

*Promotion of Inclusive and Protective environment for children with special needs (CWSNs) through community based rehabilitation - (CBR) Intervention in Puducherry Union Territory, India*

**Activity: Vocational skill training of parents:**

**Helping Parents of CWSNs through vocational skill training:** In the months of February and March 2019, about **150** Parents of children with special needs received training for positions in the self-employment job making and local job market. The course emphasized and instilled self-confidence, knowledge of work in what tread they did and more. Every participant was taught small income generation skills. Participants received continuous guidance from our resource persons on each step of the journey towards a better job and a brighter future.



The vocational skill development training to parents of CWSN and PWDs was made on specialized economic activities relevant for the status of the parents to improving their skills to increase the family income. This year 3 different trades (like pickle making, Fruit jam making and Napkin making) of vocational skill training program was conducted. 150 parents participated and were trained. Another batch of 150 will be trained in the second year project.

**Vocational skill Training on making different types of pickles and mixed-fruits jam:**

In the month of February and March 2019, the basic Course of one day training was done. After the completion of this training the participants were able to: 1) Explain various types of pickles and Fruit Juice that can be produced. 2) Know the process involved in manufacturing a variety of pickles and fruit juice. 3) Recognize the hygiene & aspects associated with food products. 4) Know how to market pickles in a competitive environment.



**Vocational skill training on Sanitary Napkin making for parents:** One batch of parents were trained on sanitary napkin. The training served double purpose one is to have low cost or cost effective napkin and to economically empower women at the same time. Training was conducted in March, it was a 6 days training continuously. 45 parents-mothers attended the training and benefitted of it. Sanitary napkin or sanitary pad is an absorbent personal care product worn by woman while she is menstruating. There is a rising demand for cheap sanitary napkins among rural women due to lower cost of sanitary napkins and rising hygiene awareness. Most Indian women fashion up pads out of cotton cloth as a homemade and inexpensive solution to the hygiene and comfort needs during periods. These home and handmade cloth pads are washed and reused. They lack the absorbing and liquid retention capacity of sanitary napkin and hence may lack in hygiene and comfort. Studies show that the practice of using cloth during periods associated with very high risk of cervical cancer. Hence, there was a strong demand for sanitary napkins that are cost-effective and locally made. The training was done in collaboration with Lead Indian Bank. The Director of Indian Bank came for the training and explained briefly about the bank procedure to get financial advance amount for doing this viable economic activity

**Manufacturing process:** Resource person explained that the steps in the manufacturing process. She said first wood pulp is purchased in commercially available sheet form. The wood pulp is then grinded on the mixer grinder machine using a steel blade that de-fibrates the wood pulp to a required filament length of 12 gm. /per single pad. Once the wood pulp is softly fine grinded then it's fed into the core forming machine to compress the pulp into a required share of the napkin. The formed wood pulp cores on the core forming machine are then wrapped by a non-woven fabric (10 \* 10) and is sealed by sensitive impulse sealing method. Echo gum is used in the construction of the sealing pads. Finally, the position sticker is pasted on the napkin and the napkins are packed. This process is done manually without any automation, she added.



#### **The benefits of making sanitary napkins:**

- Rural woman can develop economically by providing direct and indirect employment.
- For community of rural and urban females the hygiene levels can be improved.
- The napkin does not pollute the environment. Disposal is easy as mostly wood pulp is being employed which has a distinctive property of being biodegradable.
- Each unit can produce 4000 packets of napkin (consisting of 8 napkins each) for a single shift of eight hours every day, which can create a direct employment for 6 to 10 women.
- By selling this napkin through resident dealer mode, a large number of women would get economic benefits through indirect employment.

- Being a female needed products, this has the potential for having a long term stable and profitable business model, compared to other complicated and risky business initiatives by women self-help groups and women entrepreneurs

**The approach:** The idea is to empower women parent locally to produce and distribute affordable, high-quality, 100% compostable sanitary napkins within their communities while simultaneously creating livelihood opportunity, raising awareness and sensitization of menstrual hygiene management. **Satya** believes in a multifaceted approach to ensure sustainability which includes livelihood creation, product promotion, and community awareness for a complete and sustainable Menstrual Hygiene solution.

This model is a unique combination of empowerment and livelihood generation that inherently promotes financial growth incurred by the economic base of the pyramid. **Satya** intends to set up sanitary napkin production unit in urban and rural areas and create demand for the same. Four units will be started when financial assistance is received from the Bank. While the each manufacturing unit will help to generate employment for 12-14 women directly.



(Participants with Course completion certificate of Napkin making training  
(Along with Indian Bank Director and Director of Satya Special School and the Trainer)

### Training Feedback:

- The Individuals invited to the training program increased their self-reported level of expertise.
- The training also increased participants' ability to calculate profit and increased the likelihood that a respondent knew how to start a business.
- After the training was complete, trainees shared their opinion about the training. They said it was a very new concept for them that encouraged them to take up the business, it's a new idea for them which they never thought of it doing, and after attending the training they have gained confidence of doing such business.
- It will be a good source of income for the low income families.
- It is easy to handle the making process for women.
- The making process consumes less time.
- It is likely that women's responsibilities at home prevented them from taking full advantage of the training.

*PHOTO GALLERY*



