

WHAT SHOULD BE ACHIEVED

1. Awareness creation around MHM
2. Training and capacity building at district and school levels
3. Convergence with different departments and schemes
4. Ensure implementation of MHM guidelines and policies
5. Share good practices with other districts
6. Monitoring of KPI and indicators

How To Do It !**2. Training and capacity building at block and school levels**

- Design a training plan (1 day/ 2 day, other, ... as part of stand-alone training, and identify key outcomes for each session and methodology, and reach out to resource persons such as national and state-level experts, NGOs/CBO partners.
- Setting up a core team or a resource group for technical expertise and as master trainers and mentors for the MHM intervention within the district. These to be the representatives of the concerned line departments implementing the intervention, as well as SHG representatives, people from academic institutions, NGO representatives or KRCs (Key Resource Centres) of the district.
- Outline of a district level training:

Participants:

BEOs, BRCs, CRCs, block-level Panchayat officials, frontline staff from Health and Women and Child Development department and others

Objectives of the training at district and block levels are as follows:

- Participants understand the importance of MHM
- Participants develop skills and capacities to address MHM in schools and at community level

The components the orientation should focus on:

- Concept of MHM and the importance of MHM in schools
- Practical problems faced by women and girls during menstruation
- Normalizing menstruation and dealing with myths and misconceptions
- Communicating with women and girls on MHM, including use of IEC materials and facilitation of sessions
- Essential interventions in schools, e.g. WASH Infrastructure, disposal, hygienic materials, training and support
- Creating a supportive environment by sensitizing and involving the community and especially parents
- Monitoring of interventions; system of monitoring and supervision
- Role of various stakeholders and district, block and village levels, level of participation in the implementation and preparation of action plan
- Planning the calendar of training sessions conducted in schools and communities along with key messages

* See main guideline Chapter 2

3. Convergence among other departments and schemes/programmes

- District level coordination team to be established and meetings to be held under the leadership of the administrative head (the CEO in some states)
- Engage district staff part of various schemes of the line departments.
- Built a platform for coordination and sharing of experiences and good practices.

Program/Scheme (Department)	Role in Convergence
Swachh Bharat Mission Guideline (MoDWS via WSSO)	Funding, monitoring, facilitation; plan for training, material for training; orientation of stakeholders; organize sharing meeting Coordination with relevant line departments; official communication to concerned departments and officials; hold core group meetings for coordination
Rajiv Gandhi Scheme for Empowerment of Adolescent Girls - SABLA (MoWCD/ICDS)	Access to ICDS functionaries- AW supervisors and workers; coordination, organize trainings for AW
Rashtriya Bal Swasthya Karyakram including ARSH (MoHFW)	Coordination with RBSK teams; organize trainings of RBSK teams; Access to ARSH Counselors
Swachh Bharat – Swachh Vidyalaya (MoHRD)	Access to teachers, HMs (schools & KGBVs); organize trainings
Menstrual hygiene Scheme - National Rural Health Mission (MoHFW)	Training, provision of free/low costs sanitary pads
NRLM (RDD)	Coordination with SHG groups including Village Organisations; organize trainings; access to absorbents through SHGs
No specific programme - Tribal development	Residential schools. Access to teachers of Ashram schools, wardens, superintendents; coordination, organize trainings
MAVIM (MoCD)	Coordination with SHG leaders; organize trainings; access to absorbents through SHGs

3. Ensure implementation of MHM guidelines and policies

Budget allocation for MHM

- Under SBM IEC budgets: for awareness, training/capacity building around MHM as well Infrastructure budgets: Safe disposal and incinerator.
- Encourage districts to allocate and spend.

Promotion of the production of local sanitary napkins

- Strengthen incentives for CBOs, NGOs, SHG/local women's groups to set up production for their own materials.
- Some NGOs are able to provide support in setting up these production units and business trainings.
- Assure and supervise quality. A system or mechanism of quality assurance to be put in place for products and raw material used.
- Sensitization of district heads of various departments and concerned officers on the issue of MHM through meetings.
- Sensitization of PRIs on the issue of MHM through a district level meeting.
- Ensure a platform for feedback within the district on the progress of the MHM intervention and success stories, challenges faced, etc.
- Felicitate good performance – schools, students, teachers, HMs, SMCs, other frontline workers, various other stakeholders, etc.
- Create a forum to work towards designing strategies and implementing accessibility of Sanitary Napkins.

* See guideline Chapter 3

4. Share good practices with other districts

5. Monitor MHM related Key Performance Indicators and targets

KPI should be:

- IEC Budget defined and allocated and spent.

Key indicators on MHM for the districts can include:

- xx% of blocks are conducting MHM awareness activities.
- xx% schools with separate toilet block for girls.
- xx% schools with incinerators/disposal facilities for menstrual waste.
- xx% schools with MHM education.
- # & xx% schools with MHM focal point teachers trained on the subject and to use the concerned IEC material.
- xx% schools with supply of sanitary napkin or other menstrual absorbents.
- # of trainings held for government officials to implement MHM guidelines under SBM.

