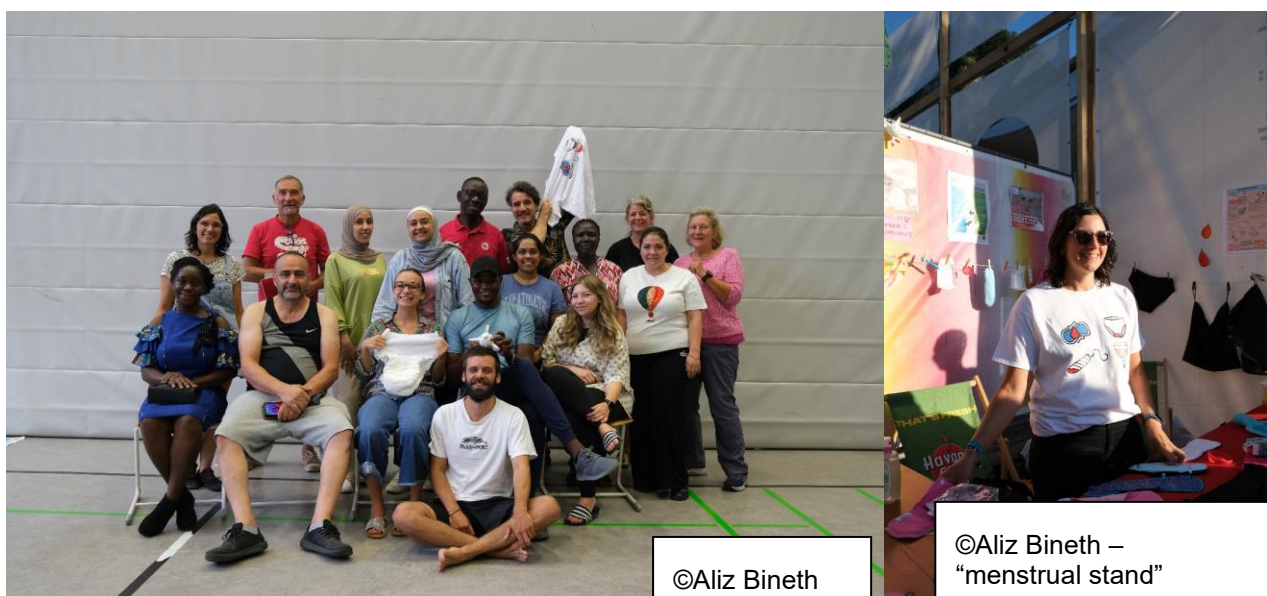


Building global capacity for hygiene promotion & menstrual hygiene in emergencies

Exercise / 16th – 21st July 2025, Feldkirch, Austria

Final-report



Background: why this training?

Hygiene Promotion (HP) is a planned, systematic approach delivered by Red Cross Red Crescent staff and volunteers, to enable people to take action to prevent water, sanitation and hygiene-related diseases by mobilization and engagement of the affected population, their knowledge, and resources. An often-overlooked aspect is the inclusion of menstrual hygiene (MHM) in every humanitarian response. Women and girls have menstrual hygiene needs from day 1 of any crisis, and a holistic approach which addresses the 3 core components of MHM - access to materials, private and safe facilities, and information - is essential.

This is specialisation training within AutRCs emergency WASH training pathway, and it's focus is on applying the IFRC HP framework and its tools on the topic of MHM, but the skills developed here are applicable for any HP topic. It aims to prepare AutRC and other NS staff/volunteers to implement high quality HP and MHM programmes and operations which adhere to IFRC WASH guidelines for hygiene promotion in emergencies. This training is aligned with [IFRCs WASH Technical Competency Framework](#) (Tier B - Implement high quality MHM activities which adhere to IFRC guidelines and tools for MHM) for HP, and the [Rapid Response Profile for WASH Officer – Hygiene Promoter](#).

Traditional class-room based trainings lack real world exposure that builds confidence to translate skills learned in a controlled environment to a messy reality, while at the same time practicing those skills on disaster affected populations needs careful supervision to follow the do-no-harm principle. The environment of this exercise, being situated in a real-world music festival, with real festival guests who can be approached to talk about menstrual health & hygiene, provides the opportunity to develop skills and confidence via practical trial & error, without running into ethical problems.

Who, when and where?

The workshop took place from Wednesday 16th July till Monday 21st July in a music festival site and an adjacent school in Feldkirch, Austria. 18 staff and volunteers (12f / 6m) participated/facilitated from 12 different countries (Uganda, UK, Syria, Spain, Liberia, Lebanon, Kenya, India, Hungary, Germany, France, Austria), from Red Cross/Red Crescent societies and a university.

Overall goals

The participants can apply the IFRC frameworks for hygiene and menstrual hygiene management promotion in emergencies and practice various skills and concepts of their choice that are needed in typical hygiene & menstrual hygiene programs.

Secondary goals are to provide a platform for capacity and experience sharing, to strengthen the network of WASH staff & volunteers.

Specific learning objectives

By the end of the exercise, participants can:

- Demonstrate the ability to apply the IFRC concept (8 steps) of hygiene promotion in the field of menstrual hygiene management

Description of the training

The training focused on the practical application of the [IFRC Red Cross tools to promote menstrual hygiene](#). that can be found on the <https://wash.ifrc.org/> Another resource that was heavily used throughout the training was the WASH-cluster [HP in emergencies compendium](#). After completing some pre-reading (see Annex A for the list of pre-reading) and a one-hour preparatory webinar, a 5 days face-to-face workshop was held.

A limited number of theoretical units were held but mostly the training consisted of the practical application of the tools to promote menstrual hygiene of the guest at the music festival.

3 trainers from the UK, and Austria, supported by 2 university students facilitated sessions face-to-face and supported the participants in practical exercises. Additionally one participating midwife gave a presentation about the physiology of menstruation and menstrual health.

The structure of the training was based on the 8 steps of hygiene promotion, as layed out in the IFRC manuals. Consequently, over the course of the training, the situation regarding menstrual hygiene was surveyed in the festival, goals were developed, possible interventions were tested and finally, possible monitoring methods were discussed.

Assessment of local RC branch capacities & priorities was part of the exercise, as local RCs staff and volunteers are the cornerstone of RC/RC HP operations globally.

The festival offered the opportunity to talk to real people about their real problems, knowledge and preferences about menstruation, which formed the basis of assessing needs, barriers and motivators. On a daily basis, these interactions were then reflected upon in the wider group, to share experiences about content but also the process, and facilitate improvements in e.g. facilitation skills. Apart from planned sessions, the training also made opportunistic use of opportunities that arose by chance.



Classroom Exercise - MEAL



KII practicals with festival staff



IEC practicals



Market Assessment

For this purpose, a "menstrual stand" was decorated and used on 2 evenings and one morning to attract an audience for possible discussions, or to create a suitable setting for in-depth discussions. This in itself was an exercise in applied hygiene promotion. In addition, the training participants wore specially designed T-shirts in the festival area to attract the attention of the audience, which worked well. Products that were developed during the workshop for the scenarios (e.g.: IEC material) were exhibited on the festival grounds and discussed with the guests with respect to their acceptance and comprehensibility.

One aspect that was included in the training was the use of dispenser systems, which is not yet covered in the IFRC guidelines, but offers an interesting possibility to distribute menstrual hygiene items with a high degree of privacy. Consequently, 2 different types of dispenser for pads & tampons were installed at the festival toilets. Unfortunately, only one was working, but this was

used for interviews with festival staff and guests and also was the focus of IEC materials. The dispenser was left at the site after the training and was used for another 3 weeks in the festival. Feedback from the festival organizers about its use was very positive.



Inclusive accessibility inspection

PGI (Protection, Gender & Inclusion) was also part of the training, both in theory and practice. With respect to inclusion, 2 persons (m+f) from a local self-help group for people with disabilities (which included the disability focal point from the local municipality) joined the session about infrastructure assessments. That gave opportunity to both discuss about menstruation for people with disabilities but also for a “disability walk”, in which the festival infrastructure was assessed for its disability friendliness, using both IFRC checklists but also the direct observation of people with disabilities themselves.

Also, by coincidence, some participants

got the opportunity to interview a father of a girl within the autistic spectrum about issues related to her menstruation, thereby learning first-hand about some barriers & tools for a specific group and their care-takers. Also, incontinence was discussed, both as part of a “material fair” as well as part of the [participants experience sharing sessions](#). The festival's awareness concept (prevention of sexual and other harassment) provided an excellent opportunity to practice the establishment of referral pathways and staff sensitization.

Throughout the training, participants were encouraged to share experiences about MHM programming with one-another, and participants from Lebanese Red Cross and Netherlands Red Cross gave presentations.

Market aspects were covered in the training as well. Apart from a theoretical introduction, a simple, on-site market assessment was done at a local supermarket. Furthermore, different CVA modalities were used throughout the training, to exemplify the concepts that were explained in the classroom: Food was provided via unconditional, unrestricted cash support (50€ per day per participant), and festival guests that devoted time for being interviewed by participants received a commodity voucher for a drink at the festival food-stalls. Finally, tampons were distributed in kind in the festival with the dispenser.

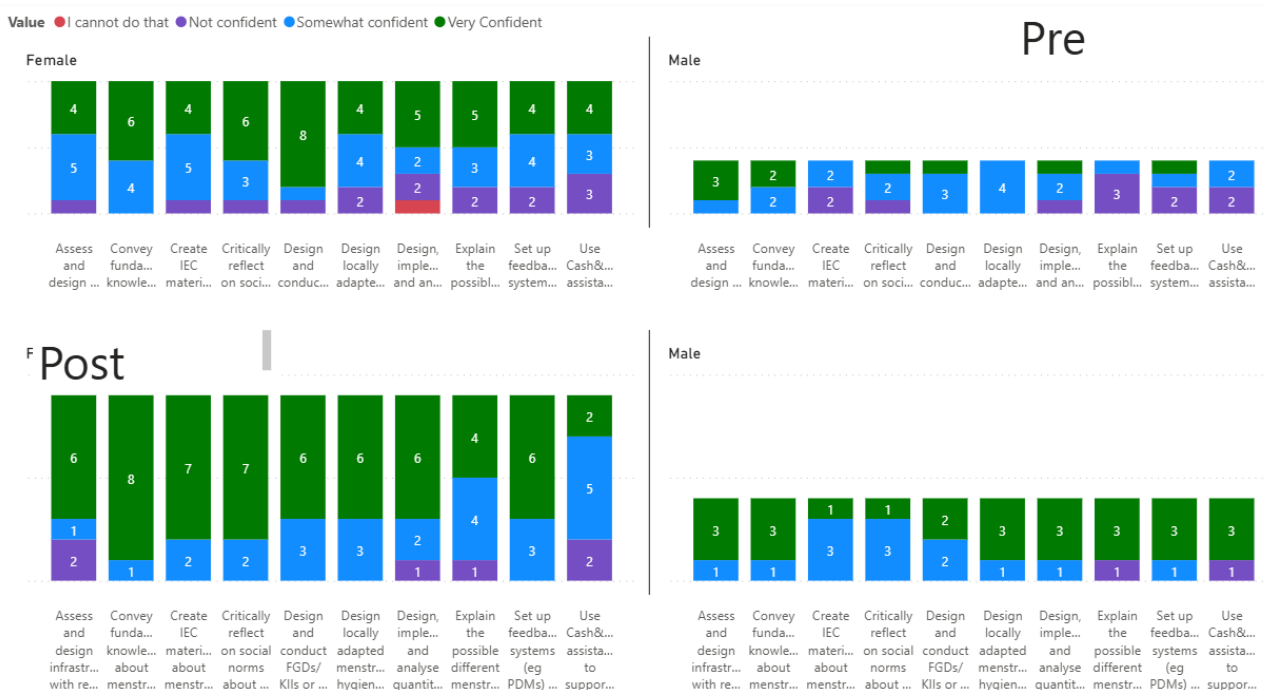
The exercise used the new IFRC community of practice as its communication platform, with mixed success (eg sharing of photos is not very handy, and communication lines less streamlined as in other common direct messaging apps). This experience will be fed back to the IFRC team in Geneva for potential improvements of the system. This also gave the opportunity to stimulate the creation of content/traffic for the WASH CoP, by making groups of participants summarizing daily training activities / key learnings as posts on that platform. A slightly better guided and supervised approach to those posts could in future also be used to raise skills in online hygiene promotion skills.

An agenda of the training “as run” can be found in Annex B. One significant change to the previous years training program was its duration. With 2 additional days, there was more time for in-depth discussions that were cut short in the past, but also individual reflections. For that, also a learning journal was developed (see Annex F) that could be used by participants to support their learning. A rough survey in the middle of the workshop showed that ~50% of the participants actually used the journal.

Outcome

By means of anonymous surveys before (14 replies) and at the end of the workshop (13 replies), the participants' self-confidence in various competencies that are important for the implementation of menstrual hygiene programs was assessed: imparting basic menstrual knowledge, using "cash & voucher" methods to promote hygiene, applying qualitative and quantitative methods to obtain data on menstrual hygiene, creating communication materials, evaluating the "menstrual-friendliness" of sanitary infrastructure, compilation of hygiene kits, monitoring, consideration of people with disabilities, analysis of social norms.

The self-confidence of the participants increased in almost all aspects during the course of the workshop, both for female and male participants.



Confidence levels

Figure 1 - Pre-&Post-workshop confidence self assessment

In addition, the general feedback from the workshop participants was positive as seen in Figure 2, with almost all participants indicating to have fully achieved or even overachieved their own goals for the workshop. In terms of logistics, the setting in the music festival and the gym as a learning were rated mostly good or excellent, while the gym as accomodation was rated mostly good or acceptable. Interestingly, 3 people mentioned not being able to eat well, despite the flexibility offered by the cash-approach (multiple restaurants and supermarkets were in walking distance).

Direct Comments also indicate high satisfaction of the participants and show that the unconventional setting in the uncontrolled context of a music festival left the participants with a lot of opportunities for practical exercises. Some participants would have wished for a bit more structure and information provision (eg as a document). One (male) participant commented positively on the absence of toxic masculinity. See Annex D for more comments.

The extended duration of 5 days was welcomed (in informal comments) but there was general agreement that further extension of the duration is neither necessary nor conducive for learning (as the basic accommodation setting does take its tolls after some days).

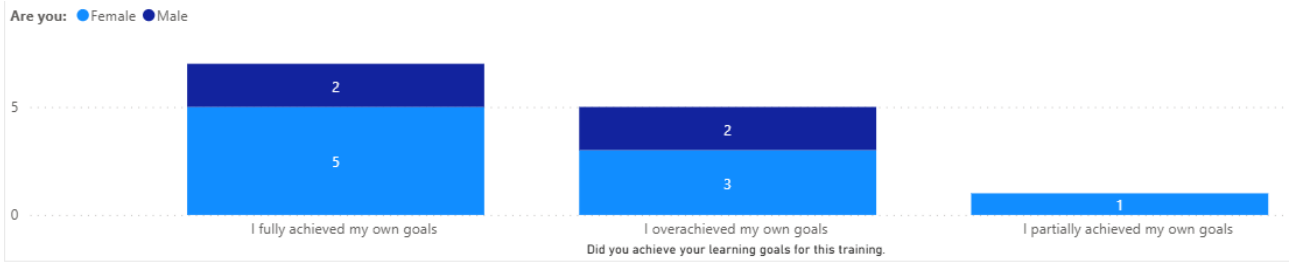


Figure 2 - Post-workshop rating – Achievement of Learning Goals

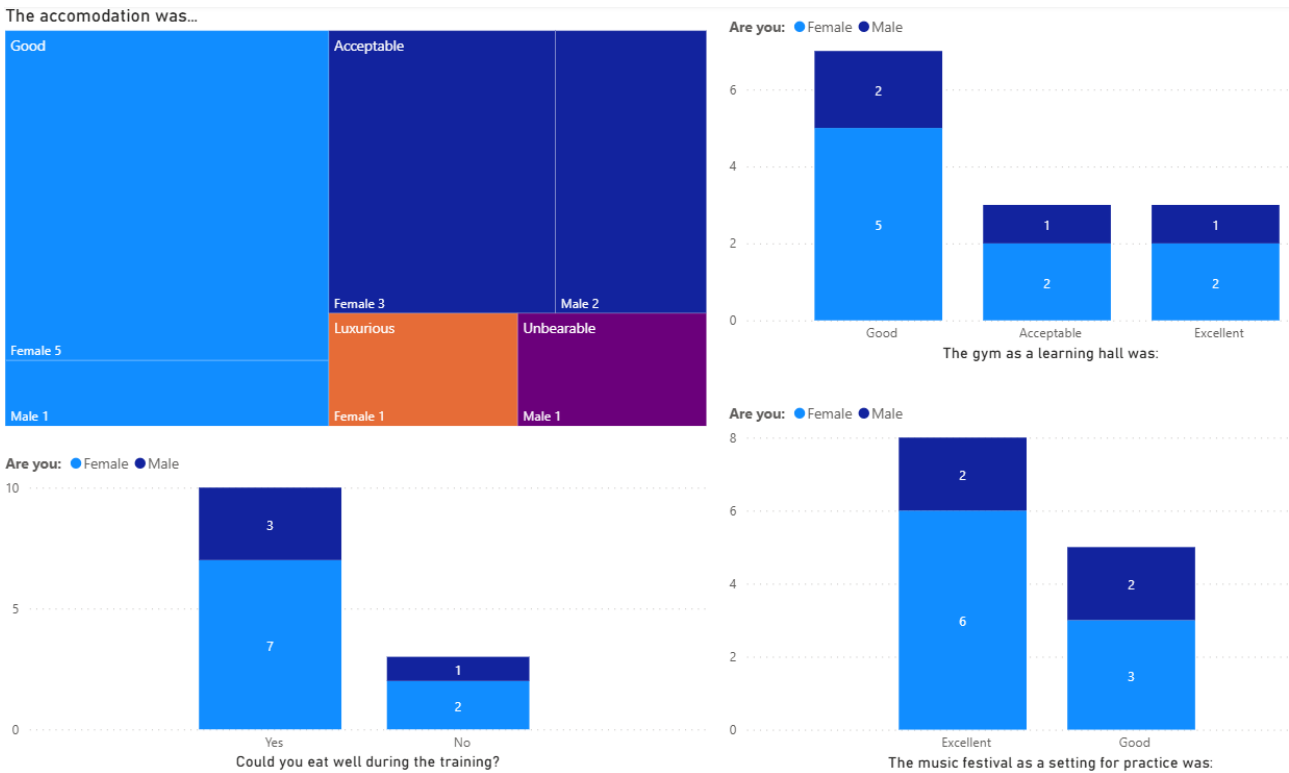


Figure 3 - Post-workshop rating - Logistics

As it was expected for a diverse crowd, the most important learnings were different for all participants, with the aspects related to communication about MHM (talking, listening etc) being mentioned as most important learnings from the training by several participants. See Annex D.

The anonymous surveys pre- and post-training also contained a small knowledge quiz. The results are shown in Figure 4.

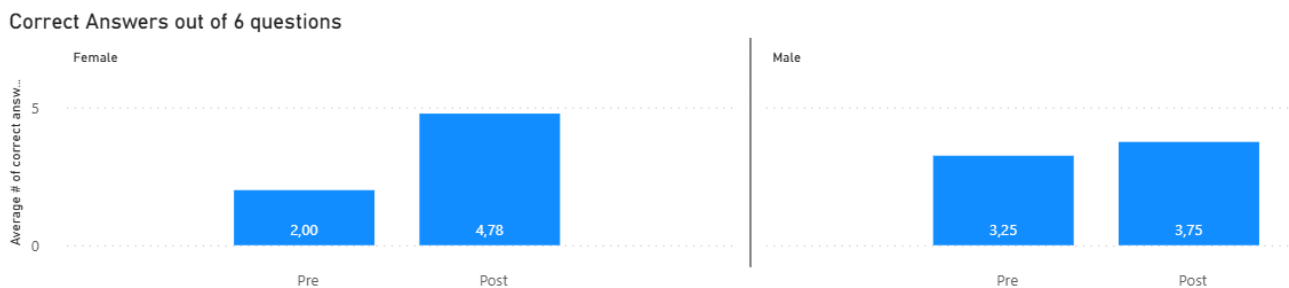


Figure 4 - Knowledge Test Results (eg. 36.36% of participants answered correctly 5 of the 6 questions)

Questions were rather simple, so the results must be read with a grain of salt. However the test does indicate that some key messages did stick with the participants (in particular the knowledge

about IFRCs conceptualisation of MHM programs into material, infrastructure and information, the IFRC concepts of the 8 steps and the knowledge about useful [IFRC](#) and [WASH cluster](#) websites. More detailed visuals of the test results in Annex C.

Similarly, the follow up plans by the participants differed widely. They ranged from very personal discussions with participants own families to internal advocacy in participants own workplaces to concrete multiplication workshops. Also a post – training follow up survey was sent in early October, which only 2 participants answered (see Annex E), but that showed that at least some follow up plans have been actually implemented. Furthermore, by the time of writing this report, one participant had posted in the IFRC communities about the implementation of an MHM project in 15 school that was influenced by the training.....:

Improvements

Some issues flagged in earlier trainings could actually be improved:

- Increased training duration (although the program still was packed.) that allowed for better session debriefings, reflections and informal experience exchange.
- Printed copies of the IFRC MHM guidelines were provided for each participant
- Data from surveys gender-disaggregated
- Including local persons with disabilities greatly improved the input on that topic

Some improvements were identified for the future (or have been left unresolved but still relevant)

- Increase attendance of men
- Increase quality of social media postings by providing more guidance on “how-to-do-good-social-media-postings”
- Include people from the LGTQ+ community for a more impactful training experience
- Both dispenser types should work to allow for comparisons
- While the reflection journals (see Annex F) were well accepted by some of the participants (8 out of 14 indicated in a spontaneous Menti-poll that they were using it), a training specific handout (incl. learning journal but also some content, links, etc.) with topic focussed, rather than session specific structure could be elaborated.
- Every participant should receive a copy of the emergency hygiene promotion compendium (the wrong compendia were delivered)
- More session specific recommendations can be found in the list in Annex B
- Continue with further exploring cross-sectoral content, facilitation and participation of WaSH/Health/SRHR/PGI/CEA in order to approach MHM holistically
- New approach to evaluate post-training follow up and impact is needed, as response rates for follow up survey were very low.

In general, we think that the training can be replicated next year without major changes.



Want to know more? Contact

Alexander Oeze, WASH Advisor, Operations and International Cooperation Austrian Red Cross,
alexander.oeze@roteskreuz.at Tel. +43 (0)664 823 49 24

ANNEX A – Pre-reading list

Mandatory	Link
The 8 Steps for Hygiene Promotion in Emergencies	https://ifrc.csod.com/client/ifrc/default.aspx
MHM iE	https://watsanmissionassistant.org/?mdocs-file=6638
PGI in WASH	https://watsanmissionassistant.org/?mdocs-file=12158
CEA in WASH	https://watsanmissionassistant.org/?mdocs-file=19757
CVA in WASH	https://watsanmissionassistant.org/?mdocs-file=13934
IFRC Case studies	https://watsanmissionassistant.org/?mdocs-file=6636
Definition of menstrual health	https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8098749/pdf/ZRHM_29_1911618.pdf
Sphere MHM standard	https://handbook.spherestandards.org/en/sphere/#ch006_003_003
Optional	Link
GWC research repository	https://www.washcluster.net/resources?f%5B0%5D=theme%3Amenstrual%20health%20management
MHM mini-guide	https://www.elrha.org/wp-content/uploads/2017/10/themhminemergenciestoolkitminiguide.pdf
IFRC 8 steps	https://watsanmissionassistant.org/?mdocs-file=11386
Emergency HP compendium	https://www.emergency-wash.org/hygiene/en/hp-components/8
Menstrual Health indicators	https://watsanmissionassistant.org/wp-content/uploads/2022/04/priority_list_of_indicators_for_girls_menstrual_health_and_hygiene-technical_guidance_for_national_monitoring.pdf
JMP menstrual health data	https://washdata.org/monitoring/menstrual-health
Vanuatu Research	https://oldmedia.ifrc.org/ifrc/wp-content/uploads/2020/05/MHM-Report_final_21May.pdf
Bangladesh Case study	https://watsanmissionassistant.org/wp-content/uploads/2020/12/Report_MHM-and-Solid-waste_PMO-CXB_August2018_final.pdf
MHM friendly latrine manual	https://watsanmissionassistant.org/wp-content/uploads/2022/05/IFRC_MHM-Friendly-Accessible-WASH-Facility-Manual_March2022_WithoutAppendicies.pdf
Recordings of webinar series about the IFRC case study pack	Find the recordings on the "Playlist RCRC Menstrual Hygiene Management Experiences" on the IFRC learning platform: https://ifrc.csod.com/
The Palgrave Handbook of Critical Menstruation Studies	https://link.springer.com/book/10.1007/978-981-15-0614-7
Cash Flow The businesses of menstruation	https://library.oapen.org/handle/20.500.12657/57800
Period. End of Sentence.	https://www.youtube.com/watch?v=QdIKervJ0-Y
Padman	https://www.youtube.com/watch?v=-K9uix8vO_A
Global MH-day campaign	https://menstrualhygieneday.org/

ANNEX B - Training Agenda “as run”**NB: numbering of sessions not all correct as order of sessions changed.**

Session	Led by	Main methods	Actual timing	Comments
Wednesday 16.7.25				
1.1 Arrival & welcome	AO & AL	Plenary	17.00 – 18.05	Didn't do exercise 'first letter of name', did grouping exercise – where from; hobbies etc. distance (time) from home, menstruating exercise, level of knowledge & experience, (most in the middle), didn't do myths – discussed in webinar, started feedback box. Didn't do Spider diagram competency self-assessments
1.2 Creative summaries	AL	Plenary; flipcharts	18.05 – 18.35	Only 5 participants had done Creative summaries. Projector had not arrived but we managed without. Next time do more discussion – key resources & key points
1.3 Intro scenarios & planning tools	AP	Plenary;	18.35 – 19.25	Next time prepare clear flipcharts for all group activities for all the training for people to sign-up, e.g. hygiene group, recycling, Worked well participants putting agenda together – using session titles on coloured paper
1.4 Baseline & evaluation	AB	Plenary	19.25 – 19.35	Learning diaries - how much were they used?
Dinner		Dinner at Pizza Rosana		Dinner at 20.00hrs, good, bit rushed to get there, people tired, Hall also booked for hockey players – worked out OK – but need to check for double bookings.
Thursday 17.7.25				
Opening	AO Participant for energiser	Updates & Energiser	09.00 – 09.15	Energisers good, but better to focus on review of content of previous day
2.1 Menstruation	Irene (participant)	PPT	09.20 – 11.30	Good. Worked well participant doing this session. Next time less emphasis on presentation & more discussion.

				<p>Cut menstrual materials from this session as covered later.</p> <p>Include a MHM film.</p> <p>Where is PPT? Couple of typos in PPT need correcting, need to update it next time before given to someone to use.</p>
2.2 Target group, barriers/motivators	AL	In groups – participants did drawings, discussion using MHM guide	11.40 – 12.40	Session order changed, Market assessment done later in day. Bit rushed, could do with 90 mins, more discussion practical examples & experiences
2.3 Infrastructure & assessment	AP	Practical: looking at facilities at poolbar, with man & woman in wheelchairs	13.40 – 15.40	<p>Session order altered</p> <p>Great to have practical discussions with people in wheelchairs – would be good to include people with different disabilities,</p> <p>good to keep it operational & practical</p> <p>Use Kobo?</p> <p>Is session plan updated?</p>
2.6 MHM material fair	Aliz, with AP for incontinence	Demonstration	16.00 – 17.30	<p>Good, very practical demonstration, discussions</p> <p>Good incontinence included</p>
2.2 Market assessment	AO	Outside: cards on supply chain	17.50 – 18.20	<p>Order sessions changed</p> <p>End of the day: people tired</p>
2.5 Preparation & implementation practical exercises				These activities were all done following day – Friday
2.5a Stand decoration at Music festival				

2.5b Practical assessment				
2.5c Practical assessment – market assessment				
Friday 18.7.25				
	AO	Review of names (with ball), any feedback , plan of the day & an energiser (Evelyn: who is game changer?)	09.00 -	Groups selected for the “cheat info”, social media update, hygiene group, stand/booth decoration & groups for KII
3.1 Reflection on practicals	AP	Participa nts started with 30' to prepare flipcharts , then discusse d each group	09.25 – 10.30	Focus on the process; lessons-learned Session plan needs updating
3.3 & 3.4 FGDs & KIIs	AL	Plenary, discussio n, referred to the MHM tools, & HP compend	10.45 – 11.30	Order of the sessions & timing altered due to availability of Key informants Focused on how to do effective FGDs, & some KII questions; could merge KII & FGD into one session, & highlight differences, needed more time

		ium key points pre-prepared on a flipchart		
Practical KII		One group visited & interviewed RC Branch manager, others prepared questions	11.30 – 14.00 with lunch	Lots going on – good to have clear flipchart of all activities, who doing what
Review	AL	Pass a ball of papers with questions, when music stops, take off top piece of paper & answer the question	14.00 – 14.20	Good to have these little review games; include more time for notes in learning diary.
3.2 MHM & Protection	AP	Powerwalk (20'), 3 groups putting words in correct order for definitions of P, G & I, Films Drawing of posters (no	14.20 – 15.40	See notes by AP on session plan; powerwalk good (maybe include a non-binary role) next time leave out equity & equality picture – give more time for discussions Add links for films on Session plan

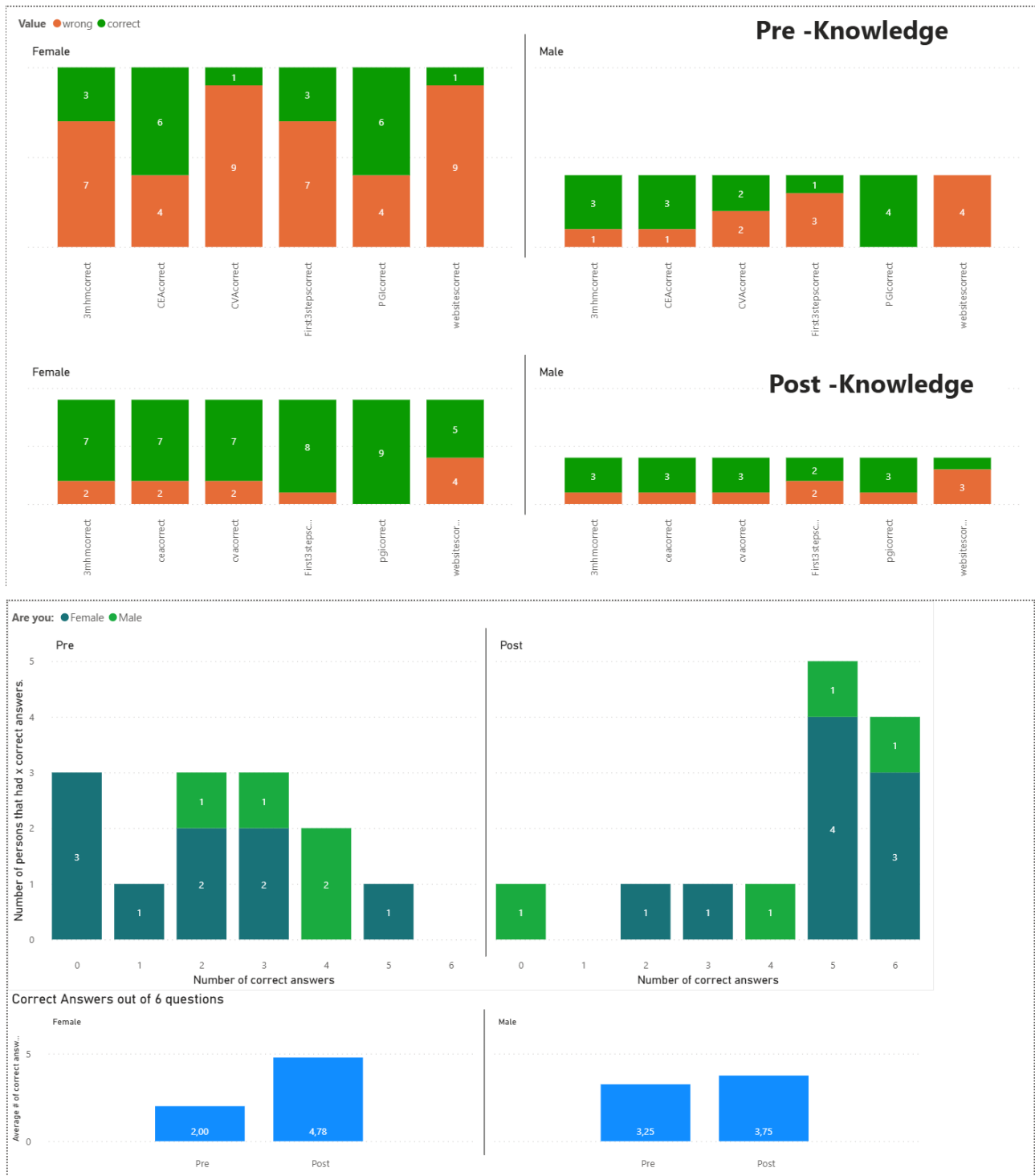
		words) on PGI		
Practicals			16.00 -	KII X 2 with Poolbar staff, Sofia & Lily
Practicals		FGDs, set up of the booth,	evening	Outside Poolbar as festival fully booked. FGDs, booth seemed to go well
Saturday 19.7.25				
Opening energiser		Observat ion in pairs	09.00 – 09.15	
Introduction to day, review & feedback	AO & AL	Pocket chart voting, with post-its of why happy or unhappy.	09.15 – 09.30	Good to do Pocket chart as many not used it, but needs clearer explanation as it was not done well in the festival practicals
4.1 Reflections on practicals (on process)	AL	Plenary, discussio n on both process (30') & content (40') & with flipcharts noting key points, with 10' coffee break	09.30 – 11.30	Good summaries of info on flipchats & for 'FGDs & KIIs- next time I will....' Is there a 4.1 session plan? Longer lunchbreak for shopping
4.2 Analysing needs/barri ers/motivat ors from data collection				Merged with 4.1
4.3 Setting objectives &	AO	Plenary, posters	14.05 – 15.55	Stickers to prioritise worked well

intervention planning		Tool 6 with stickers, then 3 groups: Awareness, infrastructure, & solid waste – problem & action & then prepared for practicals		
4.4 Implementation practicals	AO	4 groups: training session for festival staff, setting up dispenser, IEC for solid waste Prep time – 1 hr in groups Also,	16.00 – late in evening	Raining – so not many people around at Poolbar; but all activities were done
Sunday 20.7.25				
	AL	Review of yesterday using Menti	09.00 -	See results of Menti doc. Positive feedback, 43% of those who replied not using learning journal
5.2 M&E	AO	Ex of drawing /following instructions while blind Then complete missing	9.30 – 10.40	Started with exercise led by Ann, with blindfolded Tobias – showing why M&E Great exercise with M&E chart – could be updated a bit → Alnap version of evaluation criteria + new websites.

		words on huge M&E chart		
Practicals	AO	Jazz brunch at Poolbar: with activities: FGDs, Pocket chart voting, PDM, IEC	11.00 – 13.00	Some participants did more than others! & some not very organised
Energiser	AL	3 groups – flipcharts with all letter of alphabet		Review: A – Z – different word starting with each letter of alphabet from the training
5.1 Reflection on practicals	AP	Notes on flipcharts	14.05 – 15.15	
5.3 MHM Kits	AL	Looking at layout of kits, then closing books & laying out pieces of paper in correct order	? about 15 mins	Too rushed, focus more on what happens in practice
CVA		Poster quiz about CVA terminology, based on CALP overview	? about 15 mins	Went well, detail level fits the audience
5.4 Participant experience sharing		Lebanon	?	Do we have this presentation?

Participant presentation		Incontinence	17.50 – 18.10	Do we have this presentation?
Sunday 20.7.25				
		Photos	09.00 – 9.20	Good way of getting overview using photos – need to get them on 'slideshow'
			09.20 -	Discussion on follow-up. Irene to follow up on training, via Annie (done & got a reply) follow up on dispensers (Khalil); Saavia to follow up on IEC, Menti quiz Ballam & Toby
Reflection	AL	Participants go for a walk in pairs, reflect on how putting learning in practice	09.45 – 10.30	It was raining, so participants just gathered together in pairs/small groups – need to watch out no one left out.
	AL	Reflection in plenary	10.45 – 11.15	Shared actions – noted on flipcharts -
	AO	Kobo evaluation form	11.15 – 11.30	
	AO	Review Kobo results	11.30	Didn't do meditation exercise – short on time
	AL	Keep in touch, with ball of wool, & one word to describe how you feel	11.45	Remember to unravel & sort out the ball of wool in advance!
			13.00	Chocolates for all participants & thanks Facilitators team. End & goodbyes & first group left for station.
			14.00	Kit (beds etc.) all collected. FINISHED

ANNEX C – Comparison Pre- and Post-training knowledge tests



ANNEX D – Final Evaluation Comments

Female creating FGD and monitoring activities	Male Details on how menstruating people manage their menstruation	Female Listening & absorbing information	Female The guide on mhm and where to find information and communication with strangers	Female MHM is a human right which is not only females/menstruating peoples responsibility, often there can be a huge difference be made by adapting little things	Male Coordination,TIMING
Female I learned how to apply the IFRC 8 steps of Hygiene Promotion and MHM before and during emergencies	Female All information about MHM	Female Needs assessment, MHM products, facilities and applicability	Male MHM friendly programing	Female Awareness of menstruation needs no stopping in emergencies	Female Learning how to talk about menstruation openly and respectfully, especially in communities where itâ€™s taboo â€¦ Developing empathy and listening skills to engage with girls, women, and marginalized groups
Male redesign friendly cabin female toilet MHM					

The most important skill I learnt was



Female create a short workshop about menstruation friendly toilets	Female Improved M&E design for MHM	Female See how to adapt the training, discuss with family and boyfriend around mhm, check how to improve mhm in office, gather lessons learned for wash in school projects	Female have a chat with my boss to provide menstrual items in every menstruating peoples toilets in the building	Male Knowledge check with NS colleagues	Female I will hold a meeting with the top management, and stakeholders for the buy-in of MHM activities and actions
Female I'm training all team with information about MHM	Female Feedback via report, assessment, reducing barriers	Male Incorporate MHM concept in all community engagements	Female Educate my colleagues and students, and get menstruation friendly toilets	Female Creating or Improving MHM-Friendly WASH Facilities	Male enchase the redesign change women MHM toilet

Back at work I will....

Male Thanks for the Training. It's been excellent and I have learned a lot. I really enjoyed finally participating in WASH training with little to no toxic masculine vibes - Thanks for creating that space	Female Thank you very much! No other training like this one, with practical exercises in a not controlled environment. Would advocate to replicate it and do it in French too :)	Female little bit more structure would be good! (i think you did a good job improving on this during the training; the first days where quite chaotic) having the festival venue for the practical parts was excellent!! i love the active parts a lot!!!	Male Get a FAQ session, or document, or link.	Female I really love the coordination of the training and I appreciate you all for your time exerted. I highly appreciate.	Female improve for information
Female Training was excellent	Male Target to do similar training in other regions.	Female Big thank to all you, it was a pleasure to be here with such a nice team	Female It was amazing and nothing to add ,, you did great job on this	Male 10X	

Other Comments



ANNEX E – Post-Training-Feedback

1. The most interesting information / skill I have learnt in the training is ...

Practical sessions of the training. That training logistical planning do not have to be expensive , you can do a training from a Gym basemement - Next level creativity

All the new concepts about WASH that were new for me. The information and brochures for preleadning were amazing to read and all the sessions of the course

2 Responses

2. What I want to learn next about MHM/HPIE is

Advocacy platforms and tools for Assessment

More about how to apply it in different contexts with a cultural view about menstruation.

2 Responses

3. Which of the activities, that you had planned as follow up have you already done?

Sharing all the material widely with colleagues and volunteers, Organized a briefing session with Staff on MHM in Emergencies and relevance

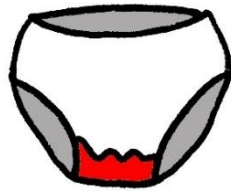
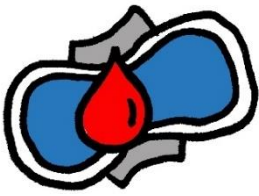
I have discussed it with my family and friends and there is a meeting planned with the director of my school to provide more info about how can we change to improve the MHM at our setting.

2 Responses

4. Any new activities in MHM/HPIE that you plan to do?

Full training to staff and volunteers - Project based

Discussion with director and students Improvements in our toilets



ANNEX F – Learning Journal template

MHM/HP in emergencies training 2025

Learning Journal

This journal belongs to :

How to use this journal:

- This journal is supposed to help you with clarifying your own goals and also to keep track of your learning, open questions and personal action points.
- The journal is yours to keep. You can share info with participants or facilitators, if you like, but you don't have to.
- There is one page for each of the sessions on our original training agenda. Add pages if needed.
- Please keep your journal after the training. We will follow up with you some time after the training with a short phone-interview to evaluate our impact. This journal will be a good source of your reflections.
- Also, this journal might help you with reporting back to your managers. They always love to see what their staff learned concretely in all those expensive trainings!

My personal training baseline

This section is meant to support you to reflect on where you stand before the training and what you want to achieve with it. Again, this is for you only, no need to share it if you don't like to.

Think back to the first time you heard about menstruation. Who introduced the topic to you, and how was it talked about (or not talked about)? What did you understand from that experience?

Were there any rules, habits, or practices in your home or community related to menstruation (e.g., things one could or couldn't do)? What do you remember thinking or feeling about those?

Can you describe how people around you (family, teachers, peers) reacted when menstruation was mentioned? Were there certain words or tones that were used or avoided?

If a younger person were to ask you about menstruation today, how would you explain it to them? What would you include or leave out?

If you were involved in a menstrual health/ hygiene project, which activities would you feel comfortable to do, which not so much? Why?

Which skills for a menstrual health/ hygiene project do you bring, and which areas you feel need development?

Session x.x:

Session goal

This session aims to welcome participants and break the ice, introduce them to a basic set of rules and the outline of the training.

The most interesting information / skill I have learnt is ...
Questions I still have:
I still want to learn / practice ...
After the training, I will use what I have learnt by doing this: