



## “SAKSHYUM”

### Report on Training of Trainers of Frontline Workers in Jalna District

*Conducted by*

*Centre for Social Behaviour Change Communication (SBC<sup>3</sup>)*

*In Collaboration with*

*The Department of Women and Child Development, Maharashtra*

**&**

**UNICEF, Maharashtra**

## Table of Content:

Sr. No	Content	Page No.
1	Abbreviations	04
2	Introduction	05
3	Process of the TOT	06-09
4	Executive Summary of the TOT	09
	a. Key Objective	09
	b. Key Learning's	09
	c. TOT Details	10
	d. Dates of TOT	10
	e. Structure of TOT	10
	f. Participation Details	10-11
	g. Participants Designations	11
	h. Schedule of TOT	12-13
	i. Feedback	15
5	Feedback from analysis	15
	Overall findings of pre-post test	16-17
6	Training of Trainers Jalna District Reports	17-35
7	1.Comparison of responses to the pre and post test questions	36-38
	2.Conclusions and recommendations	38

8	1. ToT photos	39-40
	2. Letter for TOT's to Districts for ToT	41-45
	2. Pre & Post Test Forms	46-50
	3. Participants list	51-54
	4. Attendance Sheet	55-60

### Abbreviations list:

- DWCD: Department of Women and Child Development, Government of Maharashtra •SDG: Sustainable Development Goals
- PRIs: Panchayati Raj Institutions
- SHGs: Self-help Groups
- CSOs: Civil Society Organizations
- DCPOs: District Child Protection Officers.
- DCPUs: District Child Protection Unit.
- CMPOs: Child Marriage Prohibition Officers
- CWCs: Child Welfare Committees
- AWWs: Anganwadi Workers
- ANM: Auxiliary Nurse Midwife
- TOT: Training of Trainers
- CDPOs: Child Development Project Officers
- LHV: Lady Health Visitors.
- VCPCs: Village Child Protection Committees.
- PCMA 2006: Prohibition of Child Marriage Act 2006.
- ECM: Ending Child Marriages.
- CEO's: Chief Executive Officers.
- NYK: Nehru Yuva Kendra.
- ZP: Zilla Parishad
- NA: Not Answ

## SAKSHYUM

### Training of Trainers (Frontline Workers) Program Report of Jalna District.

#### 1. Introduction

Maharashtra (112 million inhabitants, 9.28% of India's population) is India's foremost state ranked on GDP in the country. Despite this, Maharashtra has high rates of child marriages and accounts for 20 million (approx...9%) child marriages in the country.

In Maharashtra, socio-economic- factors such as poverty, high dowry and marriage expenses, and concern for the safety and security of girls, particularly after they attain menarche have further pushed the demand for early marriages. The absence of education and skilling opportunities coupled with poor implementation of laws has contributed to high rates of child marriage in districts of Maharashtra. The high rates of teenage pregnancies and under

five stunting in these districts are indicative of this fact. Prevention of Child Marriage is essential as it can lead to a reduction of under-five mortality, under-five stunting, and malnourishment. It could increase the population's earnings and productivity. Each year of secondary education may reduce the risk of child marriage by six percentage points on average.

Ending harmful practices against girls including child marriages is a globally acknowledged goal (SDG no 5.3). India is committed to this goal and aims to achieve it by 2030. Current projections show that we are far away from this goal. As one of India's foremost states, Maharashtra has the resources and ability to end child marriages and aim for Zero Child Marriages by 2030.

To this end, UNICEF and the Centre for Social Behaviour Change Communication (SBC3) have embarked upon various interventions. In the first and second phase, 12 districts with a high incidence of child marriages are covered- Jalna, Jalna, Jalna, Jalna, Jalna, Latur, Solapur, Parbhani, Beed, Nashik, Jalgaon and Dhule.

One of the activities planned under this project was the Training /Capacity building workshops for stakeholders/frontline workers including PRIs, SHGs, CSOs, Block level WCD officers, DCPOs, DCPUs, Ward level Education officers, CMPOs, Ward level Labor dept officers, Local Police, CWCs, AWWs and youth platforms.

## 2. Process of the TOT:

Step 1: Discussion with District officials for ECM:

To Orient, the Hon'ble District Collectors, DWCD's, Dy CEO's, and District Health officers about the Ending Child Marriage program, the District team had several meetings in October and November. The team has oriented all the officers including DCPO's, Training Facilitators of the Health, ICDS, Education, WCD Department about the offline TOT program for the Frontline workers.

### Step 2: Need Assessment:

SBC3 conducted a Need Assessment Study using Google forms, in November – December 2020 to assess the knowledge of Anganwadi Supervisors and ANMs with regards to child rights, child protection, child marriage, and COVID-19.

The Study indicated that areas where there was a presence of AWW and ASHA workers, showed a positive impact on delaying the age of marriage among girls and boys. However, the study also showed that AWW and ASHA workers were poorly informed about laws against child marriage. They were thus, not able to intervene in situations of child marriage in their areas of work.

Meetings with the district officials and AW Supervisors brought out the need to train the AWW and ASHA as they are closest to the communities and have household access. However, considering the vast numbers of AWW and ASHA workers in the district, it was decided to

Conduct a TOT for the AW supervisors and the ANMs (who supervise ASHA workers).

The study brought out the following major findings:

1. The respondents were not clear about the legal age of the child which most believed to be 14. The legal age in a majority of laws for children in India, except the Child labor Act is 18. This is a fundamental understanding of how a child is perceived and his/her needs and rights are understood. This is particularly a problem as most of these respondents also lead teams of frontline workers who work directly with children. Lack of clarity can negatively impact the quality of their work and interventions.

2. The respondents' understanding of when a girl is ready for marriage is fundamental to how child marriages are addressed.

Most knew that 18 was the legal age for marriage but did not see it as the minimum age. Very few opted for girls to complete their education and even fewer felt that girls need to be mentally ready for marriage. This shows that they do not see the need for girls to have a choice in the matter. This fundamental belief can act against the legal knowledge where they may fail to see the need to intervene if girls below 18 are being married.

3. More AWWS were aware of the legal steps to be taken for preventing child marriages in their area. So, while they suggested counselling for parents as a means to stop child marriages, they also opted to inform the CMPO and the CHILDLINE services to protect the child. LHV's however, were not very aware of these systems and felt that counselling parents were the best way. Significantly, the majority of the respondents were aware of the CMPOs designated at the village level but they may not be clear about his/her role in stopping child marriages.
4. Both these groups need to have a thorough understanding of the legal processes to intervene effectively in the cases of child marriage in their areas of work. Thus, training on these mechanisms will be essential.
5. However, most of the respondents had heard about PCMA 2006. Contextualizing this information with the previous findings, it is clear that knowledge of PCMA 2006 is limited to the age of the girl and boy but not regarding the actual provisions in the law.
6. Only about 50% of the respondents were aware of all the laws for child protection. This knowledge is also not uniform across any category of respondents. This means that most of them have either heard of the law or some aspects of some of the laws.
7. Most respondents had a good understanding of the role of VCPCs.
8. Knowledge about schemes was not uniform. This means that they may not be able to advise communities on how to access these schemes.
9. It is important to note that nearly 25% of the respondents were not aware of the CHILDLINE number which is a fundamental, well-publicized child protection mechanism. This is a cause for concern.
10. The respondents wanted to be trained in counselling skills, laws for children, and government schemes. These, they felt were most useful in their work and will help them to be more effective in intervening in child marriage situations.
11. Most of the respondents had a good understanding of COVID-19 protocols. However, there were certain misunderstandings which could lead to improper treatment of COVID-19 patients. This needs to be addressed.

#### **Topics for training identified as an outcome of the Needs Assessment:**

1. Child rights
2. Laws for child protection- JJ Act, PCMA
3. Gender roles and empowering girls

4. Child marriage- causes, prevalence, and impact

5. Skills- counselling, communication

6. Schemes for children

### **Step 3: District-level officers Discussion for Planning TOT's**

For planning TOT program the District team conducted several meetings with the District Women and Child Development Department, District Collector, and Health Department. Due to COVID 19 outbreak, it has been agreed to conduct the training program by following the physical distancing norms. The letters from the respective departments with the names of the trainers for participation were issued by concerned departments. (Annexure 3 for the letter to the Health, ICDS department for the participation in the TOT Program.)

### **Step 4: List of Master trainers with the letter:**

After receiving the list of the master trainers from the relevant departments. An orientation call was made to every participant, regarding the training program with the logistical details.

### **Step 5: Development of TOT and Cascading Module:**

All efforts were put in for making the TOT module inclusive and acceptable by the Trainers. The various drafts were shared and meetings were held to confirm the Modules. After the confirmation received from UNICEF on the content and process. It has been shared with the Hon'ble Ms. Biraris. Asst. Commissioner, Women and Child Development Department, Maharashtra State.

### **Step 6: Approval on the TOT Module and Cascading from UNICEF and WCD Maharashtra**

The Draft TOT and Cascading module was discussed with Ms. Alpa Vora, Child Protection head, Maharashtra, and Ms. Harsha Mehta, C4D Officer, UNICEF. After approval is received from them. It is also shared with Hon'ble Ms. Manisha Biraris, Assistant Commissioner, WCD, and Maharashtra for her comments and suggestions.

The Cascading module got Introductory Messages from Hon'ble Dr. Yashod, Commissioner, Women and Child Development, Maharashtra and Ms. Rajeshwari Chandrasekhar, Head, UNICEF, Maharashtra, Mr. Nishit Kumar, Founder, and Managing Director, SBC3 also wrote the introduction of the cascading module for the participants.

### **Step 7: Finalization of Dates from the District officials:**

This process took time since the training involves the participation of two different departments that is Health and WCD. Meetings with Dy. CEO WCD and District health officers were conducted for finalizing the dates. In some districts, CDPO's from the WCD departments and Training Faculty members of Health Departments were given responsibility by the concerned authorities for finalizing the dates and coordinating with the Participants.



### **Step 8: Master Trainers ToT program:**

The master trainers' TOT programs were conducted with the arrangements of finalizing the venues with the help of the WCD department in each district. The entire Team of DWCD and DCPO were involved in the Planning and execution of the TOT programs. Districts like Jalna and Jalna's DWCD and DCPO units have taken initiatives in following up with the participants for their presence. Local support from the CHILDLINE team was generated for the logistical arrangements. During the program, Accommodation facilities were given to the participants coming from long distances.

### **Step 9: Master Trainers ToT program:**

After receiving the list of the master trainers from the relevant departments, an orientation call was made to every participant, regarding the training program with the logistical details. An online registration google form was developed for the participants with the declaration about the health situation. (Annexure 3 Registration form) Please refer: ([https://docs.google.com/spreadsheets/d/1XHE8kSHUEv5XAw05svBTLMBHBavc5Cn7L7Q\\_\\_\\_FekLo/edit#gid=226517329](https://docs.google.com/spreadsheets/d/1XHE8kSHUEv5XAw05svBTLMBHBavc5Cn7L7Q___FekLo/edit#gid=226517329)) link for Jalna District. There are 119 peoples filled online registration Google form for ToT

### **Executive Summary of the TOT Workshop:**

Based on the findings from the need assessment, we developed a TOT workshop and Cascading module for the Trainers.

**Key Objective:** To train Frontline workers to understand the Child Rights/Protection laws and develop communication skills to impart essential knowledge and skills to AWW's and ASHA workers for prevention, intervention, and rehabilitation of the children who are likely to be victims of Child Marriage.

#### **1. Key learning outcomes:**

Knowledge:

1. Understanding the Child Marriage situation in Maharashtra and its impact
2. Understanding the various social, economic, and governance factors that result in child marriages
3. Understanding the provisions of the PCMA 2006.
4. Understanding their role and the process to be followed in case of child marriage.

Skills:

1. Identifying vulnerable families and children who are likely to be married early, in their area of work

2. Intervening effectively to prevent and report child marriages
3. Working at various levels- prevention, reporting, and coordination towards ECM.

### TOT Details:

#### a. Date of the TOT:

SAKSHYUM-Training of Trainer Programs conducted in the Districts for the frontline workers. The schedule of the TOT is presented in the Table Below:

Sr. No	District	Location and Venue	Date
1	Jalna	Yashvantrao Chavhan Sabhagruh, Zilla Parishad, Jalna.	4 <sup>th</sup> and 5 <sup>th</sup> Oct 2021

#### b. TOT Structure:

The Training of Trainers Program was held in the Districts. These ToT programs were focused on providing training to Master Trainers of the ICDS and Health Departments for imparting the knowledge and skills to the AWW and ASHA for intervening in child marriage cases at the local level. Considering the high level of outreach and influence of the Health and ICDS department at the Local level, these TOT programs strive to initiate the discussion among these sister departments, build a cadre of leaders for developing the knowledge, skills and perception for them and also with their subordinates and down line workers.

#### c. Participation Details:

Sr.No.	Departments	Jalna
1	Integrated Child Development Scheme (ICDS )	41
2	Health Department, Zilla Parishad	20

3	Integrated Child Protection Scheme (ICPS)	06
4	Education Department, Zilla Parishad	08
5	Childline 1098	04
6	NGO	00
8	Volunteer	02
	Total	81

#### **d. Participants Designation:**

##### **1) District Officials for Inauguration:**

a. District Collector, Chief Executive Officer ZP, Deputy CEO WCD ZP, CWC Members, DWCD Officers, DCPO's was present for the Inauguration.

##### **2) Master Trainers:**

a. ICDS Department : ICDS Supervisors, Jalna

b. Health Department : LHV (Lady Health Visitor), ANM (Auxiliary Nurse Midwifery)

c. Education Department : Extension Officers (Education)

d. DCPO Unit: Protection officers, Legal advisors, Social workers, outreach workers

##### **3) Civil Society Organizations:**

NGOs active in the different regions, CHILDLINE 1098 District Level Partners- Coordinator, Team member and Counsellor

##### **4) Volunteers for support in the TOT:**

A. NYK District level team

The output of the TOT's is mentioned in the form of the pre and post test conducted in the TOT workshop.

## Two days Training of trainers Schedule:

Time	Session	Activity	Facilitator	Material
Day 1				
Inaugural and Introduction (स्वागतवपरिचय)				
9:30 to 10:15	Registration, Pre-Test Forms and Breakfast	Registration, Pre-Test Forms and Breakfast	Kiran Bilore,SBC3 team and Volunteers	Registration 80 copies of Pre-test questionnaire, Participants' kit
10.15 to 11.00 a.m.	Inaugural and welcome	Inaugural and welcome	Kiran Bilore	Lamp, matches, candle
11.00 to 11.15 a.m.		Introducing the Program, workshop etiquette, timing, feedback forms	Kiran Bilore	
11.15 a.m. to 12.00 pm	Child marriage Prevalence and Impact	PowerPoint presentation Sakhsyum and Like sisters movie	Pooja Yadav	Presentation, Sakshyum and Like Sisters Movie
12.00 to 12.10 p.m.	Tea break			
Session 1: Rights, Gender and Agency (हक्क, लिंगवआत्मनिर्णय)				
12.10- 12.30 p.m.	Child Rights and violence against children (30 min)	PowerPoint presentation and spot survey Film- Roll Call Film- The Rose Kamala Bhasin clip	Nishit Kumar	Presentation Film- Roll Call Film-The Rose Kamal Bhasin clip
12.30- 1.30 p.m.	Understanding gender roles, gender discrimination, patriarchy, agency and consent.	Picture discussion	Nishit Kumar	Ppt of Concept card of girl with wings and questions

1.30- 2.00 p.m.	Lunch Break				
Session 2: Child Marriage and Stakeholders- what can you do? (बालविवाहआणिभागधारक- त्म्हीकायकरुशकता?)					
2.00- 2.10 p.m.	Energiser	Belan dance	Pooja Yadav	Recording of activity	
2.10- 3.00 p.m.	Child Marriage Stakeholders and their roles	Introduction  Group Activity	Meena kumari Yadav	Chart, multiple name tags with roles printed, chart paper, sketch pens	
3.00 – 4.30 p.m.	Action at various stages of Child Marriage	Radio play- Aamchi Urmila on Child Marriages	MeenakumaiY adav and Soniya Hange	Recording of the two episodes	
		Group enacting skit		Sash	
4.30 – 4.00 p.m.	PCMA	PowerPoint Presentation	Kiran Bilore	Presentation	
Day 2					
9.30- 10.30 a.m.	Registration and Breakfast		Soniya Hange and Volunteers	Registration forms	
Session 3: With the Law (कायद्यांचेसाथ)					
10.30 a.m. to10.45 p.m.	JJ Act for CNCP	PowerPoint presentation Movie-VCPC	Kiran Bilore	Presentation  Movie- VCPC	
10:45 am to 11:30	DAP	PowerPoint presentation	Pooja Yadav	Presentation	
11:30 to 1:30	POCSO	Movie- Komal Movie- highway (clip) PowerPoint presentation	Nishit Kumar	Movie- Komal Movie- highway (clip) PowerPoint presentation	
1.30- 2.15 p.m.	Lunch Break				
Session 4: Communication skills (संवादकौशल्य)					
2.15 pm to 2.20 pm	Energiser	Signature dance	Nishit Kumar	Recording of activity	
2.20- 3.20 p.m.	Communication and training Skills	Self-assessment and PowerPoint presentation	Nishit Kumar	Presentation	
3.20 pm to 4 pm	Personal Feedback	Feedback from Participants	Team	Recording of activity	

4.00 p.m to 5.00p.m	Certificate Distribution and Feedback from the Participants	Speech and Certificate Distribution	SBC3 team	Certificates and Cascading Module.
---------------------	---	-------------------------------------	-----------	------------------------------------

## Presentations:

Presentations were based on Facts, Knowledge, and skills for understanding the issue of child marriage. The basic Child Rights, understanding gender and agency was the first presentation to enable the trainers to relate with the subject and understand the issues from its route.

The second-day presentations on the Laws are more knowledge-based to help the trainers to develop a legal perspective about the issue of child marriage and understand the laws for the protection of children. The facts and knowledge were supported with the Movies and films to keep the Trainers attentive and to enhance the importance of the topic.

## Group Discussions:

Child Marriage and stakeholders- what can you do? The first-day second session, Was the strait forward group activity for all the participants. This activity is to enable the trainers to understand child marriage as an issue from the societal view and analysis of the role that each of the stakeholders can play in preventing child marriage.

This was to enable them with practical knowledge of dealing with the issues of child marriage and understand the roles of the different stakeholders for the same. Nine (9) important stakeholder's roles are analyzed during this activity – Mother, Father, Teacher, Girl, Panchayat Member, ICDS Supervisor/ASHA Workers, DCPU, Marriage Facilitators, Relatives. This has helped the Trainers to bring out the factual reasons of the child marriages and draw solutions together that are locally possible. The later part of the session is also to open a route for the wider discussion for prevention, intervention, and rehabilitation of children affected by child marriage. Discussions were focused on the Prevention of child marriages by counselling of family and child, improving access to education and health facilities for adolescents, strengthening VCPC's and motivating reporting of child marriage cases.

A unique part of the process was *Amchi Urmila*, a radio play. It is developed and broadcast over Community Radio Stations by SBC3, on behalf of UNICEF. The radio play focussed on Child Marriage with the use of a case in a village. Participants were split into groups of different Stakeholders and asked to hear the half play. Then, they were asked to nominate one leader from their group. The Nominated representative of each group was asked to go out of the room and write a script for developing the 2nd half of the radio play. Then the group used to perform the play with their solutions. Thereafter, the 2nd half of the *Amchi Urmila* play was played out to all the groups and

the differences between the approaches of the stakeholders and the version in the play were analyzed.

### **Activities:**

Communication skills were the most activity and demonstration-based session. This session is to enable the Trainers to understand the effective communication skills while presenting, and intervening with different groups. This session is to also build the confidence of the Trainers and motivate them to work effectively and positively for achieving the larger goal of ending child marriage in Maharashtra.

### **Feedback:**

At each TOT, participants were asked to fill up a Feedback form. The Feedback form was designed to achieve objectives: get participant's feedback on the TOT including arrangements, design of the TOT, knowledge, and skills gained, change in view after the TOT program about the child marriage, and need for the capacity building of other stakeholders, programs for eliminating the child marriages. Each of the feedback is important to understand the level of knowledge and skills gained by the participants.

### **Following are Key Feedback points:**

1. Participants have raised the demand for capacity building of the Gram Sevak being a CMPO or assigning the duty of CMPO to a different officer.
2. Participants raised the question that after stopping marriages, the girl child is moved from the village along with relatives and married. There is an increase in these types of cases. There is a need to strengthen the follow-up mechanism locally.
3. It has been shared by the participants that, they were also part of child marriage on some of the other day, and were not able to do anything either because they were part of the family or belongs to the same village. But since through this training they have got enough information to respond to the child marriage, they will not support any child marriage and will intervene for stopping the same.
4. DCPO and CHILDLINE 1098 members have shared that they were not being supported by the Gram Sevak and Sarpanch. Most of the time they are being threatened to harm if they get into the cases.
5. Coordination between the ICDS, Health Department and Education is important for the protection of each child.

### **f. Feedback forms Analysis:**



A feedback questionnaire was distributed at the end of the training. Following are the highlights of the feedback received from the participants in these training:

District	Total No.
Jalna	62
Total	62

1. Feedback on training sessions: Most of the participants in all four districts rated all the sessions as either most liked or liked a lot (i.e 3 or 4). This indicated that they had liked the training sessions and found it interesting.

2. Knowledge and skill gained: Most of the participants felt that they had definitely gained new information regarding child marriage. Almost everyone felt confident that they could impart this information to the AWW and ASHA workers. They also expressed confidence in being able to identify and intervene in cases of child marriage.

3. Activities to reduce child marriage: Nearly all the participants rated all the measures listed in the questionnaire to be of utmost importance, in reducing instances of child marriage. This included strengthening the law and its implementation, educating the community, educating girls and boys and also, mass media campaigns.

### Overall findings of Pre- Post Tests:

#### 1. Response to pre and post-test:

In Jalna, the pre and post-test forms were administered to 62 participants of the TOT training program. The details of data received are as below:

District	Total No. of Participants	No. of Participants with only Pre-Test	No. of Participants with only Post-Test	No. of Participants without any of the test	No. of Participants with Pre-post Test	% of Pre-Post Test forms
Jalna	81	0	0	0	62	76.54320988



Departments	District – Jalna	
	Total No of Participants	Pre and post test
ICDS	41	38
ICPS/DCPU	06	01
Health	20	17
Education	08	06
Childline,	06	0
Total	81	62

As seen in the above table, most of the representatives of the DCPU unit under the ICPS, did not fill out pre-test and post-test forms. In the ChildLine representatives as well as NGO representatives also filled out very few forms. In many instances, post-test forms were not filled out as, on the last day of the training, most of the participants were in a hurry to leave the venue.

### Training of Trainers Program Reports - Jalna

i. Venue : Yashwantrao Chavan Sabhagruh, Zilla Parishad, Jalna.

ii. Date: 4<sup>th</sup> and 5<sup>th</sup> Feb 2021

iii. Participants: 81

Sr. No.	Department	Designation	Total No.
1	Women & Child Development	Anganwadi Supervisor	41
2	Health	BNO	0

		LHV	10
		ANM	09
		DCM - NRHM	1
3	Childline 1098	Team	4
4	ICPS	Team	06
	Total		81

#### iv. Welcome and Inauguration:

The TOT, Started with the registration of the Participants. A Heart-warming welcome was given to all the participants by the SBC3. Pre-test forms were given to the participants before the TOT.

Mr. Kiran, District Coordinator, ECM Project Provided the Brief introduction about the program and welcome all the Dignitaries of the program on the stage. Dignitaries were felicitated with flowers by SBC3, DCPO and DWCD office staff.

To light the lamp of hope, courage and knowledge for ending child marriage among the frontline workers, a lamp lighting ceremony and Savitrimai Phule picture was garland with flower were held in presence of Dignitaries.

#### Context Setting by Nishit Kumar:

Mr. Nishit Kumar, Founder and Chairman, SBC<sup>3</sup>, given the introductory speech, he mentioned that UNICEF and SBC<sup>3</sup> in collaboration are working on the Child Marriage issue in the Maharashtra from last Two and half years. We have developed a Social Behaviour Change Strategy for ending child marriage with thorough research. He expressed his apologize for speaking in Hindi.

He started his speech by mentioning that Maharashtra is Ranked Number 1 in the GDP in India, we have stock market, film industry, major technology hubs and various industries here in Maharashtra. We are blessed with the thoughts of legends whose birth place is Maharashtra like Dr. Ambedkar, Jyoti Rao and Savitri mai Phule, Bal Gangadhar Tilak also the legendary sports person Sachin Tendulkar. But we need to think about why there is higher literacy rate in Kerala, 75%

of girls in Kerala are completing their 10 years of schooling and in Maharashtra the percentage of girls completing 10 years of schooling is only 46.7%.

He provided information about the NFHS 5 Data, where he mentioned that out of 100, 35 children are stunted in Maharashtra. He explained that stunting means child height does not in proportionate with his age. When the child weight is less than 2.00-2.25 kg at the time of his birth, he is more potential to get in to the risk of stunting. When child is stunted, science has proven that his IQ will be around 80 that are called Moron IQ. The person with this IQ Will not be able to complete his education nor learn any skills. Stunting causes due to the bad health of the mother, parameters like growth in mother's weight during the pregnancy should be 10 -12 kg, is only possible to achieve when the mother is not anaemic . Mothers BMI should be more than 18 and if she is stunted, than her Pelvic bone structure will not be able to carry a child with the weight of 2 to 2.5 kg.

He mentioned that in Maharashtra out of 5, 1 Marriage is Child Marriage. Child marriage is the biggest reason to give birth to the stunted children. It is important to End Child Marriages. It is very important to educate every child, and provided with 10 years of schooling, if the girl child is educated, she can earn and take decisions for herself and also regarding her marriage

at the right age. This will turn into delay in pregnancy and will be able to deliver a healthy child. He mentioned that we have done a need assessment for this two days Training program, on the basis of those responses we are able to develop this TOT module. This TOT is combination of Knowledge and skills for all the participants. Participants will enjoy all the sessions for 2 days.

### **Speakers View:**

Hon'ble District Collector Dr. Vijay Rathod, Shri. Manuj Jindal, Chief Executive Officer, Zilla Parishad, Jalna, Shri, Manohar Banswal, President, Child Welfare Committee, Smt. Chimandre Madam, District women and Child Development Department, Jalna, Smt. Sangeeta Londhe, Deputy CEO, WCD, ZP, Jalna were present for the Inauguration Ceremony.

After this Ms. Kiran, thanked everyone for such a valuable suggestions and motivational words. He asked Ms. Pooja Yadav, head of Program, State, Ending Child Marriage Program (UNICEF) to provide the details about the Schedule of the TOT and Rules that everyone needs to follow during the TOT program.

### **v. Sessions brief:**

#### **Session 1: Gender, Patriarchy and Agency**

#### **Activity 1: Child Rights and Violence against Children**

**Facilitator : Mr. Nishit Kumar**

#### ***Brief about the Activity:***

This Activity was focused on understanding the concept of rights from the Legal and Constitutional Perspectives with the Powerpoint Presentation.

Spot Survey : The survey was to understand the understanding of the Trainers about the Rights, Constitution and UNCRC( United Nations Convention on Rights of Children)

### **Key Messages:**

- 1) Origin of the rights concept is in the 20<sup>th</sup> Century, after world war I and II.
- 2) Formation of United Nations for Peace and Justice and Development of Universal Declaration of Human Rights
- 3) Relation between the Human rights and Indian Constitution.
- 4) UNCRC as an inclusive policy for the rights of all children.
- 5) Child Rights- Survival, Development, Protection and Participation of every child.
- 6) Responsibility for ensuring the child rights is on state, and Parents, Families and communities are classified as caregivers.
- 7) The Constitution of India Treats children equal with adult citizens. Entitlements for children in the constitution
- 8) Age of child as per Indian Legislation Are different.
- 9) India being a multi-caste- cultural-religious country, affects the rights of children. children are double marginalized if they belong to the marginalized caste-class, in that girls experience further marginalization due to gender.
- 10) Child Protection requires Prevention, Intervention and Rehabilitation programs for ensuring the rights of each child.

### ***Gender and Agency:***

#### **Activity2: Understanding Gender Roles, gender discrimination, patriarchy, agency and consent (30 min)**

The Session was initiated with the picture of difference between 'Sex and Gender'. Elaborate discussion was done on how sex is just a biological concept and Gender is societal creation. Dissuasion on how gender stereotypes are imposed since childhood on children and how this has impacted an individual and overall society, took place. Role of Patriarchy in reinforcing these stereotypes was also discussed. A short film on Gender Equality was presented for better understanding.

Further brief was given on how gender biased roles are given to Girl or Women in the society. The child claiming her rights by saying "*mala Jagu Dya*". Let me live. The session ended with the Kamala

Bhasin short video, of “Azadi”, claiming freedom from Violence, Patriarchy, Hierarchy, from silence, for walking freely, talking, singing, celebrating and dancing, which is not bound by the society.



Key Messages :

- 1) Gender roles are imposed by Socio and cultural beliefs.
- 2) The Societal imposed roles develop the boundaries
- 3) Girls should decide their own roles, take their own decisions and break the boundaries that are stopping their development.

**Activity 3: The session Started with Concept Card Discussion:**



Following questions were asked to the Trainers.

- i. What do you think is the main theme of the poster? तुमच्या मता प्रमाणे ह्या चित्राचा मुख्य विषय कायआ हे?

Answer: The theme of the poster is: Child Demanding the Freedom from the Child Marriage and asking for Education. Girl wants to fly freely without any barriers.

- ii. What does the girl say about society's notions about their capacities? मुलींच्या कुवत व क्षमतेच्या संदर्भात समाजाच्या धारणे बद्दल मुलगी काय सांगत आहे?

Answer: Girl should not do this or should not do that, she should be at home, serving the family members. She is vulnerable to get raped, it is fine, if the girl don't get education like boys, ultimately she has to go to her in-laws and work for them. Girls should be protected.

- iii. What according to her, is preventing her from achieving her dreams? ह्या मुलीच्या मताप्रमाणे, तिला तिचे स्वप्न साकार करण्यात काय अडचणी आहेत?

Answer: Girl is saying that notions of the societies about her are stopping her for achieving her dreams

- iv. Who is responsible for enabling her to fulfill her dreams? मुलीला तिचे स्वप्न साकार करण्यासाठी मदत करण्याची जबाबदारी कोणाची आहे?

Answer: It is the responsibility of her parents, teachers and society to fulfil her dreams.

- v. Why does she appeal to society to not get her marries early? मुलगी समाजाला का विनंती करते कि तिचे लग्न लवकर लावू नये?

Answer: Girl wanted to get a good education and work like other women leaders of India. She will lose her identity if she gets marry early. She will not be able to grow.

### Key Messages :

- 1) Gender Discrimination is an outcome of Dominant Patriarchal System.
- 2) Gender Discrimination begins at home as soon as the child is born.
- 3) Major reasons of the Child Marriage is widely accepted gender norms that devalues the girls.



- 4) Lack of Access to Education and Skills,resulted in the lack of financial independence which reduces the ability to make decisions.
- 5) A girl's individual identity needs to be nurtured and she should be given opportunities to develop to its full potential.

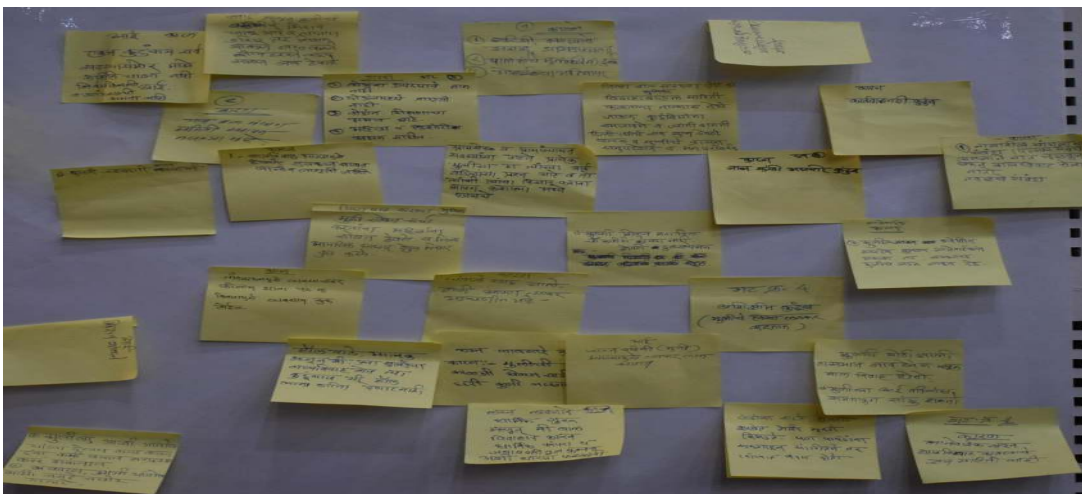
Session was ended with the Ashaye Khile Dil ki song, giving the message to fulfil the hopes (Ashaye) and aspirations of every girl in our district.

## Activity 2: Child Marriage Stakeholders and their roles

**Facilitator: Meenakumari Yadav**

### Brief about the session:

Participants were asked to write 3 reasons they belief are the cause of child marriage and that support it. They were also asked to write 3 Solutions for eliminating Child Marriage. Participants wrote different reasons, prominent among them being- Poor Economic Condition of families, Sugarcane cutting migrant labourers concerned about safety of girl back home, Illiteracy among parents, Girl child is seen as burden, safety and security of Girl in society seeing gender based violence like rape, eve teasing, molestation, acid attack;Patriarchal constraints on girls and Dowry system for girls marriage.



After the Reasons/Beliefs provided by Participants, **Meenakumari Yadav**, explained how Child marriage issue has various dimensions- Economic, Social and Cultural. She further explained the

correlation between safety and Security of a woman being linked to her sexuality. Violence against the women and children are taking place in all settings: at home, school, child care institutions most of the time someone known to the child is an abuser. It is equally important to think beyond the sexuality of the girl child and focus on her overall development.

### Session 3: Scale of Child Marriage

#### Activity 1: Child Marriage How Much? Where? And Impact

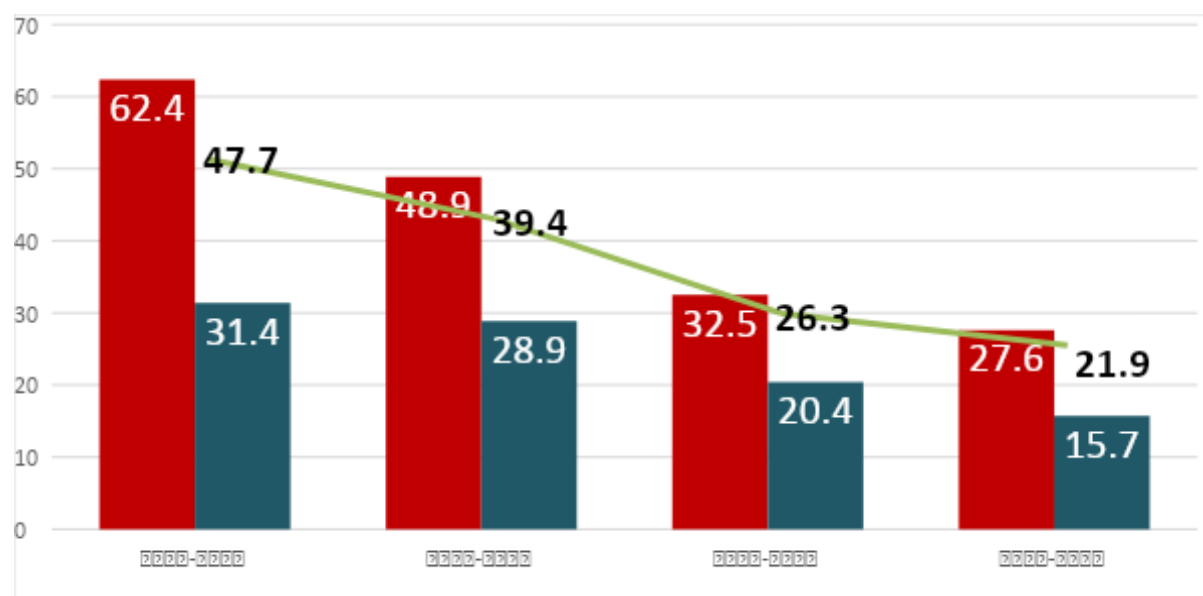
**Facilitator: Ms. Pooja Yadav**

Session was started by showing SAKSHYUM Movie, which talked about scale, reasons and impact of CM in Maharashtra. Further discussion was done taking reference of this movie.

The presentation was focused on the NFHS 5 Data showing the Maharashtra's rank in child marriage and its percentage.

- District wise percentage of the child marriage and its correlation with the Stunting of below 5 years children.
- Percentage of the girls completing 10 years of education and correlation with the increase in child marriage districts where percentage of girl child education is less than 10 years.

#### Child Marriage Cases in Maharashtra: 21.9 %

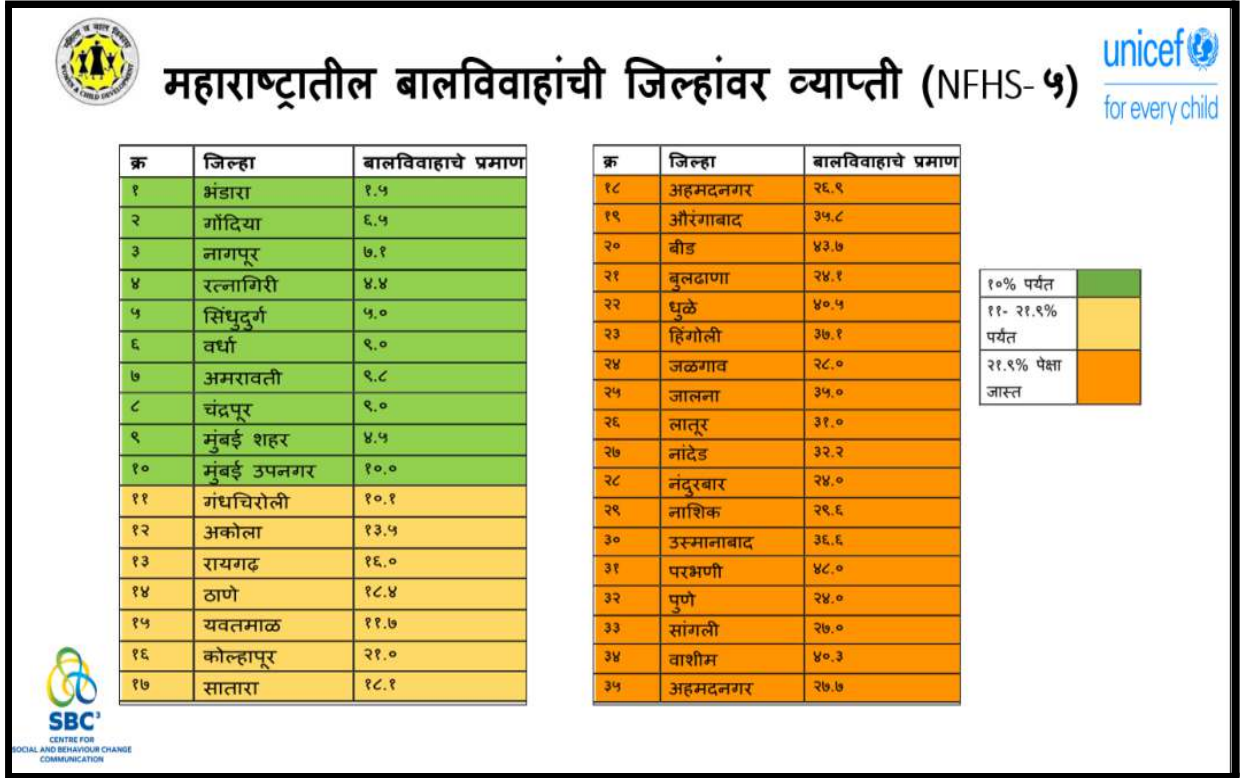


Beed, Parbhani, Latur, Solapur, Dhule, Jalgaon, Nashik, Aurangabad, Jalna, Hingoli, Nanded, Osmanabad are among 18 Districts with the highest percentage of child marriage as compare to Maharashtra Average.

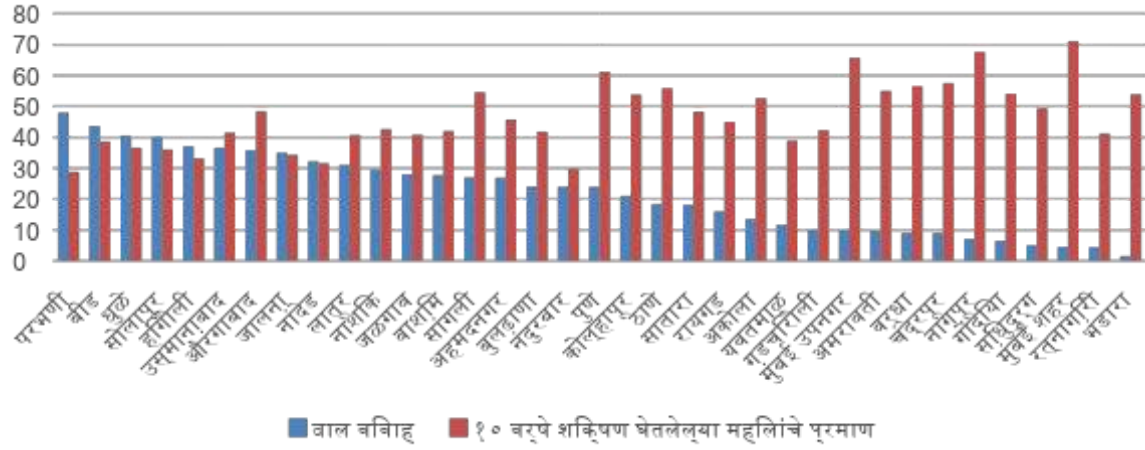
District	Percentage according to NFHS-5
----------	--------------------------------



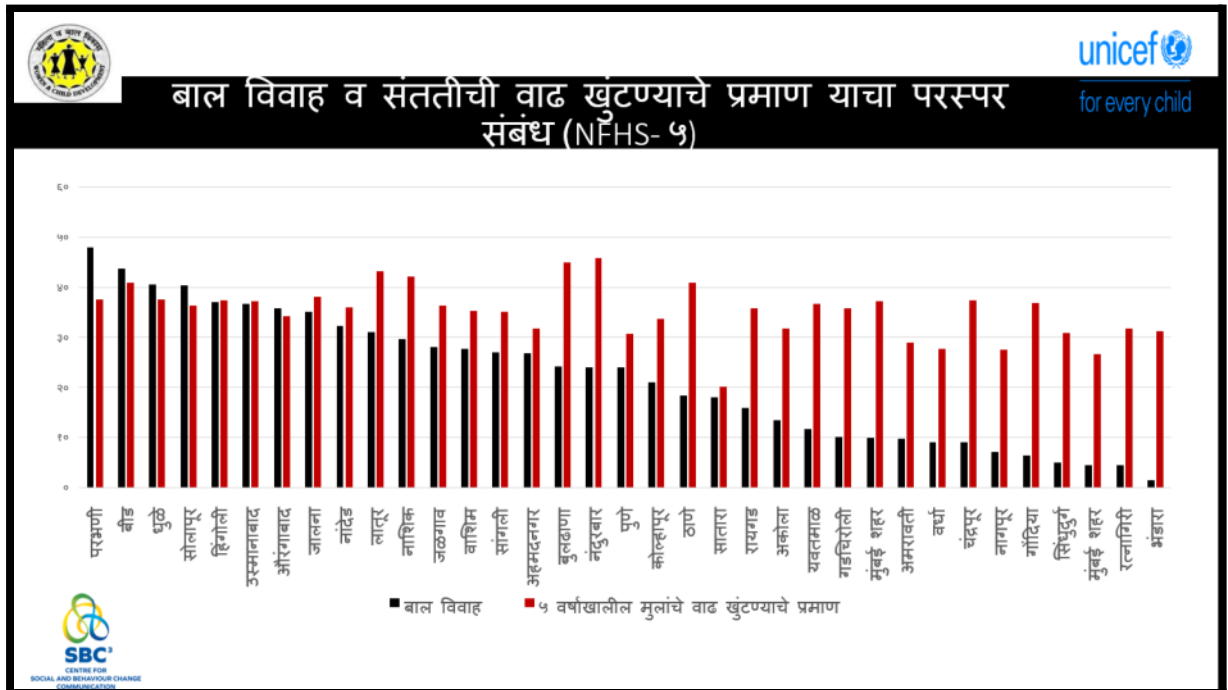
Beed	43.7 %
Parbhani	48 %
Latur	31 %
Solapur	40.3 %
Dhule	40.5 %
Jalgaon	28 %
Aurangabad	35.8%
Jalna	35.0%
Nanded	32.2%
Hingoli	37.1%
Osmanabad	36.6%



Girls completing 10 years of education District wise Presentation:



Correlation between early marriages and stunting of children below 5 years of age- District wise presentation.



### Key Messages:

- 1) Trend of Child Marriages in Maharashtra from 1998 to 2020, shows that it has reduced to nearly 1/5<sup>th</sup>. However, this has taken a long time and we need to act now to end child marriages in Maharashtra.
- 2) Beed, Parbhani, Latur, Solapur, Dhule, Jalgaon, Nashik, Aurangabad, Hingoli, Jalna, Nanded and Osmanabad rates of child marriage are much higher than the state average of 21.9%
- 3) Concern is out of 36 districts 18 districts are having the higher rate of child marriage. Out of which 16 districts have less than 50% of the girls who achieve 10 years of schooling. Marathwada lacks the tendency of sending their girl child to get the education in another district or taluka. There are droughts, crop failures and migration contributing factors for increasing the rate of child marriage.
- 4) 13 Districts have high rates of stunting, adolescent girls lack the capacity to hold the child in her pelvic bone since her body is not fully developed, she is also a victim of anemia and low BMI. Mothers with these complications have shown the result of delivering a child with a low weight. The child may become stunted and wasted. Thus, direct correlation can be observed indicating that reducing child marriages will also ensure better health for children.
- 5) Figures showing girls completing 10 years of education crosses 40% the impact on Child Marriage starts showing but strongly impacts the CM when grows beyond 50%. This also holds true for the 5 districts. Unless every effort is made to ensure that 50% or more girls complete at least 10 years of their schooling, we will not be able to make significant changes in the ending practices of child marriages.
- 6) Child Marriage robs girls of their childhood and threatens their lives. Girls are likely to experience domestic violence, create pregnancy complications and increase infant mortality. Isolation of a girl child impacts her physically, psychologically.
- 7) Child Marriage has a larger impact on the health care and Economic development of the country.

For this, SAKSHYUM- (Sushikshit(Educated) ,Anubhavi(Experienced), Kushal (Skilled),Saman(Equal), Hushar (Intelligent) , Udyamshil(Entrepreneurial) and Mukta (Free) children of Maharashtra) a joint initiative is by UNICEF, Women and Child Development Department and SBC3.

**Lunch Break:**

### Session 4: Stakeholders to fight child marriage

#### Activity1: Role- Play based on Aamchi Urmila

**Facilitator: Meenakumari Yadav**

**Step 1:** Amchi Urmila Play (Episode 10) was played till 3 min 55 sec. Then Meenakumari Yadav asked the following question to participants:

- 1) What was the main issue being dealt with?

**Answer:** Child Marriage of the Rupa (Girl Child Character)

2) What was the reaction of the girl's mother to the suggestions of getting her married at 14?

**Answer:** Her reaction was that she is too small to get marry.

3) Why do you think the mother later began considering marriage proposal?

**Answer:** Relative told her that her daughter has reached menarche and she looks older. Corona has weakened her financial condition and if she will get marry now, no one will ask since very few people are allowed for the marriage.

4) Why did the girl not want to get married?

**Answer:** she wants to go to school, wants to earn for herself and to support her parents in future.

5) What did she do to avoid being married?

**Answer:** She should inform the teacher and person whom she trusts the most.

**Step 2:** Participants were divided into 9 groups and each group was asked to write the second half of the play and enact it. Participants were encouraged to play different roles as stakeholders and discuss what role they should play to prevent the Rupa's marriage. Following are some prominent points talked about in play enacted by various groups:

### **Group Presentation:**

1) Mother :

1. Organizing Girls marriage when she completes her appropriate age and education.
2. Understand that Child Marriage can cause physical issues for a child and then take decision about Girl child.
3. Will take support from CHILDLINE 1098.
4. Will say no to the relatives and family for marrying a child at an early age.

2) Father:

1. To provide education to a child till her age of 18.
2. Providing her healthy food
3. Give her freedom to take education and learn skills which she wants
4. Don't put pressure on child to get marry early
5. Don't give Dowry.

3) Anganawadi and Asha Working:

1. Organizing a counselling and sessions for the Adolescent girls and parents
2. Building a rapport with the Gram Sevak and Sarpanch and communicate them about the Child marriage cases
3. Contacting Responsible persons for stopping the child marriage

4) Gram Panchayat members:

1. Organize a Gram Sabha and Ordinance for not supporting/Facilitating any child marriage or not solemnizing the marriage in our village.

5) District Child Protection Unit:

1. Formation and Strengthening of VCPC's in every village
2. Presenting the child to the CWC for her protection.
3. Taking follow up of child till age of 18 years after stopping the Child Marriage.
4. Launching a complaint against the perpetrators and facilitators for marriage.

5. To develop coordination between Government and Non-Governmental organizations for preventing and intervening in child marriages.
- 6) Marriage Facilitators:
  1. Getting more information about the Bride and groom like age, education etc.
  2. Asking for age proof from the customers.
  3. Refusing the order of Child Marriage.
  4. Making them understand about the importance of marriage in the society by religious priests.
  5. Informing the responsible people about child marriage.
- 7) Teachers:
  1. Making Parents and girls aware about the importance of Girl child education.
  2. Counselling and monitoring of poor and illiterate families.
  3. Providing information about the Laws like PCMA , PCPNDT.
- 8) Relatives:
  1. Informing the Police Patil to stop the marriage.
  2. Initiating internal discussion regarding law and punishments before marriage.

After the group presentations, participants were asked to perform their character for completing the Amchi Urmila play. The group performed the play, with mentioned salutations. Top 3 best performing groups and Best actor/actress in each of 9 groups were given a gift

### **Amchi Urmila Play- Key suggestions by the Groups.**

- 1) While our Urmila group was working, it was suggested in the presentation that it is important for all the leading staff at the Gram Panchayat level to come together and counsel the family to prevent child marriage.
- 2) Initiatives and co-operation should be received from Childline 1098, District Child Protection Cell to provide educational facilities to such girls immediately.
- 3) The role of various departments from district level to Gram Panchayat level is important in relation to child marriage. Therefore, all the departments should come together and make efforts to create awareness in the society.
- 4) At the Gram Panchayat level, the economically weaker families need to get the help they need for employment.

### **Activity 2: Power Point Presentation on Prevention, Intervention and Post-Intervention rehabilitation for ending child marriage. What can you do?**

**Facilitator: Pooja Yadv**

Key Messages:

- 1) Ending Child Marriages needs collaborative efforts for prevention, reporting and response, coordination and monitoring to effectively end child marriages.
- 2) Change process requires the involvement of a range of stakeholders. Individual, Family, society, institutions and environment needs to be provided with Education, Communication and counselling,

awareness and campaigns, capacity building and technical support and strong laws and policies for ending child marriages. It continuously needs support for building agency, demand for the change and advocacy for the changes for legal and administrative actions.

- 3) It requires multi-pronged interventions such as awareness, Economic Support, legal interventions and family support
- 4) Prevention needs Awareness, Education, Empowerment, Engagement and Recognition.
- 5) Reporting is mandatory; it can be done by anyone.
- 6) Intervention by CMPOs, CHILDLINE and DCPO before the Child Marriage is important after the reporting
- 7) There should be intervention and involvement from Village to State for ending child marriage.

**Like Sister Movie :**( Link- <https://youtu.be/6Zb0tU2e63E>)

This is an award winning movie, conceptualized and presented by CHILDLINE India. The movie is also shown to discuss the impact of child marriage on the health and overall life the girl. The movie also shows the comparison between the life of girls who are married at an early age and the life of girls who are married after the age of 18 years.

**Day 2:**

### **Session 1: With the Law**

#### **Activity 1: Power Point Presentation- Prohibition of Child Marriage Act 2006( PCMA)**

**Facilitator: Mr. Kiran Bilore**

He provided the Background about the defining the age for marriage in the PCMA act. He mentioned that PCMA does have patriarchal view in the decision of age for child marriage. Marriage is a very personal issue and whereas it also has Social and religious turban around it. Every religion, social group has their own beliefs and customs for arranging and solemnizing the marriage. The act tried to create a common age of marriage irrespective of Religion and social groups.

It is recommended by the WHO, that if the Indian couple delays their first child birth at the age of 25 then, it will help us to reduce our population. UNICEF has also agreed with this recommendation. This special act device the Prevention, Protection and Punishment for the child marriage.

#### **Key Messages:**

- 1) PCMA is a special law to deal with Child Marriages.
- 2) It defines the minimum age of marriage for girls as 18 years and boys as 21 years.
- 3) Marriage of either girl before 18 years and 21 years is punishable in the law.
- 4) Important to understand and act on the situation's potential that increases a girl's risk of getting married early.
- 5) Every frontline worker should work in close communication with the girl's families at the ground level.



- 6) Responsibility of preventing child marriage is legally assigned to the CMPO's and supportive organizations like DCPO's and CHILDLINE as a part of the administration will also play an important role.
- 7) Child protects the survival and provides protection for the food, shelter and wellbeing. It protects the survivor and the children born out of this marriage.
- 8) Punishments for the facilitator includes family members and marriage facilitators, that includes penalty of Rs. 1 lakh and imprisonment till 2 years
- 9) Girl child after completing her age of 18 years can file complaint for her child marriage and seek for the protection.
- 10) Individual children can approach the Child Protection system about it before the marriage.

### **Discussion:**

- 1) The law is not as strong as to provide measures to make the child marriage null and void even if the child is below age of 18 years or 21 years.
- 2) CMPO's role should be strengthening or the role should be given to the different responsible officer like Sarpanch to take action against the Child Marriage.
- 3) It is difficult to identify the child marriage before it is happening since most of the time it is done secretly or within the relatives or in Mandir.
- 4) Taking follow up from the families becomes very difficult.

There is very less support to the Anganwadi Workers, CHILDLINE members while getting in to the process of stopping the child marriage

Day one was ended with Hum Honge Kamayab song hoping that all of us will succeed (Hum Honge Kamayab) to make Beed district Child Marriage Free by 2030....

Day 2, begin with reviewing Day 1 by participants. Participants mentioned that they understood the UNCRC is for the rights of children. Children are subject to rights and all children have rights. Participants give references of the Concept card discussion and movies like Like sisters. They mentioned that stopping child marriage will need support from different stakeholders at all levels.

### **Activity 1: PowerPoint Presentation – Juvenile Justice (Care and Protection Act), 2015**

Time: 15 min

Facilitator: Kiran Bilore

### **Key Messages:**

- 1) JJ Act provides protection to two types of Children- Children in Conflict with law and Children in need of care and protection.
- 2) The law not only provides protection to the children in difficult circumstances but also those who due to various circumstances are likely to be in danger or at risk.
- 3) The Child Welfare committee who sits in the Protection houses are responsible for taking care of the Children in need of care and protection. Juvenile Justice Board is responsible for providing the protection and rehabilitation measures for Children in conflict with law.

- 4) Anyone can produce a child in need of care and protection to the Child Welfare committee
- 5) Children affected with child marriage are children in need of care of protection.
- 6) There has to be a protected environment for children, CWC ensures to provide the same function for the Best interest of the child.

Discussion about the children's home was done, till how many days can children be kept in the homes? Kiran Bilore explained that a child is in need of care and protection till he/she turns to the age of 18 years. CWC is the only forum to address the cases and provides solutions to child protection in any circumstances.

## **Session 02:**

### **Activity 2: PowerPoint Presentation on CSA and POCSO**

Facilitator: Nishit Kumar

Mr. Nishit Kumar provided the background behind the POCSO Act passed in Rajya Sabha. He mentioned that before 2013 there were no law or any article that prevent or punish the criminal for the child sexual abuse. It began with the process of CHILDLINE intervening in the suspicious death of the child staying in the Shelter privately run by the British navy officers in Colaba. The IPC was also not providing any protective measures and punishment against the Child Sexual Abuse. Due to this the court was not providing any major punishment to the perpetrators of child sexual abuse before.

He mentioned that POCSO has been developed with the joint support from the CHILDLINE, Activists and Advocates in the country. CHILDLINE Episode in Satyameva Jayate, the show is an Indian television talk show aired on various channels within Star Network along with Doordarshan's DD National The first season of the show premiered on 8 May 2012 and marked the television debut of popular Bollywood actor and filmmaker Aamir Khan. The show focuses on sensitive social issues prevalent in India such as female foeticide, child sexual abuse, rape, honour killings, domestic violence, untouchability, alcoholism, and the criminalization of politics. The show appealed the general public to send SMS to the government for passing the POCSO Act for stopping child marriage and ultimately it got passed in Loksabha and president of India signed the document on 14<sup>th</sup> November 2012.

In the beginning of the presentation, a Highway film clip of Alia Bhat "Heera ki Kahani" was shown to everyone.

The clip depicts the pain, trauma, physical and sexual assault that is faced by the Survivor of the sexual abuse from her own words. It shows the abuse is done by her Uncle. The survivor is a runaway child and she confronts her disagreement to the abuse that she has faced, and wants to leave the house. Since she does not feel safe inside the house. She mentioned that she is being worn by her parents to be aware of the outsider and unknown people but not given any guidance to be aware



about people inside the house too. The film clip creates a long lasting impact on the minds of people who watch it and sets the tone for discussion about the child sexual abuse in the hall.

### Key Messages:

#### *Understanding Child Sexual Abuse:*

- 1) Child Sexual Abuse is an act a powerful person, on a child
- 2) Symptoms of abuse like difficulty in walking, unexplained injuries and change in behaviour of a child should be understood.
- 3) A Supportive environment and attitude should be developed for the child facing or survivor of CSA.
- 4) Make the child understand that this is abuse and he/she should talk about it.
- 5) It is not child fault
- 6) It is important to listen to children and should not blame them.

#### *Understanding the PCMA:*

- 1) This is a special act to address the sexual violence against children.
- 2) This act defines various types of sexual assaults- Sexual, aggravated sexual assault, penetrative, aggravated penetrative.
- 3) Punishments :
  - Penetrative sexual assault:**
    - a. Minimum punishment raised from 7 to 10 years
    - b. If committed on child below 16, increased to 20 years to life plus fine
  - Aggravated penetrative sexual assault:**
    - c. Added: (i) assault resulting in death of child, and (ii) assault committed during a natural calamity, or in any similar situations of violence.
    - d. Minimum punishment raised from 10 to 20 years and maximum: Death
  - Aggravated sexual assault:**
    - e. Added(i) assault committed during a natural calamity, and (ii) administering or help in administering any hormone or any chemical substance, to a child for the purpose of attaining early sexual maturity.
- 4) Bill defines child pornography as any visual depiction of sexually explicit conduct involving a child including photograph, video, digital or computer generated image indistinguishable from an actual child.
- 5) Responsibility of protecting children CSA is on Teachers, Doctors, Priests, Police etc,
- 6) Punishments after amendments:

Offence	POCSO Act, 2012	2019 Bill

Use of child for pornographic purposes	<ul style="list-style-type: none"> <li>Maximum: 5 years</li> </ul>	<ul style="list-style-type: none"> <li>Minimum: 5 years</li> </ul>
Use of child for pornographic purposes resulting in penetrative sexual assault	<ul style="list-style-type: none"> <li>Minimum: 10 years</li> <li>Maximum: life imprisonment</li> </ul>	<ul style="list-style-type: none"> <li>Minimum: 10 years (in case of child below 16 years: 20 years)</li> <li>Maximum: life imprisonment</li> </ul>
Use of child for pornographic purposes resulting in aggravated penetrative sexual assault	<ul style="list-style-type: none"> <li>Life imprisonment</li> </ul>	<ul style="list-style-type: none"> <li>Minimum: 20 years</li> <li>Maximum: life imprisonment, or death.</li> </ul>
Use of child for pornographic purposes resulting in sexual assault	<ul style="list-style-type: none"> <li>Minimum: Six years</li> <li>Maximum: Eight years</li> </ul>	<ul style="list-style-type: none"> <li>Minimum: Three years</li> <li>Maximum: Five years</li> </ul>
Use of child for pornographic purposes resulting in aggravated sexual assault	<ul style="list-style-type: none"> <li>Minimum: Eight years</li> <li>Maximum: 10 years</li> </ul>	<ul style="list-style-type: none"> <li>Minimum: Five years</li> <li>Maximum: Seven years</li> </ul>

After the presentation, Komal Movie (link <https://youtu.be/nYCLRjPa0a0>) was shown to the Participants to ensure the pictorial representation of the CSA that might be happening around them. The film talks about the abuse, it can happen at any place and anyone can do it, even the close relatives. It should be recognized on time, and support should be generated from the CHILDLINE 1098 for providing a safe and protective environment to the child and complaining about the Perpetrator.

After the movie Participants were informed that Child Sexual abuse is possible when the child gets to the marriage at early age. The law has prevents to have sexual relationship by or with children below the age of 18 years.

This session ended with Hum Ko Man Ki Shakti Dena song.

#### Lunch Break:

### Session 3: Cascading Planning

Facilitator: Meenakumari Yadav

In this session, Structure/flow of Cascading was explained to the master trainers. With this, they were also guided in how to use flip book and pen drive for the cascading sessions they are going to take for their subordinates at local level. A brief about documentation and mechanism of reporting was given to Master Trainers and were also asked to mention their individual planning for cascading the two days training given to them.

### Session 4: Communication Skills:

Facilitator: Nishit Kumar

The activity was mostly the experiment basis to make the participant understand the importance of good communication skills.

#### Key Messages:

- 1) Being a trainer we should have proper postures, eye contact and face expressions, body language, clothes, Voice, Preparation.
- 2) We should give good first impressions.

Sessions were with a Marathi song, Hich Amuchi Praarthana an hech amuche maagane ,Maanasaane maanasaashi maanasaa sam waagane..

#### Discussions and Observations:

Participants enjoyed the session and understood the knowledge and skills with help of different activities.

Women are considered more than men, but it has been found that women were more presentable and thoughtful while doing the actions and experiments. Voices of some women were a little low, and they were finding it difficult to look at and speak a simple sentence in front of the forum.

After the Session Feedback forms were distributed to the participants.

Certificate Distribution Ceremony was conducted after the Feedback forms received as well as oral Feedbacks were given by the Trainers about their experience, knowledge and skills they gained. Participants also provided their experiences of stopping child marriages and the need for collective actions.

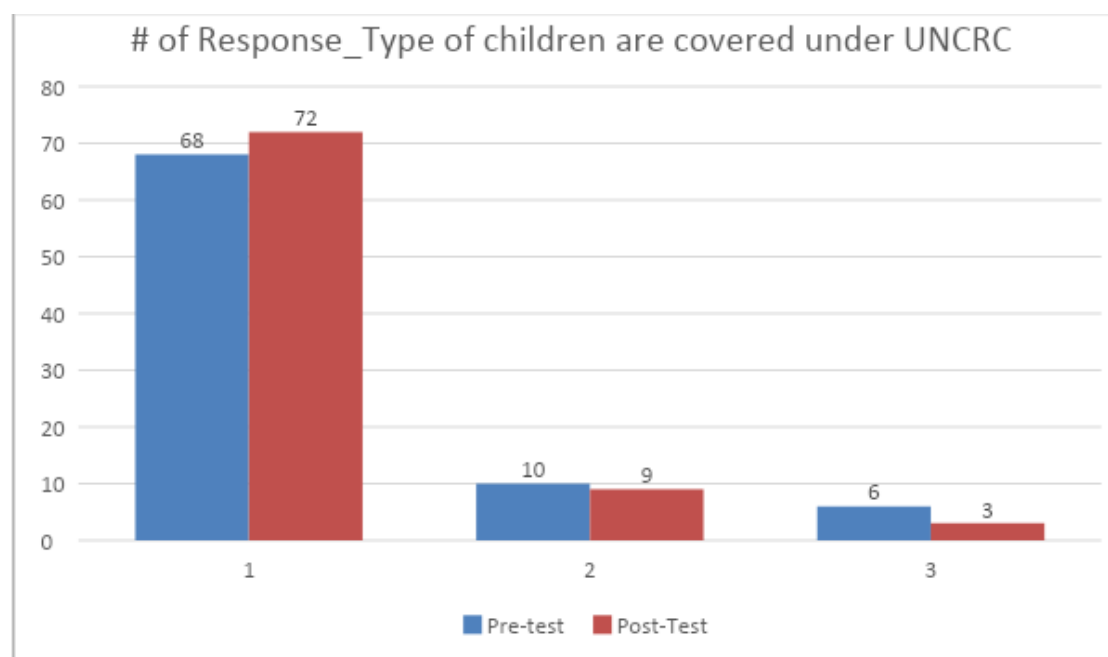
### Comparison of responses to the pre and post-test questions:

#### 1. Who is a child as per law?

69 out of the 84 participants responded correctly that a child is a person who has not completed 18 years of age. 13 participants (7 ICDS supervisors and 3 were health supervisors, 1 from ICPS and 2 were from the Education Department) felt that a child is a person below the age of 14. In the post test 2 from ICDS Dept and one from Health and Education Dept, continued to hold on to this wrong notion.

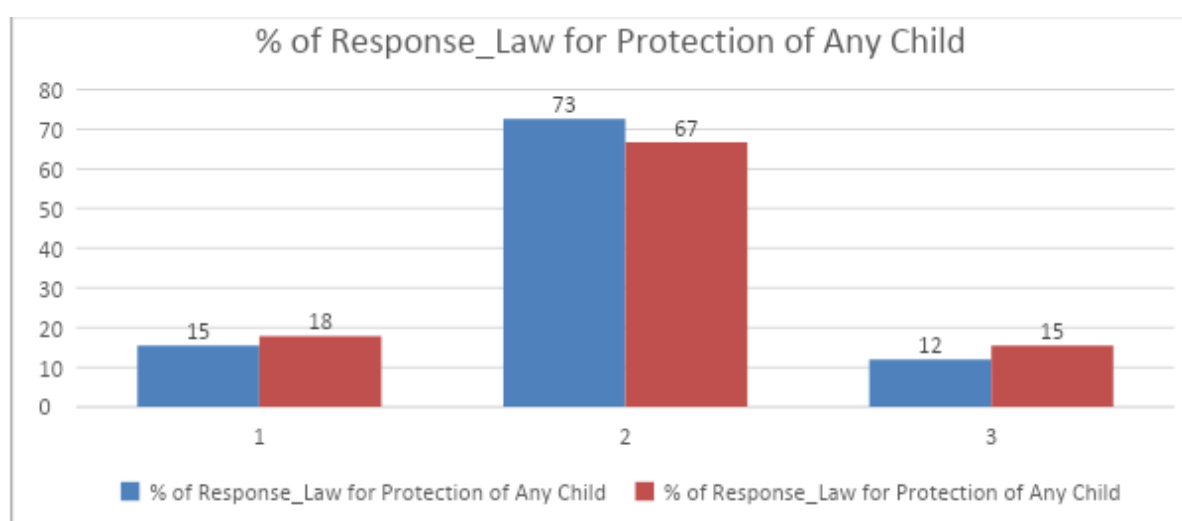
#### 2. What is the type of children covered under the UNCRC?

In the pretest 84 out of 68 (81%) participants responded correctly. However, after the training, 11 participants changed their earlier response i.e. disabled children or poor children to All children. 7 Participants from ICDS, Health, Education Department changed their response from All children to Poor and Disabled Children.



### 3. Children who need protection due to any situation, are provided support under which law?

The confusion with regard to the law was evident from the response to this question.



As seen in the graph and table, most of the participants responded that the JJ Act provided protection to any child. However, many of the participants responded that POCSO provided protection to any child. This can be attributed to the fact that most of the participants did not have much information regarding POCSO. After getting information regarding POCSO, during the training, they revised their responses as they felt that child protection primarily meant protection from abuse. On the one hand, this indicated that they had a better understanding of child sexual abuse and POCSO. However, this also indicated that the participants did not see child protection in its entirety and did not understand how these various laws were linked. It was also observed that a larger number of health workers changed their responses as compared to ICDS workers. This could probably be due to the fact that health workers are not oriented about the various laws.

#### 4. Who should be immediately informed of a child marriage that is about to take place?

As seen in the above table, most of the participants were aware of the role of the CMPO. However, 14 participants revised their responses, indicating that the training had provided them with the correct information, and they were now more aware. Whereas 8 participants continued to understand that the Sarpanch is the person to be informed about the child marriage.

#### 5. People continue with the practice of child marriage because:

# of Response_Reason of Child Marriages			
Ans_Code	Answers_Participants	Pre-test	Post-Test
A	Don't know law	61	63
B	Girls not valued	18	16
C	Fear of elopement	5	5
	Grand Total	84	84

As seen in the chart, the percentage of participants who believed that people continued with child marriage due to ignorance of law, increased from 61% to 63%. However, some of the respondents revised their pre-test responses. Out of that 12 participants revised their answers from B or C to A, may be due to group discussions, whereas it has also been seen that 10 participants have changed their answers from A to B or C. Since this was an opinion and knowledge-based question, it has been seen that a majority of participants think that there is a need of creating awareness about the law.

#### Conclusions and recommendations:

1. On the whole, the participants were able to gain and internalize knowledge on various issues related to child, law, gender and child marriage.
2. Most of the districts had an increase in the numbers of participants who gave the correct answers in the post-test, as compared to the pre-test.
3. The participants need more inputs on the law, child protection and gender. A thorough discussion is required to counter gender-based notions and link them to violence against girls, including child marriage.



4. Smaller group discussions have worked, to understand the reasons for the child marriage and prevention process.

### Photos :

ToT program Inauguration:



Group Presentation on Aamchi Urmila



Group Photo of Participants in Jamba



**SBC<sup>3</sup>**  
CENTRE FOR  
SOCIAL AND BEHAVIOUR CHANGE  
COMMUNICATION

महिला व बाल विकास  
WOMEN & CHILD DEVELOPMENT

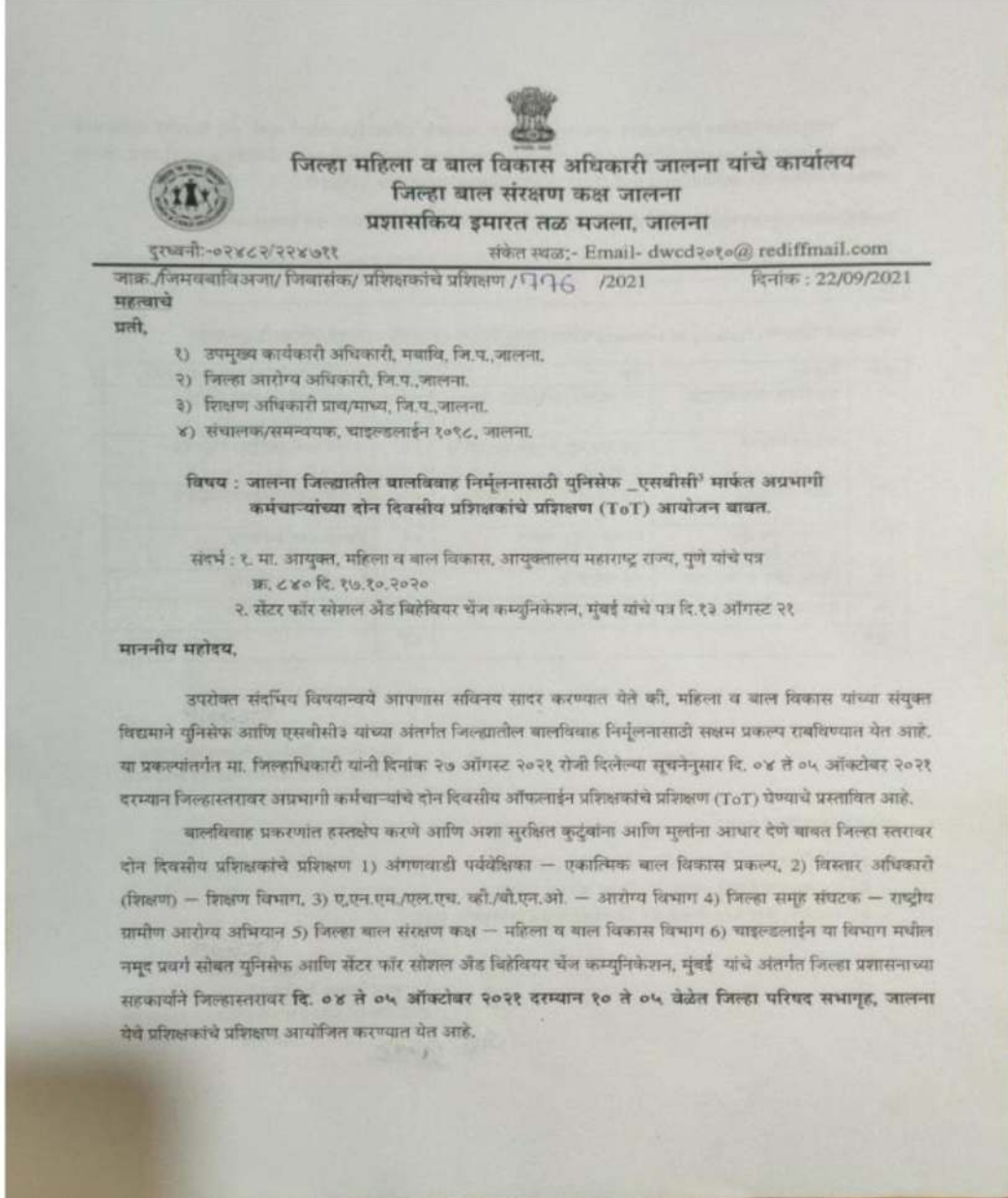
unicef  
for every child

**महाराष्ट्रातील बाल विवाह निर्मूलनाच्या दिशेने...**  
महिला व बाल विकास विभाग, युनिसेफ आणि एसबीसी३  
यांच्या संयुक्त विद्यमाने,  
**अग्रभागी कर्मचाऱ्यांचे प्रशिक्षकांचे प्रशिक्षण**  
उद्घाटक : मा. श्री. डॉ. विजय राठोड, (भा.प्र.से.) जिल्हाधिकारी जालना.  
प्रमुख अतिथि : मा. श्री. मनुज जिंदल (भा.प्र.से.) मुख्य कार्यकारी अधिकारी, जिल्हा परिषद, जालना  
प्रमुख उपस्थिती : १.श्रीमती. आर. एन. चिमंदे, जिल्हा महिला व बाल विकास अधि. जालना.  
२.श्रीमती. एस. डी. लोंढे, जिल्हा कार्यक्रम अधिकारी (मबावि) जिल्हा परिषद, जालना.  
३.मा.श्री. डॉ. विवेक खतगांवकर, जिल्हा आरोग्य अधिकारी, जिल्हा परिषद, जालना.  
४.मा.श्री. कैलास दातखिळ, शिक्षणाधिकारी (प्राथमिक), जिल्हा परिषद, जालना.

प्रशिक्षणाचे ठिकाण : कै. यशवंतराव चव्हाण सभागृह, जिल्हा परिषद, जालना.  
प्रशिक्षण दिनांक : ०४ ते ०५ ऑक्टोबर २०२१ वेळ : स. १० ते साय. ०६



Letters for Jalna TOT:



त्यानुषंगाने संबंधित विभागातील आपल्या अधिनिस्त असलेले अधिकारी/कर्मचारी यांची दोन दिवसीय प्रशिक्षकांचे प्रशिक्षण कार्यशाळेसाठी खालील विहित नमुन्यात दर्शविल्या प्रमाणे यादी देण्यात यावी तसेच संबंधित कर्मचारी यांना आपले स्तरावरून अनिवार्यपणे उपस्थित राहणेसाठी आपले पत्राद्वारे सूचित करण्यात यावे. ही विनंती !

खालील विहित नमुन्यात दोन दिवसीय प्रशिक्षण साठी उपस्थित राहण्याच्या कर्मचाऱ्यांची नावे देण्यात यावी.

अ.क्र.	विभागाचे नाव	अधिकारी/कर्मचारी नाव	व्हाट्सअप क्रमांक
०१			

प्रशिक्षकांचे प्रशिक्षण (Training of Trainers) करिता विभाग निहाय आवश्यक असणारे अधिकारी/कर्मचारी

अ.क्र.	विभाग	पद	संबंधित विभाग अंतर्गत आवश्यक कर्मचारी
०१	एकात्मिक बाल विकास प्रकल्प	अंगणवाडी पर्यवेक्षिका	५६ ७ कर्मचारी (तालुका निहाय)
०२	आरोग्य विभाग	एल.एच.व्ही./ए.एन.एम./बी.एन.ओ.	१६ २ कर्मचारी (तालुका निहाय)
०३	शिक्षण विभाग	विस्तार अधिकारी (शिक्षण)	०८ १ कर्मचारी (तालुका निहाय)
०४	एन.आर.एच.एम. (आरोग्य विभाग)	जिल्हा समूह संपर्क	०१ जिल्हा स्तर कर्मचारी
०५	जिल्हा बाल संरक्षण कक्ष	सर्व कर्मचारी	०६ जिल्हा स्तर कर्मचारी
०६	चाइल्डलाईन टीम	सर्व कर्मचारी	०६ जिल्हा स्तर कर्मचारी
एकूण			६३

*(Signature)*

सदस्य सचिव

बाल विवाह निर्मूलन जिल्हा कृती दल  
तथा जिल्हा महिला व बाल विकास अधिकारी  
जालना

महितीस्तव सविनय सादर :

१. मा. जिल्हाधिकारी, जिल्हाधिकारी कार्यालय, जालना.
२. मा. मुख्य कार्यकारी अधिकारी, जिल्हा परिषद, जालना.
३. संचालक, सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन, मुंबई.

*(Signature)*

सदस्य सचिव

बाल विवाह निर्मूलन जिल्हा कृती दल  
तथा जिल्हा महिला व बाल विकास अधिकारी  
जालना

जा.क्र./जिपजा/शिक्षण/शिविअ-२०२१  
कार्यालय जि.प.जालना.  
दि.२४/०९/२०२१

प्रति,  
मा. सदस्य सचिव,  
बाल विवाह निर्मुलन जिल्हा कृतीदल समिती  
तथा जिल्हा महिला व बालविकास अधिकारी जालना.

विषय - जालना जिल्ह्यातील बालविवाह निर्मुलनासाठी प्रशिक्षकांची नावे सादर करणे बाबत.


संदर्भ - आपले पत्र जा.क्र.७७६, दि.२२/०९/२०२१

महोदय,

उपरोक्त संदर्भित विषयान्वये आपणास सविनय सादर करण्यात येते की, महिला व बालविकास यांच्या संयुक्त विद्यमाने युनिसेफ आणि SBC-3 यांच्या अंतर्गत जिल्ह्यातील बालविवाह निर्मुलनासाठी प्रकल्प राबविण्यात येत आहे या प्रकल्पांतर्गत दि.४ व ५ ऑक्टोबर २०२१ रोजी सकाळी १०.०० ते ५.०० वा. यशवंत सभागृह जि.प. जालना येथे जिल्हास्तरीय दोन दिवशीय ऑफलाईन प्रशिक्षण आयोजित करण्यात आलेले आहे. सदर प्रशिक्षणासाठी या कार्यालयामार्फत तालुकानिहाय खालील प्रशिक्षकांची यादी सादर करण्यात येत आहे.

अ.क्र.	तालुका	प्रशिक्षकाचे नाव	भ्रमणध्वनी क्रमांक
1	जालना	श्री अरुण राजाभाऊ देशमुख	7588521732
2	बदनापूर	श्री आपणासाहेब श्रावण खिलारे	9823450160
3	अंबड	श्री अशोक रामचंद्र इंगळे	9226947210
4	घनसावंगी	श्री बालाजी नारायण सोळुंके	8275520081
5	परतूर	श्री राजेंद्र गोविंदराव जोशी	8552919342
6	मंठा	श्री प्रमोद धोंडीराम खंडांगळे	9403084642
7	भोकरदन	श्रीमती प्रफुल्लता बळीराम भिंगोले	7420878054
8	जाफ्राबाद	श्रीमती सविता धनाजी बरंडवाल	8975677280

तरी कृपया याचा स्वीकार व्हावा ही विनंती.

  
शिक्षणाधिकारी (प्रा.)  
जिल्हा परिषद जालना.

प्रतिलिपी

- मा. मुख्य कार्यकारी अधिकारी, जिल्हा परिषद जालना.
- सर्व गटशिक्षणाधिकारी यांना एक प्रत देवून कळविण्यात येते की, उपरोक्त यादीतील कर्मचाऱ्यांना प्रशिक्षणासाठी कार्यमुक्त करावे.

  
शिक्षणाधिकारी (प्रा.)  
जिल्हा परिषद जालना.



**महाराष्ट्र शासन**  
**जिल्हा परिषद जालना.**  
**कार्यालय जिल्हा प्रशिक्षण पथक, जालना.**

पुरव्ध्यांक: ०२४८२-२२५२७३ (कार्यालय)  
०२४८२-२२५७०३ (फॅक्स)  
ई-मेल आयडी: dtj\_jalnayahoo.com  
कार्यालयीन आदेश

जाक्र/जिपजा/आरोग्य/जि.प्र.प/ १०१/२१  
जिल्हा प्रशिक्षण पथक, जालना.  
दिनांक :- २७/०९/२०२१

प्रति,  
वैद्यकीय अधिकारी,  
प्रा.आ.के.....

**विषय:-** जालना जिल्ह्यातील बालविवाह निर्मुलनासाठी युनिसेफ (एस.बी.सी.३) मार्फत अग्रभागी कर्मचा-यांचे प्रशिक्षकाबाबत.

**संदर्भ:-** १) श्री निशीत कुमार, संस्थापक आणि व्यवस्थापकीय संचालक, सेन्टर फॉर बि.सी.सी.मुंबई.४००५५ आपले कार्यालयाचे पत्र दिनांक १९/१२/२०२०  
२) बालविवाह निर्मुलन जिल्हा कृती दल तथा जिल्हा महिला व बालविकास अधिकारी जालना यांचे पत्र जा.क्र.जिमवबाविअजा/जिबासंक/प्रशिक्षकांचे प्रशिक्षण/७७६/२०२१

उपरोक्त संदर्भीय विषयान्वये महाराष्ट्र शासनाच्या महिला व बालविकास विभाग, युनिसेफ आणि सेन्टर फॉर सोशल अँड बिहेवियरचेंज कम्युनिकेशन (एस.बी.सी.३) यांच्या संयुक्त विद्यमाने जिल्हा पातळीवर बालविवाह प्रकरणात हस्तक्षेप करणे आणि अशा असुरक्षित कुटुंबांना आणि मुलांना आधार देणे याबाबत आरोग्य सहाय्यीक, जिल्हा समुह संघटक व आरोग्य सेविका या अग्रभागी कर्मचारी वर्गात जाणुवता वाढविण्याच्या हेतुने जिल्हा स्तरावर दोन दिवसीय प्रशिक्षकांचे प्रशिक्षण ०४ ऑक्टोबर २१ ते ५ ऑक्टोबर २१ असे दोन दिवस सकाळी १० ते ५ या वेळेत जिल्हा परीषद सभागृह, जालना येथे आयोजित केलेले आहे.

करिता खालीलप्रमाणे प्रत्येक तालुक्यातून २ आरोग्य सहाय्यीक /आ सेविका व जिल्हा स्तरावर १ डि.सी. एम. व १ शाखा सदस्य असे एकूण १८ प्रशिक्षकांस हजर राहण्यासाठी दि ०२ ऑक्टोबर २१ रोजी माध्यमानंतर कार्यमुक्त करण्यात येत आहे.तरी संवधितांनी प्रशिक्षकांस हजर राहून प्रशिक्षण पूर्ण करावे.

अ.क्र.	जिल्ह्याचे नांव	तालुका	जिल्हास्तरीय / प्रशिक्षकांचे नांव	मुख्यालय	प्रा.आ.केन्द्र	हुददा	फोन नंबर
१	जालना	जालना	श्रीमती आश्वीनी पुणेवाड	जालना	जालना	DCM	९५०३३९८९२०
२	जालना	जालना	श्री ए.डी.भुतेकर	जालना	जालना	HA (dtifm)	८९९९१८१४३३
३	जालना	घनसावंग	श्रीमती अलका बाडे	साकळगांव	कुपिपळगांव	ANM	९९२२०९८१३०
४	जालना	घनसावंग	श्रीमती दंडाले एस.ए.	रांजणी	रांजणी	LHV	९४२१५५५५३९

Scanned with CamScanner

अन क्र.	जिल्ह्यांचे नांव	तालुका	जिल्हास्तरीय / प्रशिक्षकांचे नांव	मुख्यालय	हुददा	फोन नंबर	
५	जालना	जालना	श्रीमती पी.एन.अन्सारी	जालना	जालना	LHV	7798656268
६	जालना	जालना	श्रीमती एस.आर.पाखरे	सिंधी	कार्ला	ANM	7020115046
७	जालना	अंबड	श्रीमती आर.एफ.शेख	जामखेड	जामखेड	LHV	9764388640
८	जालना	अंबड	श्रीमती ए.आर.पारखे	नालेवाडी	वडीगोद्री	ANM	8806720038
९	जालना	बदनापुर	श्रीमती ए.बी.गाडेकर	आसरखेडा	दाभाडी	ANM	7038559536
१०	जालना	बदनापुर	श्रीमती एस.एल.घुगे	सोमठाणा	सोमठाणा	LHV	9604103956
११	जालना	भोकरदन	श्रीमती एन.ए.मिश्रा	अन्वा	अन्वा	LHV	7972375027
१२	जालना	भोकरदन	श्रीमती यु.एम.कोंबळे	बालसांवगी	बालसांवगी	LHV	9156606111
१३	जालना	मंठा	श्रीमती आर.जी. उबाळे	वाजोळा	पाटोदा	ANM	9765536921
१४	जालना	मंठा	श्रीमती एन. पी. बोळे	उस्वद	द खंदारे	ANM	9158645088
१५	जालना	परतुर	श्रीमती व्हि.व्हि.विर्ते	बरफळ	सातोना	ANM	9096634472
१६	जालना	परतुर	श्रीमती एल.एस. वैद्य	पाटोदा	श्रेष्ठी	ANM	7972191106
१७	जालना	जाफाबाद	श्रीमती एम.एम.जाधव	जाफाबाद	जाफाबाद	LHV	7276727302
१८	जालना	जाफाबाद	श्रीमती व्हि.बी.शिंदे	कुभारी	खासगांव	ANM	9552660534

जिल्हा आरोग्य अधिकारी  
जिल्हा परिषद जालना

प्रतिलिपी माहितीस्तव व योग्य त्या कार्यवाहीस्तव,

- १) मा जिल्हाधिकारी, जिल्हाधिकारी कार्यालय जालना यांना माहितीस्तव सविनय सादर.
- २) श्री निशीत कुमार, संस्थापक आणि व्यवस्थापकीय संचालक, सेन्टर फॉर बि.सी.सी.मुंबई.४००५५
- ३) मा प्राचार्य, आरोग्य व कु.कं. प्रशिक्षण केंद्र नाशिक/औरंगाबाद
- ४) तालुका आरोग्य अधिकारी, संबंधित, यांना देऊन कळविण्यात येते की, सदरील प्रशिक्षणानंतर आपणांस तालुकास्तरावर अग्रभागी काम करणारे कर्मचारी यांचे प्रशिक्षणाकरीता सदर कर्मचारी प्रशिक्षक म्हणून काम करतील. त्यामुळे सर्वजण हजर राहण्याची दक्षता घ्यावी नसता तालुकास्तरावर अडचण आल्यास आपणांस जबाबदार धरण्यात येईल.
- ५) वै.अ. प्रा.आ.केन्द्र संबंधित यांना देऊन सुचित करण्यात येते की संबंधितास प्रशिक्षणास पाठविणे अनिवार्य आहे.
- ६) श्री बिल्लोरे युनिसफ समन्वयक जिल्हा जालना यांना योग्य त्या कार्यवाहीस्तव.
- ७) संबंधितास

जिल्हा आरोग्य अधिकारी  
जिल्हा परिषद जालना

## सक्षम प्रशिक्षकांचे प्रशिक्षण

### पूर्व-चाचणी फॉर्म

नाव: \_\_\_\_\_

हुद्दा: \_\_\_\_\_

दिनांक: \_\_\_\_\_

जिल्हा आणि तालुका: \_\_\_\_\_

कायद्याच्या व्याख्येनुसार बालक म्हणजे कोण? (एक पर्याय निवडा)

- ज्याने वयाची १८ वर्षे पूर्ण केली नाहीत अशी व्यक्ती
- ज्याने वयाची १६ वर्षे पूर्ण केली नाहीत अशी व्यक्ती
- ज्याने वयाची १४ वर्षे पूर्ण केली नाहीत अशी व्यक्ती

युएनसीआर मध्ये कोणत्या बालकांचा समावेश करण्यात आला आहे? (एक पर्याय निवडा)

- सर्व बालके
- गरीब बालके
- दिव्यांग बालके

कोणत्याही परिस्थिती मुळे ज्या मुलांना संरक्षणाची गरज असते, अशा मुलांना कोणत्या कायद्या अंतर्गत सुरक्षा दिली जाते? (एक पर्याय निवडा)

- बालकामगार (प्रतिबंध आणि पुनर्वसन) कायदा
- बालन्याय (काळजी आणि संरक्षण) कायदा
- लैंगिक अत्याचारापासून बालकांचे संरक्षण (पोक्सो) कायदा

जो बालविवाह होऊ घातला आहे त्याबाबत तातडीने कोणाला माहिती द्यावी? (एक पर्याय निवडा)

- बाल विवाह प्रतिबंध अधिकारी
- जिल्हा न्यायाधीश
- सरपंच



लोक आजही बालविवाहाची प्रथा पाळतात कारण- (एक पर्याय निवडा)

त्यांना कायद्याची माहिती नसते  
मुलींना महत्त्व दिले जात नाही  
आपल्या आवडीच्या मुलासोबत मुली पळून जाण्याची शक्यता असते

### सक्षम प्रशिक्षकांचे प्रशिक्षण

#### अभिप्राय फॉर्म

विभाग१:

नाव: \_\_\_\_\_ संस्था/ विभाग : \_\_\_\_\_

हुद्दा: \_\_\_\_\_ जिल्हा: \_\_\_\_\_ प्रशिक्षणाची तारीख \_\_\_\_\_

मोबाईल क्र.: \_\_\_\_\_ ई-मेल आयडी: \_\_\_\_\_

	एकंदरअभिप्राय	श्रेणी (कृपया बरोबर ची खूण करा)				
		उत्कृष्ट	चांगले	सामान्य	ठीकठाक	खराब
१.	हे प्रशिक्षण तुम्हाला कसे वाटले? (कृपया बरोबरची खूण करा)					
२.	प्रशिक्षणाची व्यवस्था तुम्हाला कशी वाटली?(कृपया बरोबरची खूण करा)					
३.	नाशता आणि जेवणाचा दर्जा सांगा.					

	प्रशिक्षण सत्रांसंबंधी अभिप्राय	तुमच्या आवडीनुसार प्रशिक्षणातील उपक्रमांची क्रमवारी ठरवा. ४म्हणजे सर्वात जास्त आवडलेले आणि १ म्हणजे कमी आवडलेले			
दिवस १ ला					
१	एसबीसी ३ आणि सक्षम चा परिचय	४	३	२	१
२	बालकांचे अधिकार आणि बालकांवरील अत्याचार				

३	लिंगभूमिका, लिंगभेद, पितृसत्ताक पद्धत, समजून घेणे, एजन्सी आणि मान्यता.				
४	बालविवाहाची व्याप्ती आणि परिणाम				
५	बालविवाहातील भागीदार आणि त्यांची भूमिका				
६	बालविवाहाच्या विविध टप्प्यांवरील कारवाई				
दिवस २ रा					
१	पीसीएमए				
२	पोक्सो				
३	सीएनसीपी साठी जेजे अधिनियम				
४	संवाद आणि प्रशिक्षण कौशल्ये				
५	बालविवाहाच्या संदर्भातील पारस्परिक कौशल्ये				

	प्राप्त झालेले ज्ञान आणि कौशल्य	निश्चित	काहीसे	नाही
१	बाल विवाहा संबंधी तुम्हाला काही नवी माहिती मिळाली का? (बरोबर ची खूण करा)			
२	एडब्ल्यूडब्ल्यू/ आशाताई साठी अशाप्रकारची सत्रे घेण्याचे कौशल्य आपल्याला प्राप्त झाले आहे असा विश्वास तुमच्या मनात निर्माण झाला आहे का?			
३	तुमच्या कामाच्या ठिकाणी तुम्ही बालविवाहाच्या घटनांमध्ये हस्तक्षेप करू शकाल असे तुम्हाला वाटते का?			
४	बाल विवाह रोखण्यासाठी तुम्ही पालकांचे/ बालकांचे समुपदेशन करू शकाल असे तुम्हाला वाटते का?			
५	बाल विवाह रोखण्यासाठी तुम्ही कायदेशीर कारवाई करू शकाल असे तुम्हाला वाटते का?			
६	विशेष करून मुलींच्या संदर्भात असलेल्या लिंग भूमिकेचा आणि बालविवाहाचा संबंध तुम्हाला समजला आहे असे तुम्हाला वाटते का?			
७	बालविवाहाच्या दरम्यान किंवा विवाह पार पडल्यावर तुम्ही मुलीची सटका करू शकाल असे तुम्हाला वाटते का?			

**विभाग २ :** कृपया खालील प्रश्नांची उत्तरे द्या.

नाव: \_\_\_\_\_

हुद्दा: \_\_\_\_\_

दिनांक: \_\_\_\_\_

जिल्हा आणि तालुका: \_\_\_\_\_

कायद्याच्या व्याख्येनुसार बालक म्हणजे कोण? (एक पर्याय निवडा)

- ज्याने वयाची १८ वर्षे पूर्ण केली नाहीत अशी व्यक्ती
- ज्याने वयाची १६ वर्षे पूर्ण केली नाहीत अशी व्यक्ती
- ज्याने वयाची १४ वर्षे पूर्ण केली नाहीत अशी व्यक्ती

युएनसीआर मध्ये कोणत्या बालकांचा समावेश करण्यात आला आहे? (एक पर्याय निवडा)

- सर्व बालके
- गरीब बालके
- दिव्यांग बालके

कोणत्याही परिस्थितीमुळे ज्या मुलांना संरक्षणाची गरज असते, अशा मुलांना कोणत्या कायद्या अंतर्गत सुरक्षा दिली जाते? (एक पर्याय निवडा)

- बालकामगार (प्रतिबंध आणि पुनर्वसन) कायदा
- बालन्याय (काळजी आणि संरक्षण) कायदा
- लैंगिक अत्याचारापासून बालकांचे संरक्षण (पोक्सो) कायदा

जो बाल विवाह होऊ घातला आहे त्याबाबत तातडीने कोणाला माहिती द्यावी? (एक पर्याय निवडा)

- बालविवाह प्रतिबंध अधिकारी
- जिल्हा न्यायाधीश
- सरपंच

लोक आजही बालविवाहाची प्रथा पाळतात कारण- (एक पर्याय निवडा)

- त्यांना कायद्याची माहिती नसते
- मुलींना महत्त्व दिले जात नाही
- आपल्या आवडीच्या मुलासोबत मुली पळून जाण्याची शक्यता असते

**विभाग ३:**

बाल विवाहाच्या घटना हाताळण्यासाठी इतर गटांनाही प्रशिक्षित केले पाहिजे असे तुम्हाला वाटते का? असे असल्यास, ज्या गटाला तातडीने प्रशिक्षणाची गरज आहे अशा एका गटाचे नाव सुचवा:

बाल विवाहाचे प्रमाण कमी करण्यासाठी अथवा त्याचे उच्चाटन करण्यासाठी कोणती पावले उचलण्याची गरज आहे असे तुम्हाला वाटते? तुम्हाला सर्वात जास्त महत्वाच्या वाटणाऱ्या एका उपक्रमाची माहिती द्या:

	बाल विवाहाचे प्रमाण कमी करण्यासाठी तुमच्या मते महत्वाचा उपक्रम	सर्वात महत्वाच्या उपक्रमांनुसार क्रमवारी लावा. ५ म्हणजे सर्वात महत्वाची आणि १ म्हणजे कमी महत्वाची				
		५	४	३	२	१
१	कायदा सशक्त करा					
	कायद्याची अंमलबजावणी कठोर पणे करा					
३	मोहिमा आणि उपक्रमांच्या माध्यमातून समाज प्रबोधन करा					
४	मूलींना शिकवा					
५	मूलांना शिकवा					
६	समाज माध्यम मोहिमा					

स्वाक्षरी:

दिनांक:

टीप: या फॉर्म मधील सर्व माहिती गोपनीय आहे आणि केवळ एसबीसी३ तसेच युनिसेफ कडून सल्लामसलतीच्या अंतर्गत मूल्यांकन करण्यासाठीच याचा वापर केला जाईल. प्रत्यक्ष किंवा अप्रत्यक्ष रित्या तुमच्या नावाचा वापर कोठेही केला जाणार नाही.

## List of Participants in TOT- Department Wise

### SAKSHYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST

Department: ICDS Dept

District: Jalna

Date of ToT: 4<sup>th</sup> and 5<sup>th</sup> Oct 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Swati sanjay kulkarni	ICDS Supervisor	9325621269	-
2	Deepali Shamrao Palepwad	ICDS Supervisor	9421604207	<a href="mailto:palepwad@gmail.com">palepwad@gmail.com</a>
3	Shashikala Bhaurao Thakre	ICDS Supervisor	7620233348	-
4	Sangita Uttam Ambhore	ICDS Supervisor	8007919772	<a href="mailto:lambesunita@gmail.com">lambesunita@gmail.com</a>
5	Sunita Murlidhar Lambe	ICDS Supervisor	9405480185	Kamalagosavi2000@gaiml.com
6	Kamal Bhimrao Gosawi	ICDS Supervisor	9146982704	<a href="mailto:shobhagutte52@gmail.com">shobhagutte52@gmail.com</a>
7	Shobha Nanasaheb Gutte	ICDS Supervisor	7020630852	<a href="mailto:kalpanatangde79@gmail.com">kalpanatangde79@gmail.com</a>
8	Kalpna kakasaheb doiphode	ICDS Supervisor	9422992199	sangitayogeshsonune@gmail.com
9	Sangita pandharinath jadhao	ICDS Supervisor	7774824547	<a href="mailto:varshapungle12@gmail.com">varshapungle12@gmail.com</a>
10	Varsha Gangaram Pungalr	ICDS Supervisor	9022854221	<a href="mailto:asdhave1966@gmail.com">asdhave1966@gmail.com</a>
11	Panchafula Ramrao Pawar	ICDS Supervisor	7972824990	<a href="mailto:Sunitasukhadev16@gmail.com">Sunitasukhadev16@gmail.com</a>
12	Sunita Tamrdhwaj Sukhdev	ICDS Supervisor	7875811211	<a href="mailto:shissal2018@gmail.com">shissal2018@gmail.com</a>
13	Sharda Asruba Gofne	ICDS Supervisor	8554035796	<a href="mailto:alkagore999@gmail.com">alkagore999@gmail.com</a>
14	Kusum Deogiai Giri	ICDS Supervisor	9373387512	<a href="mailto:pramilaphanse@gmail.com">pramilaphanse@gmail.com</a>
15	S. N. Gadpayle	ICDS Supervisor	9421322704	<a href="mailto:priyankaadhawe@gmail.com">priyankaadhawe@gmail.com</a>
16	Pushpa Kaduba Raut	ICDS Supervisor	9767803964	<a href="mailto:Mpchate@gmail.com">Mpchate@gmail.com</a>
17	Mangal prakash chate	ICDS Supervisor	8275231663	<a href="mailto:lasure1974@gmail.com">lasure1974@gmail.com</a>
18	Lata Tulshiram Bulbule	ICDS Supervisor	9421476908	<a href="mailto:vijyabobade@gmail.com">vijyabobade@gmail.com</a>
19	Gita Pralhadrao Hake	ICDS Supervisor	9765849228	<a href="mailto:palepwad@gmail.com">palepwad@gmail.com</a>
20	D.R.Dolass	ICDS Supervisor	9673336962	-
21	Nanda Vishnu Pandhare	ICDS Supervisor	8847716579	-
22	A.R. Gore	ICDS Supervisor	9850315517	-
23	S.S.Supekar	ICDS Supervisor	9764550620	-
24	P.S.Lad	ICDS Supervisor	7219551097	-
25	S.R.Jadhav	ICDS Supervisor	9921149075	-

**SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST**

Department: ICDS Dept

District: Jalna

Date of ToT: 4<sup>TH</sup> and 5<sup>th</sup> Oct 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
26	Ranjana Balasaheb Jadhav	ICDS Supervisor	9423712832	Jadhavranjana1972@com
27	Kamal Anna dandge	ICDS Supervisor	9767409126	<a href="mailto:kamaldandge17@gmail.com">kamaldandge17@gmail.com</a>
28	Sumitra Sudamrao Bhalerao	ICDS Supervisor	9420922067	<a href="mailto:sumitrabhalerao23@gmail.com">sumitrabhalerao23@gmail.com</a>
29	Varsha Gopalsingh chauhan	ICDS Supervisor	9420220777	varshachauhan2929@gmail.com
30	Premala Surykant Annamvar	ICDS Supervisor	9049712701	<a href="mailto:annamwarps@gmail.com">annamwarps@gmail.com</a>
31	Sruti Shyam Talegaonkar	ICDS Supervisor	7498474841	<a href="mailto:talegaonkarshruti@gmail.com">talegaonkarshruti@gmail.com</a>
32	Smt.Hemlata Prakashrao More	ICDS Supervisor	7499109887	<a href="mailto:hemitapagare123@gmail.com">hemitapagare123@gmail.com</a>
33	Surekha Sukhdev Maghade	ICDS Supervisor	7276008758	<a href="mailto:SurekhaMaghade@gmail.in">SurekhaMaghade@gmail.in</a>
34	Laxmi Ramrao Sonni	ICDS Supervisor	8830071209	<a href="mailto:laxmibothe11@gmail.com">laxmibothe11@gmail.com</a>
35	Sunita Kacharu Jadhav	ICDS Supervisor	9657364699	<a href="mailto:sunitajadhav3993@gmail.com">sunitajadhav3993@gmail.com</a>
36	Bebi Sureshchandra Jethliya	ICDS Supervisor	9657079222	
37	Archana Dhondibarao Satav	ICDS Supervisor	9960166966	<a href="mailto:archanasatav1@gmail.com">archanasatav1@gmail.com</a>
38	Kusum Marotirao Jadhav	ICDS Supervisor	8237472596	<a href="mailto:k8237472596@gmail.com">k8237472596@gmail.com</a>
39	Parvti Ashok Chavhan	ICDS Supervisor	9404045332	
40	Rajshree Kaluji Khandagale	ICDS Supervisor	9922299129	rajshreekhandagala72@gmail.com
41	S.S.Jain	ICDS Supervisor	7558723377	ssjainicds@gmail.com



**SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST**

Department: Health

District: Jalna

Date of ToT: 4<sup>TH</sup> and 5<sup>th</sup> Oct 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
01	Vandana vishwanath kirtane	ANM	9096634472	Anand kamble964@gmail.com
02	S. A. Dandale	BNO	9421655539	-
03	Alka Madhukar Wadhe	ANM	9922098130	
04	L s vaidya	ANM	7972191106	Vaidya laxmi @1984
05	Manorama manohar jadhav	BNO	7276727902	manorama1124@ gmail.com
06	Sangeeta Ramesh Pakhare	ANM	7020115046	sangitapakhare83@gmail.com
07	R f shaikh	LHV	9764388640	rukhiyas22@gmailcom
08	रेणुका गंगाराम ऊवाळे	ANM	9765536921	renukaubale9999@gmail.com
09	Nilima prakashrao bole	ANM	9158645088	
10	Appasaheb Dattatraya Bhutekar	Health Worker	9421153566	ad.bhutekar@gmail.com
11	Vanita Babanrao shinde	ANM	9552660534	
12	A.B. Gadekar	ANM	7038559536	
13	U m kamble	LHV	9156606111	kambleusha88@gmail.come
14	Mulridhar Varma	DPC	9422703733	<a href="mailto:muridhar@gmail.com">muridhar@gmail.com</a>
15	ASHWINI MARUTI PUNEWAD	DCM (NRHM)	9503398920	ashwinipunewad7@gmail.com
16	Mirza nasim abdul wahab baig	BNO	9423723303	namirza509@gmail.com
17	Archana Raghunath parkhe	ANM	8530482290	archanawaghumbare90@gmail.com
18	Nazma Parveen Ansari	BNO	7798656268	nazama parveen ansari @gmail
19	Saraswati Laxman ghughe	LHV	9694103956	Saraswatighughe10@gmail.com
20	Manoj Chavhan	Staff DTT	9623365453	

**SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST**

Department: CHILDLINE 1098

District: Jalna

Date of ToT: 4<sup>TH</sup> and 5<sup>th</sup> Oct 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Mahadu Raju Hiwale	Centre Coordinator	8888853927	Madhav.hiwale@gmail.com
2	S.B. Sonwane	Team Member	9607860855	amolrkhandare2018@gmail.com
3	Santosh Vijay Dabhade	Team Member	8446633348	Santoshdabhade067@gmail.com
4	Dabhade Anita Baburao	Team Member	9158879581	anitadabhade79@gmail.com

**SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST**

Department: Education

District: Jalna

Date of ToT: 4<sup>TH</sup> and 5<sup>th</sup> Oct 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	S. D. Barandwal	Centre Head	8975677280	savitabarandwal@gmail.com
2	Pramod Dhondiramji Khandagale	Centre Head	9403084642	pdkhandagale01@gmail.com
3	Ashok Ramchandra Ingale	Centre Head	9226947210	parnercrc@gmail.com
4	Balasaheb Narayanrao Solanke	Centre Head	8275520081	solankebn @ gmail.com
5	Sukhdev Ramrao Fartade	Centre Head	8007407582	sukhdevfartade1963@gmail.com
6	Dnyaneshwar Ganpat Zagre	Centre Head	9923528494	dnyaneshwarzagre@gmail.com
7	P.R. Raymule	Centre Head	7588089762	-
8	Appasaheb shivprasad Muley	Centre Head	9527731877	mule.appasaheb@gmail.com

**SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST**

Department: DCPU Unit



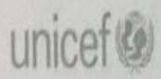
District: Jalna

Date of ToT: 4<sup>TH</sup> and 5<sup>th</sup> Oct 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Gajanan Punjaram Ingale	DCPO	7972887043	<a href="mailto:Gajananingale98@gmail.com">Gajananingale98@gmail.com</a>
2	Sachin Bhimrao Chavhan	PO (NIC)	9545840997	<a href="mailto:Sachinchavhan1019@gmail.com">Sachinchavhan1019@gmail.com</a>
3	Vinod Aanandrao Dabhade	Social Worker	9421319773	<a href="mailto:Vinoddabhade773@gmail.com">Vinoddabhade773@gmail.com</a>
4	Surekha Prakash Satpute	Counsellor	8999796060	<a href="mailto:Surekhapagar1985@gmail.com">Surekhapagar1985@gmail.com</a>
5	Pratibha Digambar Suradkar	Data Analysis	8275244319	<a href="mailto:Pratibhasuradkar7@gmail.com">Pratibhasuradkar7@gmail.com</a>
6	Renuka Avinash Chavhan	Area Worker	9518961870	<a href="mailto:Chavhanrenuka839@gmail.com">Chavhanrenuka839@gmail.com</a>


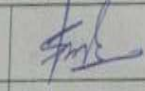






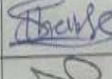
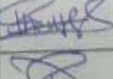




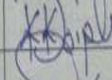
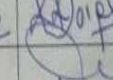


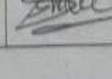
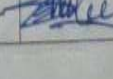
Attendance Sheet :

ICDS


नौदणी पत्रक


सक्षम-बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण  
जिल्हा : जालना  
विभाग :

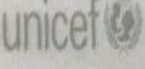
8	श्रीमती एन.ए. जोशी	9405480185	lanjeshan@gmail.com	परीक्षिका	हजर		
9	श्री. ए.डी. आसकर	9960166966		-	जालना 1		
10	श्री. एस.एस. गुमाडी	94935444	ICDS	-	परतुर		
11	श्री. एस. जयप्रिया	9657079222	ICDS	-	भोकरन		
12	श्री. एस.बी. ठाकरे	9620233348	ICDS	-	परतुर		
13	श्री. डी. आर. डोळ्य	9673336962	ICDS	-	वदनापुर		
14	श्रीमती के. डी. गिरी	9373387512	ICDS	-	जालना 1		
15	श्रीमती के. के. डोळ्य	9422992199	-	-	जालना		
16	श्रीमती अश्व. के. खंडाळे	9922992199	ICDS	-	जालना-2		
17	श्रीमती एम. एम. कोळार	9420922067	ICDS	-	मोहा		



**ZIDS**

 **SBC<sup>3</sup>**  
CENTRE FOR  
SOCIAL AND BEHAVIOUR CHANGE  
COMMUNICATION



  
for every child

**नोंदणी पत्रक**


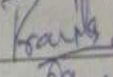

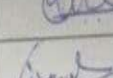



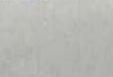
**सक्षम -बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण**

**जिल्हा : जालना**

**विभाग :**

आयुष्य  
दि. 4 डिसेंबर - 21

आयुष्य  
दि. 5 डिसेंबर - 2021

39	श्रीमती पि.वि. फोस	9284453104	pramita.phos@gmail.com	प्रशिक्षक	अवड-2		
40	श्रीमती सुखदेव	9422879143	sumita.sukhade@gmail.com	-	मठा		
41	श्रीमती जी. वि. हांडे	0765549128	ji.vi.hande@gmail.com	प्राधिका	अवड-2		
42	श्रीम. पी. चोरे	8275231663	pramita.chore@gmail.com	-	अवड-2		

नोंदणी पत्रक

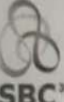
सक्षम -बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण


जिल्हा : जालना


विभाग :

Mobil No. Email पद तालुका 4/10/21 5/10/21

8	श्रीमती आर एफ शेख	9764388640	LHV	डिप्टी	जेवड	Rishai Kh.	Rishai Kh.
9	श्रीमती आर पी उवाडे	9765536921	ANM	ANM	मंगा		
10	श्रीमती एन पी बोर्ले	9158645088	ANM	ANM	मंगा		
11	सी. ए. डी. भुमरे	8999181433	ANM	ANM	जालना		
12	V. B. Shinde	9552660534	ANM	ANM	जालना		
13	A. B. Gadekar	7038559534	ANM	ANM	जालना		
14	U. M. Kamble	9156606111	LHV	LHV	जालना		
15	Murlihar Varma	9422703733	DPC-PMKV	ANM	जालना		
16	K. Ashwini Masani	9503398920	ANM	ANM	जालना		
17	श्रीमती एन ए मिश्रा	9423723303	B.N.O	B.N.O	जालना		

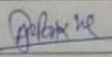
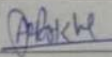






  
SBC<sup>3</sup>  
CENTRE FOR  
SOCIAL AND BEHAVIOUR CHANGE  
COMMUNICATION

  
महिला व बाल विकास  
WOMEN & CHILD DEVELOPMENT

  
unicef  
for every child

नोंदणी पत्रक

सक्षम -बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण  
जिल्हा : जालना  
विभाग :

18	क्षमिती ए० आर० पाररे	8806720038	ANM	अवड		
19	क्षमिती ए० पी० अन्सरी	7796656269	BHO.	जुलु		
20	क्षमिती ए० ए० ए०	9604103956	LHV	सोलापूर		
21	Shri Manoj M. Chavhan	9623269458	Stat. Jap.	सोलापूर		
22	M					
23						
24						
25						
26						
27						



Education.

**SBC<sup>3</sup>**  
CENTRE FOR  
SOCIAL AND BEHAVIOUR CHANGE  
COMMUNICATION

**नौदणी पत्रक**

**सक्षम -बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण**  
जिल्हा : जालना  
विभाग :

**unicef**  
for every child

अनुक्रमांक	नाव	मोबाईल.क्	ईमेल	पद	तालुका	दिनांक ४ ऑक्टोबर २०२१ (स्वाक्षरी)	दिनांक ५ ऑक्टोबर २०२१ (स्वाक्षरी)
1	श्री पी.डी. खंडागळे	9403084642		कुं. प्र०	मंग		
2	श्री बी.ए. सोहळे	8225520081	solankar@	ए.ए.	धनेसावणी		
3	श्री ए.श.र. डंगरे	9226947210	parnerkar@	के.प्र.	अंबड		
4	श्री डी. जी. शर्मा	9923528494	dhyaneshwar20	रा.वि.व.	भोकरदन		
5	श्रीम. खंडेवाळ एन.डी	8975677286	swatibamandani	प्रा.वि.	जाफ्राबाद		

Child line



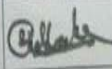
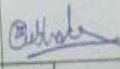






नोंदणी पत्रक

सक्षम-बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण

जिल्हा : जालना

विभाग :

अनुक्रमांक	नाव	मोबाईल.क	ईमेल	पद	तालुका	दिनांक ४ ऑक्टोबर २०२१ (स्वाक्षरी)	दिनांक ५ ऑक्टोबर २०२१ (स्वाक्षरी)
1	M. R. Pichale	88888544	Childline@jalna.gov.in	co-ordinator	Jalna		
2	Sv. Dabhe	84466333	Savita.dabhe@gmail.com	Team leader	Jalna		
3	A. B. Dabhe	9158979581	Ajitdabhe@gmail.com	T.M.	Jalna		
4	S. B. SONWANE	976750206	Sayale.Sonwane@gmail.com	T.M.	Jalna		
5							
6							
7							