

did you KNOW

2 billion people around the world menstruate. Many of them also menstruate while at work.

Menstruation and menstrual blood are not **dirty, unhygienic, or shameful.**

No employee should be silent about her experience with menstruation because of **embarrassment or fear.**

It is not right for any employee to **target, demean, or make others feel uncomfortable** because they are menstruating.

Everyone can play a role in **normalizing** menstruation.

V. PROMOTING DIGNIFIED MENSTRUATION

How can MHM Champions promote dignified menstruation in the workplace?

Provide accurate information about menstruation to reduce harmful and inaccurate beliefs.

Encourage people to talk about menstruation (as they feel comfortable) and discourage menstruation-related bullying or teasing.

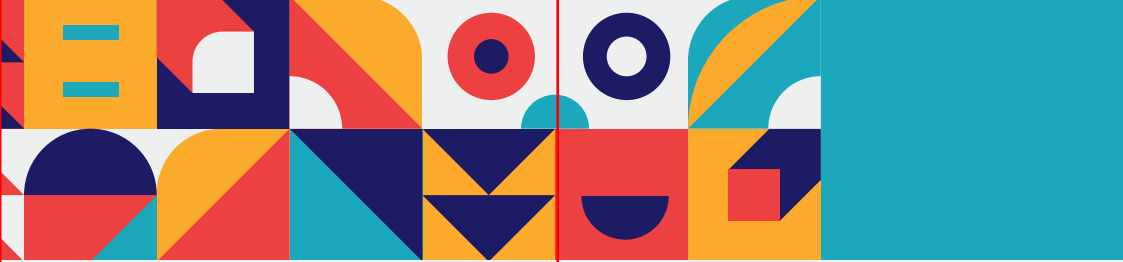
Counsel new employees on how to maintain adequate menstrual health and hygiene.

Pay attention to how inadequate MHM affects employees and suggest improvements to management.

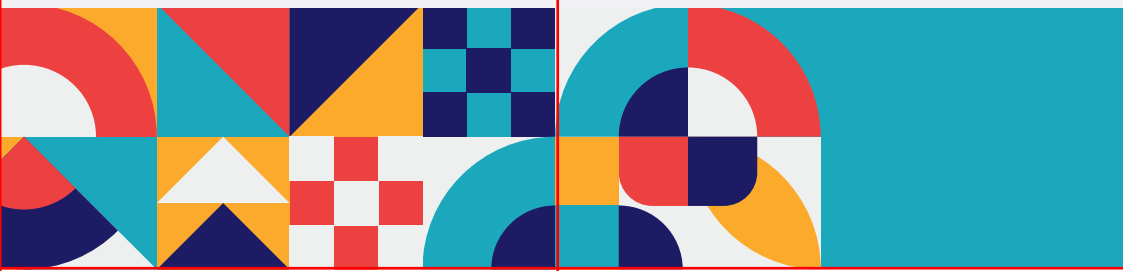
Listen to employees and identify ways to meet their menstrual needs at work; share these with management.

Support employees' access to menstrual products, menstrual education, pain management, and MHM-friendly infrastructure in the workplace.

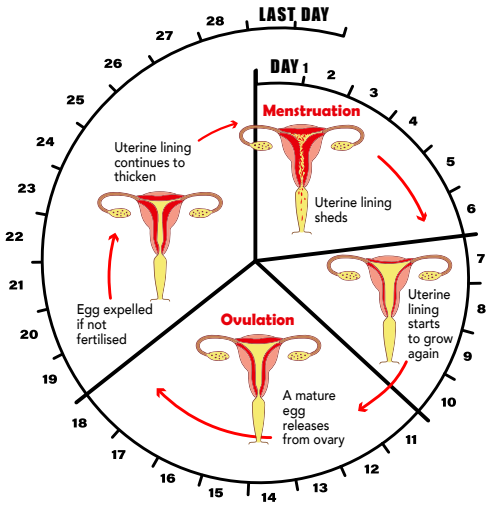
Refer employees to health professionals and other MHM resources when needed.



Menstrual Hygiene Management (MHM) Guide for MHM Champions in the Workplace



I. THE MENSTRUAL CYCLE



On average, the menstrual cycle occurs every 28 days. However, this can vary from person to person and can change over time for each person. Each cycle usually last between 2-7 days.

II. MENSTRUATION AT WORK

Menstruation can be managed safely and hygienically with the following products:

<p>Awareness, information and self-confidence regarding their menstrual health and hygiene.</p>	<p>Access to hygienic and absorbent products on site, or at an affordable price near the workplace.</p>
<p>Access to safe and clean facilities that are equipped with clean water, soap and proper disposal of menstrual products.</p>	<p>A supportive workplace environment that enables them to manage menstruation without fear.</p>

III. MENSTRUAL PRODUCTS

Safe and hygienic menstrual products, like the following, can help employees manage their menstruation in the workplace:



- Encourage menstruating employees to:
- Track the start date and duration of the menstrual cycles.
 - Choose menstrual products based on their menstrual flow.
 - Carry backup menstrual products, painkillers, underwear, clothes and toilet paper.
 - Avoid using unhygienic products like cut pieces of scrap cloth.
 - Clean and dry reusable menstrual products thoroughly.
 - Wash hands with soap and water before and after handling menstrual products.

Employees' menstrual health and hygiene can affect their wellbeing and their ability to fully participate in the workplace.



Let's create a supportive environment for menstruating employees and contribute to the workplace's success.