

GOA LABOUR WELFARE BOARD

SCHEME NO. -XIX

SCHEME TO INSTALL SANITARY NAPKIN VENDING MACHINE AND INCINERATORS IN INDUSTRIAL UNITS AND SCHOOLS/COLLEGES FOR FEMALE INDUSTRIAL WORKERS AND FOR THEIR DAUGHTERS STUDYING FROM CLASS VII ONWARDS.

INTRODUCTION:

1. Only 12% of India's 355 million menstruating women use sanitary napkins.
 2. Over 88% of women resort to shocking alternatives like un-sanitized cloth.
 3. Inadequate menstrual protection makes adolescent girls (age group 12-18-Years) miss 5 days school in a month.
1. The biggest barrier in using a sanitary napkin is affordability. Around 70% of Women in India say, their family can't afford to buy them.

Though the subject is considered as taboo in our country, Goa Labour Welfare Board considers it necessary to break the glass ceiling and devise a scheme for working women that will make them proud to bleed.

SHORT TITLE AND COMMENCEMENT:

This scheme shall be called "STRI SAKHI SCHEME"

The scheme shall come into force with immediate effect.

OBJECTIVE OF THE SCHEME:

Under this innovative scheme the Board will procure the sanitary pads dispensing machine along with the incinerator and install the same in industrial estates where the concentration of women work force is more. The same facility will be extended to the school going children of the workers studying in Government schools/colleges.

BENEFIT OF THE SCHEME:

Every female worker and their daughters studying from class VII (seventh) onwards will use eco - friendly sanitary pads and dispose their used pads in an eco friendly way. This will benefit the health and hygiene of every women and prevent littering. This facility will bring enormous mental relief/confidence in the minds of both the workers and children and bring down absenteeism in schools/colleges and workplace. Women are prone to reproductive track diseases, and this problem will be addressed through hygienic means.

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MODALITIES OF THE SCHEME:

1. The scheme will be in consonance with the management as the machine needs to be installed in their premises. Suitable place for installation preferably a wash room shall be provided by the management.
2. The Goa Labour Welfare Board and the management of the industrial unit will sign a Memorandum of Understanding for installing the machines, operation and its upkeep.
3. The management has to maintain the machines in good working condition at all times for the benefit of their workers on day-to-day basis.
4. The vending machine shall be periodically replenished by the employer, so that the machine does not run out of stock at any given point of time.
5. If the management fails to comply with the provisions of the scheme, the Goa Labour Welfare Board shall have the right to withdraw the machine or recover the cost thereon.
6. The Goa Labour Welfare Board shall periodically visit the establishment to see the smooth functioning the scheme.
7. Not more than one machine shall be provided to an industrial establishment.
8. The machine is operated on a coin in a denomination of Re.1 .
9. The employer will collect the (coins) from the machine and use the money towards purchase of sanitary pads, which will defray the cost to some extent. A register showing amount collected and amount spent every month shall be maintained.
10. The Goa Labour Welfare Board shall bear the cost of installation and replenishment of the dispensing machines installed in schools/colleges and in locations where it can benefit a cluster of small industrial units.

POWER TO RELAX:

1. For removal of any difficulties in the implementation of the scheme, the Sub-Committee constituted by the Board will take appropriate decision from time to time.
2. The decision of the Sub-Committee shall be final and binding on all concern.
3. The Board shall have the power to amend, modify and cancel any part or whole of the scheme at any time.

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FORM OF APPLICATION FOR SUPPLY OF ONE SANITARY NAPKIN VENDING MACHINE AND ONE INCINERATOR

(To be submitted in duplicate)

1. Name of the industrial unit/ establishment/school/college :
with full postal address.
2. Total number of female workers/ students to be benefited. :
3. Whether the management of Industries/ Establishment/ :
Schools/Colleges agrees to provide suitable place for
installation of the machine. Preferably in wash room.
4. Details of place where you intend to install the machine. :
5. Whether any such machine has already been provided for :
the benefit of workers/students, if so, the source of supply.
6. Whether the management of Industries/ Establishment/ :
School/College agrees to sign a Memorandum of
Understanding with the Goa Labour Welfare Board for
installation and upkeep of the machine
7. Whether the management of Industries/ Establishment/ :
School/College willing to incur the periodic expenses in
connection with replenishment, if provided.
8. Whether willing to abide by all the conditions as laid out :
in the scheme.

Place:

Date:

**Signature Of The Owner/ Manager/Principal/Headmistress Of The
Industries/ Establishment/School/College With Seal.**