

Training Manual

Manufacturing of Sanitary Napkins and Biodegradable Alternatives



1. Introduction

This manual encapsulates the knowledge and insights shared during a one-day training program conducted by SaciWATERS in collaboration with Washonomics Fulcrum Pvt. Ltd. The training aimed to empower women members of Self-Help Groups (SHGs) from village communities in Pathar Pratima and Gosaba blocks of the Sundarbans, focusing on entrepreneurship development in the domain of menstrual health and hygiene (MHH).

Welcome to the comprehensive training manual on manufacturing sanitary napkins and exploring biodegradable alternatives, generously supported by the SSN/ARA Micro-grants provided by the Adaptation Research Alliance (ARA) in collaboration with South South North (SSN) and the International Institute for Environment and Development (IIED).

2. Training Team

The training was orchestrated by a proficient team from Washonomics Fulcrum Pvt. Ltd., comprising experts in various fields:

- Mr. Subhankar Bhattacharya (Director WFPL and Programme Head): With over a decade of experience in MHH initiatives, Mr. Bhattacharya spearheaded the program with his visionary leadership.
- Mrs. Baishally Bhattacharya (Director WFPL and HR Head): A seasoned HR professional, Mrs. Bhattacharya ensured the smooth coordination and management of resources throughout the training.
- Mr. Debashis Ray (Sr. Executive, Public Relations, and Field Programme): Mr. Ray brought his extensive experience in fieldwork and community engagement to facilitate interactive discussions and knowledge sharing.
- Mr. Akash Sk. (Admin Executive): Mr. Sk. efficiently managed the logistical aspects of the training, ensuring all arrangements were in place for a seamless experience.
- Mr. Sahajan Mondal (Head of Technical Team): A technical expert in machinery and equipment, Mr. Mondal provided hands-on training and guidance during the technical sessions.
- Mr. Irfan Ahmed (Field Team member): With his grassroots-level experience, Mr. Ahmed contributed valuable insights into community perspectives and challenges.



3. Machinery and Equipment

Participants were introduced to state-of-the-art machinery and equipment essential for manufacturing sanitary napkins, sourced from reputable suppliers and manufacturers. Key components included:

- **Automatic Sealing, Embossing, and Cutting Machine:** This advanced machine seamlessly seals multiple layers of napkin materials, ensuring optimum quality and efficiency in production.
- **UV Sterilization Machine:** Essential for maintaining hygiene standards, the UV sterilization machine effectively disinfects napkin materials, safeguarding against potential contamination.
- **Pulveriser for Wood, Jute, and Banana Pulp:** This specialized equipment pulverizes raw materials such as wood, jute, and banana pulp into fine particles, facilitating their integration into napkin production.
- **Pressing Machine - Pneumatic Type:** The pneumatic pressing machine exerts precise pressure to shape napkin components, ensuring uniformity and consistency in the manufacturing process.
- **Cotton Cutting Machine:** With its precision cutting capabilities, the cotton cutting machine enables the efficient processing of cotton materials for napkin production, minimizing wastage and optimizing resource utilization.

4. Training Sessions

The training program was meticulously structured into three comprehensive sessions, each designed to provide participants with in-depth knowledge and practical skills:

I. **Understanding Menstrual Health and Hygiene (MHH)**

Introduction and Ice-breaking Session: The training commenced with an engaging ice-breaking session, fostering a supportive and inclusive atmosphere conducive to learning.

In-depth Discussions: Participants engaged in interactive discussions led by Mr. Debashis Ray, exploring the biological aspects of menstruation, prevalent hygiene practices, and cultural taboos surrounding menstruation.

Entrepreneurship Development: Mr. Ray elucidated the potential livelihood opportunities in sanitary napkin manufacturing, emphasizing the importance of quality control, market positioning, and effective marketing strategies.



II. Exploring Biodegradable Alternatives

Raw Material Insights: Participants were introduced to a range of raw materials used in napkin production, including biodegradable alternatives such as jute fibers, banana fibers, Organic SAP, and bioplastics.

Hands-on Experience: Led by Mr. Irfan Ahmed, participants engaged in tactile exploration and experimentation with biodegradable materials, gaining practical insights into their properties, processing methods, and environmental benefits.

Environmental Considerations: Mr. Subhankar Bhattacharya elaborated on the societal and environmental benefits of adopting biodegradable alternatives in napkin manufacturing, emphasizing the importance of sustainability and eco-conscious practices.

III. Technical Session on Machinery Operation

Practical Exposure: Participants were divided into groups for hands-on experience with the machinery, under the guidance of Mr. Sahajan Mondal and the technical team.

Machinery Operation Demonstration: Mr. Mondal conducted detailed demonstrations of machinery operation, covering aspects such as raw material arrangements, fittings, alignment, and safety protocols.

Safety Emphasis: Throughout the technical session, emphasis was placed on safety measures and best practices to ensure the well-being of participants and optimal performance of the machinery.

This training manual serves as a comprehensive resource for individuals and organizations aiming to venture into sanitary napkin manufacturing and explore biodegradable alternatives. By leveraging the knowledge, insights, and practical skills shared in this manual, participants can embark on entrepreneurial endeavors while championing menstrual health and environmental sustainability.

Note: At the culmination of the training program, all participants were presented with Certificates of Participation as a token of appreciation for their engagement and commitment.

