Digital Posters about Menstrual Hygiene Management (MHM) in a Kenyan Workplace
Iris Group led the development these digital posters with contributions from Aishwarya Nagar, Alfred Muli, Whitney Fry, Michal Avni, Sheila Mutua, Joan Njagi, Jessica Backman-Levy, Paul Backman-Levy, and a team of creative consultants at Tatsuo Group Ltd. led by Angela Lagat.

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This booklet contains a compilation of digital behavior change and communication (BCC) posters produced for menstruating employees at a private-sector manufacturing factory in Kenya as part of the Menstrual Hygiene Management (MHM) in the Workplace activity under the USAID-funded Water, Sanitation, and Hygiene Partnerships and Learning for Sustainability (WASHPaLS) project.

The MHM in the Workplace activity conducted action research from 2019-2021 to assess the benefits and costs of improving MHM in the workplace for women workers and the enterprises that employ them. The overall objective of the project was to determine if providing adequate MHM* in the workplace contributes to improved business and social outcomes, including women’s economic empowerment.

The project team implemented customized interventions in two Kenyan workplaces. The digital posters in this booklet address workplace culture around employees’ menstrual health and hygiene at one of the two workplaces, and they were disseminated biweekly on WhatsApp, a social media platform where employees often communicated. The messages in these digital posters build on findings from a formative research assessment about social norms, behaviors, attitudes, knowledge, and amenities related to MHM at this worksite. For use of these digital posters in other worksites, additional research would be required to ensure appropriate adaptation.

For further information on using and adapting these posters, please contact: Iris Group at info@irisgroupinternational.com

*Adequate MHM is defined by the World Health Organization (WHO), the United Nations Children’s Fund (UNICEF), and leading scholars as occurring when women and girls have: (i) awareness, information, and self-confidence regarding menstrual hygiene; (ii) access to safe, hygienic, and absorbent materials or products and supplies; (iii) access to safe and clean facilities that are equipped with water and soap to bathe oneself and clean or dispose of materials; and (iv) a supporting environment that allows women and girls to manage their periods without fear of stigma or embarrassment (Patkar, 2011; Sommer & Caruso, 2015; Sommer, Chandraratna, Cavill, Mahon, & Phillips-Howard, 2016; WHO/UNICEF Joint Monitoring Programme (JMP) for Water Supply and Sanitation, 2015). MHM is a subset of USAID’s holistic approach to Menstrual Health and Hygiene (MHH).
We all have a part to play in ending period shame.

In many workplaces, there is a strong culture of silence around discussing menstruation.

Two billion people around the world menstruate and many also menstruate while at work.

DID YOU KNOW?

LET'S TALK PERIOD

Nurse Jackie?

Yes Susan

I'm sorry to interrupt. I wanted to confirm if we have enough menstrual pain relief resources and painkillers in stock for the month?

I was afraid of staining my work clothes, as everyone would know that I'm on my period!

I understand. Not only do women manage their work duties, they also feel pressured to hide their period.

Employees whose work clothes are stained with period blood should be treated with respect, dignity, and empathy instead of being shamed.

Agnes, please continue. Menstruation is not shameful and you don’t have to hide it or feel embarrassed especially if it affects your confidence and productivity at work.

I'm very happy you came Agnes. I'll give you painkillers for your menstrual pain and then you can go to the MHM champion to pick up an emergency pad.

Thank you Supervisor Susan. I’ve been scared to talk about menstruation at work. Everyone is silent about it as if it’s a secret, yet many of us suffer in silence.

My “monthly visitors” are here and I don’t have pads. I’m in pain but didn’t want to miss work; now I am worried I’ll stain my work clothes.

Stains can happen to anyone. Most women are scared of leaking and of men finding out they are menstruating at work.

DID YOU KNOW?

JE WAJIUKA?

- Watu billioni 2 duniani kote kupata hedhi na wengu wao hupata wasiwa kazini.
- Katika ochemua nyangi kazi, Watu Hikumi ya sana kuhusu maswala ya hedhi.
- Sisi sote tuna jukumu katika harakati za kuungamiza alibidi ya hedhi.

Mtu yeyste anawasaha chafua nguo. Weneza wasiwa hufuha damu kama au kama wa wamejua kwa kwamba wakati inawafu hupata wasiwa kazini.

SAMAHURI KUSEMATIKA

Nikuwa nataka kukusamahia kama mwezi huu tunatenda kwa kutafa mawiri yanayotendeka na hedhi na dawa za maumivu za kutafshe?

Yes Susan

Agnes, tafadhali endelea. Hedhi yao jambii la kusamahia, na wao jambii la siri, hasi kikale kilimo (matende) utapata na waweze wako wa kufanya kazi.

Nikuwa nafahia kuchafua nguo yangu kwa kila mwezi katika anajua kwa kwa kila mwezi yanayotakabaji na wakati wako wa kufanya kazi.

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Susan, I've been scared to talk about menstruation at work. Everyone is silent about it as if it's a secret, yet many of us suffer in silence.

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Stains can happen to anyone. Most women are scared of leaking and of men finding out they are menstruating at work.
DID YOU KNOW?
• You are allowed to be as private or open as you want about your menstruation at work.
• It is not appropriate for anyone to make you feel uncomfortable or humiliated because you’re menstruating.
• Myths about menstruation can come from cultural taboos, social and religious beliefs, lack of information, and more.

MYTHS AND FACTS ABOUT MENSTRUATION!

Myth: Menstrual blood is dirty!
Fact: Menstruation is not dirty. Some people worry that menstrual blood has an odor or is impure, but menstruation is a natural process.

Myth: Women must use secret names like kunyesha, mashiro, or monthly visitors to talk about their period privately!
Fact: Menstruation is not dirty. Some people worry that menstrual blood has an odor or is impure, but menstruation is a natural process.

Myth: Men should never know when a woman is menstruating at work!
Fact: It is okay for women to be private about their period around men at work, but no one should pressure, shame, or bully women into hiding it.

Myth: Menstruation is something women should just persevere through!
Fact: It is not women’s duty to bear their menstruation alone or in silence at the expense of their comfort, health, and wellbeing. Workplaces can take simple steps to support menstruating employees.

VISASILI NA UKWELI KUHUSU HEDHI!

Kisali: Damu ya hedhi ni chafu!
Ukweli: Hedhi sio chafu! Wahusika wengi wenyu huwa na wasiwa kwamba ni chafu kwa sababu damu ya hedhi yaweza kuwa na harufu, lakini Hedhi ni shughuli hal ya kawaida ya kibayo yo loja.

Kisali: Wanawake hutumia majina ya kisiri kama vile kunyesha, mashiro, mgeni wa mwezi ili kudumisha usiri kuhusu hedhi!
Ukweli: Wafanyikazi wanafanya kuzungumiza kuhusu hedhi kwa wazi kama vile wanavyo zungumiza kuhusu ujuzito, maumivu yoyote au hali za kawaida za kiafya.

Kisali: Wanawake hawapaswa kujua kama mhusika ako kwende hedhi akiwa kaziini!
Ukweli: Ni sawa kabisa kama mwanamke anataka hedhi yake kuwa siri akiwa kaziini, bora isiwasi usiri huu unatokana na aibu au kulazimishwa kulia chacha.

Kisali: Hedhi ni jambo ambalo wanawake wanaapwa kuvumilia katuza wapi kwa maumivu maalum!
Ukweli: Sio jukumia la wanawake kuvumilia matukio ya hedhi pekee yao au kumamiza kwa gharama ya starehe, atyia au usalama wao. Sehemu za kazi za paswa kuchuka ha kazi za kuwasiaidhi wafanyikazi wanaopata hedhi.

JE WAJUA?
• Una haki ya kudumisha usiri au uwazi kuhusu hedhi yako ukiwa kaziini jinsi utakavyo.
• Sio haki kwa yeyote kukufanya uhisi unatumuza au kudumisha kwa sababu uko na hedhi.
• Ukweli: Visalini kuhusu hedhi kazi visiokoniwa na mikono ya kitamaduni, dini na ukoseli wawabari na hamsiisho na kadhalika.
REASONS TO BE PERIOD PROUD!

• Menstruation can be an exciting reproductive health experience.
• Learning patterns in our period cycles and understanding our bodies’ needs can be empowering.
• It can be a chance to give our bodies the rest, care, and comfort they need.
• Supporting menstruating colleagues can create a sisterhood and positive work environment.

I AM ON MY PERIOD!

We learned about menstruation in school, but why don’t we talk about it at work?

I would feel so uncomfortable and distracted if my colleagues found out that I’m on my period!

Menstruation is not something only talked about in school. Many adults menstruate while working.

Menstruation doesn’t stop after puberty or when you enter the workplace. We all should feel free to speak out if we want to.

Openly talking about menstruation at work would empower me to ask for lighter duties when I have period pain or get colleagues’ advice about menstrual products.

Yes, workplaces can and should support employees in managing their menstruation safely and adequately when at work.

NIKO KWENYE HEDHI!

Tulifunzwe kuhusu hedhi tokwe chukwara, mbona hapa kazi ni hatukungumzaji?

Watu hapa kazi wakajaenda niko kwenye hedhi, naweza kazi wawesee mwingi ata kuashinda kumakakire kazi.

Hedhi si jamboni uneza ungumzima hedhi inawezesha. Wawesee wengi hupata hedhi wake kazi pia.

Hedhi haki kama unapobadhe ama kuma kimpleza uwezo wako?

Kuwangumzwa kuhusu hedhi kazi kwa wanawake, kama wana ni njia ni nje na ujumla wa kutokana kwa uhusiano wako ili kama hukuyepeswa kama kila kazi. Wafanyikazi wanaape hupata kuhusu kujenga kazi.

Je, likoe mifanyikazi mewezungu alaele jambo hata tena tena kuna mifanyikazi nugha vikubwa kuhusu kupata hedhi?

If haki mifanyikazi mewezungu kuhusu kupata kazi kwa kuhusu kwe gazito kazi.

Ndio, shemauza kwa kazi wawezesha na za na utunze kwa kua kujenga kazi.

KUWA NA HEDHI or SABABU ZA KUJIVUNIA HEDHI

• Hedhi yaweza kuwa shughuli ya afya ya uzazi yenyi furaha.
• Kujitaka庭ongeza na matumizo ya hujambo wa hedhi ina kueleza huduma mahitaji ya mlima yetu na jambo la faraja.
• Yaweza kuwa watego na kuijali na kujuuza mlima yetu.
• Kuwa watumizika wengine wanaopata hedhi kialeza unda ujumla na kuwasaidia mazingira ya kazi.
PERIODS: NO SHAME!

Nurse Jackie, is it normal that I always feel pressure to hide my period at work? It is very tiring.

DID YOU KNOW?

• Menstruation is a natural process.
• Menstruation can be painful for many employees.
• Menstruation is not a secret to hide.

TIPS

• Track your period regularly.
• Use a product that suits your flow.
• Carry extra menstrual products and clothes with you.

What if colleagues think I’m weak or lazy when I talk about period pain?

Menstruation in the workplace isn’t unprofessional. Baring the discomfort doesn’t make you a better worker.

Leakages can happen to anyone but it is not something to be embarrassed about.

No one should have to work extra hard to appear strong and hide their menstruation-related pain or discomfort at work.

What if I stain my work clothes?

Period pain can be a serious issue. If it affects your work, you can take painkillers, ask for a break, or come to me for more options.

You shouldn’t have to deal with pain, shame or lack of products when menstruating at work.

I’m glad we have started this conversation.

True, this means that our workplace should know our menstrual needs so that we can be productive.

We now have a variety of menstrual products available. You can try them and see which one suits your needs.

You shouldn’t have to deal with pain, shame or lack of products when menstruating at work.

HEDHI HAINA AIBU!

Nurse Jackie, je ni kawaida kwengo kugata maukumu wa kuficha hedhi yangu nikima wa hedhi yangu?

DID YOU KNOW?

• Hedhi ni hali ya kawaida ya kibayolojia.
• Hedhi inaweza kuvuja uchungu wa uchunguzo wa hivyo.

VIDOKEZI

• Maukumu yake mimi ni gani?
• Maukumu yake mimi ni gani?

Nafurahi tumeyaanza masungumzo haya!

Je na wazungumzo wao wa huduma wa huduma yao. Tafadhali tafadhali uchunguzo wa huduma yao.

WEAR IT PROUD!

• Fulaa kipindi chako cha hudhi mara kwa mara.
• Hudhi inaweza kuvuja uchungu wa uchunguzo wa hivyo.
• Hudhi ni hali ya kawaida ya kibayolojia.

Poster 4 / ENG

Poster 4 / SWA
**CHOICE OF MENSTRUAL PRODUCTS**

### DISPOSABLE PAD
- Pads made of absorbent material that are worn in a person's underwear to collect menstrual blood.
- Available in different sizes and thicknesses.
- Must be changed every 4-6 hours, depending on menstrual flow, to avoid leaks, infections, and bad odor.
- Users must wash hands with soap and water, before and after placing, changing, or removing the pad.
- **Lifespan:** Single use only.

### HOW TO DISPOSE
- Do not flush in the toilet.
- Wrap in paper*.
- Put in the bin.
- Close bin.

### REUSABLE PAD
- Cloth pad made of absorbent material that is worn in a person's underwear to collect menstrual blood.
- Must be changed every 2-4 hours, depending on menstrual flow.
- Users must wash hands with soap and water, before and after placing, changing, or removing the pad.
- Can be washed, washed, and dried to be used multiple times.
- **Lifespan:** Can last up to two years of use.

### HOW TO REUSE
- Fold used pads inwards and place in a leak proof bag.
- Soak in clean water.
- Wash with clean water and soap.
- Dry completely in the sun or indoors.

### MENSTRUAL CUP
- Flexible device made of high-grade medical silicone.
- Inserted into the vagina to collect menstrual blood.
- User must wash hands with soap and water before placing, changing, or removing it.
- Can be worn for up to 12 hours and cleaned to use again.
- **Lifespan:** Can last for up to 10 years.

### HOW TO REUSE
- Store clean cup in a clean bag.
- Insert into the vagina.
- If not reused, put the used cup in a small clean bag to carry home.

### NOTE:
If you have any questions about the menstrual cup, reach out to Ebby Weyime via WhatsApp on 0703 840 779; or Vanessa Kivugale on 0721 584 467. Both are happy to help you become more comfortable with using the cup.

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**CHAGUO LA BIDHAANZA KWA HEDHI**

### KIKOMBE CHA HEDHI
- Flexible silicone-based kwa bidhaa yenye uwezo wa kunyanza, ambavyo huonyesha kwenye suri au ndani au kila kwa damu ya heudi.
- Vipasikera kwa kati na ununzito. Lazima silambidhiwe kila baada ya kati ya massa 4-6, kuumbatana kisendo cha damu ya heudi ili kuzua damu isitokea, maambukizi na harufu mwa damu.
- Mtumiaji sharti anawe miliono kwa sabuni na maji wa kiuwemaji kwa ujumla kwenye wafanyakazi.
- **Muda wa matumizi:** Matumizi mara moja.

### HOW TO DISPOSE
- * One can wrap it with toilet paper, product packaging, or whatever material is convenient or available.
- Rinse cup in a small pipe.
- Reinsert into the vagina.
- Close bin.
- Dry completely in the sun or indoors.

### HOW TO REUSE
- Fold used pads inwards and place in a leak-proof bag.
- Soak in clean water.
- Wash with clean water and soap.
- Fold used pads inwards and place in a leak-proof bag.
- Soak in clean water.
- Wash with clean water and soap.

### HOW TO STORE
- Hifadhi katika kiholo kikubwa.
- Ingiza tena unataka!
- *Tia kutupwa na kila kwa heudi.

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**FAHAMO KUWA:**
Nawe una materani yoyote kuhusu kikombe cha heudi, wasiliana na Ebby Weyime kupitia WhatsApp kwa 0703 840 779; au Vanessa Kivugale on 0721 584 467. Wote watathara kikusaidia kufanikisha matumizi ya kikombe cha heudi kwa heudi.
**DID YOU KNOW:**

● Using non-absorbent materials like pieces of cloth/rags or damp reusable pads can lead to reproductive tract infections (RTIs) and urinary tract infections (UTIs).

● Correct use of one menstrual product that is suitable for your menstrual flow is enough. There is no need to use two menstrual products at the same time.

**FACT BOX**

Do not use insertables if:

● You have just had an operation around your vaginal opening

● You have recently given birth

● You currently have a urinary tract infection (UTI)/reproductive tract infection (RTI)

● You experience urine leaking out of the vagina

● You have experienced cultural cutting or female circumcision

● You experience a lot of pain while trying to use an insertable

● You cannot safely wash your hands with soap and clean water before and after inserting the product

**CHOOSING YOUR MENSTRUAL PRODUCT**

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**Question:**

Is it okay for people in my community to criticize women who use menstrual products other than disposable pads during their periods?

**Answer:**

No. Menstrual products are tools to help women manage menstruation. Any product that is clean, safe, and absorbent is ok to use, and each woman has a choice to decide which product is best for her.

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**Question:**

How should I decide which menstrual product to use?

**Answer:**

You should consider the following: cost, physical comfort, menstrual flow, frequency of changing, ease of disposal, or ability to reuse.

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**Question:**

Is it true that using menstrual products that are inserted into the vagina (‘insertables’), such as tampons and menstrual cups, means you’re sexually active?

**Answer:**

Women’s choice of menstrual products has nothing to do with their sexual status. Insertables, including tampons and menstrual cups, can be a very comfortable way to hold menstrual blood. Women who use insertable menstrual products don’t deserve criticism or judgment.

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**KUCHAGUA BIDHAA YAKO YA HEDHI**

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**Swali:**

Je ni sawa kwa watu katika jamii yangu kutumia bidhaa za hedhi ndio visodo vya maskini? Kila mwanamke anaweza kutumia bidhaa za hedhi inayotoa matumizi wa hedhi. Bidhaa yoyote ambayo ni safi, sikuhudhurahia katika ajali, ambavyo ni kuingizwa unani hua kutsahiwa kwa tezi ya nje. Bidhaa za hedhi imejifunza katika ajali, bila kusababisha maambukizi wa uzazi na maambukizi wa mkojo.

**S charge:**

La. Bidhaa za hedhi ndio visodo vya maskini. Sidhani bidhaa za hedhi za kuingizwa ukeni na uweze kusafiria utaratibu wa utoreo wa mkojo wa hedhi. Wanasewa bidhaa za hedhi sahihi kwa sio bidhaa za visodo na wengine za visodo vya maskini.
Even though menstruation is a natural process, there are potential health problems related to menstruation that women should know about. Many menstrual complications can impact the health, well-being, and productivity of menstruating employees at work.

Common symptoms associated with these conditions:

- Severe abdominal pain
- Changes to blood flow
- Changes in energy

**DID YOU KNOW:**
- The menstrual cycle signals a lot about a woman’s physical health.
- Some family planning methods have side-effects that can cause irregular bleeding, change frequency of menstrual cycles, or alter the intensity of menstrual pain.

**IMPORTANT:**
- Women should track their cycles, stay attuned to their bodies, and see a doctor if their menstrual cycle changes.
You need to see a doctor if:
- The painkillers prescribed by a doctor/nurse or the non-medicinal pain relief methods don’t seem to work.
- Menstrual pain regularly interferes with your daily routine.
- Bleeding becomes heavier, as this could indicate an underlying health condition.

Managing Period Pain

You don’t need to suffer! Menstrual cramps are normal for some women before and after periods. Painkillers are recommended when menstrual pain prevents you from carrying out your work normally.

How many painkillers can I take in a day to help with period pain?

Dosage will vary, depending on the pills. Follow the directions on the package or recommendations of your health provider.

Yes! You can take warm baths, use a hot water bottle, or apply pain relief balms to your abdomen.

Are there ways to reduce period pain other than taking pain medicine?

You are told to silently bear period pain, but it’s difficult to work when you’re in pain. When should I take painkillers?

Poster 8A / ENG

Kudhibiti Maumivu ya Hedhi

Naambana nivumilia maumivu ya hedhi lakini ni ngumu. Sufanya kazi ndio na uchungu. Napoewa kutumia dawa za kubali naha uchungu wakati upi?

Hauhitaji kuuma! Maumivu ya tumbo yanapokoka na hedhi ni kawaida kwa baadhi ya wanawake. Tabia na uchungu wata wakhadi. Dawa za kubali naha uchungu hupendekeza wakati ambapo maumivu ya hedhi yanakuza kuendelea na kazi kama kama kawaida.

Napaswa kumeza tembe ngapi za kubali naha maumivu kwa siku?

Dosie itajagere na tembe hilo. Futa miungu siwezi kusaidia pakiti au mapendekezo ya mhudumu wako wa alia.

Ndio! Napoewa kwa mugumuza maumivu mibal na tembe dawa?

Naah! Unaweza oga kwa maji moto, kutumia dhupa za maji moto, au kupaka mafuta maalum ya kubali naha maumivu, tumboni.

Unahitaji kumuona daktari ikiwa:
- Tembe ulizopendekezwa na daktari/tabibu au mbinu zingine zisizo za kimatibabu, hazifanyi kazi.
- Maumivu ya hedhi kila mara huathiri ratiba yako ya kila siku.
- Unavuja damu nyangi kwani hii yaweza ashiria matatizo ya kiafya.
HOW TO MANAGE PAIN DURING MENSTRUATION

1. TAKING COMMON PAINKILLERS
Common painkillers, like paracetamol, can be bought at pharmacies or at a local shop. It is advisable that you seek a doctor’s opinion, however, if the common painkillers don’t feel like they’re helping.

2. APPLYING HEAT
You can buy a hot water bottle at the supermarket to apply heat to the abdomen and lower back. You can also improvise at home by using a plastic bottle filled with hot water. In either case, the bottle should be covered and wrapped using a thick fabric (like a towel) to prevent any accidental burns.

3. MASSAGING WITH PAIN RELIEF OINTMENT
Applying and massaging a pain relief balm (like Robb or Kaluma) can help relieve lower abdominal cramps, lower back pain, and headaches.

4. EXERCISING
Light exercises like walking can help relieve pain during menstruation.

5. MAINTAINING A HEALTHY DIET
Avoiding fatty foods, alcohol, carbonated beverages, caffeine, and salt can decrease bloating and nausea, as can eating foods rich in fibre and drinking plenty of water.

1. KUMEZA DAWA ZA KAWAIDA ZA KUKABILIANA NA MAUMIVU
Dawa za kawaida za kukabiliana na maumivu kama vile paracetamol, zaweza nunuliwa kwenyec maumivu yana dawa au maumivu yana kawaida ya dawa.

2. KUTUMIA JOTO
Unaweza nunua chupa ya kutia mji moto ili kutia joto kwenyec tumbo na sehemu ya nyuma ya mgongo. Pia waweza jiundia kifaa hiki nyumbani kwa kutumia chupa iliyojazwa maji moto. Wakati wowote huu, chupa hii inapaswa kufungwa kwa kutumia kitambaa kizito (kama vile taulo) ili kuzuia ajali za kuungwa.

3. KANDA KWA KUTUMIA LIHAMU (OINTMENTI)
Kupaka na kukanda mafuta maalum ya kutuliza maumivu (kama vile Robb au Kaluma) husaidia kutuliza maumivu ya sehemu ya chini ya tumbo, mgongo, na maumivu ya kichwa.

4. MAZOEZI
Mazoezi mepesi kama vile kutembea yaweza saidia kutuliza maumivu wa hedhi.

5. KUDUMISHA LISHE YENYE AFYA
Kuepuka vyakula vilivyo na mafuta, pombe, vinywaji vilivyo na diolsidi ya kaboni, kafeini, na chumvi, kutakusaaidia kunguza tumbo kuvimba na kichefechefu, sawa na kula vyakula vilivyo na viwango vya juu vya unyuzi na kunywa mali kwa wingi.
Do all women experience menstruation the same way?

No, menstruation varies from person to person and changes throughout a woman’s reproductive life.

Is it always easy to track one’s period?

Younger women’s menstrual cycles are often less predictable and become more regular after puberty. The duration, flow, and frequency of their periods can vary due to such factors as: nutrition, stress, physical endurance, contraceptive use, and pregnancy.

I’ve noticed that my family planning method causes me to bleed very lightly, sporadically, or more irregularly. Which family planning method is best?

To decide which family planning method is right for you, it is recommended that you see a doctor. Ask the doctor how each method could affect your menstrual cycle.

Can I use family planning to avoid dealing with period cramps?

This is an issue you should discuss with a medical provider.

NOTE: *Family planning is also commonly referred to as ‘contraception’ or ‘contraceptive methods’.

La, hedhi huwa tofauti kutoka kwa mtu mmoja hadi mwingine, na hubadilika katika maisha ya uzazi ya mwanamke.

Je wanawake wote hushuhudia hedhi kwa njia sawa?

Mara nyingi mzunguko wa hedhi wa wasichana barubunu huwa ngumu kutabiri na huwa wa kawaida baada ya kubalehe. Muda, mtiirinko na marudio ya hedhi zao huwa tofauti kuambatana na masuala kama vile lishe, msongo wa mawazo, uwezo wa mwili kustahimili, matumizi ya mbinu za upangaji uzazi na ujauzito.

Je ni rahisi kufuatilia hedhi kila mara?

Nimegundua kwamba mbinu yangu ya upangaji uzazi hunisababisha kuvuja damu nyepesi, mara moja moja, au pasipo kutabirika. Mbinu ipi ya upangaji uzazi ndio bora zaidi?

Ili kuamua mbinu ipi ya upangaji uzazi inayoikufaa, unaashauriwa kumemena daktari. Muulize daktari jinsi kila mbinu inavyoweza athiri mzunguko wako wa hedhi.

Je naeweza tumia mbinu ya upangaji uzazi ili kukabili na maumivu ya tumbo yanayotokana na hedhi?

Suala hili unapaswa kujadiliana na mhudumu wako wa kiafa.
MAINTAINING MENSTRUAL HYGIENE

It is extremely important to maintain good hygiene while menstruating.

Poor menstrual hygiene could lead to such conditions as bacterial vaginosis, urinary tract infections, reproductive tract infections, skin irritation, or even toxic shock syndrome.

Poor menstrual hygiene doesn’t always mean someone is unhygienic. Sometimes women don’t have access to safe menstrual products or to proper toilet facilities with clean running water and soap. Other times, women may lack information about how to practice proper and regular hand washing or when to change a menstrual product after it has collected blood.

Tips for Basic Menstrual Hygiene

- Change menstrual products as often as recommended.
- Always wash hands with soap and clean water before and after changing menstrual products.
- Dry underwear under the sun before wearing them, as damp underwear can increase risk of infections.
- Always wipe from front (vagina) to back (anus), as the opposite direction can cause infections.
- Don’t wash inside the vagina with soap or apply any scented products; the vagina is a self-cleaning organ and soap or other chemicals can throw off its natural chemical balance.
- Use clean and dry menstrual products.

NOTE: Access to toilets, clean water, and toilet paper might be limited from time to time. If you encounter a barrier to maintaining menstrual hygiene in the workplace, let your supervisor, HR manager, or MHM champion know.

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UDUMISHAJI WA USAFI WAKATI WA HEDHI

Kutozingitia usafi wakati wa hedhi kwaweza sababisha maradhi kama vile bacterial vaginosis, maambukizi ya mfumo wa mkojo (urinary tract infections), maambukizi ya mfumo wa uzazi, mwasho, au hata toxic shock syndrome.

Usafi duni wakati wa hedhi haumaanishi kwamba mtu ni mchafu. Wakati mwingine wanawake hawawezi kuwa na uweo wa kupata bidhaa salama za hedhi au hawawezi kupata vyoo vilivyogeza na mali ya mfereji ya sabuni. Kuna wakati ambapo wanawake hawawezi fikia taarifa kuhusu jinsi ya kudumisha usafi kwa kwanza kwa kunawa mikono, vile vile kukosa wakati wa kubadilisha bidhaa za hedhi baada ya damu kulowa.

Vidokezi vya kudumisha usafi binafsi wakati wa hedhi:

- Kutoanya bidhaa za hedhi kila mara kama ilivyopendekezwa.
- Usishe ndani ya uke kwa kutumia sabuni au kupaka bidhaa za heshima za uwezo rekezwa.
- Hakikisha unanawa mikono kwa kutumia sabuni na maji ya mfereji.
- Kila mara panguza kuanzia mbele (tupu ya mbele) kwa kutumia nyuma.
- Usishe ndani ya uke kwa kutumia sabuni au kupaka bidhaa za heshima za uwezo rekezwa.

FAHAMU KUWA: Mara kwa mara, huenda ikawa ngumu kufikia vyoo, maji safi na karatasi za shahi (toilet paper). Ikawa kuna kizingi cha udumishaji usafi kizini, mfahamishe mwananchi, meneja wa idara yake, ya ujirini na mshali ya wafanyikazi, au mwanarakiti/mbingwa wa MHM yaani MHM Champion.
**DIGNIFIED MENSTRUATION IN THE WORKPLACE**

Menstruating employees deserve access to:

- Menstrual hygiene products to absorb or collect blood during menstruation.
- Clean water and soap to wash hands before and after changing products.
- Means to dispose of used menstrual products.
- Safe and private toilet facilities.
- Menstrual health and well-being services offered in the workplace.

The availability of MHM*-friendly infrastructure in the workplace supports:

**Equality:** Employees who menstruate have a right to equal treatment in the workplace that is free of discrimination or bullying.

**Equity:** The workplace should provide employees with what they need to be productive, healthy members of the workplace community.

**Dignity:** Respect for all people, especially menstruating employees.

**Privacy:** Menstruating employees have a right to a clean, private toilet with a lockable door.

*MHM stands for Menstrual Hygiene Management*
MHM-FRIENDLY INFRASTRUCTURE

To support employees’ menstrual hygiene management, workplace infrastructure should have:

**Appropriate toilet facilities**
- Adequate number of toilets for employees (1 toilet per 25 employees)
- Toilets with clear signage
- Facilities that can be used any time of day with lighting inside and outside
- Privacy partitions and doors with locks on the inside
- A shelf or hook for hygienically storing or hanging belongings during toilet use
- Toilet stalls that are accessible to people with disabilities

**Consistent supply of clean water**
- Taps that are functional with sources of clean water, adequate pressure, and a good drainage system
- Handwash basins equipped with soap

**Provision of toilet paper**
- Toilets that are supplied with adequate toilet paper

**Routine toilet cleaning**
- Toilets and bathroom floors that are clean and dry
- Toilets with a functional source of water for flushing

**Menstrual disposal bins**
- Bins that have lids to cover waste
- Routine emptying of bins to avoid overflowing waste

**NOTE:**
Kindly report any toilet facility maintenance issues to the MHM Champion/HR Manager.

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MIUNDO MSINGI INAYOHIMILI MHM

Ilī kusaidia udumishaji wa usafi wa hedhi wa wafanyakazi, miundo mbinu ya mahali pa kazi inapaswa kuwa na:

**Vifaa vya choo vinavyotimiza mahitaji ya kijinsia**
- Idadi ya vyoo vya kutosha kwa wafanyakazi (choo 1 kwa wafanyakazi 25)
- Vyoo vya kutosha vilivyo na ishara dhahiri
- Vifaa ambavyo vyaweza tumika kwa watu wawili wawakeva wa siku huku vikika na mwangaza ndani na nje
- Mgawanyo wa usiri na milango iliyonavyo na vilivyo(upande wa ndani)
- Rafu au kiopoo cha kuhifadhi au kuling’iinda mizigo ya mhusika anapoitumia choo
- Sehemu ambazo zinafikiwa na watu wanasichana na ulemavu

**Maji ya kutosha kila wakati**
- Miferej yenyen aifani na shahara mwafaka wa majitaka
- Besheni za kunawa maji na vifaa za sabuni

**Karatasi ya shashi**
- Vyoo vilivyo na karatasi za shashi za kutosha

**Kusafishiwa kila mara**
- Vyoo na mabafu ni safi na kawu
- Vyoo vina vyango vya maji ya kusukuma uchafu

**Mapipa ya kutupa taka za hedhi**
- Sharti uchafu wote urushwe mapipani
- Kuondolewa taka za hedhi kwenye mapipa ili kusafisha uchafu usimwagie

**PAHAMU KUWA:**
Ukiwa na malalamishi kuhusu chochote vyoooni, taadhali toa taarifa kwa bingwa wa MHM (MHM Champion) au meneja wa idara ya uajira na maslahi ya wafanyakazi (HR Manager).
WHAT IS AN MHM-FRIENDLY WORKPLACE?

An MHM-friendly workplace responds to menstruation-related concerns with compassion and respect. Such a workplace does the following:

Normalizes Menstruation
Menstruation can be an uncomfortable experience in an unsupportive workplace. Normalizing menstruation in the workplace means creating an environment where everyone can talk about their menstrual experience without discrimination.

Supports MHM Awareness
To increase knowledge about MHM, the workplace can provide employees with factual information about menstruation and discourage rumors and misinformation.

Ensures that Management is MHM-Friendly
Workplace managers and supervisors can create a work culture that addresses women’s concerns and enables them to manage their menstruation without fear. MHM-friendly managers allow menstruating employees to see the nurse for related medical assistance, provide temporary assignments of lighter duties, and accommodate the need for breaks or time off for menstruation-related reasons.

Addresses Employees’ Concerns
All employees should be able to communicate openly and honestly with managers, supervisors, human resources, or the MHM Champion about their menstrual health concerns. Doing so can promote MHM-friendly practices, increase comfort levels for other women in the workplace, and improve overall productivity.
SUPPORTING MHM AT WORK

Who is an MHM ally?
An ally is someone who is willing to act with and for another person or group to achieve a common cause or purpose. Someone can also be an MHM ally in the workplace. Even those who don’t experience menstruation can promote equality and support the needs of menstruating employees.

What is menstrual stigma?
It is stigma associated with menstruation. This stigma is deeply rooted in cultural taboos, social and religious beliefs, sexism (discrimination against women), and lack of information, which results in negative effects and unfair treatment of people who menstruate.

What is period shame?
This is when women feel or are made to feel embarrassed because they menstruate. No one should feel or be made to feel ashamed because of a natural process.

What is a myth?
A myth is a belief that many people have that isn’t based on true fact.

NOTE:
An MHM ally uses every opportunity to increase accurate knowledge about menstruation, communicate with respect, and show kindness to all colleagues. An ally commits to being part of the solution and not the problem.

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What is period shame?
This is when women feel or are made to feel embarrassed because they menstruate. No one should feel or be made to feel ashamed because of a natural process.

What is a myth?
A myth is a belief that many people have that isn’t based on true fact.

Myth: Women must bear their menstruation in silence - especially in the workplace!
Fact: Menstruation is a natural process which can be kept private, but if employees want to talk about their menstrual experiences and needs, they should be able to do so freely. It is everyone’s responsibility to create a culture of acceptance, respect, and kindness at work.

Myth: Women employees are exaggerating when they say they have period pain.
Fact: Women often experience pain when menstruating and may need medical assistance while they’re at work. Some women may even need to go home, take a break from work, or be assigned lighter duties temporarily because of menstrual pain.

FAHAMU KUWA:
Rafiki wa MHM hutumia kila fursa ili kuimarisha ufahamu wa kweli kuhusiana na hdhi, kuwasiliana kwa heshima, na kuwaonyesha wafanyikazi wote ukarimu. Imanaisha kuwa sehemu ya suluhu na wala sio tatizo.

STOP STIGMA
Poster 13 / ENG
GOOD MENSTRUAL HYGIENE MANAGEMENT AT WORK

How does good menstrual hygiene management help me at work? When your workplace supports good menstrual hygiene management, it can affect:

- your level of comfort
- how stressed you feel
- your physical health
- how productive you are
- your relationship with your supervisor.

Remember to ask your doctor about issues related to your menstrual, sexual, and reproductive health. You can also contact the following for more information:

- Aunty Jane Hotline - Call for free at 0800 721 530
- Ask NIVI - WhatsApp at +254 207 640 156
- LVCT - Call for free from a Safaricom line at 1190
- Marie Stopes Kenya - Call for free at 0800 720 005 or WhatsApp at +254 709 819 001

Anything that affects employees’ productivity, performance, and ability to reach their full potential in the workplace can also affect the company’s overall business outcomes.

Investing in menstrual health, hygiene, and wellbeing can create a supportive environment for all employees, which contributes to the company’s success.

TIP: If you or anyone you know are experiencing gender-based violence, please reach out to:

- The Gender Violence Recovery Centre (GVRC): Call 0719 638 006 for free medical emergency/urgent healthcare services, follow-up care, and therapy.
- Coalition on Violence Against Women (COVAW): Use the free SMS Hotline 20351 or Hotline 0723 703 939 for emergency, medical, reporting, counseling and legal services.
- USIKIMYE: Call 0718 158 400 for information on safe houses, legal aid, and general services for survivors.

UDUMISHAJI MZURI WA USAFI WAKATI WA HEDHI (MHM) KAZINI

Je udumishaji usafi wakati wa hedhi kazini utanisaidia vipi katika eneo la kazi?

Sehemu yako ya kazi ikihimili udumishaji usafi wakati wa hedhi, yaweza athiri:

- Kiwango chako cha utulivu
- Kiwango cha msongo wa mawazo
- Kiwango chako cha uzalishaji
- Uhusiano wako na mwangalizi wako
- Afya yako ya kimwili
- Chozchote kinachoathiri kiwango cha uzalishaji, utendakazi na nguo za wafanyakazi, huathiri matokeo jumla ya kibiashara ya kampuni.
- Kuwekeza katika afya cha hedhi, usafi na ustawi cha hedhi, kuweka unda mazingira tegemezi kwa wafanyakazi wote, na hiyo kuchangia ustawi wa kampuni.

Kumbuka kuuliza daktari wako jiu ya maswala yanayohusiana na hedhi yako, ngono, na afya ya uzazi. Unaweza pia kuwasiliana na wafuatoo kwa taarifa zaidi:

- Aunty Jane Hotline: Piga simu bila malipo kwa 0800 721 530
- Ask NIVI: WhatsApp kupitia +254 207 640 156
- LVCT: Piga simu bila malipo kupitia laini ya Safaricom kwa 1190
- Marie Stopes Kenya - Piga simu bila malipo kwa 0800 720 005 au WhatsApp +254 709 819 001

VIDOREZI: Ikia wewe au yeyote unayemfahamu anakumbana na dhuluma za kijinsia, tafadhali wasiliana kupitia:

- Coalition on Violence Against Women (COVAW): Nambari ya arafa (SMS) ya dhurura bila malipo 20351, Nambari ya dhurura ya matibabu 0723703939, kuripoti, ushauri na asaha na huduma za kisheria.
- USIKIMYE: Piga 0718 158 400 kwa taarifa kuhusu makao ya usalama, usaidizi wa kisheria, huduma za jumla kwa wahasiriwa.
I've learned so much about good menstrual health and hygiene in the workplace over the past few months! Menstruation doesn't just stop when we come to work and it is not something that makes us weak. Menstruation-related issues are not something small and insignificant that you have to bear alone. You can talk about your concerns so that we can address them. When I am able to manage my menstrual health and hygiene at work, it makes me a better and more productive employee. I want to be part of a company where my periods don't hold me back from participating and contributing fully at work.

When workplaces support menstruating employees, it is a win for women, men, leadership, and the company as a whole. At Thika Cloth Mills, we are proud to have leadership, MHM champions, a nurse, managers, supervisors, and others who do their best to support employees who menstruate.

I want the women to know that Thika Cloth Mills is a nice, safe, and friendly place to work and that women are appreciated in this factory. We want to see women flourish in this company. We care about women employees and want an environment that is safe and good for them.

- Ms. Tejal Dodhia, Managing Director, Thika Cloth Mills Ltd.