



Digital Posters about Menstrual Hygiene Management (MHM) in a Kenyan Workplace



ACKNOWLEDGEMENTS

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.

Our sincere gratitude to the Managing Director of Thika Cloth Mills in Kenya, Ms. Tejal Dodhia, as well as all participating employees.

Preferred Citation: USAID. 2021. Digital Posters about Menstrual Hygiene Management (MHM) in a Kenyan Workplace. Washington, DC, USAID Water, Sanitation, and Hygiene Partnerships and Learning for Sustainability (WASHPaLS) Project.

ABOUT THIS BOOKLET

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.

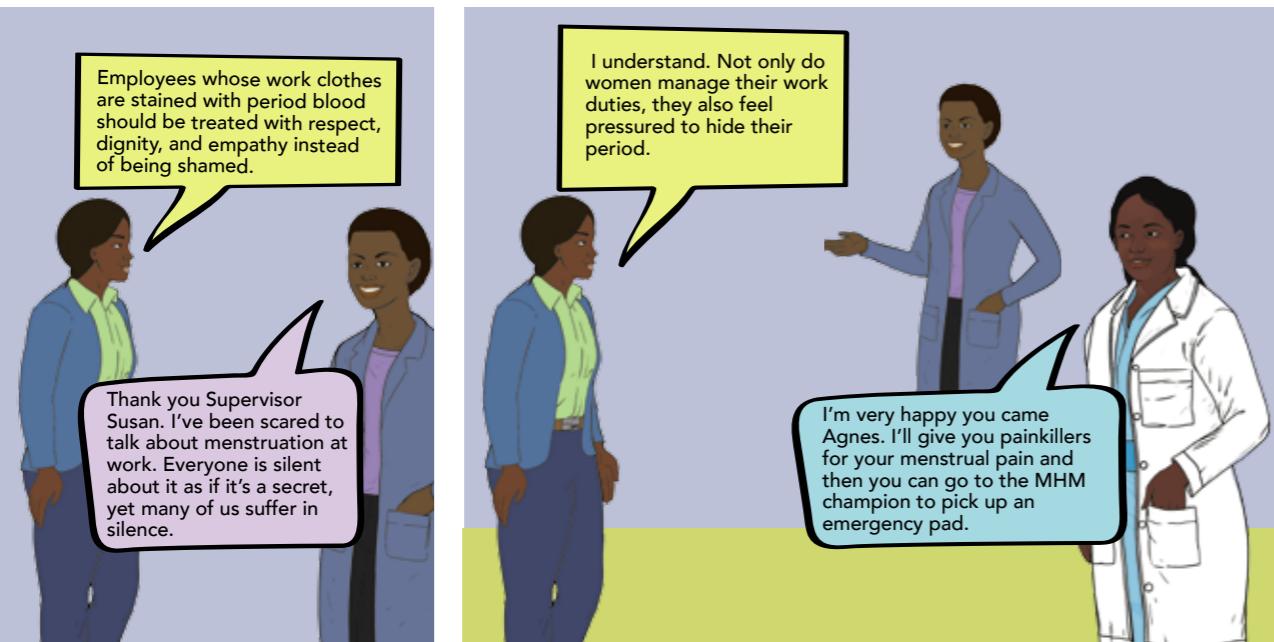
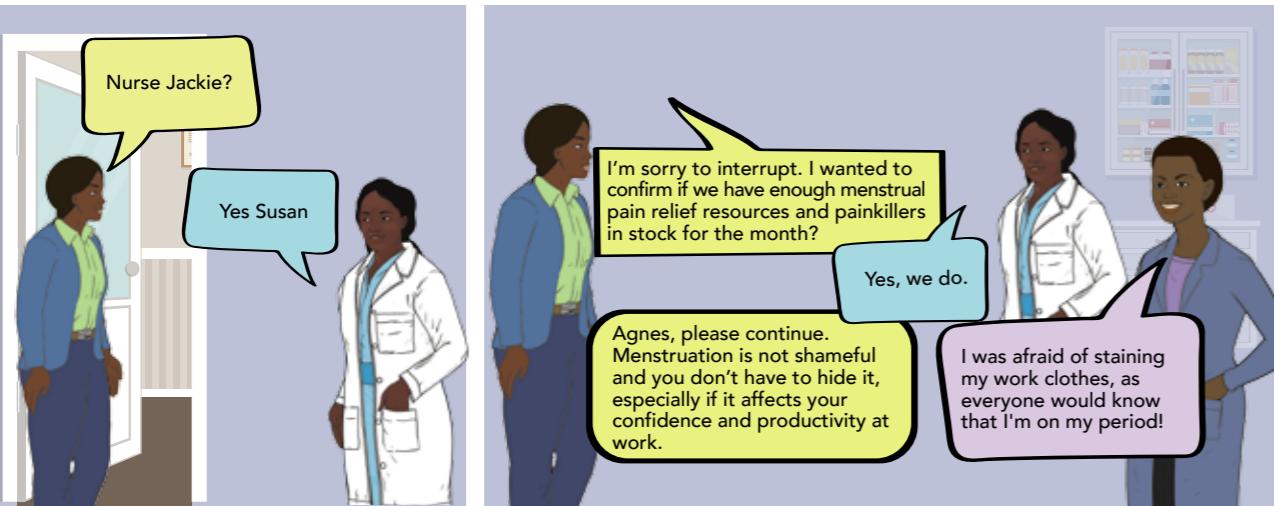
The *MHM in the Workplace* activity conducted action research from 2019-2021 to assess the benefits and costs of improving MHM in the workplace for women workers and the enterprises that employ them. The overall objective of the project was to determine if providing adequate MHM* in the workplace contributes 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).

LET'S TALK PERIOD

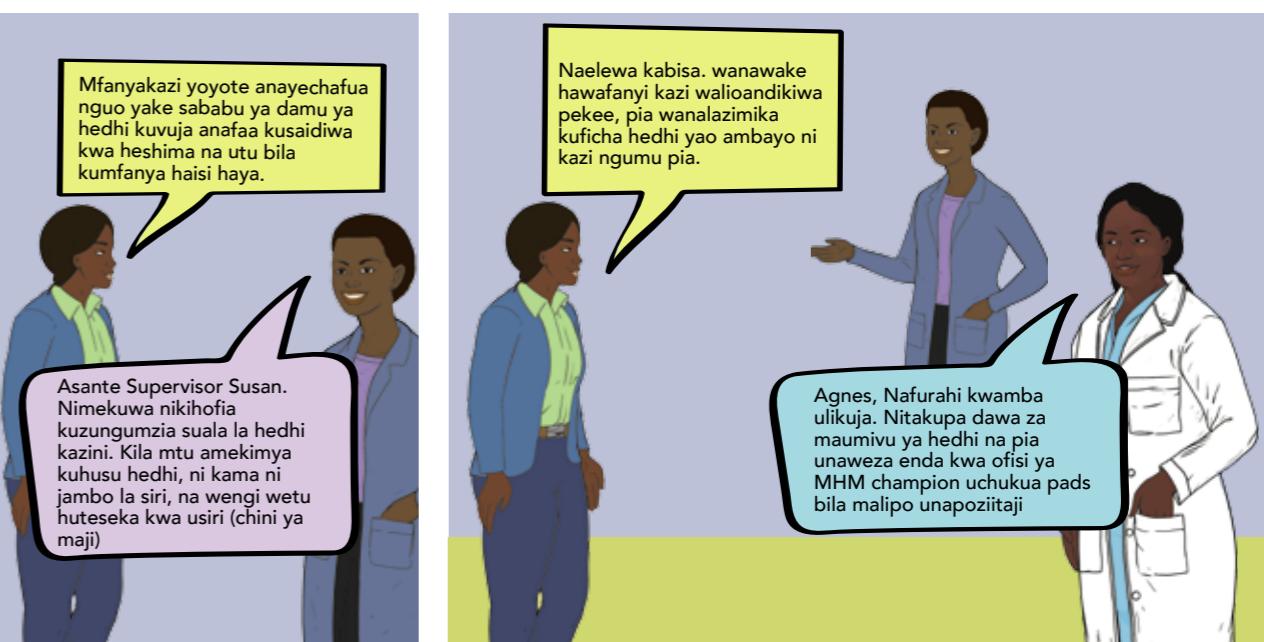
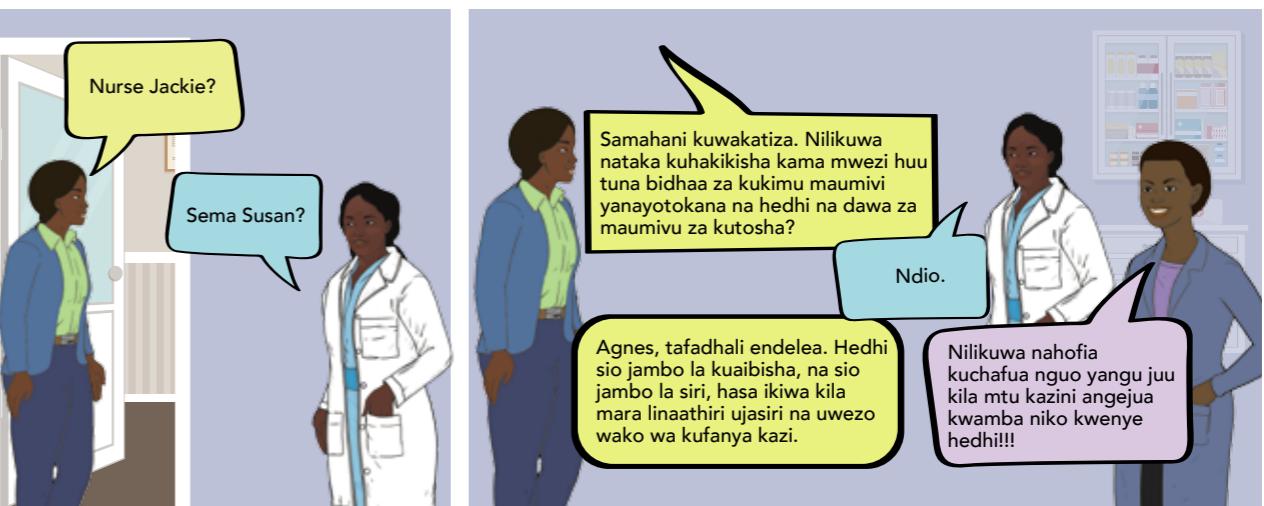
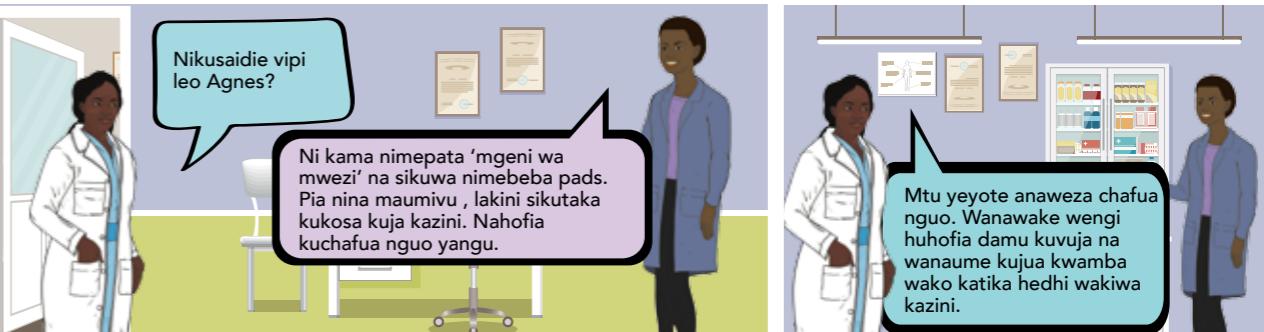


DID YOU KNOW?

- Two billion people around the world menstruate and many also menstruate while at work.
- In many workplaces, there is a strong culture of silence around discussing menstruation.
- We all have a part to play in ending period shame.



TUZUNGUMZIE HEDHI



JE WAJUA?

- Watubillioni 2 duniani kote kupata hedhi na wengi wao huipata wakiwa kazini.
- Katika sehemu nyngi za kazi, Watuhukimya sana kuhusu maswala ya hedhi.
- Sisi sote tuna jukumu katika harakati za kuangamiza aibu dhidi ya hedhi.



MYTHS AND FACTS ABOUT MENSTRUATION!

Nurse Jackie,
what are
myths?

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 kunesha, mashiro, or monthly visitors to talk about their period privately!



Fact:

Employees should be able to talk openly about menstruation if they want to, just like they would talk about pregnancy, injury, or other natural health experiences.

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.

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 at work can come from cultural taboos, social and religious beliefs, lack of information, and more.



VISASILI NA UKWELI KUHUSU HEDHI!

Nurse Jackie,
visasili ni nini?

Kisasili:

Damu ya hedhi ni chafu!



Kisasili ni imani waliyo nayo watu wengi ambayo sio ya kweli ama 'myth' kwa kiingereza. Agnes, ni baadhi ya visasili vipi ambavyo umesikia kuhusu hedhi ukiwa kazini?

Ukweli:

Hedhi sio chafu! Wahusika wengi huwa na wasiwasikwamba ni chafu kwa sababu damu ya hedhi yaweza kuwa na harufu, lakini Hedhi ni shughuli na hali ya kawaida ya kibayolojia.

Kisali:

Wanawake hutumia majina ya kisiri kama vile kunesha, mashiro, mgeni wa mwezi ili kudumisha usiri kuhusu hedhi!



Ukweli:

Wafanyakazi wanafaa kuzungumiza kuhusu hedhi kwa wazi kama vile wanavyo zungumza kuhusu ujauzito, maumivu yoyote au hali za kawaida za kiafya.

Kisasili:

Wanaume hawapaswi kujua kama mhusika ako kwenye hedhi akiwa kazini!



Ukweli:

Ni sawa kabisa kama mwanamke anataka hedhi yake kuwa siri akiwa kazini, bora isiwe usiri huu unatokana na aibu au kulazimishwa kuificha.

Kisali:

Hedhi ni jambo ambalo wanawake wanapaswa kuvumilia hata wakipata maumivu!



Ukweli:

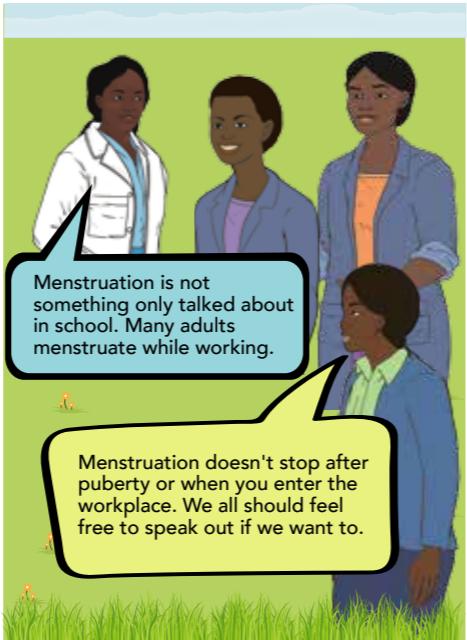
Sio jukumu la wanawake kuvumilia matukio ya hedhi pekee yao au kunyamaza kwa gharama ya starehe, afya au usalama wao. Sehemu za kazi za paswa kuchukua hatua za kuwasaidia wafanyakazi wanaopata hedhi.

JE WAJUA?

- Una haki ya kudumisha usiri au uwazi kuhusu hedhi yako ukiwa kazini jinsi utakavyo.
- Sio haki kwa yeyote kukufanya uhisi umekosa utulivu na kukudunisha kwa sababu uko na hedhi.
- Visalisili kuhusu hedhi kazini vinatokana na miiko ya kitamaduni, dini na ukosefu wa habari na hamasisho na kadhalika.



I AM ON MY PERIOD!

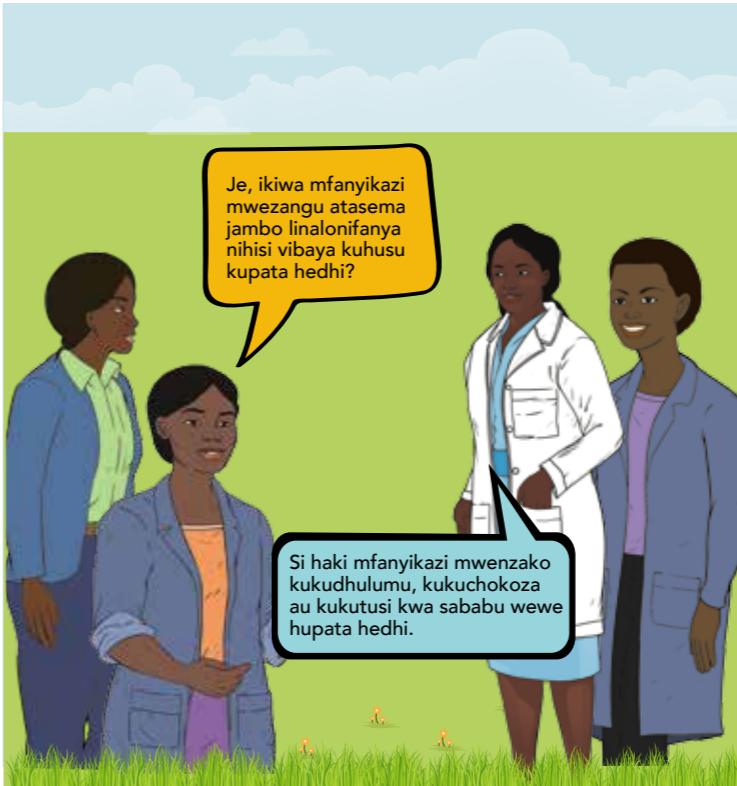
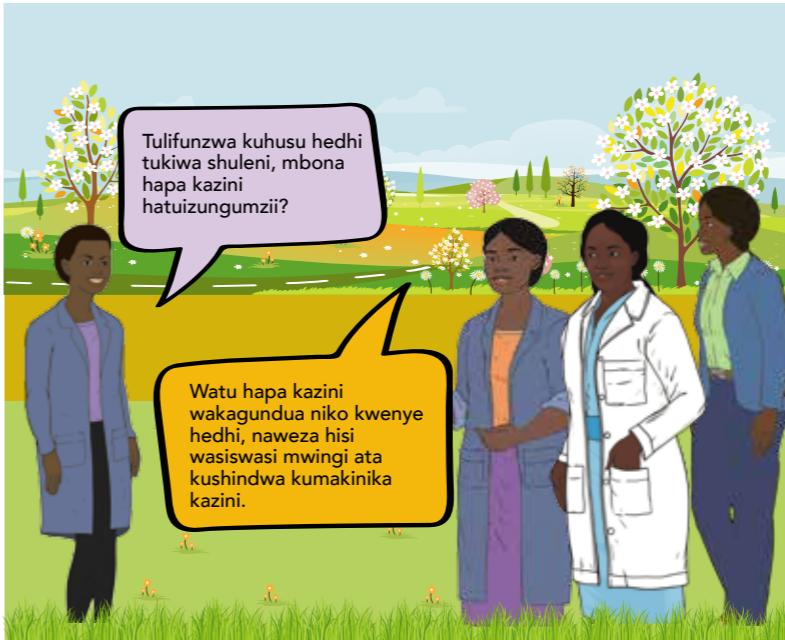


REASONS TO BE PERIOD PROUD!

- 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.



NIKO KWENYE HEDHI!

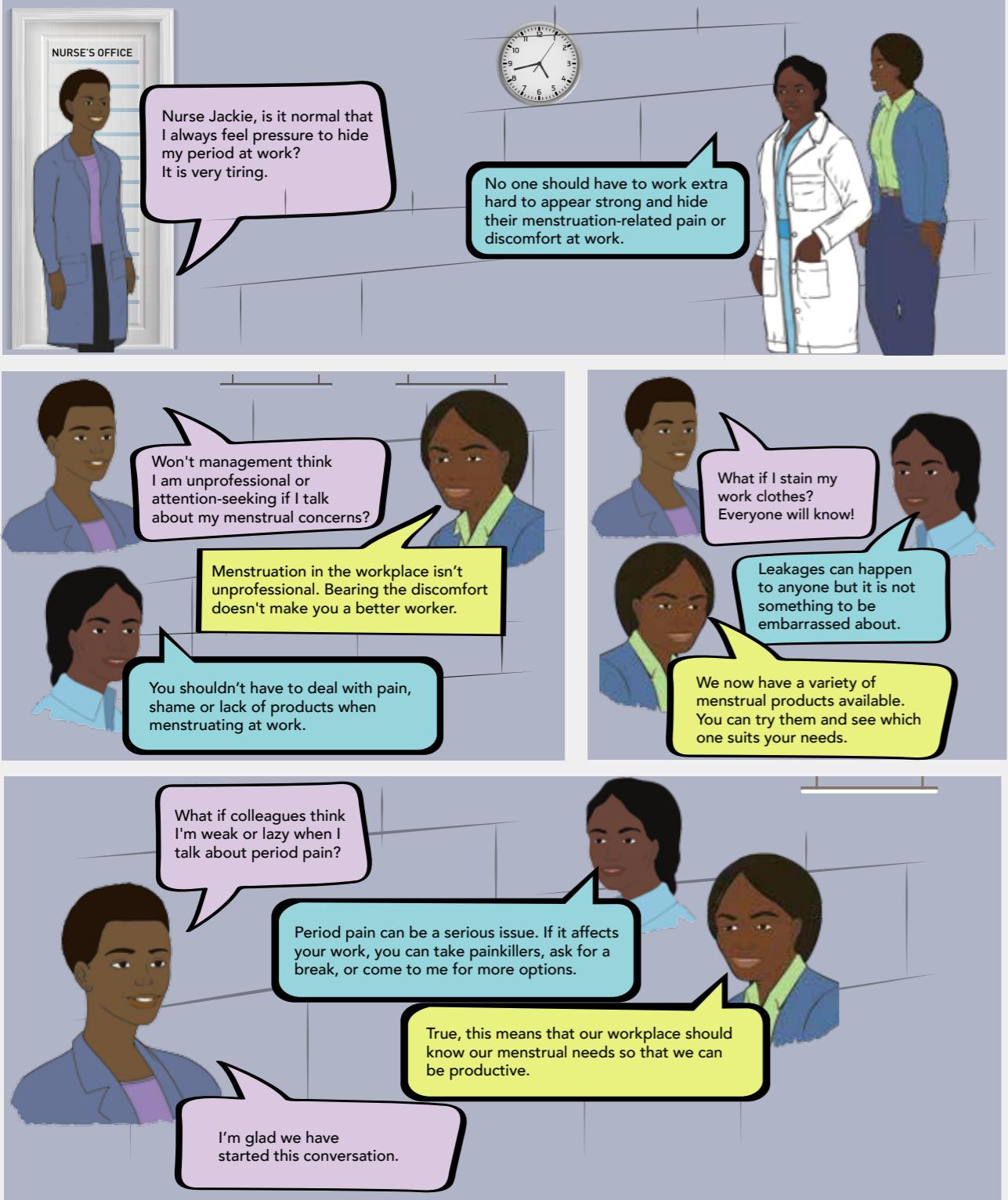


KUWA NA HEDHI or SABABU ZA KUJIVUNIA HEDHI

- Hedhi yaweza kuwa shughuli ya afya ya uzazi yenye furaha.
- Kujifunza mpangilio na matukio ya mzunguko wa hedhi na kuelewa mahitajia ya miili yetu ni jambo la faraja.
- Yaweza kuwa wakati wa kujilali na kuipumzishana miili yetu.
- Kuwasaidia wafanyakazi wenzako wanaopata hedhi kwaweza unda udada na kuimarisha mazingira ya kazi.



PERIODS: NO SHAME!



DID YOU KNOW?

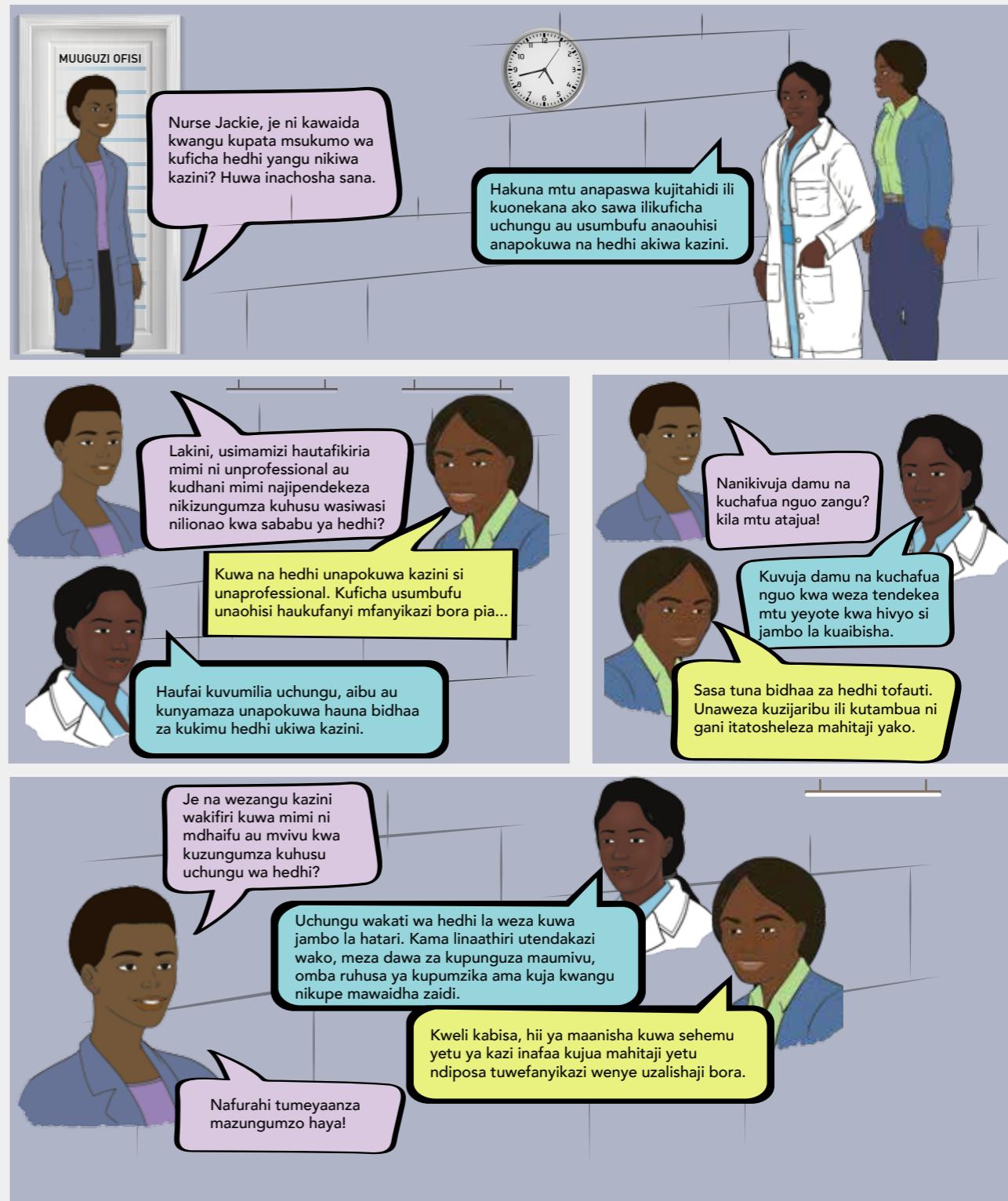
- Menstruation is a natural process.
- Menstruation can be painful for many employees.
- Menstruation is not a secret to hide.

TIPS

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



HEDHI HAINA AIBU!



JE WAJUA?

- Hedhi ni hali ya kawaida ya kibayolojia.
- Hedhi inaweza kuwa uchungu kwa wafanyakazi wengi.
- Hedhi si jambo la siri.

VIDOKEZI

- Fuatilia kipindi chako cha hedhi mara kwa mara.
- Tumia bidhaa ya kukimu hedhi inayofaa mtiliriko wako.
- Beba bidhaa ya hedhi na nguo za ziada kila wakati.



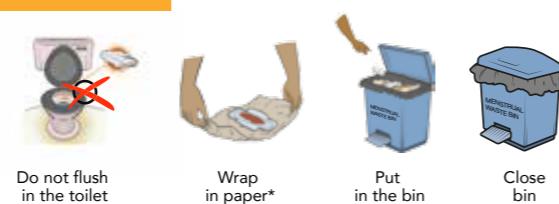
CHOICE OF MENSTRUAL PRODUCTS

DISPOSABLE PAD



- Pads made of absorbent material that are worn in a person's underwear to soak up menstrual flow.
- 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



* One can wrap it with toilet paper, product packaging, or whatever material is convenient or available.

REUSABLE PAD



- Cloth pad made of absorbent material that is worn in a person's underwear to collect menstrual blood.
- Must be changed every 2-6 hours, depending on menstrual flow.
- Users must wash hands with soap and water, before and after placing, changing, or removing the pad.
- Can be soaked, washed, and dried to be used multiple times.
- Lifespan:** Can last up to two years of use.

HOW TO REUSE

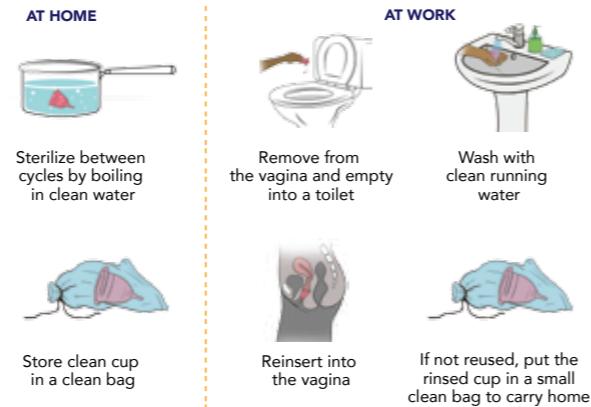


MENSTRUAL CUP



- 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



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.



CHAGUO LA BIDHAA ZA HEDHI

KISODO CHA KUTUPWA

Visodo viliviyoundwa kwa bidhaa zeny uwezo wa kufyonza, ambavyo huvaliwa kwenye suruali za ndani ili kufyonza damu ya hedhi.

Vinapatikana kwa saizi na unene tofauti. Lazima vibadilishwe kila baada ya kat i ya masaa 4-6, kuambatana kiwango cha damu ya hedhi ili kuzua damu isivuje, maambukizi na harufu mbaya.

Mtumiaji sharti anawe mikono kwa sabuni na maji yanayotiririka kabla ya kuweka, kubadilisha au kuondoa kisodo.

Muda wa matumizi: Matumizi mara moja.

JINSI YA KUTUPA



* Mtu anaweza funga kisodo kwa kutumia karatasi ya shashi, pakiti ya kufungia bidhaa hiyo au bidhaa ingine yoyote ile inayofaa na inayopatikana.

KISODO KINACHOTUMIWA ZAIDI YA MARA MOJA

Kisodo kilichoundwa kwa kitambaa chenye uwezo wa kufyonza majimaji, na ambacho huvaliwa kwenye suruali ya ndani ili kukusanya damu.

Kinapaswa kubadilishwa kila baada ya kat i ya saa 2-6, kulingana na kiwango cha damu ya hedhi.

Mtumiaji sharti anawe mikono kwa sabuni na maji kabla ya kuweka, kubadilisha au kuondoa kisodo.

Chawea loweshwa, kufuliwa na kukaushwa mara kadhaa.

Muda wa matumizi: Chawea tumiwa kufikia miaka 2.

JINSI YA KUTUMIA



KIKOMBE CHA HEDHI

Kifaa kinachonyumbulika kilichoundwa kwa kiwango cha juu cha silicone.

Huingizwa ukeni ili kukusanya damu ya hedhi.

Mtumiaji sharti anawe mikono kwa sabuni na maji kabla ya kuweka, kubadilisha au kuondoa kisodo.

Chawea valiwa kufikia saa 12, kusafishwa na kutumiwa tena.

Muda wa matumizi: Chawea tumiwa kufikia miaka 10.

JINSI YA KUTUMIWA



Tibu katikati ya muda wa mzunguko, kwa kuchemsha kwenye maji moto

Ondoa ukeni kisha umwage damu iliyokusanyika chooni



Hifadhi katika kifuko kisafi

Ingiza tena ukeni

Ikiwa hakitumiwi tena, weka kikombe kilichosuwazi katika mfuko safi kisha urejeshe nyumbani.

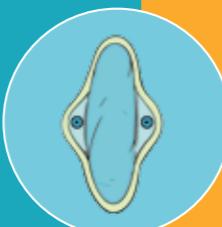
FAHAMU KUWA:

Ikiwa una maswali yoyote kuhusu kikombe cha hedhi, wasiliana na **Ebby Weyime** kupitia WhatsApp kwa **0703 840 779**; or **Vanessa Kivugale** on **0721 584 467**. Wote watafurahia kukusaidia kufanikisha matumizi ya kikombe cha hedhi kwa starehe.



CHOOSING YOUR MENSTRUAL PRODUCT

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.

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.

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.

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

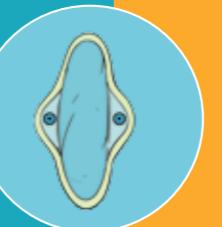
DID YOU KNOW:

- 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.



KUCHAGUA BIDHAA YAKO YA HEDHI

Swali:
Je ni sawa kwa watu katika jamii yangu kuwakosoa wanawake wanaotumia bidhaa za hedhi mbali na visodo vya kutumiwa na kutupwa, wakati wa hedhi?



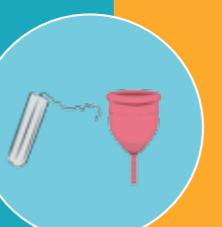
Jibu:
La. Bidhaa za hedhi ni ala za kumsaidia mwanamke kudhibiti hedhi. Bidhaa yoyote ambayo ni safi, salama na ina uwezo wa kufyonza damu, ni sawa kwa matumizi. Kila mwanamke ana uhuru wa kuchagua na kutumia bidhaa inayomfaa zaidi.

Swali:
Nitaamuaje bidhaa ipi ya hedhi ya kutumia?



Jibu:
Unapaswa kuzingatia yafuatayo: gharama, starehe, mtiririko wa damu au kiasi cha damu yako ya hedhi, marudio ya kubadilisha, urahisi wa kutupa au uwezekano wa matumizi tena.

Swali:
Ni kweli kwamba matumizi ya bidhaa za hedhi zinazoingizwa ukeni kama vile visodo vya kuingizwa ukeni na vikombe vya hedhi, inamaanisha kwamba unajihuisha na ngono?



Jibu:
Chaguo la wanawake la bidhaa za hedhi za kutumia halihusiki kamwe na ngono. Bidhaa za hedhi za kuingizwa ukeni kama vile visodo vya kuingizwa ukeni na vikombe vya hedhi, vyawenza kuwa mbinu ya starehe zaidi ya kushikilia damu ya hedhi. Wanawake wanaotumia bidhaa za kuingizwa ukeni hawastahili kukosolewa wala kuhukumiwa.

KIJISANDUKU CHA UKWELI

Usitumie bidhaa za kuingizwa ukeni ikiwa:

- Umefanyiwa upasuaji katika lango la uke
- Ulijjifungua hivi majuzi
- Una maambukizi ya mfumo wa mkojo yaani Urinary Tract Infection kwa Kiingereza maambukizi ya mfumo wa uzazi yaani Reproductive Tract Infection kwa kiingereza
- Unakumbwa na tatizo la mkojo kuvuja kuititia ukeni
- Umepitia utaratibu wa kitamaduni wa kukatwa au kukeketwa
- Unashuhudia maumivu sana unapoingiza bidhaa hizi ukeni
- Hauwezi nawa mikono yako kwa sabuni na maji safi kabla au baada ya kuingiza bidhaa hii ukeni.

JE WAJUA KWAMBA:

Matumizi ya bidhaa zisizofonyza damu kama vile vitambaa/matambara au visodo vilivyo lava yaweza sababisha maambukizi ya mfumo wa uzazi (RTIs) na maambukizi ya mfumo wa mkojo (UTIs). Matumizi bora ya bidhaa ya hedhi inayoambatana na mtiririko wako wa hedhi, inatosha. Hakuna haja ya kutumia bidhaa mbili za hedhi kwa wakati mmoja.



MENSTRUAL HEALTH CONDITIONS

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, wellbeing, and productivity of menstruating employees at work.



Endometriosis

Polycystic ovary syndrome (PCOS)

Premenstrual dysphoric disorder (PMDD)

Ovarian cysts

Premenstrual syndrome (PMS)

Reproductive system cancers

Uterine fibroids

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.



MATATIZO YA KIAFYA YANAYOTOKANA NA HEDHI

Japo hedhi ni shughuli ya kawaida, kuna matatizo ya kiafyah ambayo yaweza husishwa na hedhi, ambayo wanawake wanapaswa kufahamu.

Matatizo mengi ya kiafyah yanayotokana na hedhi yaweza athiri afya, ustawi, na uzalishaji wa wafanyakazi wanaoshuhudia hedhi kazini.



Endometriosis

Polycystic ovary syndrome (PCOS)

Premenstrual dysphoric disorder (PMDD)

Uvimbe ulioja maji kwenye ovari (Ovarian cysts)

Premenstrual syndrome (PMS)

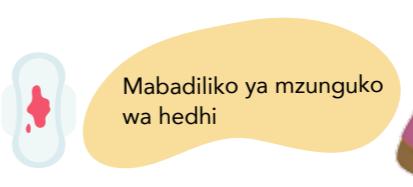
Saratani za mfumo wa uzazi

Uterine fibroids

Ishara za kawaida zinazohusishwa na hali hizi:



Maumivu makali ya tumbo



Mabadiliko ya mzunguko wa hedhi



Mabadiliko ya nguvu yaani changes in energy kwa kiingereza.

JE WAJUA:

- Mzunguko wa hedhi huashiria mengi kuhusiana na afya ya mwili wa mwanamke.
- Baadhi ya mbini za upangaji uzazi zina athari ambazo zaweza sababisha kuvuja damu, mabadiliko ya marudio ya mzunguko wa hedhi, au kubadilisha maumivu ya hedhi.

IMPORTANT:

Wanawake wanapaswa kufuatilia mizunguko yao ya hedhi, kuelewa mili yao na kumuona daktari ikiwa mizunguko yao ya hedhi itabadiika.



MANAGING PERIOD PAIN



I'm told to silently bear period pain, but it's difficult to work when I'm in pain. When should I take painkillers?



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.



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



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

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.



KUDHIBITI MAUMIVU YA HEDHI



Naambiwa nivumile maumivu ya hedhi lakini ni ngumu kufanya kazi nikiwa na uchungu. Napaswa kutumia dawa za kukabiliana na uchungu wakati upi?



Hauhitaji kuumia! Maumivu ya tumbo yanayokana na hedhi ni kawaida kwa baadhi ya wanawake kabla na wakati wa hedhi. Dawa za kukabiliana na uchuungu hupendekezwa wakati ambapo maumivu ya hedhi yanakuza kuendelea na kazi yako kama kawaida.



Napaswa kumeza tembe ngapi za kukabiliana na maumivu kwa siku?



Dozi itategemea na tembe hizo. Fuata mwongozo kwenye pakiti au mapendekezo ya mhudumu wako wa afya.



Je kuna mbiu za kupunguza maumivu mbali na kumeza dawa?



Ndio! Unaweza oga kwa maji moto, kutumia chupa za maji moto, au kupaka mafuta maalum ya kukabiliana na 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 nyingi 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.

JINSI YA KUDHIBITI MAUMIZI WAKATI WA HEDHI



1. KUMEZA DAWA ZA KAWAIDA ZA KUKABILIANA NA MAUMIVU

Dawa za kawaida za kukabiliana na maumivu kama vile paracetamol, zaweza nunuliwa kwenye maduka maalum ya dawa au maduka ya kawaida ya dawa.



2. KUTUMIA JOTO

Unaweza nunua chupa ya kutia maji moto ili kutia joto kwenye 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 tauo) ili kuzuia ajali za kuungua.



3. KANDA KWA KUTUMIA LIHAMU (OINTMENT)

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 wakati wa hedhi.



5. KUDUMISHA LISHE YENYE AFYA

Kuepuka vyakula vilivyo na mafuta, pombe, vinywaji vilivyo na dioksidi ya kaboni, kafeini, na chumvi, kutakusaidia kupunguza tumbo kuvimba na kichefuchefu, sawa na kula vyakula vilivyo na viwango nya juu nya unyuzi na kunywa maji kwa wingi.



MENSTRUATION AND FAMILY PLANNING*



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.

HEDHI NA UPANGAJI UZAZI



Je wanawake wote hushuhudia hedhi kwa njia sawa?

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

Je ni rahisi kufuatilia hedhi kila mara?

Mara nyingi mzunguko wa hedhi wa wasichana barubaru huwa ngumu kutabiri na huwa wa kawaida baada ya kubalehe. Muda, mtiririko 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.

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 inayokufaa, unashauriwa kumuona daktari. Muulize daktari jinsi kila mbinu inavyoweza athiri mzunguko wako wa hedhi.

Je naweza tumia mbinu ya upangaji uzazi ili kukablia na maumivu ya tumbo yanayotokana na hedhi?

Suala hili unapaswa kujadiliana na mhudumu wako wa kifaya.

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



FAHAMU KUWA: *Upangaji uzazi kwa kawaida hufahamika kama 'uzuiaji mimba' or 'mbinu za upangaji uzazi'.



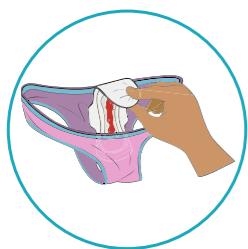
MAINTAINING MENSTRUAL HYGIENE

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.

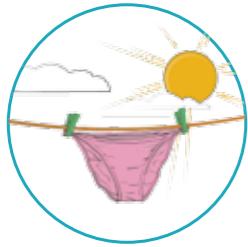
Tips for Basic Menstrual Hygiene



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.



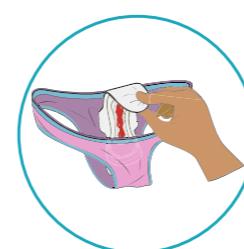
UDUMISHAJI WA USAFI WAKATI WA HEDHI

Ni muhimu sana kudumisha usafi ukiwa katika hedhi.

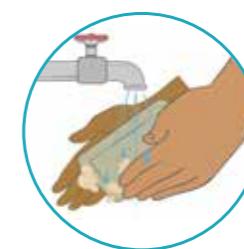
Kutozingitia usafi wakati wa hedhi kwaweza sababisha maradhi kama vile bacterial vaginosis, maambukizi ya mfumo wa mkojo (urinary tract infections), mambukizi ya mfumo wa uzazi, mwasho, au hata toxic shock syndrome.

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

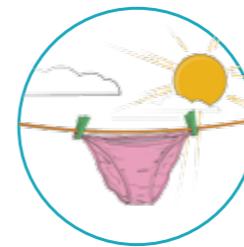
Vidokezi vya kudumisha usafi binafsi wakati wa hedhi:



Badilisha bidhaa za hedhi kila mara kama ilivyopendekezwa.



Hakikisha unanawa mikono kwa kutumia sabuni na maji kabla na baada ya kubadilisha bidhaa zako za hedhi.



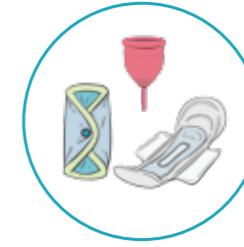
Kausha nguo za ndani kwenye juu kabla ya kuzivalia kwani nguo za ndani baridi zaweza sababisha maambukizi.



Kila mara panguza kuanzia mbele (tupu ya mbele) kuelekea nyuma (tupu ya nyuma). Ukanzia nyuma ukirejea mbele, basi unaongeza uwezekano wa kusambaza maambukizi.



Usioshe ndani ya uke kwa kutumia sabuni au kupaka bidhaa zozote zenyeharufu; uke ni sehemu inayojisafisha yenyewe na sabuni na kemikali zingine zawza athiri usawa wa kemikali asili



Tumia bidhaa safi na kavu za hedhi.

FAHAMU KUWA: Mara kwa mara, huenda ikawa ngumu kufikia vyoo, maji safi na karatasi za shashi (toilet paper). Ikiwa kuna kizingiti cha udumishaji usafi kazini, mfahamishe mwangalizi, meneja wa idara ya uajiri na maslahi ya wafanyakazi, au mwanarakati/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.



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



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.

*MHM stands for Menstrual Hygiene Management

HADHI NA HESHIMA WAKATI WA HEDHI KAZINI

Wafanyakazi wanaoshuhudia hedhi wanastahili kupata:



Bidhaa safi za kufyonza na kukusanya damu wakati wa hedhi.



Maji safi na sabuni ya kunawa kabla na baada ya kubadilisha bidhaa za hedhi.



Njia za kutupa bidhaa za hedhi.



Vyoo safi na salama.



Huduma zinazohusiana na hedhi, afya, usafi na ustawi, inayotolewa mahali pa kazi.

Upatikanaji wa miundo-misingi ya MHM* hasa kazini huhimili:



Ulinganifu: Wafanyakazi wanaoshuhudia hedhi wana haki ya usawa kazini bila ubaguzi au uonevu.



Usiri: Wafanyakazi wanaoshuhudia hedhi wana haki ya kuwa na choo kisafi kilicho na mlanga ulio na kifungio.



Usawa: Sehemu ya kazi inapaswa kuwapa wafanyakazi wanachohitaji ili kufurahia maisha yao kikamilifu kazini.

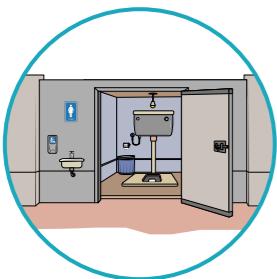


Hadhi: Heshima kwa watu wote hasa wanaoshuhudia hedhi.

*MHM, yaani, Menstrual Hygiene Management inamaanisha udumishaji wa usafi wa hedhi.

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



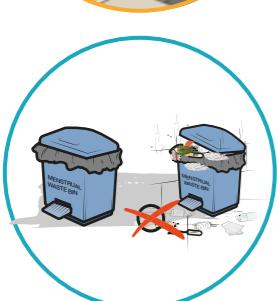
Provision of toilet paper

- 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.



MIUNDO MSINGI INAYOHIMILI MHM

Ili 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 wakati wowote wa siku huku vikiwa na mwangaza ndani na nje
- Mgawanyo wa usiri na milango iliyo na vifungio(upande wa ndani)
- Rafu au kiopoo cha kuhifadhi au kuning'iniza mizigo ya mhusika anapoitumia choo
- Sehemu ambazo zinafikiwa na watu wanaoishi na ulemavu



Maji ya kutosha kila wakati

- Mifereji yenye maji safi na mfumo mwafaka wa majitaka
- Besheni za kunawa maji na vifaa za sabuni



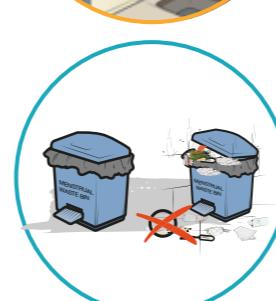
Karatasi ya shashi

- Vyoo vilivyo na karatasi za shashi za kutosha



Kusafishwa kila mara

- Vyoo na mabafu ni safi na kavu
- Vyoo vina vyanzo vya maji ya kusukuma uchafu



Mapipa ya kutupa taka za hedhi

- Sharti uchafu wote urushwe mapipani
- Kuondolewa taka za hedhi kwenye mapipa ili kuzuia uchafu usimwagike



FAHAMU KUWA:

Ukiwa na malalamishi kuhusu chochote vyooni, taadhali toa taarifa kwa bingwa wa MHM (MHM Champion) au meneja wa idara ya uajiri na maslahi ya wafanyakazi (HR Manager).

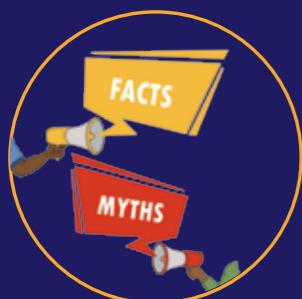
WHAT IS AN MHM-FRIENDLY WORKPLACE?

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.

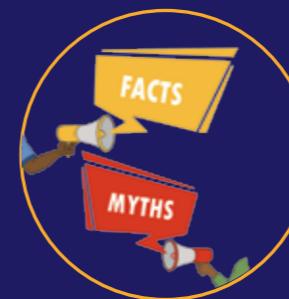
SEHEMU YA KAZI INAYOHIMILI MHM NI GANI?

Sehemu ya kazi inayohimili MHM hupokea maoni ya wafanyakazi yanayohusika na hedhi kwa huruma na heshima. Aina hiyo ya sehemu ya kazi hufanya yafuatayo:



Kufanya hedhi liwe jambo la kawaida

Hedhi yaweza kuwa tukio la maumivu na lisilo na starehe, hasa ikiwa sehemu yako ya kazi sio tegemezi. Kufanya hedhi kuwa jambo la kawaida kazini kunamaanisha kuunda mazingira ambapo kila mmoja anaweza zungumza kuhusu anayokumbana nayo wakati wa hedhi bila ubaguzi.



Huhimili ufahamu kuhusu MHM

Ili kuimarisha ufahamu kuhusu MHM, sehemu ya kazi yaweza wapa wafanyakazi taarifa za kweli kuhusu hedhi na kukatisha fununu na taarifa potovu.



Huhakikisha kwamba usimamizi unakubaliana na MHM

Wasimamizi na waangalizi wanatoa mifano miema na kuendeleza tabia ambayo inaangazia wasiwasi wa wanawake na kuwawezesha kudhibiti hedhi zao bila woga. Aidha, usimamizi unaokubaliana na MHM hutambua kwamba hedhi yaweza athiri wanawake kihisia na kimwili, na hivyo kuwaruhusu kuhudumiwa na tabibu ili kupokea usaidizi wa kiafya unaohusiana na hedhi, kuwapa majukumu mepesi ya muda, na kukumbatia wazo la mahitaji ya mapumziko wanawake wanapokumbwa na maumivu makali ya hedhi.



Huangazia wasiwasi wa wafanyakazi

Wafanyakazi wote wanapaswa kuwa na uwezo wa kuwasiliana kuhusu afya yao ya hedhi na wasimamizi, waangalizi, idara ya kuajiri wafanyakazi na wanaharakati wa MHM, kwa uwazi na ukweli. Kufanya hivyo kunawea imarisha shughuli zinazoinmarisha MHM, kuongeza viwango vya hali njema miiongoni mwa wanawake, na hivyo kuimarisha uzalishaji.

SUPPORTING MHM AT WORK



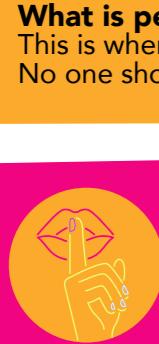
Who is an MHM ally?

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 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.

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.



WANAUME WANAOHIMILI MHM KAZINI



Rafiki wa MHM ni nani?

Huyu ni mtu ambaye yuko hiari kushirikiana na mtu au vikundi vingine ili kuafikia lengo kuu. Mtu anaweza kuwa rafiki wa MHM kazini. Hata wale wasioshuhudia hedhi wanawea endeleva usawa na kuhimili mahitaji ya wafanyakazi wanaoshuhudia hedhi.



Unyanyapaa wakati wa hedhi ni nini?

Unyanyapaa (stigma) unaohusishwa na hedhi. Unyanyapaa huu hasa hutokana na miiko ya kitamaduni, imani za kijamii na kidini, ubaguzi wa kijinsia, ukosefu wa taarifa, masuala yanayosababisha ubaguzi wa watu walio katika hedhi.

Aibu ya hedhi ni nini?

Wanawake wanapohisi au kufanya kuhisi aibu kwa sababu ya hedhi. Hakuna anayepaswa kuhisi au kufanya kuhisi aibu kwa sababu ya tukio hili la kawaida.

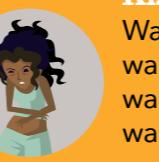


Kisasili ni nini?

Imani ambayo watu wengi wanayo, lakini sio kweli. (myth)

**Kisasili:**

Sharti wanawake wavumilie hedhi kwa kimya- hasa kazini!

**Kisasili:**

Wafanyakazi wanawake wanasingizia wanaposema kwamba wanakumbwa na maumivu ya hedhi.

Ukweli:

Hedhi ni tukio la kawaida ambalo laweza wekwa kuwa siri, lakini ikiwa wafanyakazi wanataka kuzungumzia wanayopitia na mahitaji yao wakati huu, wanapaswa kufanya hivyo kwa uhuru. Ni wajibu wa kila mmoja kuwa na uzoefu wa kukubali, kuheshimu na ukarimu kazini.

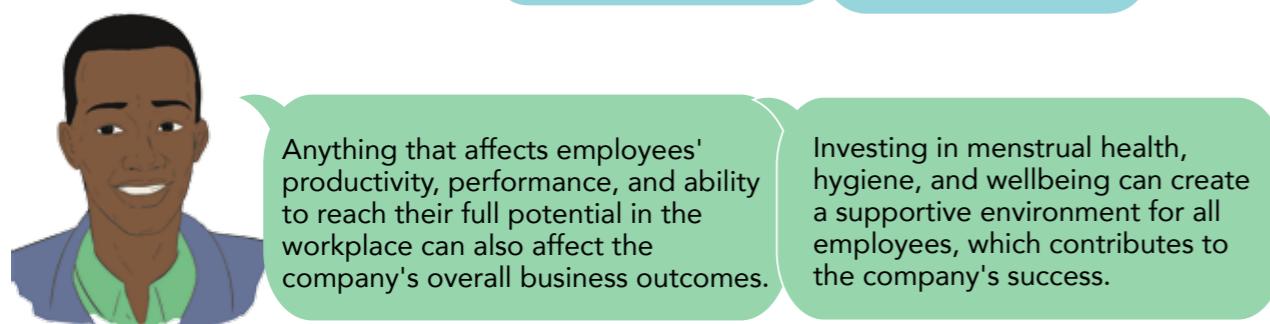
**FAHAMU KUWA:**

Rafiki wa MHM hutumia kila fursa ili kuimarisha ufahamu wa kweli kuhusiana na hedhi, kuwasiliana kwa heshima, na kuwaonyesha wafanyakazi wote ukarimu. Inamaanisha kuwa sehemu ya suluhu na wala sio tatizo.

GOOD MENSTRUAL HYGIENE MANAGEMENT AT WORK



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



- **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

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

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

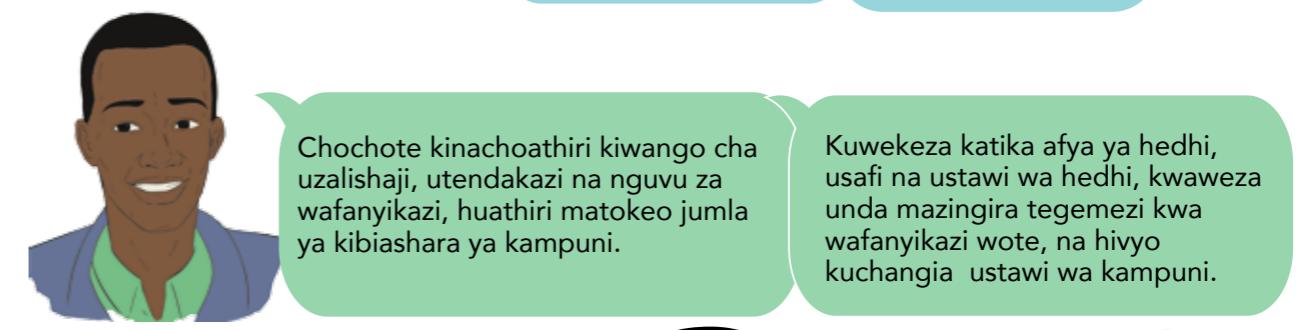
- **The Gender Violence Recovery Centre (GVRC)**: Call 0719 638 006 for free medical emergency/ urgent healthcare services, follow-up care, and therapy.
- **Coalition on Violence Against Women (COVAW)**: Use the free SMS Hotline 20351 or Hotline 0723 703 939 for emergency, medical, reporting, counseling 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



- Kiwango chako cha utulivu
- Kiwango cha msongo wa mawazo
- Afya yako ya kimwili
- Kiwango chako cha uzalishaji
- Uhusiano wako na mwangalizi wako

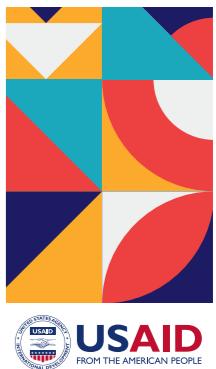


- **Aunty Jane Hotline**: Piga simu bila malipo kwa 0800 721 530
- **Ask NIVI**: WhatsApp kupitia +254 207 640 156
- **LVCT**: Piga simu bila malipo kupitia laini ya Safaricom kwa 1190
- **Marie Stopes Kenya** - Piga simu bila malipo kwa 0800 720 005 au WhatsApp +254 709 819 001

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

VIDOKEZI: Ikiwa wewe au yeyote unayemfahamu anakumbana na dhuluma za kijinsia, tafadhalii wasiliana kupitia:

- **The Gender Violence Recovery Centre (GVRC)**: Piga 0719 638 006 kwa huduma za dharura za kimatibabu bila malipo/ huduma za dharura za matibau, huduma ya ufuatiliaji na matibabu.
- **Coalition on Violence Against Women (COVAW)**: Nambari ya arafa (SMS) ya dharura bila malipo 20351, Nambari ya dharura ya matibabu 0723703939, kuripoti, ushauri nasaha na huduma za kisheria.
- **USIKIMYE**: Piga 0718 158 400 kwa taarifa kuhusu makao ya usalama, usaidizi wa kisheria, huduma za jumla kwa wahasiria.



MENSTRUAL HYGIENE MANAGEMENT AT THIKA CLOTH MILLS



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.



UDUMISHAJI USAFI WAKATI WA HEDHI (MHM) KATIKA THIKA CLOTH MILLS



Katika kipindi cha miezi michache iliyopita, nimejifunza mengi kuhusu afya njema na usafi wakati wa hedhi kazini! Hedhi haikomi tu tunapokuja kazini, na sio jambo linalotufanya dhaifu.



Masuala yanayohusiana na hedhi sio mambo madogo na yasiyo na umuhimu ambayo unapaswa kuvumilia kivyako. Unaweza zungumza kuhusu wasiwasi wako ili tuyaaangazie.



Uwezo wa kudhibiti afya na usafi wakati wa hedhi kazini hunisaidia kuhisi bora na kuwa mfanyakazi mwenye uwezo mkuu wa uzalishaji. Nataka kufanya kazi katika kampuni ambapo hedhi hazinizui kushiriki kikamilifu kazini.



Maeneo ya kazini yanapohimili wafanyakazi wanaoshuhudia hedhi, ni ushindi kwa wanawake, wanaume, uongozi na kampuni kwa ujumla. Katika kiwanda cha mavazi cha Thika Cloth Mills, tuna furaha ya kuwa na uongozi tegemezi, vile vile mwanaharakati wa MHM, tabibu, wasimamizi, waangalizi, na wengine wanaojitahidi kuhimili wafanyakazi wanaoshuhudia hedhi.



“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.





NOTES

