chatauna	Tandiyawan	Hardoi
3	Khusboo Singh	6389084521	Raniya Mau	Hariyawan	Hardoi
4	Sony Devi	6386372446	Bigharampur	Hariyawan	Hardoi
5	Sarita Devi	7007621902	Rahimpur	Hariyawan	Hardoi
6	Madhu rani	6387814247	Rahimpur	Hariyawan	Hardoi
7	Kavita Singh	9935685647	Panjabi Tola	Hardoi	Hardoi
8	Shikha Devi	6394442086	Bojhwa	Tandiyawan	Hardoi
9	Arti Devi	6393809920	Benhti	Tandiyawan	Hardoi
10	Shilpi Devi	9580767326	Benhti	Tandiyawan	Hardoi
11	Sheela Yadav	7518127588	Bantra	Bhawal Kheda	Shahjahnpur
12	Poonam Devi	8429121081	Bantra	Bhawal Kheda	Shahjahnpur
13	Arti Devi	7054285575	Rajaua	Bhawal Kheda	Shahjahnpur
14	Pappi Devi	6394449324	Karmuliya	Pasganwan	Kheri
15	Pratibha	7355048297	Roza	Roza	Shahjahnpur
16	Vandita	9369262545	Balamau	Kachauna	Hardoi
17	Manorama	9621790025	Gokanpipri	Mohammdi	Kheri
18	Goldi Bharti	9305576263	Kaluapur	Shindhauri	Shahjahnpur
19	Kirti	6388675399	Patayi	Shindhauri	Shahjahnpur
20	Sushma Yadav	9559167921	Narayanpur	Pasganwan	Kheri
21	Sarita Shukla	9026463687	Kiratpur	Shindhauri	Shahjahnpur
22	Sayma	9569295941	Korokuinyan	Shindhauri	Shahjahnpur
23	Niti	9559431031	Dhakiya Hamid nagar	Shindhauri	Shahjahnpur
24	Sarika Singh	6388207763	Mudiya pamar	Shindhauri	Shahjahnpur
25	Ruby Pathak	9026313459	Dhakiya Jogi	Mohammdi	Kheri
26	Neelma	8303008215	Dohra Ajeetapur	Mohammdi	Kheri
27	Sonam Sharma	6306124102	Mahmoodpur	Pasganwan	Kheri
28	Sushma	6392406606	Charkui	Bhawal Kheda	Shahjahnpur
29	Viresha	6394524944	jahanpur	Bhawal Kheda	Shahjahnpur
30	Reena	9369710637	Mullapur	Pasganwan	Kheri
31	Anamika Saini	9695637291	Retilok	shahjahnpur	Shahjahnpur
32	Beena Bajpai	9793594622	Toni	Bhawal Kheda	Shahjahnpur

Annexure 3 : Action Plans developed by the groups

Group 1

Sr No	Activity	Target Group	Time	Place	Resours	Suport
1	Rally	Kishor/Kishori	1 Oct 2020 to 15 Oct 2020	hardoi/Shajanpur Village	Village Sanitation Commity	Panchayt Member and ASHA People of Village
2	Poster Pradarshan	Mahila / Kishori	1 Oct 2020 to 15 Oct 2020	hardoi/Shajanpur Village	Village Sanitation Commity	ASHA/ AWW
3	Periods Day (Once in Month)	Kishori	1 Oct 2020 to 15 Oct 2020	hardoi/Shajanpur Village	Village Sanitation Commity	Volenteers
4	Masik Dharm Swachata Prabandhan (Make MHM friendly Toilate at Home)	Male/Woman/Kishori	16-10-2020 to 15 Decm 2020	hardoi/Shajanpur Village	Village Sanitation Commity	Gaon Ke Mukhiya
5	Masik Dharm Swachata Prabandhan (Make MHM friendly Toilate at School, and Public place)	Male/Woman/Kishori	16-10-2020 to 15 Decm 2020	hardoi/Shajanpur Village	Village Sanitation Commity	Gaon Ke Mukhiya / School HM/ ASHA
6	NIPTAN of used materials in MASIK DHARM	Male/Woman/Kishori	16 Jan to 20 Jan 2021	hardoi/Shajanpur Village	Village Sanitation Commity	Gaon Ke Mukhiya / School HM/ ASHA

Group 2

Activity	Target Group	Time	Place	Resource	Support
Hygiene&Sanitation training	School girls and their families	Three months	Hardoi and Shahjahanpur	School Teacher	Sarvodaya Ashram
Why do girls and women have periods. menstrual management, Disposal of sanitary pads	School girls and their families	Every week for six months	Hardoi and Shahjahanpur	School Teacher	GIWA &Sarvodaya Ashram
Poster making About menstruation.	School Girls	Every Month	Hardoi and Shahjahanpur	School Teacher	Sarvodaya Ashram
Waste management.	families	One Week	Hardoi and Shahjahanpur	School Teacher	Sarvodaya Ashram
poster rally	All Teachers &School Girls	Once every 6 months	Hardoi and Shahjahanpur	School Teacher	Sarvodaya Ashram\ Prdhan
National festivals, speech competition about Breaking The Silence	School Girls	Every year two time	Their School	School Teacher	School Teacher
Group discussion Waste, management. functional and dysfunctional toilet & toilets requirement	Villagers &gram pradhan	Every Gram Chaupal	Hardoi and Shahjahanpur	Gram Pradhan & DM	Sarvodaya Ashram

Group 3

Activity	Target Group	Time	Place	Resource	Support
Break the silence					
Awareness	In family	As and when required	home	IEC Tools and certificate of completiton	
	school students,	Alternate days	centre		
	Community women and then men- parents of students	15 days	Self Help Groups for females		Anganwadi worker, ASHA and ANM
	Sarpanch/pradhan	1 month	Panchayat office		
Management of menstruation hygienically					
Toilets	students	Once every week.	Centre	Video, black board, drawing	Organization
	Families, community				
Menstruation	Students	weekly	Centre		
Other difficulties faced during menstruation		do	do	manuals	
Disposal					
Disposal ways (tarika) awareness	Students and communities	Once every week	Centre	Manuals and photographs	Key leaders
Facilities installation like pit making, manure making	Sarpanch/officials	monthly	Meetings of communities		



WEBINAR /TRAINING ON COVID 19 - MENSTRUAL HEALTH & HYGIENE SAFE PRACTICES

Date: 14th - 18th September, 2020

Trainers: Miss Ishleen Kaur

Mrs. Surekha Lambe

Dr. Priya Singh

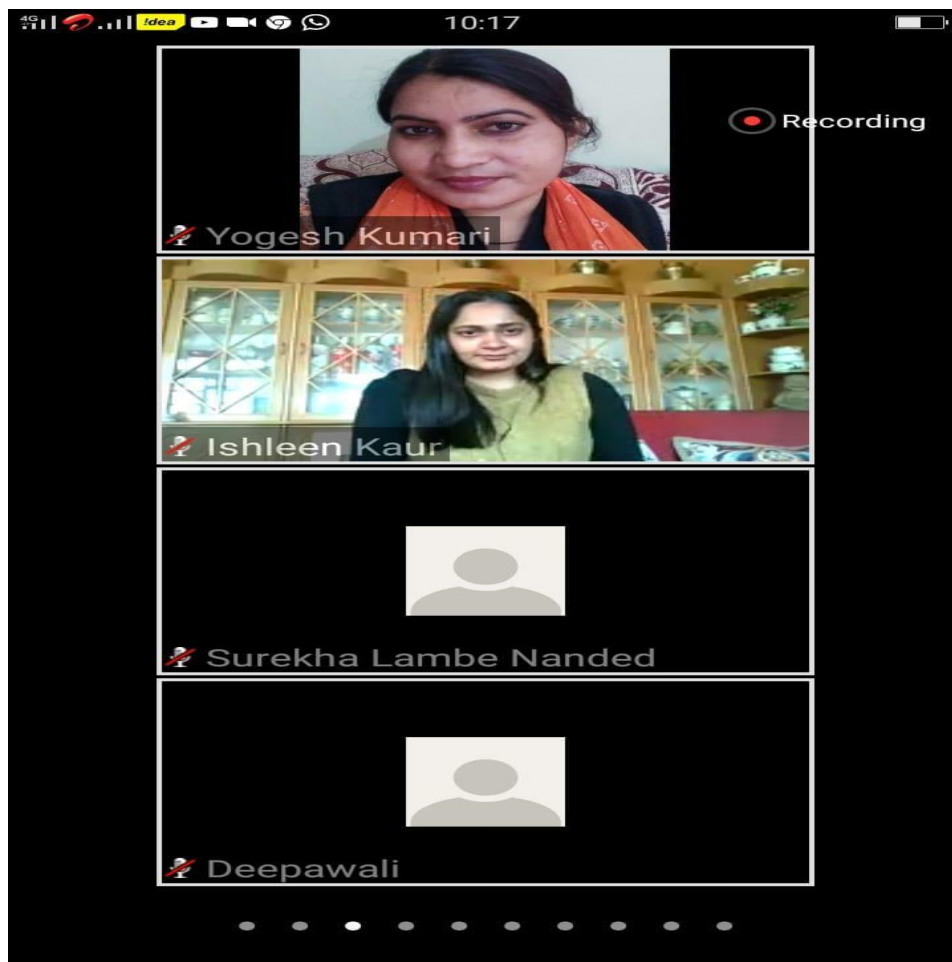


Fig 1: Participants attending a session.

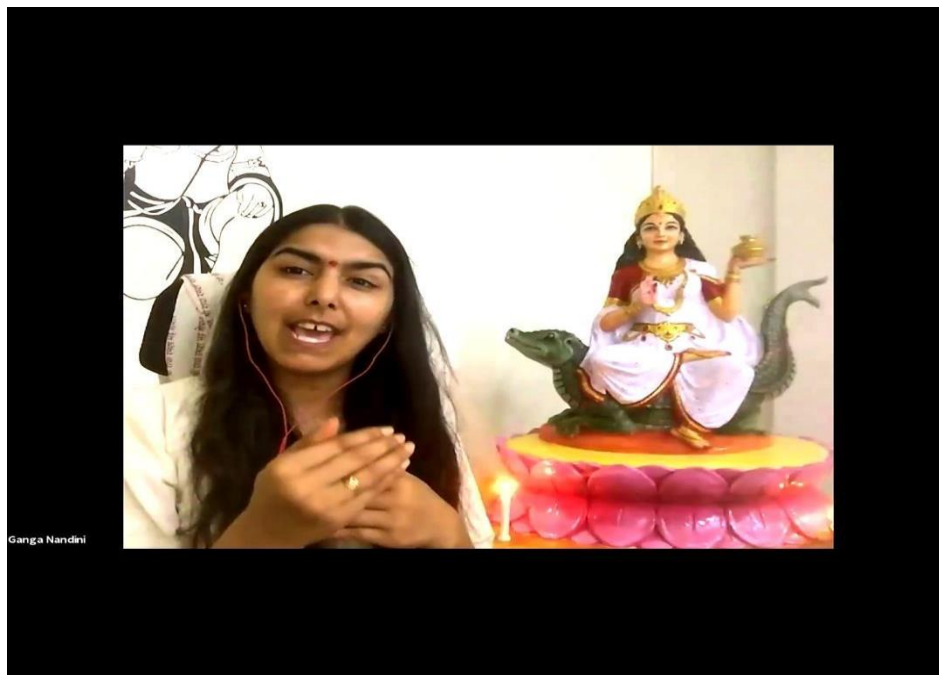


Fig 2: Ganga Nandini, Director of Project Implementation, Integration & Communication, GIWA addressing the participants

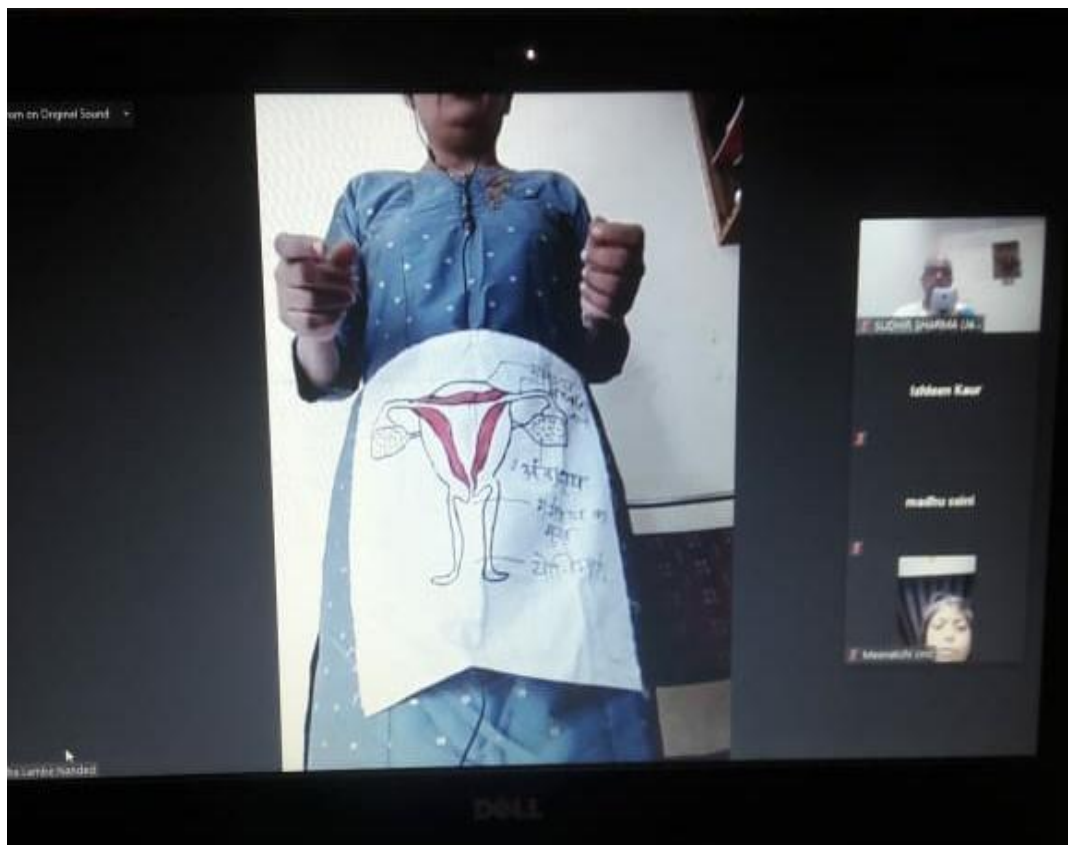


Fig 3: Trainer demonstrating the biological cycle through apron



Fig 4: Sudhir Sharma, Secretary, Jan Kalyan Samiti addressing the participants

ACKNOWLEDGEMENT

Global Interfaith WASH Alliance (GIWA) in partnership with Water Supply and Sanitation Collaborative Council (WSSCC) has been working extensively on the issue of Menstrual Health and Hygiene, Management and Safe Practices. As part of this initiative capacity building and awareness generation activities are being carried with various groups, including vulnerable populations across India. GIWA in collaboration with WSSCC's collaborative powers brought together Jan Kalyan Samiti (JKS) to make this online ToT an important step in a holistic inclusive approach to taking forward safe menstrual health and hygiene practices during COVID-19.

CONTEXT

The training was organised by Global Interfaith Wash Alliance (GIWA) for the community mobilisers of Jan Kalyan Samiti (JKS) to train them as master trainers in order to break the silence and shame around menstruation, empowering adolescent girls for a healthy and confident life.

JKS is a non-governmental organisation registered under Indian Societies Registration Act 1860 in the year 1988. JKS is working in rural and urban areas of Western Zone of Uttar Pradesh. JKS is committed to development of the society by focusing on different issues and targeted communities such as Polio Eradication, Routine Immunization and Nutrition of 0-5 year old children and pregnant women. Along with issues of sanitation, community health and environment for marginalized and vulnerable sections of the society.

GIWA and JKS had jointly organised a one day webinar on the 8th August and thereafter planned a 4 day online ToT program from 15-18 September, 2020, respectively.

The training was managed by Aryadurga, Senior Project Manager, GIWA. The resource person support was provided by the Water Supply Sanitation Collaborative Council and GIWA. The technical resource person support was provided by Satyaveer and Himanshu from GIWA.

With inaugural addresses by GIWA's Director Ganga Nandini and Secretary JSK Shri Sudhir Sharma the initiative brought together all organisations in the spirit of deeper commitment and resolve to spread the message of Menstrual Health and Hygiene.

PARTICIPANTS PROFILE

The participants were community mobilisers. In total, there were 44 participants. The gender ratio was 42 female and 2 male participants. The wide age bracket was 20-38 yrs. All participants were based in Uttar Pradesh at the time of the training. (Annexure 1)

OBJECTIVE

The objectives of the training were to break the silence around menstruation and inspire participants to talk about menstruation in their homes and communities so that adolescent girls and women can observe safe menstrual practices. The TOT aimed to ensure that by the end of the training, participants would be able to:

- Explain the biological process of menstruation.
- List facts to counter myths around menstruation.
- Explain the negative impact of social taboos on women's and girl's health, education and self-esteem.
- Describe safe practices that menstruating girls and women should adopt to manage menstruation, including safe disposal
- Develop facilitation skills to initiate conversations and facilitate trainings on MHM using IEC tools
- Develop an action plan for their departments to break the silence around menstruation.

In the wake of the COVID-19 pandemic, the global community faces a shortage of necessities, supplies, and commodities that are central to women and girls' health, empowerment, and dignity. While practicing vigilant hand washing and sanitizing the house due to COVID-19, it is important to practice the same type of hygiene care with your menstrual products. Hence the webinar also ensured:

- Understanding different types of menstrual materials, their hygienic usage, care, and disposal in different situations.
- Safely manage water, sanitation, and hygiene (WASH) services which are an essential part of preventing and protecting human health during infectious disease outbreaks.

SCHEDULE

Date	Morning	Afternoon
14/9/2020	Meeting amidst Trainers to finalise the Schedule and Agenda	Meeting with Host and Coordinator to discuss expectations and set housekeeping rules
15/09/2020	Power Walk Gender Roles	First Menstrual Experience Myths and Taboos Euphemism
16/09/2020	Biological Cycle IEC material - Flipbook, Wheel	Three-Pronged Approach
17/09/2020	MHM for specific groups	Facilitation Skills Reflections from the world
18/09/2020	MHM Lab	Action Plans

Key Highlights

EVE of DAY 1 – PREPARATIONS FOR THE TRAINING

In the morning our Trainers meet internally with GIWA Core Team to hash out the final schedule. During these meetings discussions around and learnings from the previous online webinar were brought up in order to improve upon this online four-day ToT. Trainers decided that every evening they would have an internal feedback and check in call to go over the day and coordinate together for a smooth training.

In the mid-day a meeting took place with the Trainers and the GIWA Tech Support team to go over the final schedule and ensure that they understood when they needed to break out on Zoom, monitor the chat box, participant participation etc.

In the afternoon, a separate online meeting was held with the coordinators of the JSK Team, Shri Sudhirji and a few core team members of JSK, in order to let them know to communicate certain house-keeping rules and notes to the participants. Ensuring that participants had net packs that could sustain the duration of the sessions and to try to coordinate groups wherever possible to join together and share resources. The WSSCC Training Manuals, Flipbooks and bracelets as well as certificates were discussed as well, since these had been couriered to them in advance. It was shared that certificates would only be granted to those who attended the whole training.

Day 1

The first day of the training began with Goddess Ganga's lamp lighting to seek blessings and pray for the successful completion of the training by **Ganga Nandini, Director of Project Implementation, Integration & Communication, GIWA**. She addressed the participants by

saying “Our body is like a temple, it is essential to keep it clean. We cannot expect our girls to get educated without proper sanitation and hygiene. GIWA brings the power of faith and faith leaders to encourage and inspire sustainable behaviour change and encourage capacity building around improved WASH. Under our work supporting Swachh Bharat and the ODF India campaign, we came across the high rate of school dropout amongst adolescent girls especially at the time of menarche. GIWA then decided to also take up the cause of menstrual hygiene management in order to break taboos and empower girls. We partnered together with WSSCC to start this campaign in the Prayagraj Kumbh Mela. This training is one such effort to continue to burn this light of greater education and awareness for all.”

Mr. Sudhir Sharma, Secretary, Jan Kalyan Samiti encouraged all participants by saying “I hope you realise that this training is a golden opportunity for you to learn, pay full attention and make the most of it. The Indian government is also working on this issue and this certification will help you go far in the social work sector.”

Power Walk

Power Walk is an interactive session that is meant to open participants' views to the challenges faced by diverse vulnerable persons in communities with regards to accessing WASH services and facilities. This session deepens participants' intuitive understanding of inequalities and barriers to access and at the same time enables participants to be in the shoes of the vulnerable and marginalized hence work towards finding lasting solutions. The power walk session entails assigning different characters to participants who are requested to assume that character for the entire exercise. Statements are read out and the selected participants are supposed to click the ‘thumbs up’ sign on their zoom screen if the statements apply to them and remain in their position if the statement does not apply to them. A total of 13 participants took up the roles of the various characters while the rest of the participants watched the activity.

Gender Roles

As a follow up to the discussions, the participants were asked to discuss in groups the various gender roles in their communities with regards to access to and control of resources, the various reproductive and productive roles and who engages in them and the benefits and burdens that both men and women enjoy and have to bear. The participants were divided into 3 groups for this first group exercise. The groups were asked to work as follows:

Group 1 - Housewife in urban setting

Group 2 - Working woman in urban setting

Group 3 - Housewife in rural setting

The participants were asked to list the activities carried out by men and women during the 24 hours in the day. It was observed from this activity that women worked for longer hours in a day, slept late and woke up earlier than men. They performed not only domestic chores, including care of all family members including the children and the elderly. While men had more free time on their hands, they were put under tough expectations of fulfilling responsibilities of winning bread for their families. The observations lead to a discussion surrounding gender roles and their subsequent effects on men and women.

First Menstrual Experience

In this session, the first step towards breaking the silence is initiated. The participants are encouraged to share their first menstrual experience.

“ I got my first period during summer holidays, I felt something was leaving my body. I began to miss school for 4-5 days during periods. I had no idea about them, my mother only told me not to cross any path where four directions met” - Afsana, Female Participant

“I was in class 6th when I got my menarche and my elder sister had given me prior information about it so I did not face any difficulty. I even shared this information with two other classmates.” - Monica, Female Participant

“When I got my first period, I was at the tuition and my clothes got stained. My friend sitting next to me told me about periods, who got information from her mother. I washed my clothes in the washroom there and went home to tell my mother. My mother asked me to stop crying” - Madhu Saini, Female Participant

Myths and Taboos

The process of Menstruation is shrouded in several religious, socio-cultural myths across communities in India, participants shared some of them as follows-

- Do not keep fast during Navratars (Nine holy days in Hinduism) if periods happen
- Do not tell anyone about periods
- Do not go to school
- Do not play outside/take part in sports
- Do not attend weddings
- Do not use stairs
- Do not eat sour
- Do not have milk
- Do not read Namaz
- Do not pick heavy things
- Do not play with boys
- Do not wash hair
- Do not touch pickle
- Do not water Tulsi plant
- Do not eat too much
- Do not take medicines
- Do not enter the kitchen
- Do not speak to brother/father about periods
- Do not sit on the same Charpai (mat) as others
- Do not touch the elders at home
- Do not cook prashad (holy food) during festivals

Euphemisms

Whatever the culture, language or geography menstruation is shrouded in myths, secrecy, euphemisms and silence. Participants shared various euphemisms or code words which are used in their local area.

- Red Light
- Tanki Chalu ho gayi hai (Tank is leaking)
- Lal Jhandi (Red Flag)
- Mehman aa gya (Guest has come)
- Call aa gayi hai (Call has come)
- Tapki
- Lal bulb jal gya (Red bulb is on)
- Lal Bukhar (Red fever)
- Khatre ki ghanti (Danger alert)
- Mirgi ka dard
- Kapde kharab hona (Clothes getting spoiled)
- Patili mai ched ho gya
- Mahina
- MC
- Na-Pak ho jana (To become impure)
- Sarkari chutti (Government holiday)

DAY 2

Introduction of WSSCC Tools – Flipbook, Menstrual Wheel & Apron

Participants were introduced to the tools i.e. Flipbook, Menstrual Wheel and Apron, to learn about the physical and emotional changes in boys and girls during adolescence, semenarche, menarche and menstruation. Participants were shown how to use these tools to break the silence and explain menstruation in simple language during field visits. These tools break major myths and taboos associated with menstrual blood and adolescent body changes. A hard copy of these tools has been provided by WSSCC and GIWA to all participants to practise and learn.

Three Pronged Approach

This session introduced the participants to the three-pronged approach to Menstruation i.e. Breaking the Silence, Safe and Hygienic Management and safe and Hygienic disposal/reuse of menstrual products. It was underscored that the integrated approach aims at demystifying the stigma and shame around menstruation, and focuses on holistic MHM to comprehensively address all the three aspects of MHM systematically.



1. Breaking the silence –understanding that menstruation is a fact of life, and a distinct biological female attribute that women should be proud of, not ashamed by. Girls are encouraged to talk and discuss this biological phenomenon in an informed and positive manner to prepare them emotionally and physically for menarche and recurring monthly menstrual periods thereafter.
2. Managing menstruation hygienically and safely – ensuring adequate water, cleansing and washing materials and private spaces for managing menstrual flows hygienically and privately, managing pain and/or any related issues with dignity, in the home and in public spaces. This element is focused on technical expertise, capacity building and training.
3. Safe reuse and disposal – ensuring mechanisms for safe reuse, collection and disposal of menstrual waste with dignity in an environmentally safe manner. This element is focused on innovations and local, context-specific solutions.

DAY - 3

MHM for specific groups The participants were divided into 5 groups for MHM specific discussions on several areas. Following were the key points from each group presentation.

Group 1: a) MHM for Speech and Hearing Impairment

- Train the girls with psychological and speech disability on how to use the absorbents and its disposal.
- Train their family members to show them with example and audio visuals about Menstruation and use of absorbents.
- Use of Sign language and audio visuals

Group 1: b) MHM for Visual Impairment

- Someone to accompany them for changing the absorbent
- Use of tactile models for ease of understanding the process of menstruation.
- Always say goodbye before leaving
- Never touch their stick or wheelchair without their permission
- Use of audio tools for communication

Group 2: Role of Men

- Awareness generation among menfolk
- Men need to understand the emotional status of women during menstruation
- Discussions are to be held among the men about Menstruation in family, workplace etc.
- Mostly being the financial decision maker at home, men need to be involved in placing menstruation absorbents a part of household budget
- Mostly being the head of the family, the men have to take care that the toilets at their homes are MHM Friendly.

Group 3: Role of Adolescents

- In school adolescents need to aware their peers about the physical and emotional changes that occur in their body using IEC tools.
- Adolescents will request School Principal and teachers to organize workshops on the physical emotional changes during puberty in both boys and girls.
- In College, Youths can take help of various mediums such as books, music etc to spread awareness about MHM.
- Campaigns can be started on MHM in their respective societies starting with their families.
- Take initiative in awareness generation by visiting the common facilities and motivate people to make them MHM friendly.
- Involving the local bodies like Gram Panchayat, Municipal Councils in Menstruation Campaigns for spreading awareness and installing MHM friendly facilities.
- Both boys and girls need to be aware about MHM as it is not just a woman's issue.

Facilitation Skills

The first session after the recap began with a participative interaction and the floor was open to talk, engage and learn. This session was organized for participants to enable them to develop their facilitation skills on menstrual hygiene management in real time situations including honing their skills on the use of the MHM tools (As we grow up tool and menstrual wheel) with different target groups.

Reflections - Stories and situations from field

Participants were motivated to create their own IEC tools for better and easy communication in the field. They were shown how different attractive charts, Aprons and Wheels could be

made by using simple materials. The trainers shared different on ground experiences with the participants and motivated them to create their own tools and present them in the upcoming session the next day.

DAY - 4

MHM Lab

The first session sought to introduce the participants to the MHM lab as a powerful platform that they could use to engage large numbers of participants meaningfully but within a short time frame as part of bringing menstrual hygiene out of the shadows at scale, across diverse geographies and cultural context. It was highlighted to the participants that the lab was conceived as an efficient advocacy and information tool on MHM that can be run in marketplaces, schools, community centers, gatherings or fairs. The lab session was combined for men and women participants albeit they were informed that in a community set-up sessions must be held separately for women, men, boys and girls to optimize the environment or break the silence. The Lab displayed several absorbents and gave detailed information about their advantages and disadvantages & safe disposal practices.

Action Plans

Group 1

S.no	Activity	Target Group	Time	Place	Resources	Support
1	Poster Pradashan	Young girls/ Women	1st Oct to 15th Oct	Hardoi/Shajanpur village	Village sanitation community	ASAH/AWW
2	Period day (once a month)	Young girls	1st Oct to 15th Oct	Hardoi/Shajanpur village	Village sanitation community	Volunteers
3	Menstrual hygiene management (Make MHM Friendly toilets at home)	Men/Women/Young girls	16th Oct to 15th Dec	Hardoi/Shajanpur village	Village sanitation community	Village Head
4	Menstrual hygiene management (Make MHM friendly toilets at	Men/Women/young girls	16th Oct to 15th Dec	Hardoi/Shajanpur village	Village sanitation community	Village head/ School HM/ASHA

	schools, public places)					
5	Safe disposal of absorbents	Men/Women/young girls	12th Dec to 31st Dec	Hardoi/Shajapur village	Village sanitation community	Village head/School HM/ASHA

Group 2

S.no	Activity	Target group	Time	Place	Resources	Support
1.	Wall Painting for awareness	Young girls/Women/Men	1st Oct to 15th Oct	Public wall with approval from concerned authorities	Materials for painting	Village head
2.	MHM friendly toilets	Women/Young girls	15th October to 31st October	Home/Public toilets within the village	Village Sanitation Community	Men/Village head
3.	Awareness on safe disposal methods	Women/young girls	1st November to 15th November	Door to door or at the community centre	Manuals/Audio-visuals	ASHA/AWW
4	Pit making	Women/young girls	15th November to 30th November	School/Common place in the village	Manuals/Audio visual	School HM/Village head/Volunteers
5	Awareness workshops for local community	Women/young girls	1st Dec to 31st Dec	Community Hall	IEC material	Village head/ASHA/AWW

Group 3

S.no	Activity	Target group	Time	Place	Resources	Support
1.	Awareness programs	Women/young girls	1st Oct to 15th Oct	Community hall	IEC material	Village head
2	Street plays	Women/young girls	15th Oct to 31st Oct	Market places	Chart paper/Stationary/musical instruments	Village head/Volunteers
3	MHM friendly toilet construction	Women/young girls	1st Nov to 15th Nov	Any public place	Budget to buy supplies for the toilet	Village head/concerned sanitation authority
4	Common burial pit for safe disposal	women/young girls	16th Nov to 30 Nov	School/College/Non farming land near the community		
5	Training of BMC's and CMC's by the trainers	Women/young girls	1 Dec to 31st Dec	Community Hall	IEC Material, Audio visuals	Concerned Authorities

Training Impact/Feedback

I showed the IEC material to my nine year old son who was curious to see the books. I decided to explain to him the body changes that take place in the body including periods - Participant

This training has given information and awareness which will go forward in improving the health of women in villages - Neha Sharma

I really liked this training session - Preeti

Firstly, we have to break our own silence by talking about our period experience and then we should talk to others, create awareness amongst adolescents and the villages - Anuradha

The training gave a lot of knowledge. It has equipped us to face problems with confidence and we do not want anybody else to go through the same experience as us - Madhu Saini

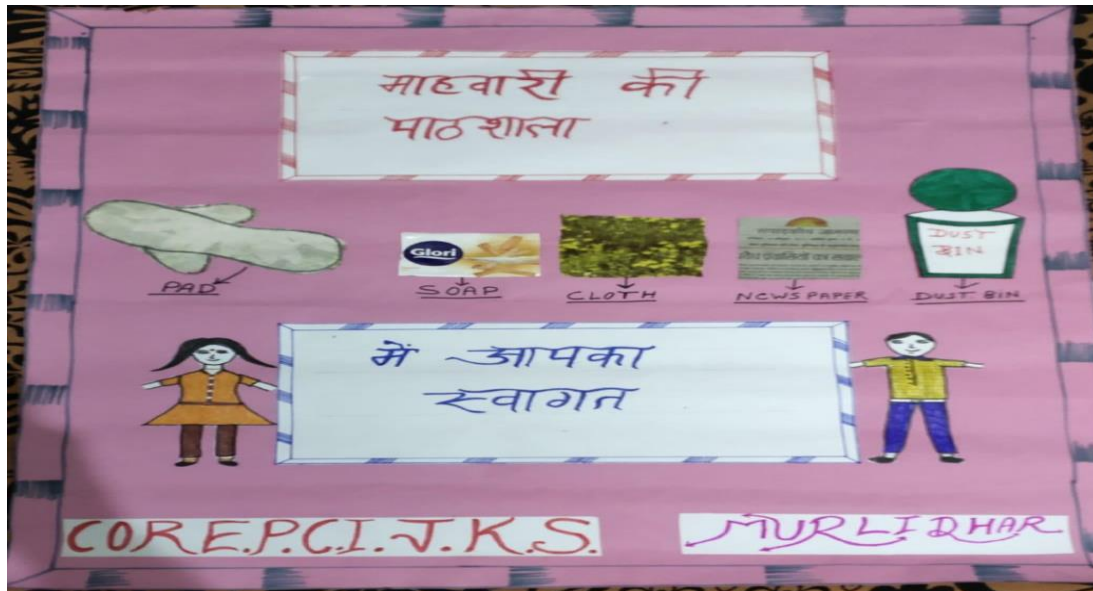
The myths & taboos about periods got cleared and behaviour has changed from all the information received - Km Gudiya

Trainers had full knowledge of the subject - Diya Saini

I would like to thank all the trainers for this session and Rohit for arranging the session and NGO director Sir for giving us this opportunity - Seema Rani

Tool Making session

The participants made a few charts as part of the IEC Tool making session. Some of these are:



Annexure 1- Participants List

Sl. No.	Name	Age	City/State	Gender
1.	Km Prachi	23	Muzaffarnagar, Uttar Pradesh	Female
2.	Pooja Singh	29	Muzaffarnagar, Uttar Pradesh	Female
3.	Afsana	20	Muzaffarnagar, Uttar Pradesh	Female
4.	Laiba Afzal Khan	20	Muzaffarnagar, Uttar Pradesh	Female
5.	Imrana Khan	23	Muzaffarnagar, Uttar Pradesh	Female
6.	Reena Babran	30	Muzaffarnagar, Uttar Pradesh	Female
7.	Aasma	21	Muzaffarnagar, Uttar Pradesh	Female
8.	Tarnnum Chouhan	28	Muzaffarnagar, Uttar Pradesh	Female
9.	Puja	24	Muzaffarnagar, Uttar Pradesh	Female
10.	Km Arti	24	Muzaffarnagar, Uttar Pradesh	Female
11.	Jyoti Rajput	23	Muzaffarnagar, Uttar Pradesh	Female
12.	Gulshana	24	Muzaffarnagar, Uttar Pradesh	Female
13.	Samar Parveen	36	Muzaffarnagar, Uttar Pradesh	Female
14.	Shivani	21	Muzaffarnagar, Uttar Pradesh	Female
15.	Deepawali	31	Muzaffarnagar, Uttar Pradesh	Female
16.	Sultana Saba	25	Muzaffarnagar, Uttar Pradesh	Female
17.	Madhu Goutam	34	Muzaffarnagar, Uttar Pradesh	Female
18.	Priyanka Rani	22	Muzaffarnagar, Uttar Pradesh	Female
19.	Soniya	29	Muzaffarnagar, Uttar Pradesh	Female
20.	Monika Sharma	31	Muzaffarnagar, Uttar Pradesh	Female
21.	Gjala Begum	25	Muzaffarnagar, Uttar Pradesh	Female
22.	Surekha Dhiraniya	28	Muzaffarnagar, Uttar Pradesh	Female
23.	Kiran Kashyap	29	Muzaffarnagar, Uttar Pradesh	Female
24.	Pooja Sharma	28	Muzaffarnagar, Uttar Pradesh	Female
25.	Km Parul	24	Muzaffarnagar, Uttar Pradesh	Female
26.	Meenakshi Kamboj	36	Muzaffarnagar, Uttar Pradesh	Female
27.	Km Gudiya	23	Muzaffarnagar, Uttar Pradesh	Female
28.	Seema Rani	30	Muzaffarnagar, Uttar Pradesh	Female
29.	Diya Saini	23	Muzaffarnagar, Uttar Pradesh	Female
30.	Preeti	27	Muzaffarnagar, Uttar Pradesh	Female
31.	Madhu Saini	32	Muzaffarnagar, Uttar Pradesh	Female
32.	Anuradha	26	Muzaffarnagar, Uttar Pradesh	Female
33.	Neha Sharma	32	Muzaffarnagar, Uttar Pradesh	Female
34.	Hemant Sharma	33	Muzaffarnagar, Uttar Pradesh	Male
35.	Varsha Sharma	24	Muzaffarnagar, Uttar Pradesh	Female
36.	Meghawati	24	Muzaffarnagar, Uttar Pradesh	Female
37.	Ruksana	20	Muzaffarnagar, Uttar Pradesh	Female
38.	Yogesh Kumari	33	Muzaffarnagar, Uttar Pradesh	Female
39.	Namita Sharma	37	Muzaffarnagar, Uttar Pradesh	Female
40.	Kavita	35	Muzaffarnagar, Uttar Pradesh	Female
41.	Murlidhar	31	Muzaffarnagar, Uttar Pradesh	Male
42.	Parul Jauhari	22	Muzaffarnagar, Uttar Pradesh	Female
43.	Reena	38	Muzaffarnagar, Uttar Pradesh	Female
44.	Meenu	34	Muzaffarnagar, Uttar Pradesh	Female

ANNEXURE 2- QUANTITATIVE STATS

POST-TRAINING FEEDBACK ANALYSIS					
Date of Webinar	15-18 September 2020				
Total Registered/ Pre-Evaluation forms received		44	Total participants attended orientation		44
			No. of Post Evaluation forms received		44
Participants Occupation (in numbers)					
Students	Employed	Self-Employed	Un-employed	Homemaker	Others
1	2	0	27	5	9
No. of participants experience in terms of their Expectations with their Learning in this training					
Very Good	Good	Average	Poor	Do not know	Others
41	3	0	0	0	0
No. of participants in terms of clarity gained on the Menstrual Health and Hygiene subject					
Very Good	Good	Average	Poor	Do not know	Others
40	4	0	0	0	0
Participants Responses – (in numbers)					
PRE – Orientation			POST – Orientation		
Menstruation is a					
Problem	Disease	Normal	Problem	Disease	Normal
0	0	44	0	0	44
Bathing during Menstruation is					
Safe	Highly Unsafe	Do not Know	Safe	Highly Unsafe	Do not Know
44	0	0	44	0	0
A menstruating girl/woman should avoid touching their family members, friends, and others					
Correct	Incorrect	Do not know	Correct	Incorrect	Do not know
0	44	0	0	43	1
A menstruating girl/woman should not enter in the kitchen area					
Correct	Incorrect	Do not know	Correct	Incorrect	Do not know
2	42	0	0	44	0



WEBINAR /TRAINING ON COVID 19 - MENSTRUAL HEALTH & HYGIENE SAFE PRACTICES

Date: 20 - 24th October, 2020

Trainers: Miss. Ishleen Kaur

Dr. Priya

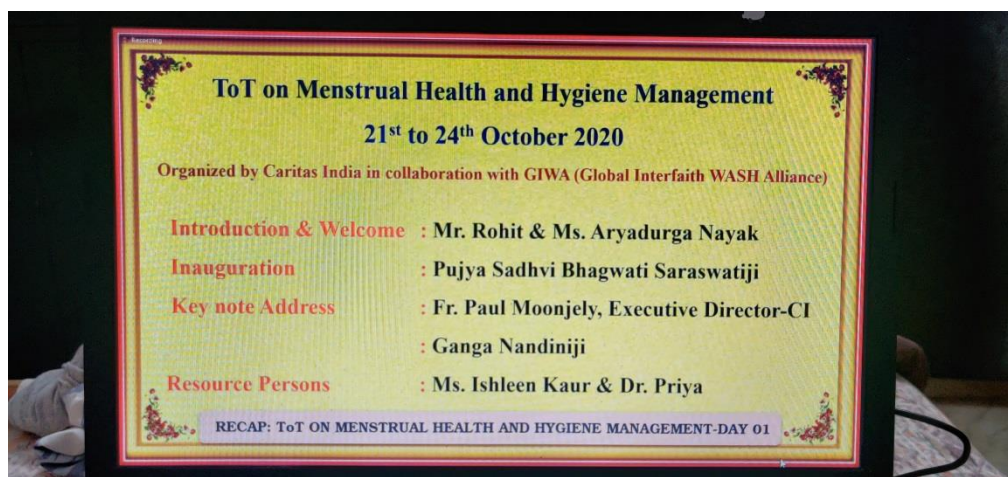


Fig 1: Recap presented by a participant.



Fig 2: Sadhvi Bhagwati Saraswatiji lighting the lamp.



Fig 3: Fr. Paul Moonjely addressing the participants.

ACKNOWLEDGEMENT

WSSCC India has played a convening role in Menstrual Health and Hygiene Safe Practices webinar in New Delhi, India for adolescent girls group. WSSCC's collaborative powers brought together many individuals to make this webinar an important step in a holistic inclusive approach to taking forward safe menstrual health and hygiene practices during COVID-19.

CONTEXT

The training was organised by Global Interfaith Wash Alliance (GIWA) for the members of Caritas India to create them as master trainers to break the silence, shame around menstruation and to empower adolescent girls for a healthy and confident life.

GIWA is the world's first initiative that is engaging the planet's many faiths as allies in efforts to create a world where every human being has access to safe drinking water, improved sanitation and proper hygiene.

The training was managed by Aryadurga Nayak, Senior Project Manager, GIWA. The resource person support was provided by the Water Supply Sanitation Collaborative Council and GIWA. The technical support was provided by Satyaveer and Himanshu from GIWA

PARTICIPANTS PROFILE

The participants were members of Caritas India. In total, there were 39 participants. The gender ratio was 32 female and 7 male participants. The wide age bracket was 25-50 yrs.

(Annexure 1)

OBJECTIVE:

In the wake of the COVID-19 pandemic, the global community faces a shortage of necessities, supplies, and commodities that are central to women and girls' health, empowerment, and dignity. While practicing vigilant hand washing and sanitizing the house due to COVID-19, it is important to practice the same type of hygiene care with your menstrual products. Hence the webinar ensures:

- Understanding different types of menstrual materials, their hygienic usage, care, and disposal in different situations.
- Safely manage water, sanitation, and hygiene (WASH) services which are an essential part of preventing and protecting human health during infectious disease outbreaks.

SCHEDULE

Date	Morning	Afternoon
20/10/2020	Meeting amidst Trainers to finalise the Schedule and Agenda	Meeting with Host and Coordinator to discuss expectations and set housekeeping rules
21/10/2020	Inaugural Ceremony Gender Roles	First Menstrual Experience Myths and Taboos Euphemism
22/10/2020	Biological Cycle IEC material - Flipbook, Wheel and Apron	Three Pronged Approach
23/10/2020	MHM for specific groups	Facilitation Skills Reflections from the world Tool Making
24/10/2020	MHM Lab	Audio visuals Role of men

KEY HIGHLIGHTS

EVE of DAY 1 – PREPARATIONS FOR THE TRAINING

In the morning our Trainers meet internally with GIWA Core Team to hash out the final schedule. During these meetings discussions around and learnings from the previous online webinars were brought up in order to improve upon this one. Trainers decided that every evening they would have an internal feedback and check in call to go over the day and coordinate together for a smooth training.

In the mid-day a meeting took place with the Trainers and the GIWA Tech Support team to go over the final schedule and ensure that they understood when they needed to break out on Zoom, monitor the chat box, participant participation etc.

In the afternoon, a separate online meeting was held with the coordinators of Caritas India in order to communicate certain house-keeping rules and notes to be given in advance to the participants. Ensuring that participants had net packs that could sustain the duration of the sessions and to try to coordinate groups wherever possible to join together and share resources. The WSSCC Training Manuals, Flipbooks and bracelets as well as certificates were discussed as well, since these had been couriered to them in advance. It was shared that certificates would only be granted to those who attended the whole training.

Day 1

Inaugural Ceremony

The first day of the training began with lamp lighting to seek blessings and pray for the successful completion of the training by Sadhvi Bhagwati Saraswati, Secretary-General, GIWA. She motivated the participants by saying “It’s wonderful to be with you all today. These powerful trainings are transforming the way we think about women empowerment, equality and the divine Shakti. The current days of Navratras are dedicated to the divine Shakti and it’s a beautiful time to have this training. I express gratitude towards Fr. Paul from Caritas India and GIWA team”

Fr. Paul Moonjley, Executive Director, Caritas India addressed the participants, “It’s a pleasure to be a part of this training programme. This is a medium to think collectively and influence our thought process, to create a platform for taking learning beyond to our fraternity. The wellness based approach to health in this context is important for deliberation. The faith for health is a central work of Caritas India.”

Ganga Nandini, Director of Project Implementation, and Integration & Communication said “We are celebrating the divine feminine at the Ashram currently and this training will help empower the divine feminine. GIWA is committed to empower women across the country. The sustainable development goals cannot be achieved without including women. I request everyone to fully engage in the training to gain knowledge from the trainers and implement it later in the society”

Gender Roles

As a follow up to the discussions, the participants were asked to discuss in groups the various gender roles in their communities with regards to access to and control of resources, the various reproductive and productive roles and who engages in them and the benefits and burdens that both men and women enjoy and have to bear. The participants were divided into 3 groups for this first group exercise. The groups were asked to work as follows:

Group 1 - Housewife in urban setting

Group 2 - Working woman in urban setting

The participants were asked to list the activities carried out by men and women during the 24 hours in the day. It was observed from this activity that women worked for longer hours in a day, slept late and woke up earlier than men. They performed not only domestic chores, including care of all family members including the children and the elderly. While men had more free time on their hands, they were put under tough expectations of fulfilling responsibilities of winning bread for their families. The observations lead to a discussion surrounding gender roles and their subsequent effects on men and women. The concept of third gender was introduced to them. A talk on LGBTQIA+ was held by the trainer to explain different gender identities that exist beyond the prevalent heteronormative binary.

First Menstrual Experience

In this session, the first step towards breaking the silence is initiated. The participants are encouraged to share their first menstrual experience.

“I was participating at school annual day celebration and doing a dance programme when I got menarche, I thought it happened because of dancing” - Niriksha, female participant

“I don’t remember the exact age when I got my first period. I went to the washroom and saw blood. I told my parents about it, they told me it was normal” – Monomita, female participant

“I got to know about periods from my girlfriend” – Agnivesh, male participant

“I was 16 when I got my first period. I was much stressed; my mother felt that my period came early. A neighbour’s sister told me how to use cloth” – Aarti

Myths and Taboos

The process of Menstruation is shrouded in several religious, socio-cultural myths across communities in India; participants shared some of them as follows-

- Do not touch sweets or touch Pushpanjali during Durga Pooja
- Do not enter vegetable garden
- Do not go to temple
- Do not touch food
- Do not eat brinjal
- Do not eat tamarind
- Do not eat sour
- Do not eat curd and rice
- Do not eat lemon
- Do not eat cold food
- Do not bath with cold water
- Do not stretch, it will give stretch marks during periods
- Do not touch pickle
- Do not go near new born baby
- Do not wash hair on first day of period
- Do not take bath it makes the body weak
- Do not enter the kitchen

Euphemisms

Whatever the culture, language or geography, menstruation is shrouded in myths, secrecy, euphemisms and silence. Participants shared various euphemisms or code words which are used in their local area.

- Red flag
- Down sky is red
- Bread and Jam

- Mehman aa gya (Guest has come)
- Aunty aa gayi hai (aunt has come)
- Badi ho gayi (You have grown up)
- Usual thing
- No. 3
- Down
- Dirty thing
- Ladies Problem
- That time of the month
- Menses
- Monthly flower
- Kapde aa gaye (Clothes have come)
- Date aane wali hai (Date is about to come)
- Mai bahar ho gayi hun (I have become an outsider)
- Periods

DAY 2

Introduction to WSSCC Tools – Flipbook, Menstrual Wheel & Apron

Participants were introduced to the tools i.e. Flipbook, Menstrual Wheel and Apron, to learn about the physical and emotional changes in boys and girls during adolescence, semenarche, menarche and menstruation. Participants were shown how to use these tools to break the silence and explain menstruation in simple language during field visits. These tools break major myths and taboos associated with menstrual blood and adolescent body changes. A hard copy of these tools has been provided by WSSCC and GIWA to all participants to practise and learn.

Three Pronged Approach

This session introduced the participants to the three-pronged approach to Menstruation i.e. breaking the Silence, Safe and Hygienic Management and safe and Hygienic disposal/reuse of menstrual products. It was underscored that the integrated approach aims at demystifying the stigma and shame around menstruation, and focuses on holistic MHM to comprehensively address all the three aspects of MHM systematically.



1. Breaking the silence –understanding that menstruation is a fact of life, and a distinct biological female attribute that women should be proud of, not ashamed by. Girls are encouraged to talk and discuss this biological phenomenon in an informed and positive manner to prepare them emotionally and physically for menarche and recurring monthly menstrual periods thereafter.
2. Managing menstruation hygienically and safely – ensuring adequate water, cleansing and washing materials and private spaces for managing menstrual flows hygienically and privately, managing pain and/or any related issues with dignity, in the home and in public spaces. This element is focused on technical expertise, capacity building and training.
3. Safe reuse and disposal – ensuring mechanisms for safe reuse, collection and disposal of menstrual waste with dignity in an environmentally safe manner. This element is focused on innovations and local, context-specific solutions.

DAY - 3

MHM for specific groups

The participants were divided into 2 groups for MHM specific discussions on several areas. Following were the key points from each group presentation.

Group 1: a) MHM for Speech and Hearing Impairment

- Train the girls with psychological and speech disability on how to use the absorbents and its disposal.
- Train their family members to show them with example and audio visuals about Menstruation and use of absorbents.
- Use of Sign language and audio visuals

- Counselling for parents, teachers and girls

Group 1: b) MHM for Visual Impairment

- Someone to accompany them for changing the absorbent
- Use of tactile models for ease of understanding the process of menstruation.
- Always say goodbye before leaving
- Never touch their stick or wheelchair without their permission
- Use of audio tools for communication
- Counselling for parents, teachers, hostel wardens and girls

Group 2 a): Role of Men

- Awareness generation among menfolk
- Men need to understand the emotional status of women during menstruation
- Discussions are to be held among the men about Menstruation in family, workplace etc.
- Mostly being the financial decision maker at home, men need to be involved in placing menstruation absorbents a part of household budget
- Mostly being the head of the family, the men have to take care that the toilets at their homes are MHM Friendly.

Group 2 b): Role of Adolescents

- In school adolescents need to aware their peers about the physical and emotional changes that occur in their body using IEC tools.
- School Principal and teachers should organize workshops on the physical emotional changes during puberty in both boys and girls.
- In today's time, social media can play vital role to reach adolescents
- Campaigns can be started on MHM in their respective societies starting with their families.
- Separate and clean toilets for boys and girls at school
- Sex education should be a made a part in the curriculum
- Both boys and girls need to be aware about MHM as it is not just a woman's issue.

Facilitation Skills

The first session after the recap began with a participative interaction and the floor was open to talk, engage and learn. This session was organized for participants to enable them to develop their facilitation skills on menstrual hygiene management in real time situations including honing their skills on the use of the MHM tools (As we grow up tool and menstrual wheel) with different target groups.

Reflections - Stories and situations from field

Participants were motivated to create their own IEC tools for better and easy communication in the field. They were shown how different attractive charts, Aprons and Wheels could be made by using simple materials. The trainers shared different on ground experiences with the participants and motivated them to create their own tools and present them in the upcoming session the next day.

DAY - 4

MHM Lab

The first session sought to introduce the participants to the MHM lab as a powerful platform that they could use to engage large numbers of participants meaningfully but within a short time frame as part of bringing menstrual hygiene out of the shadows at scale, across diverse geographies and cultural context. It was highlighted to the participants that the lab was conceived as an efficient advocacy and information tool on MHM that can be run in marketplaces, schools, community centres, gatherings or fairs. The lab session was combined for men and women participants albeit they were informed that in a community set-up sessions must be held separately for women, men, boys and girls to optimize the environment or break the silence. The Lab displayed several absorbents and gave detailed information about their advantages and disadvantages & safe disposal practices.

Audio- Visuals

The final session of the training focused on audio visual as a powerful tool to spread awareness. A number of short films, documentaries were shown to the participants which focused on different aspects of MHH.

Training Impact/Feedback

Enriched by this information – **Agnivesh Datta**

Thank you for everything. This training has been extremely helpful and informative. Thank you for talking about the rights of the marginalised sections like members of the LGBTQ+ community and persons with disability in this training. I got to learn a lot of new things – **Monomita Chaudhary**

My outlook and focus changed while doing the “Role of Men” activity – **Usha**

It was unlike other trainings – **Chihanphi Luiram**

It was a new insight, the material displayed, demonstrated and practised in the MHH Lab. This demonstration will help us. For me, it was amazing and I got a lot of knowledge – **Deepti**

The facilitator's hand on experience was clearly visible with personal interaction, facilitation skills, use of audio-visuals, PPT's – **Shimrey**

One of the best ToT's I have ever attended – **Sr Jossy**

The ToT was very good. It helped me to clarify certain aspects, came to know some new aspects and I feel confident to organise such training for adolescents. Ishleenji's voice is very soft. The resource person was clear to the point. – **Zita D' Souza**

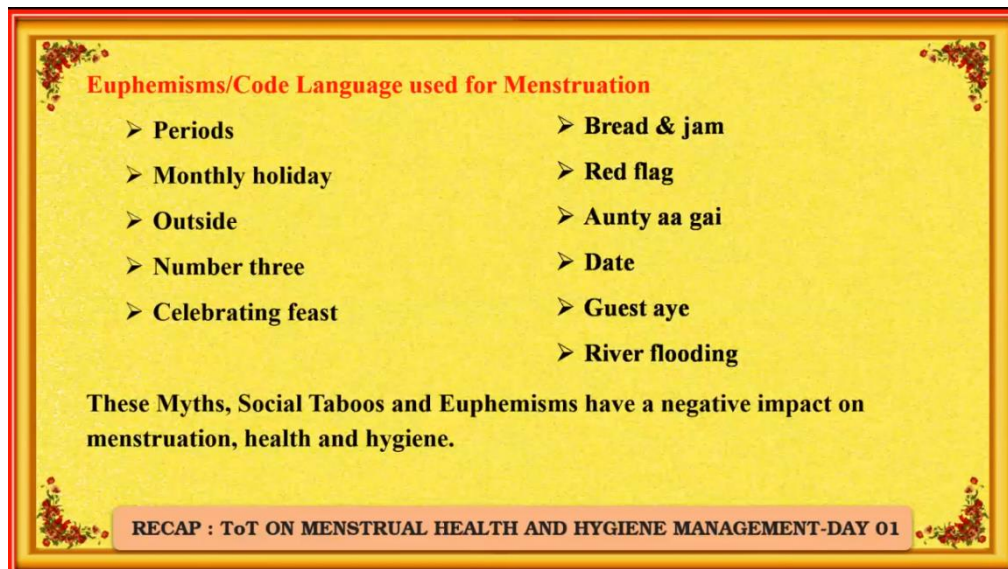
Very useful and informative training – **Rani**

It was great learning – **Asha CI**

I really like how the trainer speaks. I can keep on listening – **Dafda Aarti**

Recap Sessions

The participants were very active in preparing the recap for next day sessions. They showed creativity through PPT's with detailed information and well-structured formats for a quick revision of previous day's activities. Few glimpse of these recap sessions are show below.



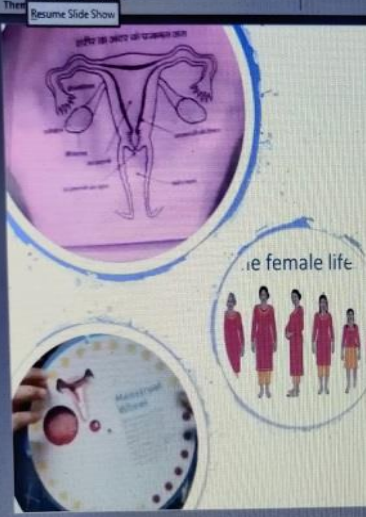
Slide Show
Resume Slide Show

Information, Education, Communication (IEC) Tools

- Apron
- Flip Book
- Menstrual Wheel

Things to take care:

- *Age specific
- *Culturally appropriateness
- *Words appropriateness



The diagram shows a female reproductive system with labels for various parts. Below it is a circular diagram labeled 'the female life' showing a woman's life cycle. To the right is a 'Menstrual Wheel' diagram showing the phases of the menstrual cycle.

2. Hygiene Management (Swatchta Prabandhan)

STEPS FOR MENSTRUAL HYGIENE DURING PERIODS-

- ☐ Take bath everyday.
- ☐ Knowing about different products available and their usage.
- ☐ White Discharge – Natural Process until its yellowish/greenish in color, smells bad, not watery instead semi-solid.

WHY IS MENSTRUAL HYGIENE IMPORTANT?

- **Poor education outcomes-** school dropouts due to lack of facilities, social taboos, fear of staining etc.
- **Poor menstrual hygiene-** School toilets are poorly maintained. No hygiene.
- **Poor reproductive health-** Infections are common among girls who have poor menstrual hygiene.
- **Shame, low self esteem, emotional trauma-** which is faced by girls.

Different ways to bring Social Change/ways by which we can communicate with the community



The circular diagram is divided into seven segments, each representing a different method of communication:

- Media – Social, Electronic, Print
- Articles, Debates, Panel Discussion
- Wall Paintings
- Folklores
- Street Plays
- ToT/FGDs
- Skit

48:36

Windows taskbar with various application icons and system tray icons.

Annexure 1 - Participant List

S.no	Name	Gender
1	Pooja Rana	Female स्त्री
2	Anam Qayium	Female स्त्री
3	ZITA D'SOUZA	Female स्त्री
4	Anushikha Thompson	Female स्त्री
5	Monomita Chaudhury	Female स्त्री
6	AGNIVESH DATTA	Male पुरुष
7	Sr. jossy Kurian SRA	Female स्त्री
8	SUSHILA PUSHPA TIRKEY	Female स्त्री
9	Sister Mary David	Female स्त्री
10	R.Gayathri	Female स्त्री
11	Sr. Deepti Minj	Female स्त्री
12	Chihanphi Luiram	Female स्त्री
13	DR. MICHAEL R. HUBERT	Male पुरुष
14	Mrs. Rajkishori Tigga	Female स्त्री
15	Kusuma Suresh	Male पुरुष
16	Chauhan Santhosh	Male पुरुष
17	P Mariya susheela	Female स्त्री
18	Sarala Mallavarapu	Female स्त्री
19	Sarala Mallavarapu	Female स्त्री
20	Usha Peethala	Female स्त्री
21	Mrs.Mary suma.A	Female स्त्री
22	Christaphar K Kumar	Male पुरुष
23	Sr.Deepa DP	Female स्त्री

24	Ramya Priyanka	Female स्त्री
25	Arti dafda	Female स्त्री
26	Niriksha H R	Female स्त्री
27	Cecilia Tauro	Female स्त्री
28	D. Bharath	Male पुरुष
29	Mrs.Victoria W J D Souza	Female स्त्री
30	Archana Prity Kujur	Female स्त्री
31	Arjeeun Tigga	Male पुरुष
32	chanchal bara	Female स्त्री
33	Chinnammal	Female स्त्री
34	Sr.Rani	Female स्त्री
35	Victoria w j dsouza	Female स्त्री
36	Pooja Rana	Female स्त्री
37	Anam Qayium	Female स्त्री
38	ZITA D'SOUZA	Female स्त्री
39	Anushikha Thompson	Female स्त्री