



SAKSHYUM
Training of Trainers Report of Frontline Workers
of Marathwada Region
(Aurangabad, Osmanabad, Hingoli and Nanded)

Conducted by

Centre for Social Behaviour Change Communication (SBC³)

In Collaboration with

The Department of Women and Child Development, Maharashtra

&

UNICEF, Maharashtra

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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 Answered

SAKSHYUM
Training of Trainers (Frontline Workers) Program Report
of Marathwada Region

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 have 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 phase, 5 districts with a high incidence of child marriages are covered- Aurangabad, Jalna, Nanded, Hingoli, and Osmanabad.

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.

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 Department, CDPOs about the Online Orientation and offline TOT program for the Frontline workers. A permission letter for conducting Need Assessment for developing the online orientation program and Offline TOT Program was submitted to the DC'S, DWCD's, Dy CEO's, and District Health Officers in November 2020. (Annexure 1 Sample Letter to District Official)

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 each district, it was decided to conduct a TOT for the AW supervisors and the ANMs (who supervise ASHA workers). Please refer to the Training Needs Assessment Report (Annexure 2)

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 counseling 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 counseling 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. The information they possess is not likely to be complete or accurate enough to enable them to use the provisions effectively.
 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 misunderstanding 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- counseling, communication
6. Schemes for children

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

For planning TOT programs 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. An online registration google form was developed for the participants with the declaration about the health situation. (Annexure 4 Registration form) Please refer: (https://docs.google.com/forms/d/e/1FAIpQLSdolhp19kC2VChVwhKT2443yVNBbAMUN7hMtSzDpIDk-IWWTA/viewform?usp=sf_link) for a sample link for Osmanabad District.

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 the 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, 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 Chandrasekar, 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. (Annexure 5 DWCD, Health and ICDS Dept. letter's for TOT)

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 was involved in the Planning and execution of the TOT programs. Districts like Hingoli and Nanded'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. (Annexure 6 list of the participants of District.)

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. Dates of the TOT:

SAKSHYUM- Training of Trainers Programs are conducted in 4 Districts for the frontline workers. The schedule of the TOT is presented in the Table Below:

Sr. No	District	Location and Venue	Date
1	Aurangabad	Mahasul Prashikshan Prabodhani, Aurangabad	4 th and 5 th Feb 2021
2	Nanded	Hotel Atithi, Shivaji Nagar, Nanded	8 th and 9 th Feb 2021
3	Hingoli	DPDC Hall, Central Administrative Building, Hingoli	15 th and 16 th Feb 2021
4	Osmanabad	DPDC Hall, Central Administrative Building, Osmanabad	4 th and 5 th March 2021

b. TOT Structure:

The Training of Trainers Program were held in the Four Districts of Marathwada Region. 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 downline workers.

c. Participation Details:

Sr.No.	Departments	Aurangabad	Nanded	Hingoli	Osmanabad	Total
1	ICDS	31	31	45	21	128
2	Health	30	32	14	8	84
3	ICPS/DCPO	2	11	30	17	60
4	Education	0	0	0	11	11
5	Childline 1098	9	6	7	3	25
6	NGO	0	1	9	4	14
7	University Students	0	12	0	0	12
8	Volunteer	0	3	0	0	3
9	Other's	0	6	0	0	6
	Total	72	102	105	64	343

d. Participants Designation:

1) District Officials for Inauguration:

- a. District Collector, CEO's, Additional District Collectors, CWC Members, DWCD Officers, DCPO's were present for the Inauguration.*

2) Master Trainers :

- a. ICDS Department : ICDS Supervisors, Anganwadi workers, Mini Anganwadi workers*
b. Health Department : Community Health workers, LHV(Lady Health Visitor), ANM(Auxiliary Nurse Midwifery)
c. Education Department : Extension Officers
d. DCPO Unit: Protection officers, Legal advisors, Social workers, outreach workers

3) Civil Society Organizations: *NGOs active in the different regions, university Professors, CHILDLINE 1098 District Level Partners- Coordinator, Team member and Counsellor*

4) Volunteers for support in the TOT:

- a. NYK District level team*
b. CHILDLINE 1098 Volunteers

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

Duration of the Program: 2-day TOT Program.(Morning 10.00 am to 4.00 pm)

e. Schedule of the TOT Program:

The Schedule of the TOT program is finalized considering the two different departments and their understanding based on need assessment done in the month of November – December 2020. There is a mix of Presentations, Group Activity- Discussions and Presentations by participants, and discussion the challenges after each session.

Time	Session	Activity	Facilitator	Material
Day 1				
Inaugural and Introduction (स्वागत व परिचय)				
९.३० ते १०.३० .	Registration, Pre-Test Forms and Breakfast	Registration, Pre-Test Forms and Breakfast	Pooja Yadav, Kira Bilore and Volunteers	Registration 80 copies of Pre-test questionnaire, Participants’ kit
10.30 to 11.00 a.m.	Inaugural and welcome	Inaugural and welcome	Sarita Shankaran and Pooja Yadav	Lamp, matches, candle
11.00 to 11.30 a.m.	Ice-breaker	Matching the cards	Kiran Bilore, Pooja Yadav	15 sets of 3 cards each with pictures
11.30 a.m. to 11.45 a.m.		Introducing the Program, workshop etiquette, timing, feedback forms	Pooja Yadav	
11.45 to 12.00 p.m.	Tea break			
Session 1: Rights, Gender and Agency (हक्क, लिंग व आत्मनिर्णय)				
12.00-12.30 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- 1.00 p.m.	Understanding gender roles, gender discrimination, patriarchy, agency and consent.	Picture discussion	Sarita Shankaran, Pooja Yadav	Ppt of Concept card of girl with wings and questions
1.00 – 1.30 p.m.	Child marriage Prevalence and Impact	PowerPoint presentation Sakhsyum movie	Pooja Yadav, Kiran Bilore	Presentation, Sakshyum Movie
1.30- 2.00 p.m.	Lunch Break			
Session 2: Child Marriage and Stakeholders- what can you do? (बालविवाह आणि भागधारक- तुम्ही काय करू शकता?)				
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	Nishit Kumar Sarita Shankaran, Pooja 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	Kishore Bilore	Recording of the two episodes
		Role play	Pooja Yadav, Kiran Bilore, Sarita Shankaran	Sheets with situation details, cards with roles
		PowerPoint presentation Movie- Like sisters	Sarita Shankaran	Presentation Movie- Like sisters
Day 2				
10.00- 11.00 a.m.	Registration and Breakfast		Pooja Yadav, Kiran Bilore	Registration forms

Session 3: With the Law (कायद्यांचे साथ)				
11.00 a.m. to 1.30 p.m.	PCMA	PowerPoint Presentation	Kiran Bilore	Presentation
	POCSO	Movie- Komal Movie- highway (clip) PowerPoint presentation	Nishit Kumar	Movie- Komal Movie- highway (clip) PowerPoint presentation
	JJ Act for CNCP	PowerPoint presentation Movie-VCPC	Sarita Shankaran	Presentation Movie- VCPC
1.30- 2.15 p.m.	Lunch Break			
Session 4: Communication skills (संवाद कौशल्य)				
2.15- 4.00 p.m.	Communication and training Skills	Self-assessment and PowerPoint presentation	Nishit Kumar, Kiran Bilore,	80 copies of self-Assessment sheets, 80 copies of Am I all Ears?, PPT
4.00 p.m to 4.45 p.m	Certificate Distribution and Feedback from the Participants	Speech and Certificate Distribution	Pooja Yadav and Kiran Bilore	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. Annexure 8 (Rights Spot Survey)

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 is 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 counseling 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. A total of 221 participants across TOT filled the Feedback forms.

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:

The TOTs for frontline workers' training were conducted in four districts- Aurangabad, Hingoli, Nanded, and Osmanabad were conducted in February 2021. 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.
Aurangabad	60
Nanded	36
Hingoli	68
Osmanabad	57
Total	221

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.

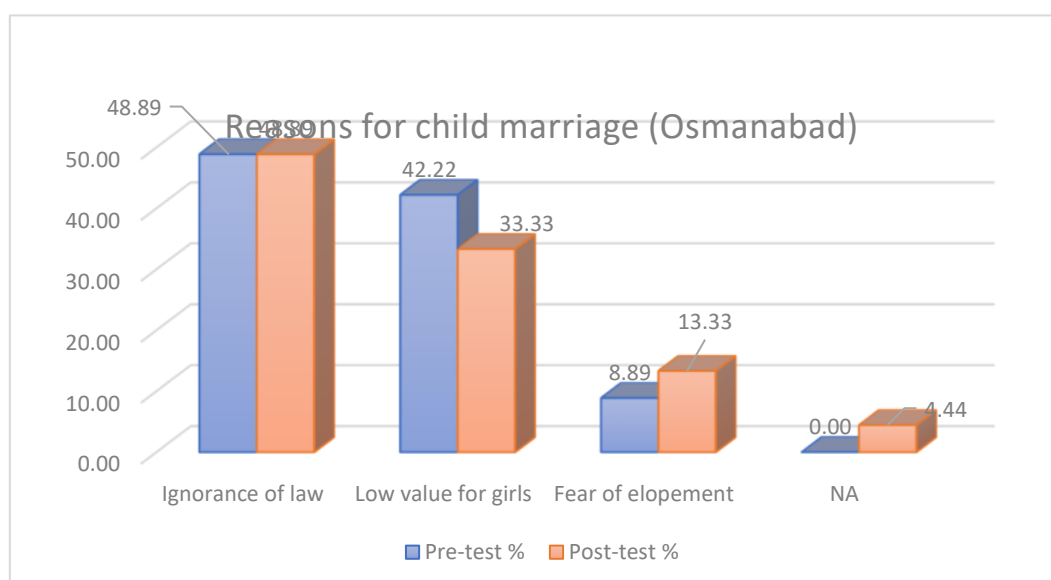
Overall findings of Pre- Post Tests:

1. Response to pre and post-test:

A total of 161 pre and post -test forms were analyzed across the four districts. 344 participants registered across the four districts but only 46% of them filled out both pre and post-test forms. Thus, the analysis presented here is for less than 50% of the total participants only.

<i>District</i>	Total participants	No of pre and post-test forms	% of forms filled
<i>Aurangabad</i>	72	48	66.67
<i>Nanded</i>	102	25	24.51
<i>Hingoli</i>	105	43	40.95
<i>Osmanabad</i>	65	45	69.23

A majority of the participants in Aurangabad and Osmanabad filled out the forms but did not do so in Hingoli and Nanded.



Departments	Aurangabad		Nanded		Hingoli		Osmanabad	
	Total No of Participants	Pre-and post-test	Total No of Participants	Pre-and post-test	Total No of Participants	Pre-and post-test	Total No of Participants	Pre-and post-test
ICDS	29	23	31	11	46	18	21	19
ICPS/DCPU	4	1	11	0	18	7	17	2
Health	24	19	32	12	25	17	8	8
Education	0	0	0	0	0	0	11	10
Others (Childline, Local NGO, Volunteers, students etc.)	15	5	28	2	16	1	8	6
Total	72	48	102	25	105	43	65	45

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.

2. Knowledge regarding the definition of a child:

Legal age of child	Aurangabad		Nanded		Hingoli		Osmanabad	
	Pre-test %	Post-test %	Pre-test %	Post-test %	Pre-test %	Post-test %	Pre-test %	Post-test %
Below 18	85.42	85.42	80	92	67.44	97.67	82.22	93.33
Below 16	0.00	2.08	8	4	9.30	0.00	0.00	2.22
Below 14	12.50	12.50	12	4	20.93	2.33	17.78	4.44
NA	2.08	0.00	0	0	2.33	0.00	0.00	2.22
Total	100	100	100	100	100	100	100	100

The above table provides a comparative picture of the response to the question on the legal definition of a child. In Aurangabad, Nanded and Osmanabad, the range of participants who chose the correct option during pre-test, was between 80-85%. However only 67% of the participants in Hingoli knew the correct answer. However, Hingoli also showed the biggest change in terms of post-test responses,

where 97.6% of the participants gave the correct response. This indicates that, in all districts, there was increased understanding on the definition of a child. This is important because, during the training needs assessment, a significant proportion of respondents felt that a child is a person below the age of 14 years. The training has helped them clarify this issue.

3. Knowledge of UNCRC:

Children under UNCRC	Aurangabad		Nanded		Hingoli		Osmanabad	
	Pre-test %	Post-test %	Pre-test %	Post-test %	Pre-test %	Post-test %	Pre-test %	Post-test %
All children	91.67	97.92	80	92	83.72	95.35	93.33	97.78
Poor Children	2.08	0.00	8	4	11.63	2.33	4.44	2.22
Disabled children	6.25	2.08	12	4	4.65	2.33	0.00	0.00
NA	0	0	0	0	0	0	2.22	0.00
Total	100	100	100	100	100	100	100	100

There was a high level of knowledge regarding UNCRC, among the participants. Almost all the participants had heard about it. The proportion of participants who were familiar with the scope of the UNCRC was lowest in Nanded, followed by Hingoli. The proportion of participants who were able to answer correctly after the training, increased in all the four districts, thus indicating the effectiveness of the training program.

4. Laws for Child Protection

Law for child protection	Aurangabad		Nanded		Hingoli		Osmanabad	
	Pre-test %	Post-test %	Pre-test %	Post-test %	Pre-test %	Post-test %	Pre-test %	Post-test %
Child Labour Act	20.83	29.17	40.00	40.00	32.56	11.63	28.89	20.00
Juvenile Justice Act	64.58	47.92	52.00	48.00	39.53	65.12	64.44	60.00
POCSO	12.50	20.83	8.00	12.00	25.58	23.26	6.67	17.78
NA	2.08	2.08	0.00	0.00	2.33	0.00	0.00	2.22
Total	100	100	100	100	100	100	100	100

The participants in all the districts showed some difficulty in contextualizing child protection laws. The JJ Act is the main law under which all children needing care and protection are included. In most districts, the knowledge of the JJ Act was low. During the pre-test, participants from Aurangabad and Hingoli seemed to be more knowledgeable about the JJ Act. However, in both these districts, many participants chose POCSO as the main law for child protection. This is probably because they were unable to see child protection needs across various situations. Also, child sexual abuse is seen as the most heinous crime against a child and participants saw child protection only from the point of view of CSA. This made many participants change their responses in the post-test. This response indicates confusion regarding the law and lack of clarity regarding child protection issues.

5. Person to report regarding child marriage

Person to be informed about child marriage	Aurangabad		Nanded		Hingoli		Osmanabad	
	Pre-test %	Post-test %	Pre-test %	Post-test %	Pre-test %	Post-test %	Pre-test %	Post-test %
CMPO	83.33	89.58	88	96	67.44	81.40	80.00	95.56
District Judge	0.00	2.08	0	0	4.65	4.65	0.00	0.00
Sarpanch	16.67	8.33	12	4	27.91	13.95	17.78	4.44
NA	0	0	0	0	0	0	2.22	0.00
Total	100	100	100	100	100	100	100	100

As seen in the above table, a majority of the participants, across all 4 districts, were aware that the CMPO is the person who should be informed in case of a child marriage situation. However, in Hingoli,

only 67% participants were aware of this, as compared to over 80% in all the other districts. It is significant that the percentage of participants who were able to answer correctly increased drastically in the post-test. This was a result of the training inputs.

6. Reasons for child marriage

Reasons for child marriage	Aurangabad		Nanded		Hingoli		Osmanabad	
	Pre-test %	Post-test %	Pre-test %	Post-test %	Pre-test %	Post-test %	Pre-test %	Post-test %
Ignorance of the law	60.42	56.25	72.00	60.00	60.47	74.42	48.89	48.89
Low value for girls	27.08	25.00	16.00	20.00	16.28	16.28	42.22	33.33
Fear of elopement	12.50	18.75	12.00	20.00	23.26	9.30	8.89	13.33
NA	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.44
Total	100	100	100	100	100	100	100	100

In all districts except Osmanabad, the participants felt that people continue with child marriages because they are not aware of the law. In Osmanabad, a significant number of participants felt that low value accorded to girls was an important cause for child marriages. In the post test, most of the participants associated this gender discrimination with fear of elopement. Thus, larger proportions of participants chose this option in the post-test. While this indicates that they have internalized the issues discussed during the training, they are not able to contextualize and link it to child marriage.

Training of Trainers Program Reports- District Wise

Report 1: Aurangabad TOT program

- i. Venue : Marathwada Mahsool Prashikshan Prabodhani, Aurangabad
- ii. Date: 4th and 5th Feb 2021
- iii. Participants: 72

Sr. No.	Department	Designation	Total Number
1	Women & Child Development	Anganwadi Supervisor	31
2	Health	BNO	3
		LHV	14
		ANM	12
		DCM - NRHM	1
3	Childline 1098	Team	9
4	ICPS	Team	2
	Total		72

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, SBC³, given the introductory speech, he mentioned that UNICEF and SBC³ 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 the 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, Jyotirao and Savitri mai Phule, Bal Gangadhar Tilak also the legendary sports person Sachin Tendulkar. But we need to think that 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's 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 right age. This will turn in to delay in pregnancy and will be able to deliver the 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 Ms. Harsha Deshmukh, District women and Child Development Department, Aurangabad, Hon'ble Mr.P.Y.Mirkale, Deputy CEO, WCD, ZP, Hon'ble Mr. Dr. Sudhakar Shelke, District Health officer, Aurangabad were present for the Inauguration Ceremony.

Mr. P.Y. Mirkale, Deputy CEO, WCD, ZP shared his view that the issue of child marriage is ignored and under rated most of the time. The Covid 19 pandemic has observed increase in the Child Marriage. This has a direct effect on the society.

Ms. Harsha Deshmukh, District women and Child Development Department, Aurangabad shared her experienced of challenges that the District women and Child Development Department is facing at the ground level. She mentioned that Local level CMPOs along with the ICDS Department should play role in identifying the cases of child marriage and abuse. They should take lead in intervening in these cases.

Mr. Sudhakar Shelke, DHO, expressed that the child marriage has social and cultural dimensions attached to it. There is need to change in the behaviour of the society, this will need support from all the important stakeholders.

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: Rights, Gender 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 Power point 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). Only One Trainer, scored 20 out of 20 marks in the spot survey.

Key Messages:

- 1) Origin of the rights concept is in the 20th Century, after the 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 police 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 care givers.
- 7) Constitution of India Treats children equal with adult citizens. Entitlements for children in the constitution
- 8) Age of child as per Indian Legislations are different.
- 9) India being multi-caste- cultural-religious country, affects the rights of children. children are double marginalized if they belongs to the marginalized caste-class, in that girls experience further marginalization due to gender.
- 10) Child Protection requires Prevention, Intervention and Rehabilitation program for ensuring the rights of each child.

This part was ended with the Roll call movie of UNICEF, the purpose of showing the movie is to give a pictorial understanding about the situation of children in it.

About the film :

The Roll call: Source UNICEF India : <https://youtu.be/OjO-L61Z3Po>

Globally nearly 115 million children are involved in hazardous work. Children's over all development is affected due to various types of abuse Children are not subject to work for their survival and development. The short film focuses on Children should be at school and not at work..

Gender and Agency:

The Session was initiated with the picture of role that Girl or Women is playing 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 decision and break the boundaries that are stopping their development.

Session 2: Understanding Gender Roles, gender discrimination, patriarchy, agency and consent (30 min)

Activity 2: The session Started with Concept Card Discussion:



Following questions were asked to the Trainers.

- What do you think is the main theme of the poster? तुमच्या मताप्रमाणे ह्या चित्राचा मुख्य विषय काय आहे?

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.

- What does the girl say about society's notions about their capacities? मुलींच्या कुवत व क्षमतेच्या संदर्भात समाजाच्या धारणेबद्दल 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? हया 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 marrieds early? मुलगी समाजाला का विनंती करते कि तिचे लग्न लवकर लावू नये?

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

Key Messages :

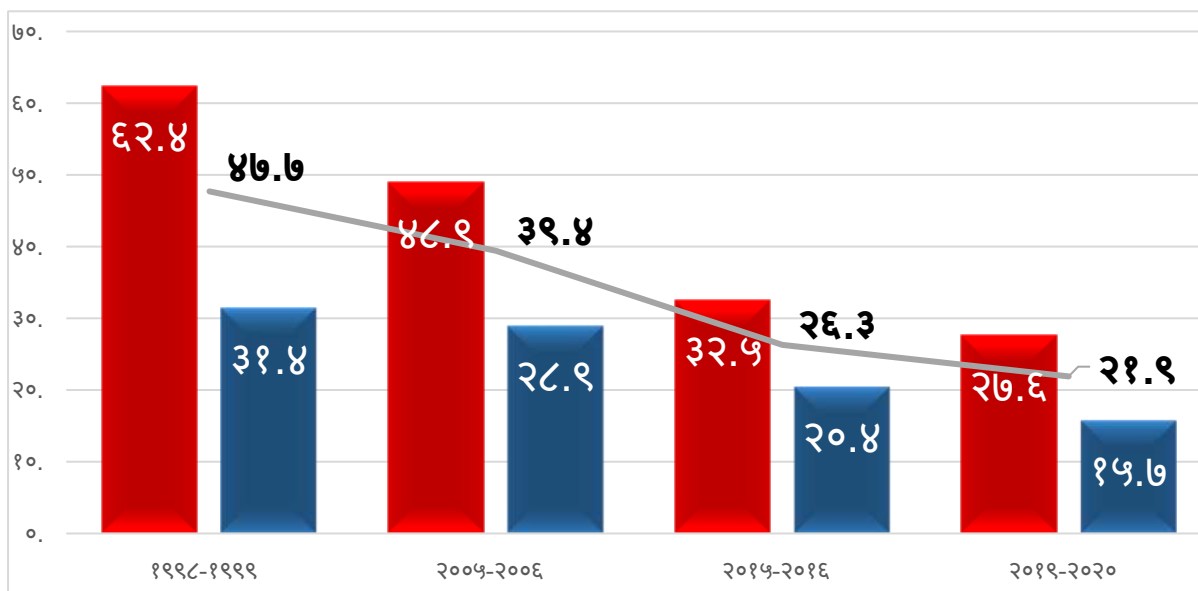
- 1) Gender Discrimination is an outcome of Dominant Patriarchal System.
- 2) Gender Discrimination begins at home as soon as the child is born.
- 3) Major reasons of the Child Marriage is widely accepted gender norms that devalues the girls.
- 4) Lack of Access to Education and Skills ,resulted in the lack of financial independence which reduces the ability to make decisions.
- 5) Girls individual identity needs to be nurtured and she should be given opportunities to develop to its full potential.

Activity 3: Child Marriage How Much ? where ? and Impact

Facilitator: Ms. Pooja Yadav

This PPT presentation was focused on the NFHS 5 Data showing the Maharashtra's rank in child marriage and its percentage. a. District wise percentage of the child marriage and its correlation with the Stunting of below 5 years children. b. 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 %



Aurangabad, Jalna, Hingoli, Nanded, Osmanabad are among 18 Districts with the highest percentage of child marriage as compare to Maharashtra Average.

District	Percentage
Aurangabad	35.8%
Jalna	35.0%
Nanded	32.2%
Hingoli	37.1%
Osmanabad	36.6%



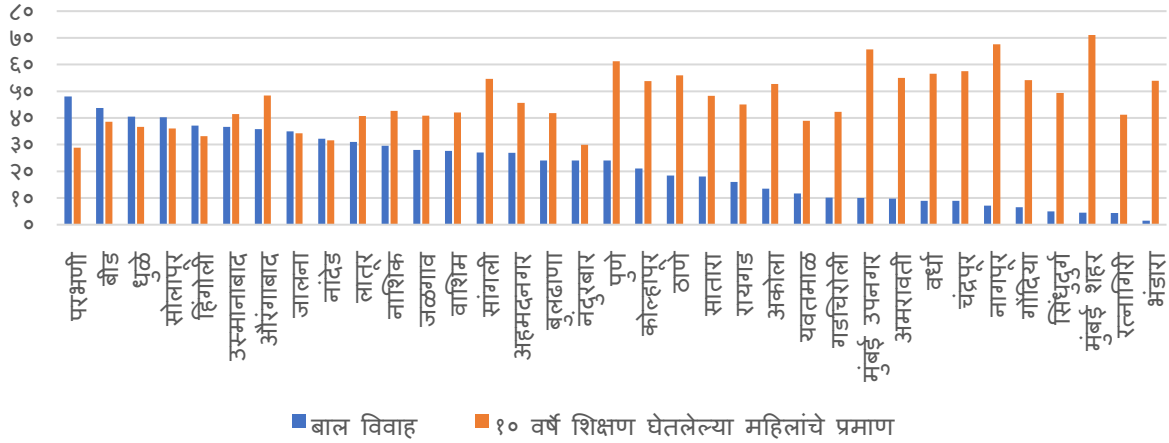
महाराष्ट्रातील बालविवाहांची जिल्हांवर व्याप्ती (NFHS-५)

क्र	जिल्हा	बालविवाहाचे प्रमाण
१	भंडारा	१.५
२	गोंदिया	६.५
३	नागपूर	७.१
४	रत्नागिरी	४.४
५	सिंधुदुर्ग	५.०
६	वर्धा	९.०
७	अमरावती	९.८
८	चंद्रपूर	९.०
९	मुंबई शहर	४.५
१०	मुंबई उपनगर	१०.०
११	गंधारिणी	१०.१
१२	अकोला	१३.५
१३	रायगड	१६.०
१४	ठाणे	१८.४
१५	यवतमाळ	११.७
१६	कोल्हापूर	२१.०
१७	सातारा	१८.१

क्र	जिल्हा	बालविवाहाचे प्रमाण
१८	अहमदनगर	२६.९
१९	औरंगाबाद	३५.८
२०	बीड	४३.७
२१	बुलढाणा	२४.१
२२	धुळे	४०.५
२३	हिंगोली	३७.१
२४	जळगाव	२८.०
२५	जालना	३५.०
२६	लातूर	३१.०
२७	नांदेड	३२.२
२८	नंदुरबार	२४.०
२९	नाशिक	२९.६
३०	उस्मानाबाद	३६.६
३१	परभणी	४८.०
३२	पुणे	२४.०
३३	सांगली	२७.०
३४	वाशीम	४०.३
३५	अहमदनगर	२७.७

१०% पर्यंत	
११-२१.९%	
२१.९% पेक्षा जास्त	

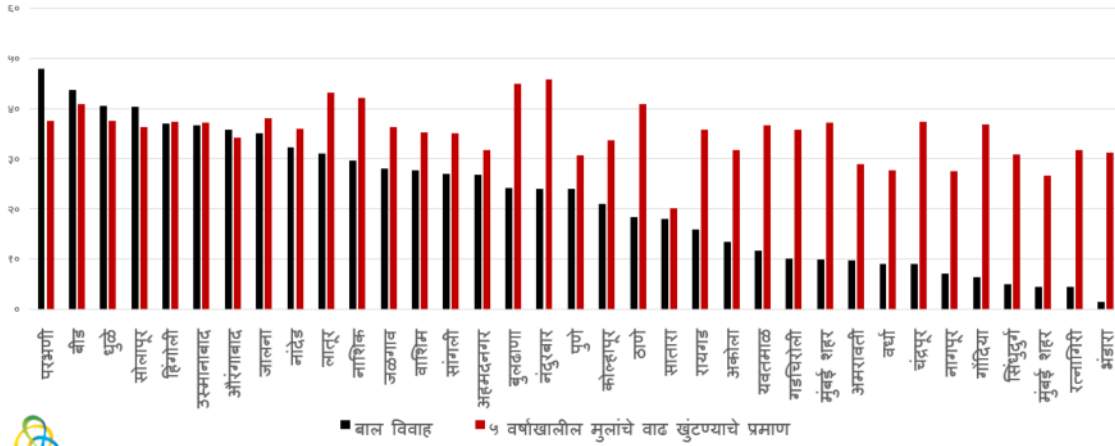
Girls completing 10 years of education District wise Presentation:



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



बाल विवाह व संततीची वाढ खुंटण्याचे प्रमाण याचा परस्पर संबंध (NFHS- ५)



Key Messages:

- 1) Trend of Child Marriages in Maharashtra from 1998 to 2020, shows that it has reduced to nearly 1/5th. However, this has taken a long time and we need to act now to end the child marriages in Maharashtra.
- 2) 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 has less than 50% of the girls who archive 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 girl lack the capacity to hold the child in her pelvic bone since her body is not fully developed, she is also a victim of anaemia and low BMI. Mother with these complications have shown the result of delivering a child with the 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 the 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, creates pregnancy complications and increase in infant mortality. Isolation of girl child impacts her physically, psychologically.
- 7) Child Marriage has a larger impact on the health care and Economic development of the country.

A SAKSHYUM (Sushikshit(Educated),Anubhavi(Experienced), Kushal (Skilled),Saman(Equal), Hushar (Intelligent) , Udyamshil(Entrepreneurial) and Mukta (Free) children of Maharashtra) Movie was shown to all the participants after the Discussion.

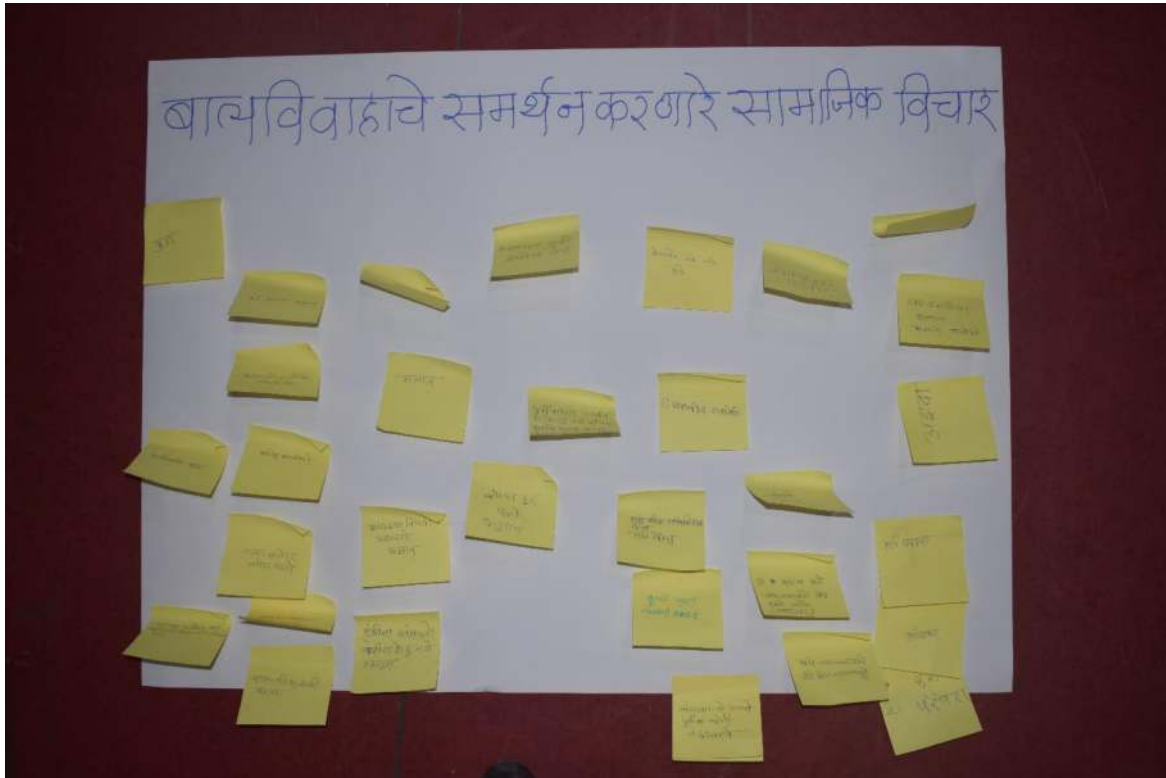
Session 3: Stakeholders to fight child marriage

Activity 1: Child Marriage Stakeholders and their roles

Facilitator : Dr. Sarita Shankaran

Brief about the session :

Participants were asked to write a social belief that supports the practices of child marriage. Participants have written the Social beliefs like Poor Economic Condition, Girl is a burden, Girls need to be protected, Less educated parents only marry their girls early, Girls should work inside the house, Dowry for the girls' marriage, girls may get pregnant very soon.



After the Reasons/Beliefs provided by Participants Dr. Sarita, explained about the word the Security and its corelation with the Sex of the Women. She explained that Girls protection hidden in the threat that society having about the sexuality of the girl. We have seen that 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 abuser. It is equally important to think beyond the sexuality of the girl child and focus on the her overall development.

Activity 2: Role- Play based on Aamchi Urmila

Facilitator : Dr. Sarita Shankaran and Ms. Pooja Yadav

Step 1: Aamchi Urmila Play (Episode 10) was played till 3 min 55 sec. Then it was asked to the Participants that what is happening in the play. Than Dr. Sarita asked following question?

- 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 small to get marry.

3) Why do you think, did the mother later begin considering marriage proposal?

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

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

Answer: she wants to go the 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 teacher and person whom she trust the most.

Step 2: Group were divided in to 8 for playing different roles and discussing about what role they should play to prevent the Rupa's marriage:

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 the relatives and family for marrying a child in early age.

2) Father:

1. To provide education to 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 a coordination between Government and Non-Governmental organizations for preventing and intervening in the 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 priest.
 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 Aamchi Urmila play. The group performed the play, with mentioned salutations.

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

Key Messages:

- 1) Ending Child Marriages needs collaborated 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:

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 girls life who are married early age and the life of girls who are married after the age of 18 years.

End of Day one

Day 2:

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

Session 3: 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 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 than, 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 the Child Marriages.
- 2) It defines the minimum age of marriage for girl 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 situations potential that increase a girls risk to being marriage early.
- 5) Every frontline worker should work in close communication with girls 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 provide 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 lack 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) Individually child can approach the Child Protection system about it before the marriage.

Discussion:

- 1) The law is not as strong as to provide a measures to make the child marriage null and vide even if the child is below age of 18 years or 21 years.
- 2) CMPO's role should be strengthen 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.
- 5) There is very less support to the Anganwadi Workers, CHILDLINE members while getting in to the process of stopping the child marriage.

Activity 2: Power Point 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 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 Lok Sabha and president of India signed the document on 14th November 2012.

In the beginning of the presentation, Highway film clip of the 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 confront about her disagreement to the abuse that she has faced, and wanted 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 about 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 injures and change in behaviour of child should be understand.
- 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"> Maximum: 5 years 	<ul style="list-style-type: none"> Minimum: 5 years
Use of child for pornographic purposes resulting in penetrative sexual assault	<ul style="list-style-type: none"> Minimum: 10 years Maximum: life imprisonment 	<ul style="list-style-type: none"> Minimum: 10 years (in case of child below 16 years: 20 years)

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

After the presentation Komal Movie was shown to the Participants to ensure the pictorial recognition of the CSA that might be happening around them.

The film talks about the abuse 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.

Activity 3: Power Point Presentation – Juvenile Justice (Care and Protection Act), 2015

Time: 15 min

Facilitator: Dr. Sarita Shankaran

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) Child Welfare committee who seats 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 protected environment for children, CWC ensures to provide the same, function for the Best interest of the child.

Discussion about the children's home were done, till how many days children can be kept in the homes ? Dr. Sarita explained that till the time child is in need of care and protection till the age of 18 years. CWC is the only forum to address the cases and provides solutions to the child protection in any circumstances.

Lunch Break:

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.

Discussions and Observations:

Participants enjoying the session and understanding the skills with different activities.

Women were more shy than the man. But it has been found that women were more presentable and thoughtful while doing the actions and experiments. Voices of women were little low, and they were finding it difficult to look 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 need to collective actions.

Feedback Quotes:

Ms. Keshar Dudhare, LHV, Health Department shared that "I came to know that there is close connection between the children's health situation and child marriage. I feel that there is need to work closely in coordination with each other. It is important to work for ending child marriage in Aurangabad. Through training I am able to gain the knowledge and facts about the child marriage. We have enjoyed working together during the activities. I will contribute for stopping child marriage in my village.

Ms. Sunita Pardeshi, Anganawadi Supervisor, Women and Child Development Department, I can relate the cycle of stunting and wasting with the child marriage. I am enlightened to know the fact that it has a long lasting impact on the life of the child. This training has also taught me about the different child protection system available from village to Taluka. Information about the laws were very important for us.

Feedback Form Analysis:

Section 1 & 3-

Total 60 participants filled feedback form, all the sessions are rated between 3-4 mark by almost all the participants. Out of 60 who filled form 58 participants have expressed that they are feeling confident now and will definitely conduct this TOT program among AWW/ANM's.

57 participants have expressed that they have learned new things through this training. 58 shared that they will definitely intervene in the cases for stopping child marriage. 48 people think that there has to be a strong law implementation, there is need to educate community through campaigns and promoting education of both boys and girls is very important for effectively addressing the issue of child marriage and stopping child marriage.

Comparison of responses to the pre and post-test (Section 2) questions:

1. Who is a child as per law?

41 out of the 48 participants responded correctly that, a child is a person who has not completed 18 years of age. 6 participants (4 ICDS supervisors and 2 health supervisors) felt that a child is a person below the age of 14. They did not revise this response in the post-test, indicating that they continued to hold on to this wrong notion.

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

In the pre-test 44 out of 48 (91%) participants responded correctly. However, after the training, 3 participants changed their earlier response i.e. Disabled children to All children. This change could be attributed to the training inputs.

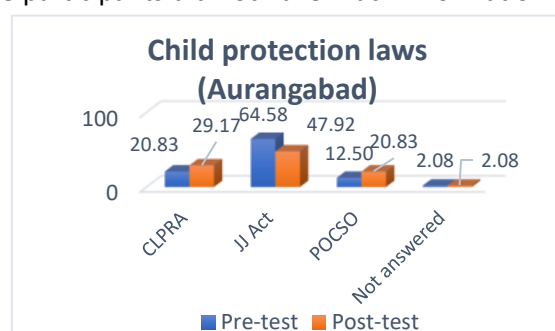
3. Children who need protection due to any situation, are provided support under which law? Aurangabad:

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

Law for protection of any child	Pre-test	Post-test
CLPRA	20.83	29.17
JJ Act	64.58	47.92

POCSO	12.50	20.83
Not answered	2.08	2.08
Total	100.00	100.00

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.



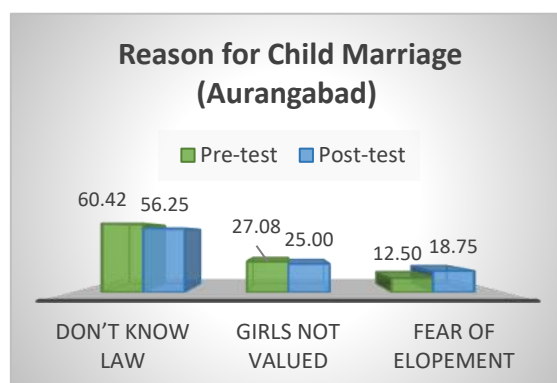
4. Who should be immediately informed of a child marriage that is about to take place?

Person to be informed about Child Marriage Pre-test % Post-test%

CMPO	83.33	89.58
District Judge	0	2.08
Sarpanch	16.67	8.33
Total	48	48

As seen in the above table, most of the participants were aware of the role of the CMPO. However, 4 participants revised their responses, indicating that the training had provided them with the correct information, and they were now more aware.

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



As seen in the chart, the percentage of participants who believed that people continued with child marriage due to ignorance of law, reduced from 60.42% to 56.25%. However, some of the respondents revised their pre-test responses. After the training, they felt that fear of elopement was a major factor for girls being married early. More participants became aware of these gender-related factors, than before but were unable to contextualize it in gender-appropriate responses.

Photos :



Photo 1: Hon'ble Ms. Harsha Deshmukh, District women and Child Development Department, Aurangabad, Hon'ble Mr.P.Y.Mirkale, Deputy CEO, WCD, ZP, Hon'ble Dr.Sudhakar Shelke, District Health officer, Aurangabad was present for the Inauguration Ceremony. Mr. Nishit Kumar, facilitating Dr. Sudhakar Shelke, District Health officer, Aurangabad and presenting cascading model.



Photo 2: Reasons for Child marriage written by different participants



Photo 3: Participants Enjoying the Bajara Dance Energizer



Photo 4: Group Presentation on Role of stakeholders



Photo 5: Group Photo of Participants in Aurangabad

Report 2: Nanded TOT program

- i. Venue : Hotel Atithi, Shivaji Nagar, Nanded
- ii. Date: 8th and 9th Feb 2021
- iii. Participants: 102

Sr. No.	Department	Designation	Total Number
1	Women & Child Development	Anganwadi Supervisor	32
2	Health	BNO	2
		CHO	4
		LHV	18
		ANM/GNM	11
		DCM – NRHM	1
3	CHILDLINE 1038	Team	5
4	ICPS/DWCD	Team	11
5	University Students	Team	12
6	NGO	Director's	1
7	Volunteer	Team	3
8	Others	NA	2
	Total		102

iv. Welcome and Inauguration:

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

Mr. Kiran 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 Savitribai Phule picture was garland with flower were held in presence of Dignitaries.

Context Setting by Nishit Sir

Mr. Nishit Kumar, Founder and Chairman, SBC³, given the introductory speech, he mentioned that UNICEF and SBC³ 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 the 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, Jyotirao and Savitribai Phule, Bal Gangadhar Tilak also the legendary sports person Sachin Tendulkar. But we need to think that 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's 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 right age. This will turn in to delay in pregnancy and will be able to deliver the 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.

v. Speakers View :

Hon'ble Dr. Vipin Itankar, District Collector, Mr. Shingane, Deputy CEO, WCD, ZP, Ms. Niranjan Kaur, Chairperson CWC, Mr. More, Additional Dy. SP, Nanded and Ms. Vidya Alane, DCPO, Nanded was present for the Inauguration Ceremony.

Mr. Shingane, ICDS Supervisors are very actively working in Nanded. This training is very important to make them understand the role for Preventing Child Marriages. He mentioned that Nanded district has launched several programs under *Beti Bachao Beti Padhao* for Adolescent girls. Our view is that every girl child should get education and good health we are focusing on it with our most of the intervention. The collaboration of UNICEF and WCD with SBC3 for ending child marriage is very perfect and this will help all of us to achieve the Goal.

Ms. Niranjan Kaur, Chairperson, CWC Nanded, explained the efforts that CHILDLINE and DWCD Unit is taking to deal with the different type of protection cases. CWC will always support ICDS and Health Department, if they identify and bring the cases to the CWC.

Mr. More , Additional Dy SP, mentioned that Police Department plays an very important role in preventing the violence and abuse against Children and Women. They are the first responders for the society. He will make sure that his department will support all the child marriage cases coming to them. He is being working with the DWCD department for identifying and intervening in child protection related issue, but this issue is critical as it has a social and cultural pressure. He expressed that he will personally get in to the cases which will require the urgent actions, if the cases are presented to the Department.

Hon'ble Dr. Vipin Itankar, District Collector, Nanded, expressed that We are very glad that this training program is organized, this is very important for the Women empowerment. Women and Child Development, health Department is very close to his heart. He mentioned that He is advocating for the Girl child Education, he expressed with his personal life. He has a boy and he wanted a Girl. Fortunately, he is blessed with the Baby girl this year and he is promoting to change the name plate of the houses with his girl name. He is also encouraging other officers and Local Political Representative to give names of the girl to their own houses. This is a one form of beginning for women empowerment he quotes. He shared his experience that at the village there is always a pressure from the seniors, on the family, if any family has a young or adolescent girl. He mentioned that it is a time to say no to our elders and give a freedom to the girl child to get educated. State government is Implementing various schemes

for girls, we are distributing cycles to the girls, to help them to reach the schools, we are encouraging the school enrolments of girls. Nanded District Administration has developed a vision document of the District. We are striving to make the District resilient for the women empowerment. He gave a faith to the Participant that, if the cases of child marriages are reported and directly communicated to his office in case of challenges for stopping it, he will personally look in to it. He informed that he will be issuing a letter from his office to all the marriage facilitators for stopping the child marriage and report about it, if not reported and facilitated the marriages, strict actions will be taken from his office.

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.

Sessions brief :

Session 1: Rights, Gender 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 Power point 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). Only three Trainer, scored 20 out of 20.). He mentioned that participant with the score of 14-18 has a basic knowledge about the laws, participants below the score of 14, needs to gain more knowledge about the rights of the people.

Key Messages:

- 1) Origin of the rights concept is in the 20th Century, after the 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 police 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 care givers.
- 7) 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 multi-caste- cultural-religious country, affects the rights of children. children are double marginalized if they belongs to the marginalized caste-class, in that girls experience further marginalization due to gender.
- 10) Child Protection requires Prevention, Intervention and Rehabilitation program for ensuring the rights of each child.

This part was ended with the Roll call movie of UNICEF, the purpose of showing the movie is to give a pictorial understanding about the situation of children in it.

About the film :

The Roll call: Source UNICEF India : <https://youtu.be/OjO-L61Z3Po>

Globally nearly 115 million children are involved in hazardous work. Children's over all development is affected due to various types of abuse Children are not subject to work for their survival and development. The short film focuses on Children should be at school and not at work..

Gender and Agency:

The Session was initiated with the picture of role that Girl or Women is playing 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 :

- 4) Gender roles are imposed by Socio and cultural beliefs.
- 5) The Societal imposed roles develop the boundaries
- 6) Girls should decide their own roles, take their own decision and break the boundaries that are stopping their development.

Session 2: Understanding Gender Roles, gender discrimination, patriarchy, agency and consent

Activity 2: The session Started with Concept Card Discussion:

Facilitator : Ms. Pooja Yadav



Facilitator Read the Messages that Girls want to express to the society about her life and asked above mentioned questions to initiate the discussion about the Gender Roles, gender discrimination, patriarchy, agency and consent.

Following questions were asked to the Trainers.

- What do you think is the main theme of the poster? तुमच्या मताप्रमाणे ह्या चित्राचा मुख्य विषय काय आहे?

Answer: Participants mentioned that the theme is about Girl child empowerment, the girl wants to fly means she needs freedom.

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

Answer: Society thinks that she is meant to do the house chores and she should be inside the house. She should get marry early. Ultimately she has to go to her house after marriage.

- 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 she wants education, freedom and good health which is lacking. She is not being asked about her own choices for her life.

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

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

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

Answer : She wants to live a good life and she don't want to leave her education. She wants to do something for herself and her family.

After the question answer session following Key messages were given by the Facilitator.

Key Messages :

- Gender Discrimination is an outcome of Dominant Patriarchal System.
- Gender Discrimination begins at home as soon as the child is born.
- Major reason of the Child Marriage is widely accepted gender norms that devalues the girls.
- Lack of Access to Education and Skills ,resulted in the lack of financial independence which reduces the ability to make decisions.
- Girls individual identity needs to be nurtured and she should be given opportunities to develop to its full potential.
- She should be treated as human being and not like a commodity.
- She should be given a freedom to take her own decisions.

A SAKSHYUM (Sushikshit(Educated ,Anubhavi(Experienced), Kushal (Skilled),Saman(Equal), Hushar (Intelligent) , Udyamshil(Entrepreneurial) and Mukta (Free) children of Maharashtra) Movie was shown to all the participants after the Discussion.

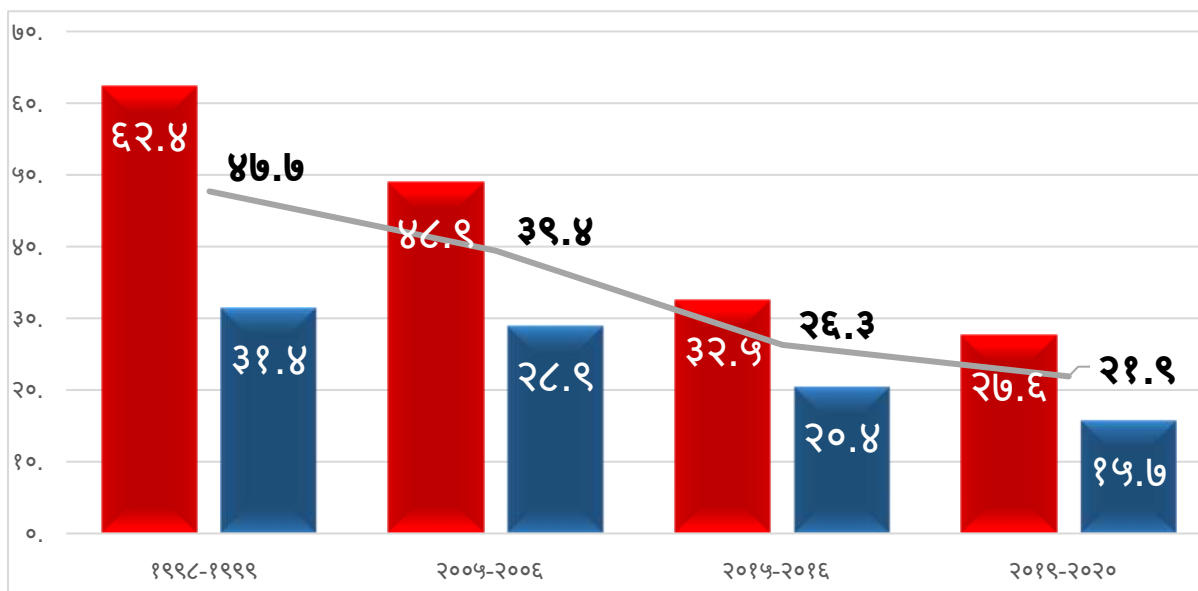
Activity 3: Child Marriage How Much ? where ? and Impact

Facilitator : Ms. Pooja Yadav

The facilitator started explaining that she is also at the early 30's, the presentation about the Concept card always make her think about her our life. she got the opportunity to get good education, she is post-graduate, knowledgeable and working in the social development sector. But the question of marriage is always around her, she at this age even though educated, has no right to take decision about her own marriage. She also found that since she is not at home most of the time due to her work schedule, people don't see her doing the socially accepted work that women is supposed to. In fact she is being labelled as outgoing girl, not a Cultured girl. All women participants here does the negotiations and compromise to reach office every day. It is import to recognize a single effort of the women. We are a progressive state and have the highest GDP in India. We are still coming in 5 major districts with high % of Child Marriage in India. She mentioned that in our state out of 10 people 7 have the smart phones but we are yet to reach to the highest goal of educating the girls till the 10 years. We need to examine ourself and make sure to monitor ourselves to reach to SDG goal 5.2 to eradicating the Child Marriage and bring down the figure of the Child Marriage to 0. For doing this we need to understand where we stand today in these figures, as village as taluka as district and as state. Let's look at the data of NFHS 5 which is quite revealing and eye opening for all of us.

This PPT 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 co-relation with the Stunting of below 5 years children. Percentage of the girls completing 10 years of education and co-relation 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 %



Aurangabad, Jalna, Hingoli, Nanded, Osmanabad are among 18 Districts with the highest percentage of child marriage as compare to Maharashtra Average.

District	Percentage
Aurangabad	35.8%
Jalna	35.0%
Nanded	32.2%
Hingoli	37.1%
Osmanabad	36.6%



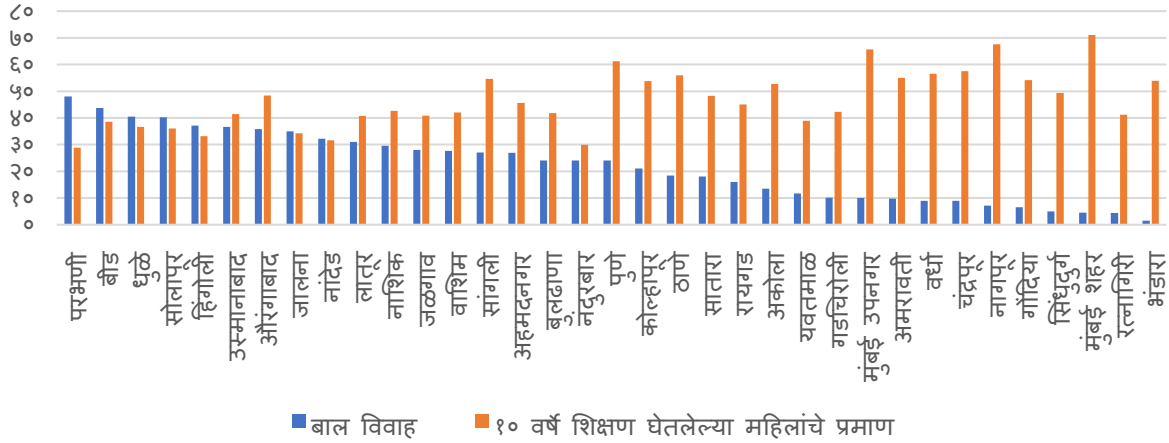
महाराष्ट्रातील बालविवाहांची जिल्हांवर व्याप्ती (NFHS-५)

क्र	जिल्हा	बालविवाहाचे प्रमाण
१	भंडारा	१.५
२	गोंदिया	६.५
३	नागपूर	७.१
४	रत्नागिरी	४.४
५	सिंधुदुर्ग	५.०
६	वर्धा	९.०
७	अमरावती	९.८
८	चंद्रपूर	९.०
९	मुंबई शहर	४.५
१०	मुंबई उपनगर	१०.०
११	गंधचिरोली	१०.१
१२	अकोला	१३.५
१३	रायगड	१६.०
१४	ठाणे	१८.४
१५	यवतमाळ	११.७
१६	कोल्हापूर	२१.०
१७	सातारा	१८.१

क्र	जिल्हा	बालविवाहाचे प्रमाण
१८	अहमदनगर	२६.९
१९	औरंगाबाद	३५.८
२०	बीड	४३.७
२१	बुलढाणा	२४.१
२२	धुळे	४०.५
२३	हिंगोली	३७.१
२४	जळगाव	२८.०
२५	जालना	३५.०
२६	लातूर	३१.०
२७	नांदेड	३२.२
२८	नंदुरबार	२४.०
२९	नाशिक	२९.६
३०	उस्मानाबाद	३६.६
३१	परभणी	४८.०
३२	पुणे	२४.०
३३	सांगली	२७.०
३४	वाशीम	४०.३
३५	अहमदनगर	२७.७

१०% पर्यंत	
११- २१.९%	
२१.९% पेक्षा जास्त	

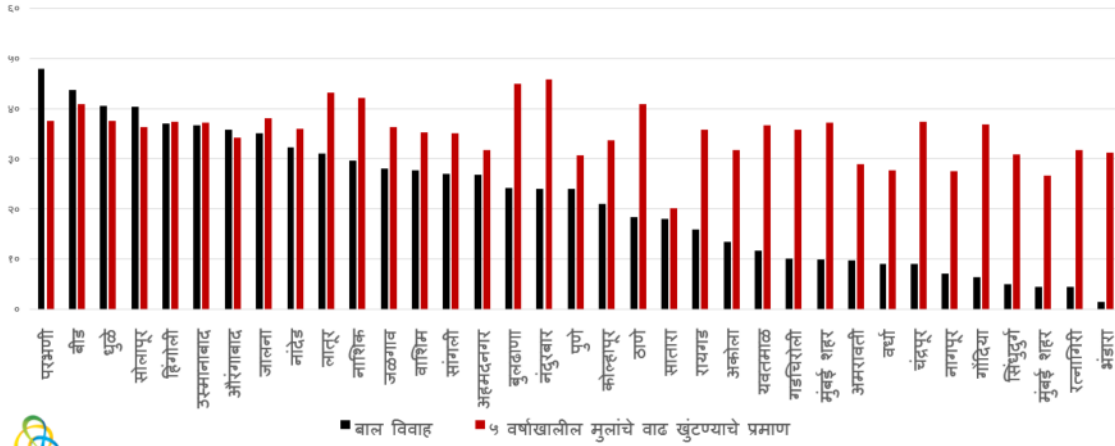
Girls completing 10 years of education District wise Presentation:



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



बाल विवाह व संततीची वाढ खुंटण्याचे प्रमाण याचा परस्पर संबंध (NFHS- ५)



Key Messages:

- 1) Trend of Child Marriages in Maharashtra from 1998 to 2020, shows that it has reduced to nearly 1/5th. However, this has taken a long time and we need to act now to end the child marriages in Maharashtra.
- 2) 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 has less than 50% of the girls who archive 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 girl lack the capacity to hold the child in her pelvic bone since her body is not fully developed, she is also a victim of anaemia and low BMI. Mother with these complications have shown the result of delivering a child with the 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. 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 the least 10 years of their schooling, we will not be able to make significant changes in the ending practices of child marriages.

- 5) Child Marriage robs girls of their childhood and threatens their lives. Girls are likely to experience domestic violence, creates pregnancy complications and increase is infant mortality. Isolation of girl child impact her physically, psychologically.
- 6) Child Marriage has a larger impact on the health care and Economic development of the country.

Session 3: Stakeholders to fight child marriage

Activity 1: Child Marriage Stakeholders and their roles

Facilitator : Ms Pooja Yadav and Mr. Kiran Bilore

Brief about the session :

Participants were asked to write a social belief that support the practices of child marriage. Participants have written the Social and other beliefs like Parents wants to release from the responsibility of marrying a girl child, Economic Condition of Family, Illiteracy of the child, particular societies beliefs, Superstitions and Dowry system, Unsafe Environment, Patriarchy.

After the Reasons/Beliefs provided by Participants Ms. Pooja explained about the word the Security and its corelation with the Sex of the Women. She explained that Girls protection hidden in the threat that society having about the sexuality of the girl. We have seen that 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 abuser. It is equally important to think beyond the sexuality of the girl child and focus on the her overall development.

Whenever we are thinking about any particular social reasons, we should get in to the depth of it to understand the real reason.

After this explanation, Amchi Urmila Play was played:

Activity 2: Role- Play based on Aamchi Urmila

Step 1: Aamchi Urmila Play (Episode 10) was played till 3 min 55 sec- Aamchi Urmila a radio skit is built around a feisty but loved female protagonist, Urmila, a school teacher. After this participants were divided in to 9 groups, given a different characters, as a major stakeholders. where they were asked to discuss about the following question's and what can they do as per the role given to them to complete this play for stopping the child marriage.

Group Presentation:

1) Mother :

- a. Ensuring that not to solemnize marriage before girls age of 18 years.
- b. Create an environment where child will feel free to talk.
- c. Not to impose cultural and social beliefs on child.
- d. To encourage the girl to pursue her aspirations and dreams.
- e. Respecting the opinion of the child.
- f. Encourage to her for higher education.
- g. Equal freedom for girls like boys.

2) Father:

- a. To understand the Girl Child.
- b. Support her for physical, mental and psychological growth.
- c. To encourage Girl to complete her education.
- d. Not to discriminate between girl and boy.
- e. To motivate her to achieve the highest position like IAS in the government.
- f. To make her strong like a leaders of the Country rather than marrying her early.

3) Anganawadi and Asha Working:

- a. Meet the Parents and Relatives of the Girl and counsel them about the Girls Education.
- b. Inform them about the effect of child marriage on girls
- c. Inform them about the girls health situation .
- d. Inform the Concern authorities like CMPOs and police regarding marriage before its solemnization.

4) Gram Panchayat members:

- a. Ensuring the VCPC formation in the village.
- b. Counsel the family for stopping Child Marriage.
- c. Ensure the Families to identify , who are poor and may marry their girl child early.
- d. Give an appropriate knowledge about the Law.
- e. Give the Birth Proof of the child.
- f. Ensure the information about the PCMA is provided in the Gram Sabha.
- g. Seek help from police in case of critical situation .
- h. Arranging the complaint box for children in the Gram Panchayat.
- i. Improving the role of Responsible person for Fight free village.

5) District Child Protection Unit:

- a. Inform CWC regarding the Child Marriage.
- b. Inform concern police station.
- c. Counselling of parents and child.
- d. Understand the situation of child and provide a protected shelter.
- e. Inform parents about the Punishment in the PCMA.
- f. Inform concern CMPO.
- g. Take out the age proof of the girl child.

6) Marriage Facilitators:

- a. To get more information about the Family.
- b. Ask for the Girls Education and age while accepting any order- ask for age proof of bride and grooms.
- c. Ask for the reasons of arranging marriage of girl at early age.
- d. Inform them about the Punishments mentioned in the PCMA.
- e. Information CMPO's about the marriage.

7) Teachers:

- a. To read the letter received in the form of story to the class.
- b. Motivate girl children to talk about the things that they are not liking. Make them strong to say "no".
- c. Meet the parents of the girl to help them understand the bad effects of child marriage.

8) Relatives:

- a. To ensure that girl has completed her 18 years for marriage.

- b. To ensure that girl is completing her Education.
- c. To support the girls family, if their financial condition is bad.
- d. Not to support the child marriage in family and oppose the girls marriage before the age of 18 years.
- e. Not to support the family in case of police is trying to stop the marriage or filling FIR against the parents.

9) Child:

- a. To communicate about the disagreements to the parents.
- b. Take help from Anganwadi Tai for initiating dialogue with Parents.
- c. To learn from the women leaders from different sectors.
- d. Take help from 1098 CHILDLINE Helpline.
- e. Participate in the programs run by ICDS like “*Sabala* “ for Physical, Mental development.

After the group presentations, participants were asked to choose a one person from their group, who can take out these recommendations for completing the Aamchi Urmila play. All the characters set together to develop a play and Then they performed a play in front of everyone. The solutions were based on the recommendations provided in the groups.

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

Facilitator: Mr. Nishit Kumar and Sarita Shankaran.

Key Messages:

- 1) Ending Child Marriages needs collaborated 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.

DCPO informed about the Role of VCPC in detail and ask all the ICDS supervisors to form and strengthen the VCPCs. This will help us to build a local level mechanism to deal with the child protection issues and monitor the families who are prone to push their girl child to get marry early. DCPO unit and DWCD department of Nanded will facilitate the VCPC training and formation process.

Like Sister Movie:

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 girls life who are married early age and the life of girls who are married after the age of 18 years.

Day 2:

Day 2, begin with reviewing the day 1 by participants. Participants mentioned that the day began with the freshly introducing the rights to all of us and it was a different type of presentation that they have not learn before. Than we tried to understand the Gender Discrimination and Gender Role with the help of Concept card” Girls with wings”. Participants mentioned that they really liked the process of Aamchi Urmila Play, which is also motivating them. Discussion of Stakeholders role for stopping child marriage was brainstorming for everyone.

Session 3: With the Law

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

Facilitator: Mr. Kiran Bilore

Key Messages :

- 1) PCMA is a special law to deal with the Child Marriages.
- 2) It defines the minimum age of marriage for girl 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 situations potential that increase a girls risk to being marriage early.
- 5) Every frontline worker should work in close communication with girls 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 provide 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 lack 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) Individually child can approach the Child Protection system about it before the marriage.

Discussion:

- 1) ICDS supervisors shared that they have been threatened or not being supported most of the time, when they have tried to stop the marriage.
- 2) Parents have so much pressure on the Girl that she did not want to disclose anything, many time it has taken time to help the girl to speak about her marriage- DCPO unit social worker was discussing.
- 3) There is need to improve the role of CMPO under the law. No support is received from the CMPO's- Gram sevak is not seen in to the picture while stopping child marriage.

It has being discussed by Mr. Nishit, that State is under the process of reviving the PCMA Rules. He is also part of the Committee formed by the state under the guidance of Hon'ble Minister Yashomati Thakur for the same. Earlier in the PCMA rules, only two paragraphs are mentioned about the CPMO role, Now the committee have tried to fix the process for prevention, Protection and Rehabilitation. The rules will also have the role definition.

Activity 2: Power Point Presentation on CSA and POCSO

Facilitator: Nishit Kumar

Mr. Nishit Kumar provided the background behind the POCSO Act passed in the 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 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 Satyamev 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 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 Lok Sabha and president of India signed the document on 14th November 2012.

In the beginning of the presentation, Highway film clip of the Alia Bhat "*Heera ki Kahani*"

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 the Uncle. The survivor is a runaway child and she confront about her disagreement to the abuse that she has faced, and wanted 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 about 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 child should be understand.
- 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.

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.
- 3) 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.
- 4) Responsibility of protecting children CSA is on Teachers, Doctors, Priests, Police etc,
- 5) Punishments after amendments:

Offence	POCSO Act, 2012	2019 Bill
Use of child for pornographic purposes	<ul style="list-style-type: none"> Maximum: 5 years 	<ul style="list-style-type: none"> Minimum: 5 years
Use of child for pornographic purposes resulting in penetrative sexual assault	<ul style="list-style-type: none"> Minimum: 10 years Maximum: life imprisonment 	<ul style="list-style-type: none"> Minimum: 10 years (in case of child below 16 years: 20 years) Maximum: life imprisonment
Use of child for pornographic purposes resulting in aggravated penetrative sexual assault	<ul style="list-style-type: none"> Life imprisonment 	<ul style="list-style-type: none"> Minimum: 20 years Maximum: life imprisonment, or death.
Use of child for pornographic purposes resulting in sexual assault	<ul style="list-style-type: none"> Minimum: Six years Maximum: Eight years 	<ul style="list-style-type: none"> Minimum: Three years Maximum: Five years
Use of child for pornographic purposes resulting in aggravated sexual assault	<ul style="list-style-type: none"> Minimum: Eight years Maximum: 10 years 	<ul style="list-style-type: none"> Minimum: Five years Maximum: Seven years

After the presentation Komal Movie was shown to the Participants to ensure recognition of the CSA that might be happening around them.

The film talks about the abuse 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.

Activity 3: Power Point Presentation – Juvenile Justice (Care and Protection Act), 2015

Facilitator: Dr. Sarita Shankaran

Medium: Zoom Call

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) Child Welfare committee who seats 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 protected environment for children, CWC ensures to provide the same, function for the Best interest of the child.

Discussion:

Sarita ma'am asked that we should know where the CWC seats since in case we get the Child Marriage cases. We should at least refer the child to the CWC, which is approachable and trustworthy institution for the children in need of care and protection.

Observation :

Participants were not aware that where the CWC seats at the District level . CHILDLINE 1098 is also a very known number to them but very few have approached it for any case.

Lunch Break:

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.

Discussions and Observations:

Participants enjoying the session and understanding the skills with different activities.

Women were more shy than the man. But it has been found that women were more presentable and thoughtful while doing the actions and experiments. Voices of women were little low, and they were finding it difficult to look 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 need to collective actions.

Feedback Quotes :

Ms. Sushila Bhalero, LHV, Health Department, Expressed that “ We thought there is no relation of understanding the child marriage for health worker. But since from last two days

we are understanding that how the child marriage affects the health department at various level.

Ms. Manisha Butle, ICDS Supervisor, WCD, She mentioned that” this training will help us to intervene in the Child marriage cases. We were very eager to stop whenever we used to get information that child marriage is happening, but now we can intervene in the child marriage cases with proper legal knowledge and we know the systems that will help us.

Feedback form analysis:

Section 1 & 2:

Total 36 participants were able to fill the feedback forms. All the sessions are rated between 3-4 mark by almost all the participants. Out of 36, Participants, all the participants have expressed that they are feeling confident now and will definitely conduct this TOT program among AWW/ANM's.

All the participants have expressed that they have learned new things through this training. 58 shared that they will definitely intervene in the cases for stopping child marriage. They think that there has to be a strong law implementation , there is need to educate community through campaigns and promoting education of both boys and girls is very important for effectively addressing the issue of child marriage and stopping child marriage.

Comparison of responses to the pre and post-test (Section 2) questions:

1. Who is a child as per law?

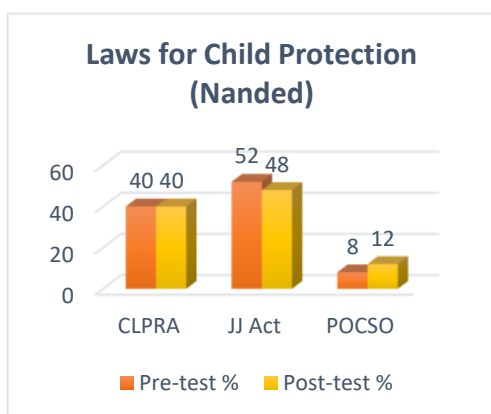
In the pre-test, only 19 out of 25 participants responded correctly that the legal definition of a child is of a person below 18 years of age. However, after the training, 24 out of 25 participants chose the correct option. This showed that the training had made a difference to their understanding of the legal definition for a child.

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

Children covered under the UNCRC	Pre-test %	Post-test %
All children	80	92
Poor Children	8	4
Disabled children	12	4
Total	100	100

As seen in the table above, the percentage of participants choosing the correct answer increased from 80% to 92%. The pre-test data indicates that there was a misconception that the UNCRC talks about the rights of disabled children. Most of the participants were able to correct this misunderstanding due to the training inputs provided to them.

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



As seen in the chart, only 52% of the participants chose JJ Act as the main legal instrument providing child protection. In the post-test, the number reduced and only 48% chose the correct option of JJ Act. As seen in Aurangabad, the number of participants opting for POCSO increased by 4 percentage points. This indicates that the participants retained information about POCSO but were unable to link the JJ Act to the overall aspect of child protection.

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

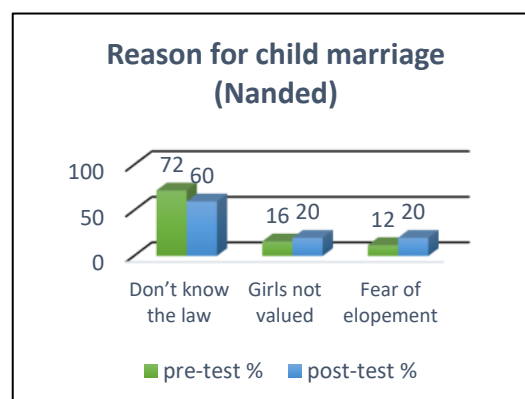
Person to be informed about Child Marriage Pre-test % Post-test

CMPO	88	96
District Judge	0	0
Sarpanch	12	4
Total	100	100

88% of participants in Nanded were aware of the role of the CMPO but this proportion rose to 96% after the training. More people were able to correct their misconception that the Sarpanch is the right person to intervene in child marriages. Most of those who chose this option in the pre-test, revised it to the CMPO in the post-test, indicating a better understanding of the law and the process to be followed.

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

In Nanded too, a majority of the participants believed that people continued with child marriages because they did not know the law. The training was able to counter that myth to some extent and numbers dropped from 72% to 60%, after the training. As against Aurangabad, the number of participants who felt that child marriage was the result of the low value accorded to girls, increased after the training. However, the numbers of participants who believed that fear of elopement led to child marriages, also increased. This could be due to inputs provided during the training where these myths were addressed.



Photos :



Photo 1: Hon'ble Dr. Vipin Itankar, District Collector, Mr. Shingane, Deputy CEO, WCD, ZP, Ms. Niranjana Kaur, Chairperson CWC, Mr. More, Additional Dy. SP, Nanded and Ms. Vidya Alane, DCPO, Nanded was present for the Inauguration Ceremony.



Photo 2: Session on effective communication for trainers conducted by Mr. Nishit Kumar.



Photo 3: Group Discussion on role of Stakeholders for ending child marriage.



Photo 4: Participants giving feedback for the TOT Program

Report 3: Hingoli TOT program

- i. Venue : DPDC Hall, Central Administrative Building, Hingoli
- ii. Date: 15th and 16th Feb 2021
- iii. Participants: 105

Sr. No.	Department	Designation	Total Number
1	Women & Child Development	Anganwadi Supervisor	45
		Anganwadi Sevika	1
2	Health	LHV	21
		ANM/GNM	3
		DCM - NRHM	1
3	CHILDLINE 1098	Team	7
4	ICPS/DWCD	Team	18
5	NGO	Director's	9
	Total		105

iv. Welcome and Inauguration:

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

Mr. Kiran, District Coordinator, SCB3 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 Savitribai Phule picture was garland with flower were held in presence of Dignitaries.

Context Setting by Nishit Sir

Mr. Nishit Kumar, Founder and Chairman, SBC³, given the introductory speech, he mentioned that UNICEF and SBC³ 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 the 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, Jyotirao and Savitri Bai Phule, Bal Gangadhar Tilak also the legendary sports person Sachin Tendulkar. But we need to think that 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's 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 right age. This will turn in to delay in pregnancy and will be able to deliver the 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 Mr. V. G. Shinde, District Women and Child Development Department, Ms. Sarswati Korade, District Child Protection Unit, Ms. Aruna Sangewar, District Supply Officer, Hingoli were present for the Inauguration program.

Hon'ble Mr. V.G. Shinde Sir, shared that, he has been working with this Department since from last 25 years, and he has seen that the issue of child marriage is still underestimated at various level. COVID 19 situation has worsen the situation, he says that though there is no proper data or reporting of the child marriages. It is a need to develop these trainers to capacitate their fellow staff to identify the cases of child marriages. He concluded that DWCD department Hingoli, is working at the ground for protection of the children and women. The department needs a support for other fellow Departments to analyse the situation and work together for ending child marriage.

Hon'ble Ms. Sarswati Korade, DCPO, Hingoli, being a responsible person, she is continuously monitoring the situation from last one year. The child marriage cases are increasing. This training will help ICDS, Health and DCPO unit to come together and discuss about the challenges that we are facing for stopping child marriages. She mentioned that this a opportunity for all of us, and to create a common platform. DCPO Unit Hingoli will support each department and we need the support from other departments for Ending child Marriage.

Hon'ble Ms. Aruna Sangewar, District Supply Officer, Hingoli, referred the SAKSHYUM book and quoted that Maharashtra has seen in to the five most high prevalence areas of child marriages. This is very embarrassing. Child Marriage has a long lasting impact on the life of the girl child. She mentioned that we as empowered women should strive to build the SAKSHYUM Generation of empowered women. She felt very happy that ICDS and health department are together in this training. This will definitely help us to minimize the risk of girls getting married at early age.

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.

Sessions brief :

Session 1: Rights, Gender 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 Power point 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). Only three Trainer, scored 20 out of 20. He mentioned that participant with the score of 14-18 has a basic knowledge about the laws, participants below the score of 14, needs to gain more knowledge about the rights of the people.

Key Messages:

- 1) Origin of the rights concept is in the 20th Century, after the 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 police 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 care givers.
- 7) 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 multi-caste- cultural-religious country, affects the rights of children. children are double marginalized if they belongs to the marginalized caste-class, in that girls experience further marginalization due to gender.
- 10) Child Protection requires Prevention, Intervention and Rehabilitation program for ensuring the rights of each child.

This part was ended with the Roll call movie of UNICEF, the purpose of showing the movie is to give a pictorial understanding about the situation of children in it.

About the film :

The Roll call: Source UNICEF India : <https://youtu.be/OjO-L61Z3Po>

Globally nearly 115 million children are involved in hazardous work. Children's over all development is affected due to various types of abuse Children are not subject to work for their survival and development. The short film focuses on Children should be at school and not at work..

Gender and Agency:

The Session was initiated with the picture of role that Girl or Women is playing 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 decision and break the boundaries that are stopping their development.

Session 2: Understanding Gender Roles, gender discrimination, patriarchy, agency and consent (30 min)

Activity 2: The session Started with Concept Card Discussion:

Facilitator : Dr. Sarita Shankaran



Ms. Pooja Yadav, Read the Messages that Girls want to express to the society about her life and asked above mentioned questions to initiate the discussion about the Gender Roles, gender discrimination, patriarchy, agency and consent. Dr. Sarita, asked the below mentioned questions to the Participants

Following questions were asked to the Trainers and responses from the participants:

- 1) What do you think is the main theme of the poster? तुमच्या मताप्रमाणे ह्या चित्राचा मुख्य विषय काय आहे?

Answers: The Concept Card is about the Girls aspirations to get education, to learn more to grow and become a leader. She is looking confident and she is demanding education, freedom and right to decide.

- 2) What does the girl say about society's notions about their capacities? मुलींच्या कुवत व क्षमतेच्या संदर्भात समाजाच्या धारणेबद्दल मुलगी काय सांगत आहे?

Answers: Girls are weak. They should not be allowed to go out like boys, if they are going out they might get rapped or anything wrong will happen to her. \

- 3) 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 finding it difficult to chase her dreams because she does not have any support. She is always under the restrictions of parents. People are considering that She has to work at home and education is not important for her. She is being treated differently than boys, this is affecting her overall development, like food is served very less to her or not allowed to play.

- 4) Who is responsible for enabling her to fulfil her dreams? मुलीला तिचे स्वप्न साकार करण्यासाठी मदत करण्याची जबाबदारी कोणाची आहे?

Answer: Her parents are responsible for enabling her to fulfil her dreams.

- 5) Why does she appeal to society to not get her married early? मुलगी समाजाला का विनंती करते कि तिचे लग्न लवकर लावू नये?

Answer: She is saying she can work hard but she wants to study and develop her life. early child will destroy her life.

After the question answer session following Key messages were given by the Facilitator.

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 reason 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) Girls individual identity needs to be nurtured and she should be given opportunities to develop to its full potential.
- 6) She should be treated as human being and not like a commodity.
- 7) She should be given a freedom to take her own decisions.

Observations:

The Participants were agreeing with the Explanations provided during the discussion but lack connection, may be due to the this section speaks more about the Patriarchy and discrimination that girls are facing .

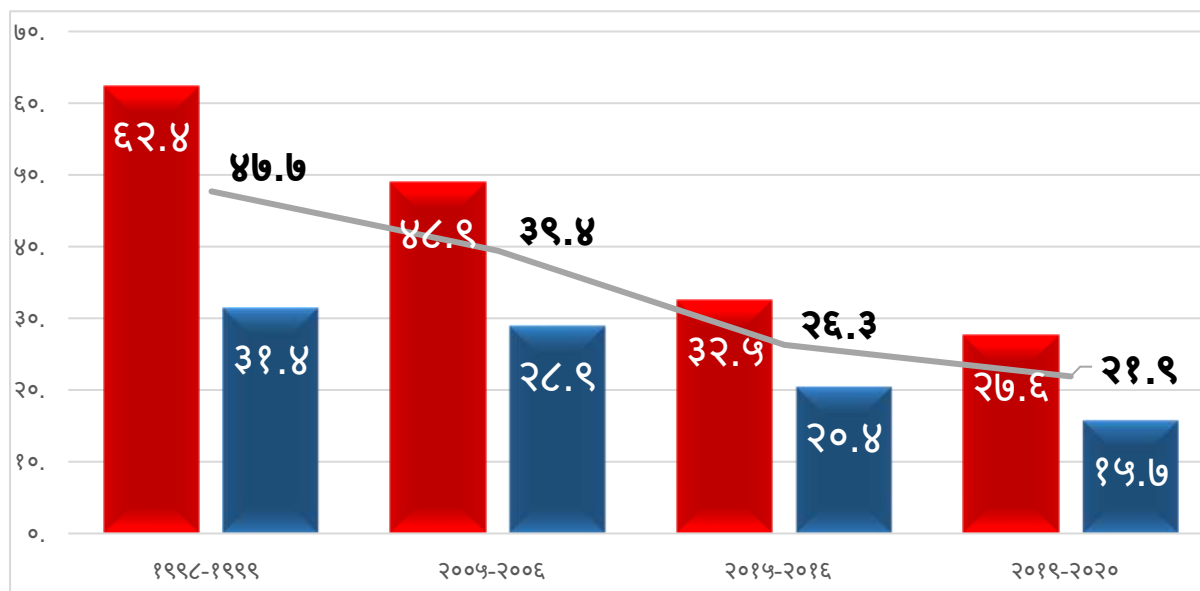
Activity 3: Child Marriage How Much ? where ? and Impact

Facilitator : Ms. Pooja Yadav

The facilitator started explaining that she is also at the early 30's, the presentation about the Concept card always make her think about her our life. she got the opportunity to get good education, she is post-graduate, knowledgeable and working in the social development sector. But the question of marriage is always around her, she at this age even though educated, has no right to take decision about her own marriage. She also found that since she is not at home most of the time due to her work schedule, people don't see her doing the socially accepted work that women is supposed to. In fact she is being labelled as outgoing girl, not a Cultured girl. All women participants here does the negotiations and compromise to reach office every day. It is import to recognize a single effort of the women. We are a progressive state and have the highest GDP in India. We are still coming in 5 major districts with high % of Child Marriage in India. She mentioned that in our state out of 10 people 7 have the smart phones but we are yet to reach to the highest goal of educating the girls till the 10 years. We need to examine ourselves and make sure to monitor ourselves to reach to SDG goal 5.2 to eradicating the Child Marriage and bring down the figure of the Child Marriage to 0. For doing this we need to understand where we stand today in these figures, as village as taluka as district and as state. Let's look at the data of NFHS 5 which is quite revealing and eye opening for all of us.

This PPT 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 co-relation with the Stunting of below 5 years children. Percentage of the girls completing 10 years of education and co-relation 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 %



Aurangabad, Jalna, Hingoli, Nanded, Osmanabad are among 18 Districts with the highest percentage of child marriage as compare to Maharashtra Average.

District	Percentage
Aurangabad	35.8%
Jalna	35.0%
Nanded	32.2%
Hingoli	37.1%
Osmanabad	36.6%



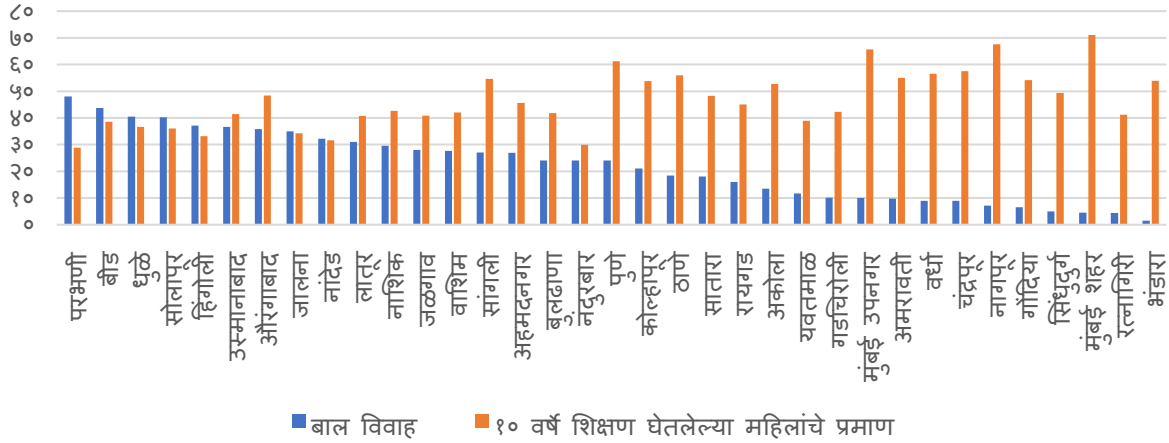
महाराष्ट्रातील बालविवाहांची जिल्हांवर व्याप्ती (NFHS-५)

क्र	जिल्हा	बालविवाहाचे प्रमाण
१	भंडारा	१.५
२	गोंदिया	६.५
३	नागपूर	७.१
४	रत्नागिरी	४.४
५	सिंधुदुर्ग	५.०
६	वर्धा	९.०
७	अमरावती	९.८
८	चंद्रपूर	९.०
९	मुंबई शहर	४.५
१०	मुंबई उपनगर	१०.०
११	गंधचिरोली	१०.१
१२	अकोला	१३.५
१३	रायगड	१६.०
१४	ठाणे	१८.४
१५	यवतमाळ	११.७
१६	कोल्हापूर	२१.०
१७	सातारा	१८.१

क्र	जिल्हा	बालविवाहाचे प्रमाण
१८	अहमदनगर	२६.९
१९	औरंगाबाद	३५.८
२०	बीड	४३.७
२१	बुलढाणा	२४.१
२२	धुळे	४०.५
२३	हिंगोली	३७.१
२४	जळगाव	२८.०
२५	जालना	३५.०
२६	लातूर	३१.०
२७	नांदेड	३२.२
२८	नंदुरबार	२४.०
२९	नाशिक	२९.६
३०	उस्मानाबाद	३६.६
३१	परभणी	४८.०
३२	पुणे	२४.०
३३	सांगली	२७.०
३४	वाशीम	४०.३
३५	अहमदनगर	२७.७

१०% पर्यंत	
११- २१.९%	
२१.९% पेक्षा जास्त	

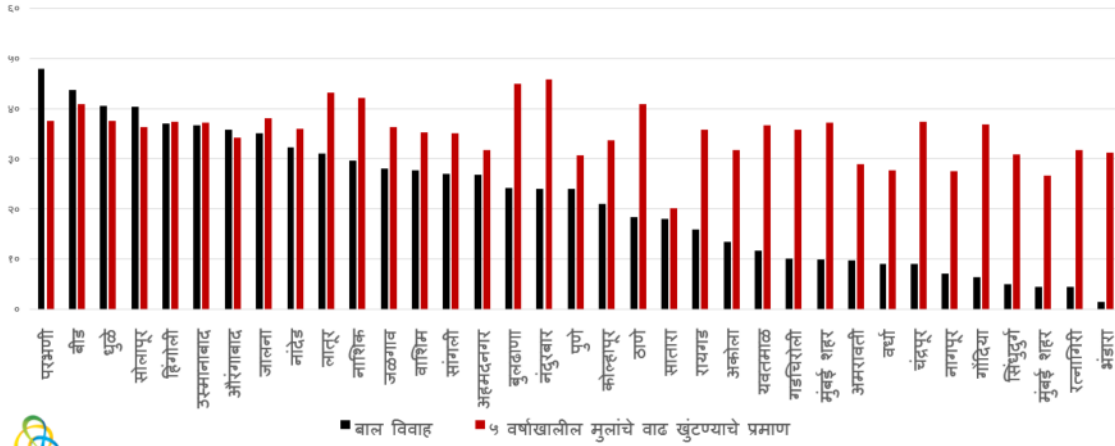
Girls completing 10 years of education District wise Presentation:



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



बाल विवाह व संततीची वाढ खुंटण्याचे प्रमाण याचा परस्पर संबंध (NFHS- ५)



Key Messages:

- 1) Trend of Child Marriages in Maharashtra from 1998 to 2020, shows that it has reduced to nearly 1/5th. However, this has taken a long time and we need to act now to end the child marriages in Maharashtra.
- 2) 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 has less than 50% of the girls who archive 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 girl lack the capacity to hold the child in her pelvic bone since her body is not fully developed, she is also a victim of anaemia and low BMI. Mother with these complications have shown the result of delivering a child with the 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 the 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, creates pregnancy complications and increase is infant mortality. Isolation of girl child impact her physically, psychologically.
- 7) Child Marriage has a larger impact on the health care and Economic development of the country.

A SAKSHYUM (Sushikshit(Educated ,Anubhavi(Experienced), Kushal (Skilled),Saman(Equal), Hushar (Intelligent) , Udyamshil(Entrepreneurial) and Mukta (Free) children of Maharashtra) Movie was shown to all the participants after the Discussion.

Session 3: Stakeholders to fight child marriage

Activity 1: Child Marriage Stakeholders and their roles

Facilitator: Dr. Sarita Shankaran, Child Rights Consultant.

Brief about the session :

Participants were asked to write a social belief that support the practices of child marriage. Participants have written the Social and other beliefs like Protection of girls, no schools near the village, Apathy of the Parents to educate girls, Lack of finance, particular social group belief that Girls education is not important, Social Beliefs and Apathy of the Community to respond to the child marriage, families with many girls, No Strong Support from family to girl, Migration of families.

After the Reasons/Beliefs provided by Participants Dr. Sarita explained about the word the Security and its corelation with the Sex of the Women. She explained that Girls protection hidden in the threat that society having about the sexuality of the girl. We have seen that 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 abuser. It is equally

important to think beyond the sexuality of the girl child and focus on the her overall development.

Whenever we are thinking about any particular social reasons, we should get in to the depth of it to understand the real reason.

After this explanation Aamchi Urmila Play was played:

Activity 2: Role- Play based on Aamchi Urmila(1 hr)

Step 1: Aamchi Urmila Play (Episode 10) was played till 3 min 55 sec- Aamchi Urmila a radio skit is built around a feisty but loved female protagonist, Urmila, a school teacher. After this participants were divided in to 9 groups, given a different characters, as a major stakeholders. where they were asked to discuss about the following question's and what can they do as per the role given to them to complete this play for stopping the child marriage.

Group Presentation:

- 1) Mother :
 - a. Girls should be provided with the Knowledge and skills, so that she can say no.
 - b. Understand the child and help to speak about her worries.
 - c. Don't push girls to marry, understand the her age is for playing and taking education.
 - d. Mother and father to ask for girls permission whether she is ready for marriage. even after the age of 18 years.
- 2) Father:
 - a. Not to Discriminate between girl and boy.
 - b. Give freedom to Girls to take her decision.
 - c. Make sure that along Girl complete her minimum 10 years of schooling and aspire for higher education.
 - d. Help her to grow in life.
- 3) Anganawadi and Asha Working:
 - a. Meet the parents and relatives of the girl and counsel them about the girls education.
 - b. Identify the houses with the Adolescent girls. Plan frequent visits there.
 - c. Work together and have communication about the Child Marriage with Adolescent girls.
 - d. Be a part of the VCPC's.

- 4) Gram Panchayat members:
 - a. Pass resolution in the gram Sabha for stopping the Child Marriage.
 - b. Intervene in the cases of stopping child marriage.
 - c. Work with CMPO's and Police.
- 5) District Child Protection Unit:
 - a. Create awareness about the PCMA Act at the village level.
 - b. Visit the house of the girl child to understand the situation.
 - c. In case of critical situation present the child to CWC for the protection.
 - d. Ask for Age proofs of the Bride and Groom.
 - e. Work in close coordination with CMPO, Police and Anganwadi.
 - f. Ensure the undertaking is written by the Relatives of the Girl including parents that they will marry her child only when she completes her 18 years of age.
- 6) Marriage Facilitators:
 - a. Say no to the Customer, if they found that it is child marriage.
 - b. Inform the nearer Police Station about the same.
 - c. Ask for the age proof from the bride and grooms family.
- 7) Teachers:
 - a. To help the girls to speak about the child marriage
 - b. To provide information about the PCMA Act.
 - c. Ensure the monitoring of girls dropping out of school.
 - d. Have meetings with parents frequently
 - e. Speak with Anganwadi workers to understand the family situation.
- 8) Relatives:
 - a. Don't pressurize the Girl or her parents to get marry.
 - b. Don't embrace child by saying you have grown now, need to get marry.
 - c. Support the girls education.
- 9) Child:
 - a. Talk to friend or teacher about child marriage.
 - b. Know about the CHILDLINE 1098.
 - c. Speak with parents about her disagreements.

After the group presentations, participants were asked to choose a one person from their group, who can take out these recommendations for completing the Aamchi Urmila play. All

the characters set together to develop a play and Then they performed a play in front of everyone. The solutions were based on the recommendations provided in the groups.

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

Facilitator : Dr. Sarita Shankaran

Key Messages:

- 1) Ending Child Marriages needs collaborated 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:

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 girls life who are married early age and the life of girls who are married after the age of 18 years.

End of Day One

Day 2:

Day 2, begin with reviewing the day 1 by participants. Due to participants were late and technical issue at the hall the session begun directly with the Laws presentation

Session 3: 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 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 than, 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 the Child Marriages.
- 2) It defines the minimum age of marriage for girl 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 situations potential that increase a girls risk to being marriage early.
- 5) Every frontline worker should work in close communication with girls 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 provide 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 lack 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.

Discussion:

It is asked by the DCPO unit staff that if the marriage has happened in the isolation that how to protect the child from that marriage. Nishit Sir replied that as per the law and court, the marriage has not happened as per the marriage law by registering it. Court has an opinion that they will not intervene in this type of matter. The PCMA says that if the child express that she is forced or beaten or abused to get marry, than the court can make the marriage null and vide by passing a order.

It has discussed by Nishit Sir, that State is under the process of reviving the PCMA Rules. He is also part of the Committee formed by the state under the guidance of Hon'ble Minister Yashomati Thakur for the same. Earlier in the PCMA rules only two paragraphs are mentioned about the CPMO role, Now the committee have tried to fix the process for prevention, Protection and Rehabilitation. The rules will also have the role definition.

Activity 2: Power Point Presentation on CSA and POCSO

Facilitator: Nishit Kumar

Mr. Nishit Kumar provided the background behind the POCSO Act passed in the 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 CHILLINE 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 CHILLINE, Activists and Advocates in the country. CHILLINE Episode in Satyamev 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 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 Lok Sabha and president of India signed the document on 14th November 2012.

In the beginning of the presentation, Highway film clip of the Alia Bhat "*Heera ki Kahani*"

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 the Uncle. The survivor is a runaway child and she confront about her disagreement to the abuse that she has faced, and wanted 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 about 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:

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

Understanding the PCMA:

- 7) This is a special act to address the sexual violence against children.

- 8) This act defines various types of sexual assaults- Sexual, aggravated sexual assault, penetrative, aggravated penetrative.

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.
- 9) 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.
- 10) Responsibility of protecting children CSA is on Teachers, Doctors, Priests, Police etc,
- 11) Punishments after amendments:

Offence	POCSO Act, 2012	2019 Bill
Use of child for pornographic purposes	<ul style="list-style-type: none"> Maximum: 5 years 	<ul style="list-style-type: none"> Minimum: 5 years
Use of child for pornographic purposes resulting in penetrative sexual assault	<ul style="list-style-type: none"> Minimum: 10 years Maximum: life imprisonment 	<ul style="list-style-type: none"> Minimum: 10 years (in case of child below 16 years: 20 years) Maximum: life imprisonment
Use of child for pornographic purposes resulting in aggravated penetrative sexual assault	<ul style="list-style-type: none"> Life imprisonment 	<ul style="list-style-type: none"> Minimum: 20 years Maximum: life imprisonment, or death.
Use of child for pornographic purposes resulting in sexual assault	<ul style="list-style-type: none"> Minimum: Six years Maximum: Eight years 	<ul style="list-style-type: none"> Minimum: Three years Maximum: Five years
Use of child for pornographic purposes resulting in aggravated sexual assault	<ul style="list-style-type: none"> Minimum: Eight years Maximum: 10 years 	<ul style="list-style-type: none"> Minimum: Five years Maximum: Seven years

After the presentation Komal Movie was shown to the Participants to ensure the pictorial recognition of the CSA that might be happening around them.

The film talks about the abuse 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.

Activity 3: Power Point Presentation – Juvenile Justice (Care and Protection Act), 2015

Facilitator: Dr. Sarita Shankaran

Medium: Zoom Call

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) Child Welfare committee who seats 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 protected environment for children, CWC ensures to provide the same, function for the Best interest of the child.

Discussion:

Child affected with the Child Marriage is also coming under child in need of care and protection. She introduced the CWC member, since she was present for the Training to everyone and asked the ICDS supervisors and LHV's to coordinate or communicate with the CWC's in case any child protection related cases.

Observation :

Participants shown their interest in understanding this law since they felt that this is very important law, LHV's and ICDS Supervisors shared that they have heard about the law but not sure its content. CWC is very important forum for children and it should be accessible for all and information regarding the same should be given to all the people.

Lunch Break:

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.

Discussions and Observations:

Participants enjoying the session and understanding the skills with different activities.

This was the first time this type of training was taken by the WCD, ICDS supervisors were sharing. The average age of the participants were between 45-55 years. This has also caused

that some of them were not performing some of the activities. We observed that two physically abled Trainers were also part of this training and they thoroughly participated in the session.

Some Participants were hurry, since they are staying far from the Kalamnuri. They were asked to leave the session.

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 need to collective actions.

Hingoli Certificate Distribution ceremony held in presence of Hon'ble Residential District Collector Ms. Suryavanshi Sir, Hon'ble Upper District Collector Mr. Berge Sir Felicitating Certificate of Participation to Master Trainers at DTDC hall, Hingoli on 15th and 16th Feb 2021.

Feedback Quotes :

Ms. Kusum Waghmare, LHV, Health Department, she shared that “ very few opportunities we get to work for the others, I am about to get retired in next 5-6 years. I have decided that I give my time, energy and knowledge for ending child marriage. I am responsible for stopping child marriages.

Ms. Asha Paikrao, ICDS Supervisor, Women and Child Development Department, she mentioned that “ I learn that it is important to work for changing the social behaviour of the society for ending child marriage. The training was helpful to understand this complex issue very easily. I am feeling energetic and got the vision to work towards it.

Feedback form Analysis :

Section 1 & 3 :

Total 66 participants filled feedback form, almost all the sessions are rated between 3-4 mark by almost all the participants. Out of 66 who filled form 61 participants have expressed that they are feeling confident now and will definitely conduct this TOT program among AWW/ANM's.

63 participants have expressed that they have learned new things through this training. 61 shared that they will definitely intervene in the cases for stopping child marriage. 34 people think that it is most important to have strong law implementation, there is need to educate community through campaigns and promoting education of both boys and girls is very important for effectively addressing the issue of child marriage and stopping child marriage.

Comparison of responses to the pre and post-test (Section 2) questions:

1. Who is a child as per law?

In Hingoli, only 29 of the 43 participants felt that a child is a person below the age of 18 years. However, in the post-test, this number showed a significant increase and 42 participants answered correctly.

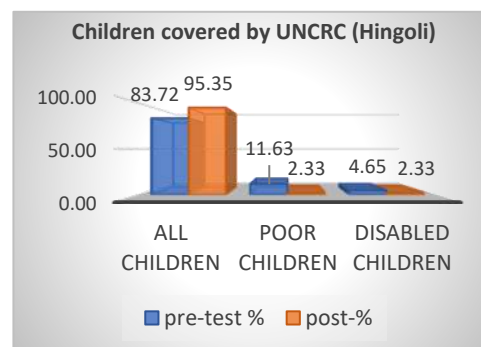
Legal age of child (Hingoli)	Pre-test %	Post-test %
Below 18 years	67.44	97.67
Below 16 years	9.30	0.00
Below 14 years	20.93	2.33
Not answered	2.33	0.00
Total	100.00	100.00

As seen in the table, the proportion of participants choosing the correct option increased from 67% to 97%. While there were a significant number of participants who thought that 14 was

the legal age for a child, they were able to revise and correct this misconception due to the training inputs.

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

The participants at Hingoli were also able to use the training to revise their knowledge of UNCRC. As seen in the chart, the proportion of participants choosing the correct option increased from 83% to 95%. This indicates that the participants were able to understand the scope of the UNCRC and see child rights as being universally applicable.



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

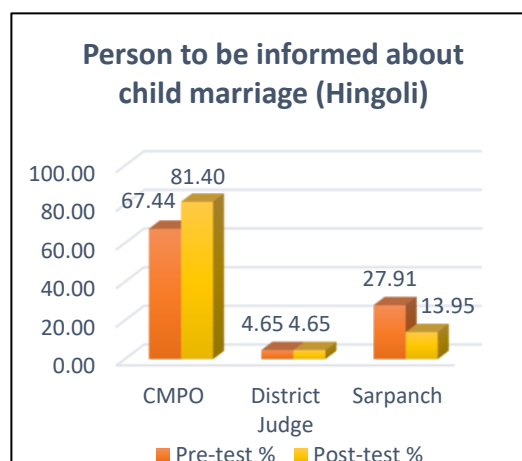
The response to the question on which law can be used to provide protection to any child, had the following response at Hingoli:

Laws for Child protection	pre-test %	Post-test %
CLPRA	32.56	11.63
JJ Act	39.53	65.12
POCSO	25.58	23.26
NA	2.33	0.00
Total	100	100

As seen in the table above, pre-test data showed that, even though a majority of the participants chose JJ Act as the main law for child protection, a significant proportion also chose the child labor act and POCSO. However, after the training, the proportion of participants choosing JJ Act increased significantly (from 39.5% to 65%). The numbers of participants choosing CLPRA and POCSO reduced, in the post-test. This indicates that the participants at Hingoli were able to connect the JJ Act to the other laws for children. This change can definitely be attributed to the training inputs.

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

The response to the question on who should be informed regarding a child marriage also indicated a better understanding of the process of handling child marriage situations. 81.4% participants responding correctly in the post-test as against 67.4% in the pre-test. This indicates a better understanding of the PCMA and the designated persons under this law, who are responsible for intervening in child marriage situations. As compared to Aurangabad and Nanded, this difference was higher.



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

Reasons for child marriage (Hingoli)	pre-test %	post-test %
Ignorance of law	60.47	74.42
Girls not valued	16.28	16.28
Fear of elopement	23.26	9.30
Total	100	100

As seen in the table above, 64.4% of the participants felt that child marriages happened because people were ignorant of the law. This number increased to 74.4% in the post-test. This meant that the participants continued to believe that people were ignorant of the law. However, the numbers of participants who thought that fear of elopement was a factor, reduced significantly, in the post-test. This also indicates that the training was able to clear up some of the misconceptions regarding the cause for child marriage.

Photos:



Photo 1: Hon'ble Mr. V.G.Shinde, District Women and Child Development Department, Ms. Sarswati Korde, District Child Protection Unit, Ms. Aruna Sangewar, District Supply Officer, Hingoli were present for the Inauguration program.



Photo 2: of Hon'ble Residential District Collector Ms. Suryavanshi Sir, Hon'ble Upper District Collector Mr. Berge Sir Felicitating Certificate of Participation to Master Trainers.



Photo 3: Role of Stakeholders for ending child marriage, group discussion session.



Photo 4: Session on Scope of Child Marriage in Maharashtra and its implications.



Photo 5: Master Trainer Ms. Anjali Jadhav, Trainer, Health Department Expressing her feedback about the TOT program.

Report 4: Osmanabad TOT program

- i. DPDC Hall, Central Administrative Building, Osmanabad
- ii. Date: 4th and 5th March 2021
- iii. . Participants: 64

Sr. No.	Department	Designation	Total Number
1	Women & Child Development	Anganwadi Supervisor	17
		Anganwadi Sevika	4
2	Health	BNO	6
		LHV	1
		ANM	1
3	Education	Education Extension Officers	11
4	CHILDLINE 1098	Team	3
5	ICPS/DWCD	Team	17
6	NGO	Director's	4
	Total		64

iv. Welcome and Inauguration:

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

Mr. Kiran 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 Sir

Mr. Nishit Kumar, Founder and Chairman, SBC³, given the introductory speech, he mentioned that UNICEF and SBC³ 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 the 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, Jyotirao and Savitri Bai Phule, Bal Gangadhar Tilak also the legendary sports person Sachin Tendulkar. But we need to think that 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's 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 right age. This will turn in to delay in pregnancy and will be able to deliver the 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 Ms. Additional Collector Ms. Awale, Mr. Nipanikar Sir, DWCD Hingoli and Mr. Kove Sir, District Child Protection Officer AND, Mr. Shelke sir, DPO, DWCD office were present for the Inauguration program.

Mr. Nipanikar Sir, DWCD, initiated his talk by addressing all the department, to listen to the trainers properly. Since the Stunting and wasting, low IQ's are the common factors that we all deal collectively as department's. he explained that it is a time to give support and strength to each other for ending child marriage. He mentioned that DWCD office has succeeded in stopping 28 child marriages in the Covid 19. The biggest issue that is ignored in the case of child marriage is Rehabilitation of the child. There is need to address it and work on it together by facilitating the families to access the government schemes. We all departments have worked in Covid 19 and needs to be form a movement to end child marriage in our district.

Ms. Awale, Additional Collector, Osmanabad, Shared that she was posted in the Mokhada District, where she found that % of child marriage is very less in general but it is very high in particular community. We need to identify the social beliefs, norms and customs of the communities and mould our narratives while initiating dialogues with them. It is important to identify the reasons at the ground more effectively to deal with the cases. Being a trainers you should motivate people to respond to the cases of ask for the support from DCPO and collector office in case of emergency situation. She shared her number with everyone for easy access and in case of emergency.

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 Project(UNICEF) to provide the details about the Schedule of the TOT and Rules that everyone needs to follow during the TOT program.

Before the session for highlighting the importance of using mask, sir conducted one small act, where he acted that we can look beautiful, we can speak and breath even after we wear a mask.

vii. Sessions brief :

Session 1: Rights, Gender 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 Power point 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). Only three Trainer, scored 20 out of 20.) . He mentioned that participant with the score of 14-18 has a basic knowledge about the laws, participants below the score of 14, needs to gain more knowledge about the rights of the people.

Key Messages:

- 1) Origin of the rights concept is in the 20th Century, after the 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 police 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 care givers.
- 7) 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 multi-caste- cultural-religious country, affects the rights of children. children are double marginalized if they belongs to the marginalized caste-class, in that girls experience further marginalization due to gender.
- 10) Child Protection requires Prevention, Intervention and Rehabilitation program for ensuring the rights of each child.

This part was ended with the Roll call movie of UNICEF, the purpose of showing the movie is to give a pictorial understanding about the situation of children in it.

About the film :

The Roll call: Source UNICEF India : <https://youtu.be/OjO-L61Z3Po>

Globally nearly 115 million children are involved in hazardous work. Children's over all development is affected due to various types of abuse Children are not subject to work for their survival and development. The short film focuses on Children should be at school and not at work..

Gender and Agency:

The Session was initiated with the picture of role that Girl or Women is playing 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 decision and break the boundaries that are stopping their development.

Session 2: Understanding Gender Roles, gender discrimination, patriarchy, agency and consent

Activity 2: The session Started with Concept Card Discussion:

Facilitator : Ms. Pooja Yadav



Ms. Pooja Yadav, Read the Messages that Girls want to express to the society about her life and asked above mentioned questions to initiate the discussion about the Gender Roles, gender discrimination, patriarchy, agency and consent. Dr. Pooja, asked the below mentioned questions to the Participants

Following questions were asked to the Trainers and responses from the participants:

- 1) What do you think is the main theme of the poster? तुमच्या मताप्रमाणे ह्या चित्राचा मुख्य विषय काय आहे?

Answers: The concept card is about the girls who wants to educate and not to get marry early age.

- 2) What does the girl say about society's notions about their capacities? मुलींच्या कुवत व क्षमतेच्या संदर्भात समाजाच्या धारणेबद्दल मुलगी काय सांगत आहे?

Answers: Girls are subject to work for the house. She should look beautiful and she should be protected by boys. She should not go alone. She should get marry early and have kids.

- 3) What according to her, is preventing her from achieving her dreams? हया मुलीच्या मताप्रमाणे, तिला तिचे स्वप्न साकार करण्यात काय अडचणी आहेत?

Answer: Since she is pushed to get marry early. She is not getting support from the family and everyone put restrictions on her mobility and behaviour.

- 4) Who is responsible for enabling her to fulfil her dreams? मुलीला तिचे स्वप्न साकार करण्यासाठी मदत करण्याची जबाबदारी कोणाची आहे?

Answer: we all are responsible to fulfil her dreams.

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

Answer: because she wants to fly and she is explaining that this whole world is within my reach.

After the question answer session following Key messages were given by the Facilitator.

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 reason 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) Girls individual identity needs to be nurtured and she should be given opportunities to develop to its full potential.
- 6) She should be treated as human being and not like a commodity.
- 7) She should be given a freedom to take her own decisions.

Observations:

The Participants were agreeing with the Explanations provided during the discussion but lack connection, may be due to the this section speaks more about the Patriarchy and discrimination that girls are facing . women were more explaining about the situation and men explaining the situation at the home. District Collector while meeting has also shared that the Patriarchy is very deep routed and functional generally in the Osmanabad.

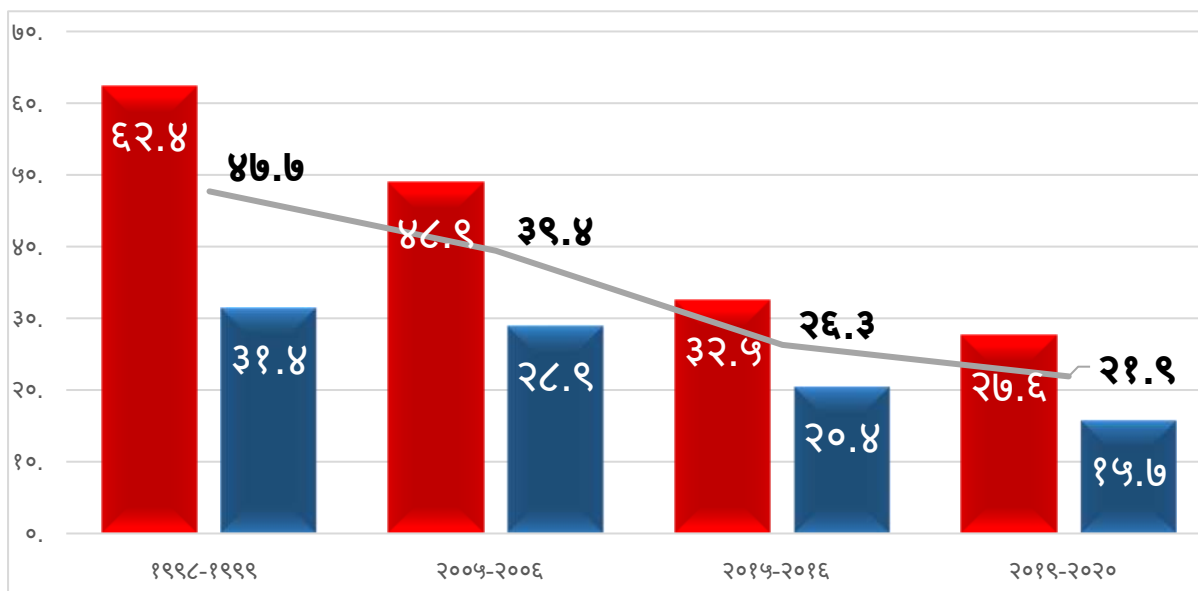
Activity 3: Child Marriage How Much ? where ? and Impact

Facilitator : Ms. Pooja Yadav

The facilitator started explaining that she is also at the early 30's, the presentation about the Concept card always make her think about her our life. she got the opportunity to get good education, she is post-graduate, knowledgeable and working in the social development sector. But the question of marriage is always around her, she at this age even though educated, has no right to take decision about her own marriage. She also found that since she is not at home most of the time due to her work schedule, people don't see her doing the socially accepted work that women is supposed to. In fact she is being labelled as outgoing girl, not a Cultured girl. All women participants here does the negotiations and compromise to reach office every day. It is import to recognize a single effort of the women. We are a progressive state and have the highest GDP in India. We are still coming in 5 major districts with high % of Child Marriage in India. She mentioned that in our state out of 10 people 7 have the smart phones but we are yet to reach to the highest goal of educating the girls till the 10 years. We need to examine ourself and make sure to monitor ourselves to reach to SDG goal 5.2 to eradicating the Child Marriage and bring down the figure of the Child Marriage to 0. For doing this we need to understand where we stand today in these figures, as village as taluka as district and as state. Let's look at the data of NFHS 5 which is quite revealing and eye opening for all of us.

This PPT 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 corelation with the Stunting of below 5 years children. Percentage of the girls completing 10 years of education and corelation 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 %



Aurangabad, Jalna, Hingoli, Nanded, Osmanabad are among 18 Districts with the highest percentage of child marriage as compare to Maharashtra Average.

District	Percentage
Aurangabad	35.8%
Jalna	35.0%
Nanded	32.2%
Hingoli	37.1%
Osmanabad	36.6%



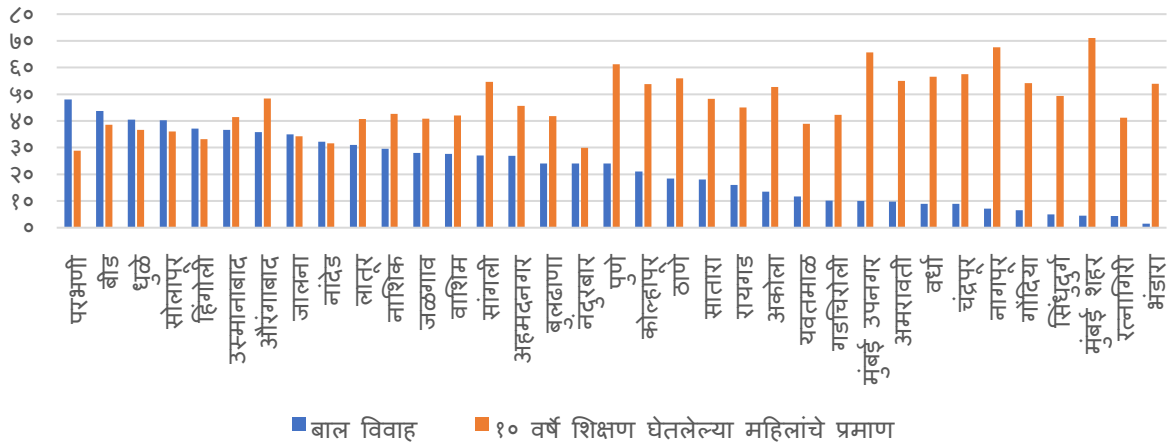
महाराष्ट्रातील बालविवाहांची जिल्हांवर व्याप्ती (NFHS-५)

क्र	जिल्हा	बालविवाहाचे प्रमाण
१	भंडारा	१.५
२	गोंदिया	६.५
३	नागपूर	७.१
४	रत्नागिरी	४.४
५	सिंधुदुर्ग	५.०
६	वर्धा	९.०
७	अमरावती	९.८
८	चंद्रपूर	९.०
९	मुंबई शहर	४.५
१०	मुंबई उपनगर	१०.०
११	गंधारिणी	१०.१
१२	अकोला	१३.५
१३	रायगड	१६.०
१४	ठाणे	१८.४
१५	यवतमाळ	११.७
१६	कोल्हापूर	२१.०
१७	सातारा	१८.१

क्र	जिल्हा	बालविवाहाचे प्रमाण
१८	अहमदनगर	२६.९
१९	औरंगाबाद	३५.८
२०	बीड	४३.७
२१	बुलढाणा	२४.१
२२	धुळे	४०.५
२३	हिंगोली	३७.१
२४	जळगाव	२८.०
२५	जालना	३५.०
२६	लातूर	३१.०
२७	नांदेड	३२.२
२८	नंदुरबार	२४.०
२९	नाशिक	२९.६
३०	उस्मानाबाद	३६.६
३१	परभणी	४८.०
३२	पुणे	२४.०
३३	सांगली	२७.०
३४	वाशीम	४०.३
३५	अहमदनगर	२७.७

१०% पर्यंत	
११- २१.९%	
२१.९% पेक्षा जास्त	

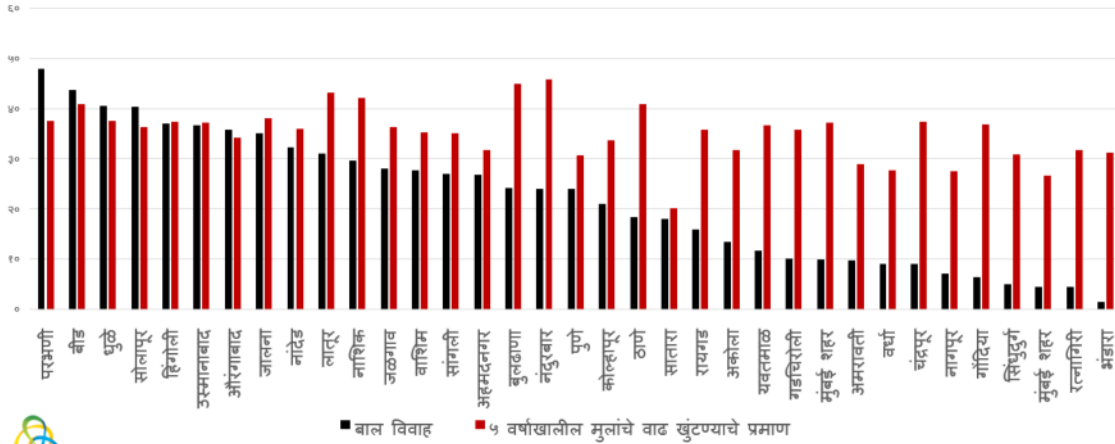
Girls completing 10 years of education District wise Presentation:



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



बाल विवाह व संततीची वाढ खुंटण्याचे प्रमाण याचा परस्पर संबंध (NFHS- ५)



Key Messages:

- 1) Trend of Child Marriages in Maharashtra from 1998 to 2020, shows that it has reduced to nearly 1/5th. However, this has taken a long time and we need to act now to end the child marriages in Maharashtra.
- 2) 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 has less than 50% of the girls who archive 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 girl lack the capacity to hold the child in her pelvic bone since her body is not fully developed, she is also a victim of anaemia and low BMI. Mother with these complications have shown the result of delivering a child with the 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 the 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, creates pregnancy complications and increase in infant mortality. Isolation of girl child impact her physically, psychologically.
- 7) Child Marriage has a larger impact on the health care and Economic development of the country.

Session 3: Stakeholders to fight child marriage

Activity 1: Child Marriage Stakeholders and their roles

Facilitator: Ms. Pooja Yadav

Brief about the session :

Participants were asked to write a social belief that support the practices of child marriage. Participants have written the Social and other beliefs like if the girl is not in school and she is forced to get marry early, to reduce the financial burden, if the girls are failed in the std 7-9th they are forced to get marry, In absence of proper facilities for the accessing the education, if both mother and father are migrants or working whole day, for the protection of girl child, abusive or drunkard father, family without, in case love matters, social customs of some communities, in case child is victim of abuse .

After the Reasons/Beliefs provided by Participants Ms. Pooja, explained about the word the Security and its correlation with the Sex of the Women. She explained that Girls protection hidden in the threat that society having about the sexuality of the girl. We have seen that 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 abuser. It is equally important to think beyond the sexuality of the girl child and focus on the her overall development.

Whenever we are thinking about any particular social reasons, we should get in to the depth of it to understand the real reason.

After this explanation Aamchi Urmila Play was played:

Activity 2: Role- Play based on Aamchi Urmila

Step 1: Aamchi Urmila Play (Episode 10) was played till 3 min 55 sec- Aamchi Urmila a radio skit is built around a feisty but loved female protagonist, Urmila, a school teacher. After this participants were divided in to 9 groups, given a different characters, as a major stakeholders. where they were asked to discuss about the following question's and what can they do as per the role given to them to complete this play for stopping the child marriage.

Group Presentation:

1) Mother :

- a. Girls should be provided with the Knowledge and skills, so that she can say no.
- b. Understand the child and help to speak about her worries.
- c. Don't push girls to marry, understand the her age is for playing and taking education.
- d. Mother and father to ask for girls permission whether she is ready for marriage even after the age of 18 years.

2) Father:

- a. Understand the Economic condition and work towards fulfilling the basic needs of the girls including education.
- b. Seek for the help in case of insolvency from the government for help.
- c. Stop marriage discussions among relatives.

3) Anganawadi and Asha Working:

- a. Continues Home visits to the adolescent girls.
- b. Observing the Domestic violence cases.
- c. Informing the Parents about PCMA.

4) Gram Panchayat members:

- a. Facilitate the schemes for the poor families and their girls
- b. Meeting the parents and their relatives for stopping the marriage
- c. Encouraging for the higher education
- d. Informing police and district administration
- e. Facilitating the enrolment of girl child in schools.

- 5) District Child Protection Unit:
 - a. Informing Child Marriage Prohibition officer
 - b. Counselling of family
 - c. Work in close coordination with Anganwadi workers
 - d. Presenting the Child to CWC
 - e. Follow up with child till she reach the legal age of marriage
 - f. Work with CHILDLINE during the case
 - g. Getting information from school about the age of the child.
- 6) Marriage Facilitators:
 - a. Ask for age proof of the bride and groom before taking any order.
 - b. Confront the vendors and ask them to stop the marriage
 - c. Put up a Board outside the store or house regarding PCMA Rules.
- 7) Teachers:
 - a. Encouraging parents to complete their girls education till 10 years
 - b. Monitoring the girls drop out number
 - c. Stop child marriage Pledge ceremony during the prayer time
 - d. To form the adolescent girls groups and aware the groups about the PCMA act and Child Marriage issues.
 - e. Parents teachers meetings, SMC's needs to be trained regarding PCMA and child marriage impact.
 - f. Organizing Competitions and cultural programs for discussion on the Child Marriage
 - g. Visiting the Drop out girls houses
 - h. Arranging Complaint box in the school
 - i. Aware the Adolescent girls about the sexual reproductive health.
 - j. Putting up CHILDLINE 1098 Boards in the schools.
- 8) Relatives:
 - a. Speak with the parents who are in process of arranging the marriage.
 - b. Understand the impact of child marriage on girl and speak about it in the family
 - c. Don't allow girl to leave her education
 - d. Support the parents in case the marriage communication is restricted.
- 9) Child:
 - a. Talk to friend or teacher about child marriage.
 - b. Know about the CHILDLINE 1098
 - c. Speak with parents about her disagreements.

After the group presentations, participants were asked to choose a one person from their group, who can take out these recommendations for completing the Aamchi Urmila play. All the characters set together to develop a play and Then they performed a play in front of everyone. The solutions were based on the recommendations provided in the groups. The Participants were not able to come to conclusion but it has observed that role of Teacher is highlighted the most for stopping the child marriage. The Girl child part was played by the men, that was the major distinctive of the play.

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

Facilitator : Dr. Sarita Shankaran

Medium: Zoom Call

Key Messages:

- 1) Ending Child Marriages needs collaborated 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:

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 girls life who are married early age and the life of girls who are married after the age of 18 years.

End of Day One

Day 2:

Day 2, begin with reviewing the day 1 by participants. Due to participants were late and technical issue at the hall the session begun directly with the Laws presentation

Session 3: 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 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 than, 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 the Child Marriages.
- 2) It defines the minimum age of marriage for girl 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 situations potential that increase a girls risk to being marriage early.
- 5) Every frontline worker should work in close communication with girls 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 provide 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 lack 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) Individually child can approach the Child Protection system about it before the marriage.

Discussion:

- 1) There is an issue of follow up with the girls family, it becomes difficult, since tracking each family becomes difficult for the DCPO unit. There has to be string punishment in the PCMA act, which will also provide the rights to the CMPO to take action.

Ms. Pooja explained that for the close monitoring we need to have VCPC's in place at every village, this will also work for monitoring of the every child in the field.

Mr. Nishit explained that every time we can't impose the strict laws, it is community responsibility and we should develop a positive dialogue with the family or relatives of the family.

- 2) The PCMA act does not provide the right to child to talk about her marriage and support her disagreement. This should be change.

Ms. Nishit explained that there is provision that it should be stopped before the marriage and it becomes difficult to null and vide the marriage. It is like suicide, if someone is saying about the suicidal thoughts, we should counsel him/her there, and support him/ her to come out of it. Once the suicide is done there is nothing that we can change.

Ms. Nishit shared that State is under the process of amending the PCMA State Rules. He is also part of the Committee formed by the state under the guidance of Hon'ble Minister Yashomati Thakur for the same. Earlier in the PCMA rules only two paragraphs are mentioned about the CPMO role, Now the committee have tried to fix the process for prevention, Protection and Rehabilitation. The rules will also have the role definition.

Activity 3: Power Point Presentation – Juvenile Justice (Care and Protection Act), 2015

Facilitator: Dr. Sarita Shankaran

Medium: Zoom Call

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) Child Welfare committee who seats 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 protected environment for children, CWC ensures to provide the same, function for the Best interest of the child.

Discussion:

JJ Act is for all children, it does not exclude anyone, so it is applicable to the Children affected with child marriage. it is important to produce the child in front of CWC, even in case of child marriage. the question was raised regarding if the parents are not ready for producing their child in case of Child marriage than what DCPO or CHILLINE can do. In this case is it is advice to take the Parents to the CWC and note the child marriage. Undertaking from each Relative should be signed and the documents recovered in the child marriage should be submitted to CWC.

Observation :

Education Department, was seen more enthusiastic to discuss about the CNCP and CCL. They have found this act very important to understand the children, since most of the time they are don't know where to take the children if they found in the school. Teacher shared that one of her Class student was not able to attend the school and she found that she is going to

get marry in next 4 days. She was not aware about the CHILDINE 1098 helpline number. Nishit sir asked her to first report it to the CHILDINE 1098 and DCPO to take the cognizance in this case.

Activity 2: Power Point Presentation on CSA and POCSO

Facilitator: Nishit Kumar

Mr. Nishit Kumar provided the background behind the POCSO Act passed in the 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 CHILDINE 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 Satyamev Jayate, the show is an Indian television talk show aired on various channels within Star Network a long 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 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 14th November 2012.

In the beginning of the presentation, Highway film clip of the Alia Bhat” Heera ki Kahani”

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 the Uncle. The survivor is a runaway child and she confront about her disagreement to the abuse that she has faced, and wanted 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 about 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 injures and change in behaviour of child should be understand.
- 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"> Maximum: 5 years 	<ul style="list-style-type: none"> Minimum: 5 years
Use of child for pornographic purposes resulting in penetrative sexual assault	<ul style="list-style-type: none"> Minimum: 10 years Maximum: life imprisonment 	<ul style="list-style-type: none"> Minimum: 10 years (in case of child below 16 years: 20 years) Maximum: life imprisonment
Use of child for pornographic purposes resulting in aggravated penetrative sexual assault	<ul style="list-style-type: none"> Life imprisonment 	<ul style="list-style-type: none"> Minimum: 20 years Maximum: life imprisonment, or death.
Use of child for pornographic purposes resulting in sexual assault	<ul style="list-style-type: none"> Minimum: Six years Maximum: Eight years 	<ul style="list-style-type: none"> Minimum: Three years Maximum: Five years
Use of child for pornographic purposes resulting in aggravated sexual assault	<ul style="list-style-type: none"> Minimum: Eight years Maximum: 10 years 	<ul style="list-style-type: none"> Minimum: Five years Maximum: Seven years

After the presentation Komal Movie was shown to the Participants to ensure the pictorial recognition of the CSA that might be happening around them.

The film talks about the abuse 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.

Lunch Break:

Session 4: Communication Skills:

Facilitator: Mr. Nishit Kumar

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

Key Messages:

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

Discussions and Observations:

Participants enjoying the session and understanding the skills with different activities.

This was the first time this type of training was taken by the WCD, ICDS supervisors were sharing. The average age of the participants were between 45-55 years. This has also caused that some of them were not performing some of the activities. We observed that two physically abled Trainers were also part of this training and they thoroughly participated in the session.

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 need to collective actions.

Certificate Distribution held in the presence of Mr. Shelake, DPO, WCD and Mr. Kove, DCPO.

Feedback Quotes :

Mr. Ganpati Chadare, Social worker, Tata Institute of social Sciences, she expressed that “ Linking the child rights to the Indian Constitution was the most important thing I believe. You are able to provide us Laws information in very briefly and easy way. I learn as a trainer that we should be prepare for providing any type of training to anyone. This two days TOT program in Osmanabad is very important for going towards the ending child marriage.

Ms. Manisha Sukale, LHV, Heath Department, provided her feedback that “ We have been interacting with the cases of child marriage or hearing about it but due to lack of information to intervene in it was stopping us to getting in to it. This two days’ workshop is very important to learn about the PCMA, Child protection systems and CHILDLINE 1098. I take this oath that I will stop the child marriage and, also will not allow anyone to do child marriage.

Feedback form Analysis :

Section 1 & 3:

Total 56 participants filled feedback form, almost all the sessions are rated between 3-4 mark by almost all the participants. Out of 56 who filled form 49 participants have expressed that they are feeling confident now and will definitely conduct this TOT program among AWW/ANM’s.

51 participants have expressed that they have learned new things through this training. 49 shared that they will definitely intervene in the cases for stopping child marriage. 28 people think that it is most important to have strong law implementation , there is need to educate community through campaigns and promoting education of both boys and girls is very important for effectively addressing the issue of child marriage and stopping child marriage.

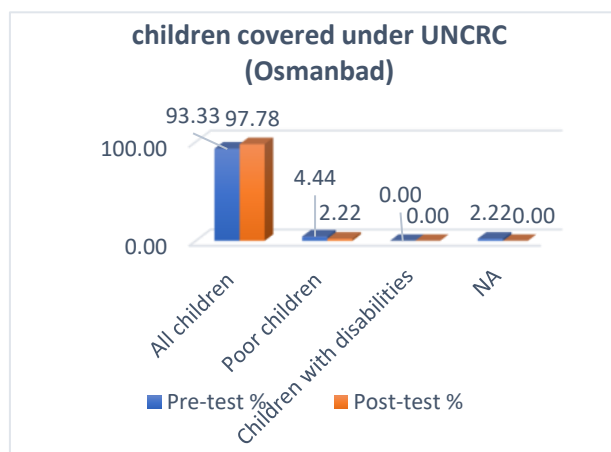
Comparison of responses to the pre and post-test (Section 2) questions:

1. Who is a child as per law?

Legal age of child (Osmanabad)	Pre-test %	Post-test %
Below 18	82.22	93.33
Below 16	0.00	2.22
Below 14	17.78	4.44
NA	0.00	2.22
Total	100	100

As seen in the table above, 82% of the participants felt that a child is a person below the age of 18 years. However, at the end of the training, this proportion increased to 93%. It is significant that the proportion of participants who chose the option -below 14 years, reduced significantly in the post-test. Thus, the training inputs were able to clarify this wrong notion among the participants.

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



A majority of the participants (over 93%) were aware of the UNCRC and felt that it was applicable to all children. This was the highest among all the four districts. In the post-test, 97.7% participants chose this option. Unlike other districts, none of the participants felt that the UNCRC was only for disabled children. This understanding of the universal nature of the UNCRC was a result of the training inputs.

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

Laws to protect children	Pre-test %	Post-test %
CLPRA	28.89	20.00
JJ Act	64.44	60.00
POCSO	6.67	17.78
NA	0.00	2.22
Total	100	100

As seen in the table above, the proportion of participants who chose JJ Act as the law that provides overall protection to children, reduced from 64% to 60% in Osmanabad. However, the numbers of participants who were aware of POCSO increased from 6% to 17.7%. This indicates that the participants were not able to understand the relevance of the JJ Act and its linkage to the overall child protection issues of children. However, more numbers of participants were able to understand POCSO which was the result of the training inputs.

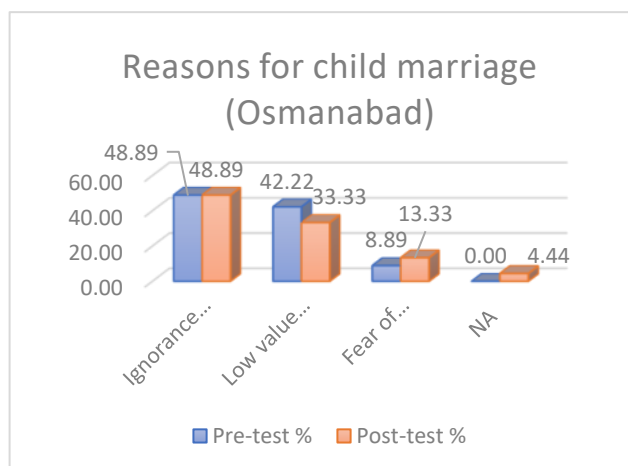
4. Who should be immediately informed of a child marriage that is about to take place?

Person to inform regarding child marriage (Osmanabad)	Pre- test %	Post- test %
CMPO	80.00	95.56
District Judge	0.00	0.00
Sarpanch	17.78	4.44
NA	2.22	0.00
Total	100	100

Participants in Osmanabad were aware of the importance and role of the CMPO with regard to intervening in child marriage situations. As seen in the table above, a significantly larger proportion of participants selected the correct response. They were clearly more aware of the process of dealing with a case of child marriage.

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

As seen in the chart, the percentage of participants who believed that child marriages occurred due to people's ignorance of the law, was much lower than other districts. A much larger proportion (42.2%) understood that the low value accorded to girls was the reason for these marriages. The post-test indicated a slight decrease in the numbers of participants who chose this option. They now felt that fear of elopement was also a reason for child marriages. This indicates that they had internalized the training inputs and understood that gender discrimination was a major factor in child marriages.



Photos:



Photo 1: Hon'ble Additional District Collector Ms.Awale, Mr. Nipanikar, DWCD officer, Mr. Kove, DCPO, Mr. Mr. Shelke sir, DPO Mr. Nishit Kumar, Founder and Managing Director were present for the Inauguration of the program.



Photo 2: Group Discussion of stakeholders for Completing *Amchi Urmila* Play for stopping child marriage.



Photo 3: Mr. Nishit Kumar, Presenting on Rights of Children



Photo 4 : Mr. Shelke, DPO, DWCD and Mr. Kove, DCPO presenting certificate to Master Trainer.



Photo 5: Stakeholders Analysis, s what can we do ?_Group Presenting their play for ending child marriages.

Annexures

Annexure 1: Letter to Districts for ECM program - Sample Letter



प्रति,

दिनांक : २० नोव्हेंबर २०२०

श्री. कौस्तुब दिवेगावकर (भा. प्र. से.)
जिल्हाधिकारी कार्यालय,
सोलापूर- औरंगाबाद हायवे, समर्थ नगर,
लक्ष्मी नगर, उस्मानाबाद
महाराष्ट्र : ४१३ ५०९

विषय - उस्मानाबाद जिल्ह्यातील बाल विवाह निर्मूलनासाठी युनिसेफ - एस.बी.सी ३ च्या कृती योजनेस सहकार्य करणे बाबत.

संदर्भ: (जा. क्र. मराबासंसं/युनिसेफ-एसबीसीसी ३/बाविनिर्मूलनकृतीयोजना/२०२०-२०२१/८४०/ दिनांक १७/११/२०२०)

माननीय महोदय,

महाराष्ट्र सरकारच्या महिला व बाल विकास विभाग, युनिसेफ आणि सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन (SBC³) यांच्या संयुक्त विद्यमाने मागील दीड वर्षात संपूर्ण महाराष्ट्रभर अभ्यास करण्यात आला होता, यामध्ये मराठवाडा मधील औरंगाबाद, जालना, हिंगोली, नांदेड, उस्मानाबाद या पाच जिल्ह्यांत विभागीय सल्लामसलत सत्र आयोजित करून महाराष्ट्रातील बालविवाहाचे निर्मूलनासाठी सोशल बिहेवियर चेंज कम्युनिकेशन (SBC³) या संस्थेने धोरण विकसित केलेले आहे. यामध्ये सक्षम नावाच्या उपक्रमाची शिफारस करण्यात आलेली आहे.

महोदय, केंद्र शासनाच्या बाल विवाह (प्रतिबंध) अधिनियम, २००६ च्या अंमलबजावणीसाठी बाल विवाह (प्रतिबंध) नियम, २००८ निर्गमित करण्यात आले आहेत. बाल विवाह (प्रतिबंध) नियमांमध्ये आवश्यक कालानुरूप बदल करणे आवश्यक सुधारणांबाबत शिफारसी करण्यासाठी तज्ञांची मसुदा समिति गठित करण्यात

A Section 8 Non-Profit Company

CHANGE.

CENTRE FOR SOCIAL AND BEHAVIOUR CHANGE COMMUNICATION
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CIN: U74999MH2017NPL298994

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आलेली आहे, त्यात मा. निशीत कुमार, सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन (SBC³) सदस्य म्हणून कार्य करतील. (सहपत्र १)

वरील नमूद संदर्भ पत्रानुसार, जिल्हा महिला व बाल विकास विभाग, युनिसेफ आणि सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन (SBC³) यांच्या संयुक्त विद्यमाने बाल विवाह निर्मूलनासाठी जिल्हा कृती आराखडा तयार करण्यासाठी जिल्हा कार्य दलाची (District Task Force) स्थापना करण्याची आणि त्याच्या सहकार्याने बाल विवाह रोखण्यासाठी कृती आराखडा विकसित करण्याची विनंती जिल्हा प्रशासनाला करण्यात आलेली आहे. सदर जिल्हा कार्य दल (District Task Force) तयार करण्यासंदर्भात आपली ऑनलाईन भेट व चर्चा करण्यासाठी आम्हाला लवकरात लवकर संधी द्यावी ही विनंती.

महिला व बाल विकास विभाग यांच्या संयुक्तविद्यमाने, युनिसेफ आणि सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन(SBC³) हे आपल्या औरंगाबाद जिल्हा प्रशासना सोबत जिल्ह्यातील बाल विवाह निर्मूलनासाठी एकत्रितपणे काम करणार आहे. (सहपत्र २) या प्रयत्नांचा एक भाग म्हणून आम्ही पुढील योजना आखल्या आहेत:

१. 'बाल विवाह निर्मूलन' या विषयावर जिल्ह्यातील विविध विभागातील अधिकाऱ्यांसोबत २ ऑनलाईन अभिमुखता (Online Orientation) कार्यक्रम.
२. अग्रभागी कर्मचारीवर्ग (Frontline Worker) यांच्या साठी 'बाल विवाह निर्मूलन' करण्याबाबत प्रशिक्षणाच्या गरजा समजून घेण्यासाठी संशोधन.
३. अग्रभागी कर्मचारीवर्ग (Frontline Worker) यांच्या प्रशिक्षकांचा गट तयार करणे जे पुढे जाऊन इतर कर्मचाऱ्यांना 'बाल विवाह निर्मूलनासाठी' प्रशिक्षण देतील.
४. नेहरू युवा केंद्र, राष्ट्रीय सेवा योजना आणि इतर स्थानिक युवावर्गा सोबत जनजागृती कार्यक्रम.

युनिसेफ आणि एस.बी.सी³ यांना खालील प्रमाणे आपल्या सहकार्याची अपेक्षा आहे.

उपक्रम	कालावधी	लक्ष गट	अंदाजित तारीख महिना	अपेक्षित सहकार्य
जिल्ह्यातील विभागीय अधिकारी यांच्या सह 'बालविवाह निर्मूलनासाठी' अभिमुखता कार्यक्रम आयोजित करणे (ऑनलाईन)	सकाळी १०.३० ते १.३० वाजेपर्यंत	बाल विकास प्रकल्प अधिकारी (आय.सी.डी.एस.) गट विकास अधिकारी, गट शिक्षण अधिकारी, जिल्हा कार्यकारी (व्ही.एस.टी.एफ.)	२ डिसेंबर २०२०	अभिमुखता (Orientation) कार्यक्रमात भाग घेण्यासाठी या अधिकाऱ्यांना नेमणूक करण्यासाठी संबंधित विभागांना औपचारिक पत्रे पाठविण्याची विनंती.

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जिल्ह्यातील विभागीय अधिकारी यांच्या सह 'बालविवाह निर्मूलनासाठी' अभिमुखता कार्यक्रम आयोजित करणे (ऑनलाईन)	सकाळी १०.३० ते १.३० वाजेपर्यंत	विशेष बाल पोलीस कक्षातील बाल पोलीस अधिकारी (पोलीस विभाग- तालुका नुसार प्रत्येकी १), जिल्हा बाल संरक्षण अधिकारी आणि बाल संरक्षण अधिकारी (NIC) (जिल्हा बाल संरक्षण कक्षच्या अंतर्गत.)	3 डिसेंबर २०२०	अभिमुखता कार्यक्रमात भाग घेण्यासाठी या अधिका-यांना नेमणूक करण्यासाठी संबंधित विभागांना औपचारिक पत्रे पाठविण्याची विनंती.
बाल हक्क, बाल संरक्षण, बालविवाह आणि कोविड-१९ च्या संदर्भात अंगणवाडी पर्यवेक्षक आणि एएनएम अंतर्गत प्रशिक्षण गरजा समजून घेण्यासाठी संशोधन (Training Need Assessment).	ऑनलाईन प्रश्नावली भरण्यासाठी २० मिनिटे	सुपर वायझर(LHV) आणि राष्ट्रीय ग्रामीण आरोग्य अभियान चे कंत्राटी जिल्हा समन्वयक. सुपर वायझर आणि अंगणवाडी सेविका (ICDS) (सहपत्र ३)	२२ नोव्हेंबर २०२०- २८ नोव्हेंबर २०२०	सर्वेक्षणात भाग घेण्यासाठी एकात्मिक बालविकास योजना आणि जिल्हा आरोग्य विभागांना पत्र पाठविण्याची विनंती.
बालविवाह निर्मूलनाच्या विषयावर युवा व्यासपीठावर जनजागृती कार्यक्रम आयोजित करणे.	२ तास	जिल्ह्यातील एन. एस. एस., एन.वाय.के, एन.सी.सी., भारत स्काउट्स गाईड.	डिसेंबर २०२० जानेवारी २०२१	जनजागृती कार्यक्रमात सहभागी होण्यासाठी संबंधित युवा मंचाला पत्र देण्याची विनंती.

जिल्हा पातळीवर बालविवाह प्रकरणात हस्तक्षेप करणे आणि अशा असुरक्षित कुटुंबांना आणि मुलांना आधार देणे या बाबत अग्रगामी कर्मचारीवर्गात जागृतता वाढविण्या हेतू २२-२३ डिसेंबर २०२०, रोजी दीड दिवसाचे (ऑफलाईन) प्रशिक्षण (TOT) आयोजित करणार आहोत. या प्रशिक्षणात सहभागी होणाऱ्या अधिकारी आणि कर्मचारी यांची नेमणूक करण्याबाबत ICDS(एकात्मिक बाल विकास प्रकल्प) आणि NRHM(राष्ट्रीय ग्रामीण आरोग्य अभियान) आरोग्य विभाग यांना पत्रव्यवहार करण्याची विनंती आम्ही आपणास करतो.

वरील नमूद सर्व कार्यक्रमांचे तात्पुरते (Tentative) सूचीत कार्यक्रम नियोजन ह्या पत्रासोबत जोडत आहोत (सहपत्र ४). आपण आपल्या उपलब्धतेनुसार देण्यात आलेल्या ऑनलाईन भेटी दरम्यान ह्या नियोजनावर सविस्तर चर्चा करून ते अंतिम करण्यात येईल.

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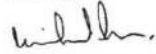
वरील प्रशिक्षणासाठी लागणारी सर्व व्यवस्था आणि संसाधन व्यक्ती प्रदान करणे याची जबाबदारी 'युनिसेफ' आणि 'एस.बी.सी³' घेतील. या अभिमुखता कार्यक्रमात (online) आणि (offline) प्रशिक्षणात सहभाग घेणाऱ्या सर्व अधिकारी आणि कर्मचारीवर्गाला प्रमाणपत्र देण्यात येईल. बालविवाह निर्मूलन करण्याच्या आपल्या संयुक्त प्रयत्नात विविध विभागीय अधिकारी व अग्रभागी कर्मचारी (frontline workers) यांचा संपूर्ण सहभाग मिळेल अशी अपेक्षा करतो. बालविवाह निर्मूलनासाठी आमच्या संयुक्त प्रयत्नात विविध अधिकारी व अग्रभागी कर्मचारी वर्ग यांनी पूर्ण सहभाग घ्यावा यासाठी आम्ही आपले सहकार्य आणि समर्थनासाठी विनंती करीत आहोत.

या अभिमुखता प्रशिक्षणा (online) संदर्भात संवाद आणि समन्वय साधण्यासाठी आणि सविस्तर माहिती देण्या हेतू, सहभाग घेणाऱ्यांची, तात्पुरता Whatsapp Group ची निर्मिती करणार आहोत.

बाल विवाह निर्मूलन प्रकल्प अंतर्गत SBC³ ची खालील नमूद टीम ५ जिल्ह्यांमध्ये (औरंगाबाद, जालना, हिंगोली, नांदेड, उस्मानाबाद) कार्यरत राहिल.

नाव	हद्द	संपर्क क्र. आणि email
प्रिया सबनीस/आरते	सह-संस्थापक	९८२०२२१२४४ priya.art@sbcc3.org
पूजा यादव	राज्य कार्यक्रम अधिकारी	९७६९५६७४३९ pooja.yadav@sbcc3.org
धनराज बावणे	प्रकल्प समन्वयक	९९२१३२६२६२ dhanraj.bawane@sbcc3.org
किरण बिलोरे	सहाय्यक प्रकल्प समन्वयक	८०५५८३८२८० kiran.bilore@sbcc3.org

विनंतीपूर्वक सविनय सादर !



श्री निशित कुमार,

संस्थापक आणि व्यवस्थापकीय संचालक

सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन (SBC³)

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सहपत्र:

सहपत्र १ : महिला व बाल विकास विभाग, महाराष्ट्र शासन, (शासन निर्णय क्र. बालवि - २०२०/ प्र. क्र. ६२/का -९ दिनांक ०९/११/२०२०)

सहपत्र २ : मा. हषीकेश यशोद (भाप्रसे , आयुक्त, महिला व बाल विकास विकास, महाराष्ट्र राज्य, पुणे (जा. क्र. मराबासंस/यूनिसेफ-एसबीसीसी ३/बाविनिर्मूलनकृतीयोजना/२०२०-२०२१/८४०/ दिनांक १७/११/२०२०)

सहपत्र ३ : प्रशिक्षण गरजा समजून घेण्यासाठी संशोधन प्रश्नावली

सहपत्र ४ : तात्पुरते(Tentative) सूचीत कार्यक्रम वेळापत्रक

माहितीस्तव:

- १) श्री. डॉ. ऋशिकेश यशोध- आयुक्त- महिला व बाल विकास विभाग.
आयुक्तालय महिला व बाल विकास, दुसरा मजला, २८ क्वीन्स गार्डन, ओल्ड सर्किट हाऊस जवळ, पुणे,
महाराष्ट्र - ४११००१
- २) श्रीमती. मनीषा बिरारिस- उपायुक्त तथा बाल संरक्षण कार्यक्रम व्यवस्थापक
आयुक्तालय महिला व बाल विकास, दुसरा मजला, २८ क्वीन्स गार्डन, ओल्ड सर्किट हाऊस जवळ, पुणे,
महाराष्ट्र - ४११००१
- ३) श्रीमती. अल्पा वोरा- बाल संरक्षण विशेषज्ञ- युनिसेफ, महाराष्ट्र
युनिसेफ, महाराष्ट्र राज्य कार्यालय, २१५, एंट्रीयम बिल्डिंग, अंधेरी - कुर्ला रोड, हनुमान नगर, अंधेरी पूर्व,
मुंबई, महाराष्ट्र - ४०००५९.
- ४) श्रीमती. हर्षा मेहता पंकज, संवाद आणि विकास अधिकारी, यूनिसेफ महाराष्ट्र
बि विंग, ४ था मजला, २१५ एंट्रीयम बिल्डिंग, अंधेरी - कुर्ला रोड, हनुमान नगर, अंधेरी पूर्व, मुंबई,
महाराष्ट्र - ४०००५९.

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Annexure 2:

TRAINING NEEDS ASSESSMENT REPORT For CAPACITY DEVELOPMENT OF FRONTLINE WORKERS In AURANGABAD, JALNA, OSMANABAD, NANDED AND HINGOLI

Introduction: SBC3 is currently implementing the UNICEF supported project- SAKSHYUM ECM SAP&DAP 2020. One of the activities planned under this project is “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”.

Rationale for choosing the specific target audience: Qualitative Research conducted by SBC3 has 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 indicated 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 each district, it was decided to conduct a TOT for the AW supervisors and the ANMs (who supervise ASHA workers). This training needs assessment is primarily for the purpose of planning the training.

Objective: To assess the knowledge of Anganwadi Supervisors and ANMs with regards to child rights, child protection, child marriage and COVID-19.

Respondents: Anganwadi Supervisors (AWS), Extension Officers (EX.O), Lady Health Visitors (LHV), District Coordinator- NRHM

Coverage: The questionnaires were administered to all the members of the identified groups. It was expected that at least 15-20% of these will be filled up and sent back by the respondents. The questionnaires were sent to the respondents by their reporting officers following a directive by the District Collector and CEO of the respective districts.

District	AWS		EO		LHV		DC NRHM	
	Total	Respondents	Total	Respondents	Total	Respondents	Total	Respondents
AURANGABAD	84	83	7	8	44	24	1	1
JALNA	50	46	7	6	45	43	1	1
NANDED	44	44	12	12	15	9	1	0
HINGOLI	22	11	3	0	18	0	1	1
OSMANABAD	50	26	8	2	26	0	1	0
TOTAL	250	210	37	28	132	76	5	3

Total coverage: 72.04%

It was envisaged that all the targeted persons would participate in the study. However, some of these groups did not participate because:

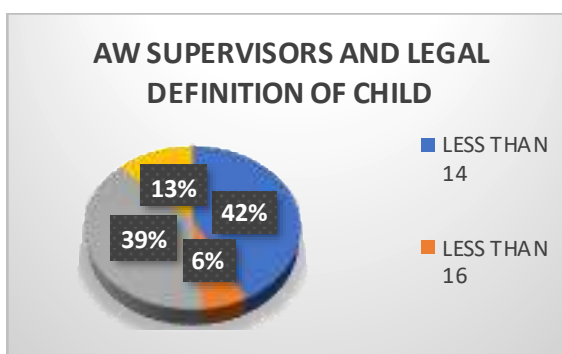
1. Letters sent to the District Collector was not forwarded with proper instructions to the concerned senior officers. As a result the same was not passed down.
2. Some of District Collectors were busy with some local elections and were not available to take necessary action.
3. Lack of communication between the various officers
4. The health department officers needed the approval of the DHO, which was not sent out specifically.

Methodology: The questionnaires were administered via google forms and the responses were analyzed thereafter.

Analysis of data:

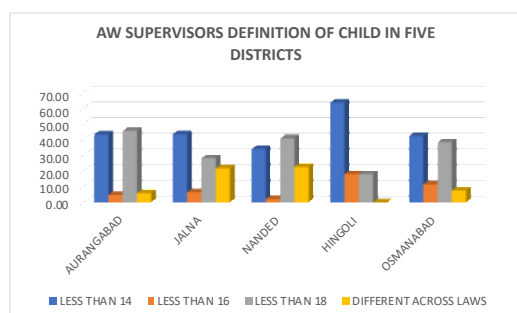
1. Legal definition of a child

Across all the 5 districts, majority of the Anganwadi supervisors felt that the legal definition for a child is that of a person who is less than 14 years of age. An almost equal number stated the age of a child to be below 18 years. Only 13% had the knowledge that the age is defined differently in various laws.



This misunderstanding regarding the legal definition of the child is clear across districts.

LEGAL AGE OF CHILD	AURANGABAD		JALNA		NANDED		HINGOLI		OSMANABAD		TOTAL	
	Nos.	%	Nos	%	Nos	%	Nos	%	Nos	%	Nos	%
Less than 14	36	43.37	20	43.48	15	34.09	7	63.64	11	42.31	89	42.38
Less than 16	4	4.82	3	6.52	1	2.27	2	18.18	3	11.54	13	6.19
Less than 18	38	45.78	13	28.26	18	40.91	2	18.18	10	38.46	81	38.57
Different across laws	5	6.02	10	21.74	10	22.73	0	0.00	2	7.69	27	12.86
TOTAL	83	100	46	100	44	100	11	100	26	100	210	100



The table and the chart indicate that there is lack of awareness with regard to the age of the child from a legal point of view. 63.6% of the AWS in Hingoli believed 14 to be the legal age for a child. In all other districts too, 14 is the largest choice.

Among the other categories of respondents, similar confusion was evident.

LEGAL AGE OF CHILD	EXTENSION OFFICER				LADY HEALTH VISITOR			DC-NRHM	
	AU	JA	NA	OS	AU	JA	NA	AU	JA
LESS THAN 14	3	5	1	1	14	14	3	0	0
LESS THAN 16	1	0	1	0	0	4	0	0	0
LESS THAN 18	4	0	7	1	7	23	4	1	1
DIFFERENT ACROSS LAWS	0	1	3	0	3	2	2	0	0
TOTAL	8	6	12	2	24	43	9	1	1

40.9% of the LHV's considered a person below the age of 14 to be a child. However, this group had a comparatively higher number (44.74%), felt that a child is a person below the age of 18. The LHV's thus had a better understanding of the age of a child as compared to AWS. The superior officers such as the extension officers and district commissioners mostly felt that a child is a person below the age of 18. However, it is significant that a sizeable number of extension officers felt the age to be 14 years.

2. Understanding of the age of a child

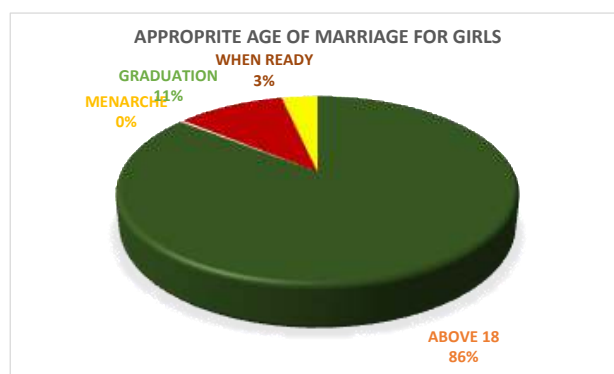
This question examined the attitudes of the respondents regarding age of a child.

UNDERSTANDING OF AGE OF CHILD	AWS						EXTENSION OFFICER					LADY HEALTH VISITORS			
	AU	JA	NA	HI	OS	TOT	AU	JA	NA	OS	TOT	AU	JA	NA	TOT
CROSSED 18	2	4	4	3	7	20	0	0	0	2	2	2	6	1	9
LESS THAN 14	39	26	19	6	6	96	3	5	3	0	11	10	17	3	30
LESS THAN 18	42	16	21	2	13	94	5	1	9	0	15	12	20	5	37
TOTAL	83	46	44	11	26	210	8	6	12	2	28	24	43	9	76

As is seen in the above table, almost equal numbers of respondents believed 14 or 18 to be the age limit for a child. This was true of the extension officers who are essentially the training officers for the district. The graph shows a comparison across respondents. A larger proportion of extension officers believed 14 to be the age for a child. The respondents clearly believed that a person above the age of 14 can be considered an adult and take on adult responsibilities. A small proportion also chose above 18 to be age of a child. This could possibly be attributed to lack of clarity in understanding the choices provided.

3. Legal and appropriate age for marriage of girls

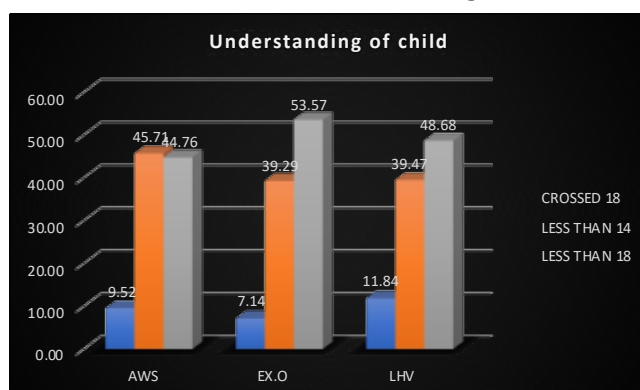
Almost 100% of the respondents stated that 18 was the legal age at which girls could marry. This indicated only a legal point of view. However, a majority of them also felt that this was the appropriate age for girls to marry. As seen in the chart, 86% of the respondents were in favor of girls marrying after they are 18 years old. There was one respondent who felt that girls should marry on reaching menarche. These choices indicate that most respondents continue to think of marriage as non-negotiable for girls.



Significantly, a small proportion (11%) felt that girls should complete their graduation and a very small section (3%) felt that girls should marry only when they are ready. Thus, only a small percentage recognized girls' right and need to have a proper education and a choice in the matter of their marriages.

APPROPRIATE AGE OF MARRIAGE	% AWS					% EX. O				% LHV		
	AU	JA	NA	HI	OS	AU	JA	NA	OS	AU	JA	NA
ABOVE 18	90.3	84.7	84	81.8	80.7	77.77	83.33	75	0	83.33	88.4	100
WHEN SHE ATTAINS MENARCHE	0	0	0	0	0	0	0	0	0	0	2.32	0
WHEN SHE COMPLETES STD X	0	0	0	0	0	0	0	0	0	0	0	0
WHEN SHE COMPLETES GRADUATION	9.63	13.04	4.54	18.18	15.38	22.22	16.66	16.7	100	8.33	6.97	0
WHEN SHE IS READY	0	2.17	11.36	0	3.84	0	0	8.33	0	8.33	2.32	0
TOTAL	99.93	99.91	99.9	99.98	99.92	99.99	99.99	100	100	99.99	100	100

District-wise and respondent-wise data is presented in the table above. Overall, 86% of Anganwadi Supervisors and 88% of LHV felt that 18 is the right age for marriage for girls, while 75% of extension officers felt the same. There is a slight district-wise variation in responses. 90% of the Anganwadi supervisors in Aurangabad felt 18 to be the right age for marriage for girls while in the rest of the districts the range was between 80-84%, thus indicating a higher tendency to prefer early marriage for girls. Among the LHVs, 83-100% felt that girls should be married at 18. 100% of the LHVs from Nanded supported this. Among the respondents who expressed that girls should be married only after they complete their graduation were, AWS from Jalna, Hingoli and Osmanabad and extension



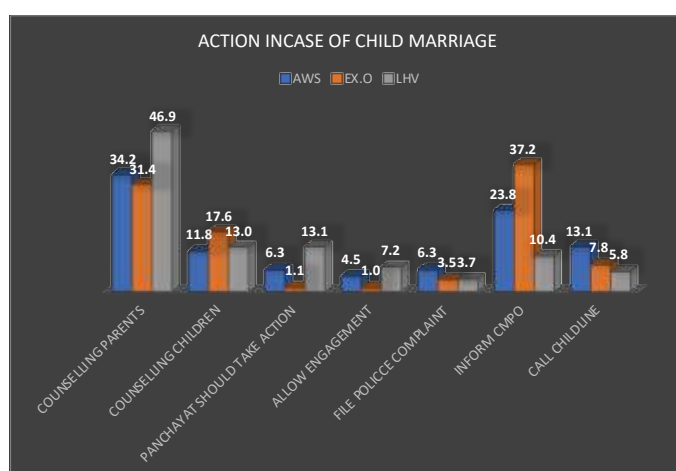
officers from all participating districts.

Related to the above data is an understanding of the legal age for marriages in India.

IS MARRIAGE BEFORE 18 AND 21 ILLEGAL?	AWS					EX. O				LHV		
	AU	JA	NA	HI	OS	AU	JA	NA	OS	AU	JA	NA
Y	75	36	38	11	22	7	6	12		20	38	9
N	8	10	5	0	0	1	0	0		4	5	0
TOTAL	83	46	43	11	22	8	6	12	0	24	43	9

As is seen in the above table, most of the respondents stated that marriage of a girl below the age of 18 and of a boy below 21 years is illegal. Significantly, there were a few respondents who did not think so. Most of these were AWS and LHVs. Based on this data, it can be concluded that most of the respondents understood that marriage of girls below the age of 18 constituted child marriage.

4. Child marriage, laws and mechanisms to address child marriage



The respondents had to choose options that they think are most suitable to prevent a child marriage. This included working with the family as well as taking legal action. Most of the respondents felt that counseling the family to not go ahead with the marriage is the best option. AWS and LHVs especially selected this option the most, as compared to the others. A higher percentage of Extension officers felt that the matter should be reported to the CMPO, which indicated that it should be dealt with using the legal mechanisms rather than just social

interventions. Significantly, very few of the respondents felt the need to call CHILDLINE and even fewer wanted to report the matter to the police

ACTION FOR PREVENTING CHILD MARRIAGE	% AWS					% EX.O				% LHV		
	AU	JA	NA	HI	OS	AU	JA	NA	OS	AU	JA	NA
Counselling parents	36.5	28.8	33.3	35.0	37.5	20.0	37.5	34.6	33.3	51.1	43.4	46.2
Counselling children	13.8	11.5	14.6	5.0	14.1	6.7	18.8	11.5	33.3	15.6	15.8	7.7
Panchayat should take action	8.4	5.0	5.2	5.0	7.8	6.7	0.0	0.0	0.0	13.3	10.5	15.4
Allow engagement	1.5	6.5	8.3	0.0	6.3	0.0	0.0	3.8	0.0	2.2	3.9	15.4
File police complaint	5.9	9.4	5.2	5.0	6.3	0.0	6.3	7.7	0.0	4.4	6.6	0.0
Inform CMPO	23.2	20.9	26.0	30.0	18.8	53.3	31.3	30.8	33.3	8.9	14.5	7.7
Call ChildLine	10.8	18.0	7.3	20.0	9.4	13.3	6.3	11.5	0.0	4.4	5.3	7.7
Total	100	100	100	100	100	100	100	100	100	100	100	100

As seen in the above table, 28.8-37.5% AWS felt that counseling parents is an effective method of stopping child marriages. However, 43.4-51% LHVs suggested counseling parent. The percentages of LHVs suggesting legal action such as informing the CMPO or filing a police complaint are far lower than

those of the AWS. This may be attributed to lack of knowledge about legal processes and the role of the CMPO. More AWS and Extension officers also suggested calling CHILDLINE for help. In contrast, a very small proportion of LHV chose this option, probably because they are either not aware or are not clear about the role of CHILDLINE in dealing with child marriage situations.

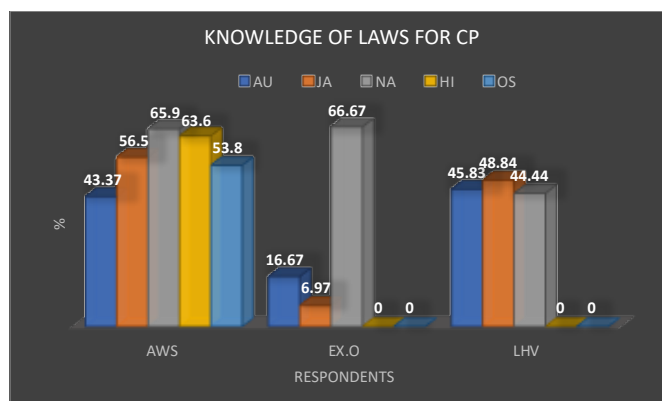
HEARD PCMA	OF	AWS					EX. O				LHV		
		AU	JA	NA	HI	OS	AU	JA	NA	OS	AU	JA	NA
Y		77	43	37	11	24	6	6	12		22	42	7
N		6	3	7	0	2	2	0	0		2	1	2
TOTAL		83	46	44	11	26	8	6	12	0	24	43	9

Most of the respondents had heard about PCMA. Only a small number of AWS, EX. O AND LHV had not heard about the Act. However, this does not mean that they had proper knowledge of the provisions of the Act. As is evident from their responses to the previous question, it is likely that they do know the role of the CMPO.

5. Child protection laws and mechanisms

LAWS	AWS						EX.O					LHV			
	AU	JA	NA	HI	OS	TOT	AU	JA	NA	OS	TOT	AU	JA	NA	TOT
POCSO	30	10	5	4	7	56	3	2	6	0	11	8	10	2	20
CONSTITUTION	9	2	0	2	1	14	2	2	0	0	4	1	1	1	3
IPC	4	1	1	2	1	9	1	1	2	0	4	2	3	1	6
CRPC	3	1	0	2	0	6	1	0	1	0	2	3	1	0	4
UNCRC	16	6	2	4	2	30	3	2	2	1	8	4	5	1	10
JJACT	37	17	13	4	10	81	4	2	6	0	12	5	16	2	23
ALL	36	26	29	7	14	112	4	3	6	1	14	11	21	4	36
TOTAL	135	63	50	25	35	308	18	12	23	2	55	34	57	11	102

Out of a total 210 Anganwadi supervisors, 112 (53.33%) were able to recognize all the laws as those that protect children. 50% of the Extension officers chose this option and only 47.3% of the LHVs were able to identify all the laws. This indicates that there is lack of clarity regarding laws for children. All the given options were either specific designed laws for child protection or had components that protected children. Nearly half of the respondents seemed to be aware of only some of the laws or provisions.



A comparison of knowledge of laws across categories of respondents and districts indicates that Anganwadi Supervisors of Nanded and Jalna are better informed about all the laws in the options provided. Comparatively, the LHVs had lesser knowledge about these laws. Extension officers of Aurangabad and Jalna had extremely low knowledge of all the laws stated in the study.

Among the rest of the respondents who had knowledge of some of the laws, most had heard of POCSO and JJ act. Very few had an understanding of the IPC and CRPC.

One of the important local-level structures for protection of children is the VCPC. The data showed that most of the respondents were aware of the VCPC and its functions.

ROLE OF VCPC	AWS					EX. O				LHV		
	AU	JA	NA	HI	OS	AU	JA	NA	OS	AU	JA	NA
Create an environment of safety for children	5	2	2	2	4	0	0	6	0	1	7	1
Discuss issues related to children in gram sabha	2	1	6	2	3	0	0	5	1	2	6	1
Create awareness on child rights	2	3	4	3	2	1	1	5	0	2	6	0
All of the above	74	41	36	9	22	7	5	10	1	23	31	8
None of the above	0	0	3	1	2	0	0	1	0	0	0	0
Na	0	1	0	0	0	0	0	0	0	0	0	0
TOTAL	83	48	51	17	33	8	6	27	2	28	50	10

As seen in the table above, most of the respondents felt that the VCPCs play a role in creating a safe environment for children, discussing issues related to children in the Gram Sabha and create awareness on child rights.

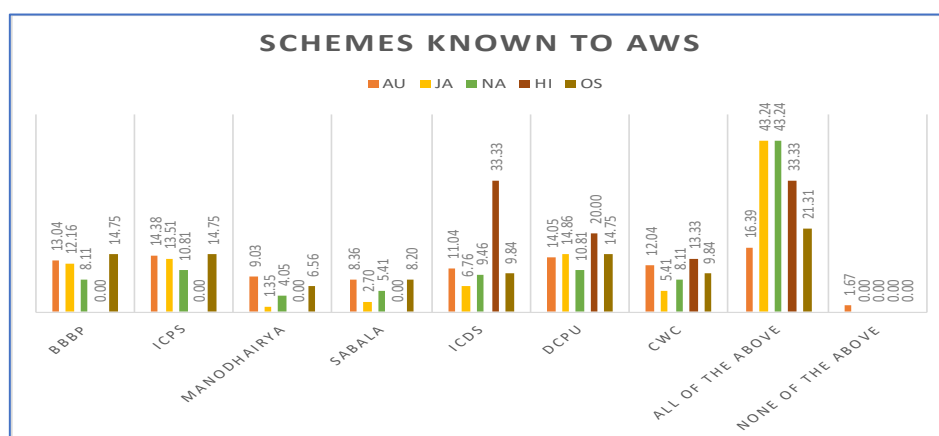
6. Knowledge of schemes for children

The respondents were provided with a list of schemes and select the ones that they are familiar with. The overall knowledge of these schemes across various categories of respondents was as below:

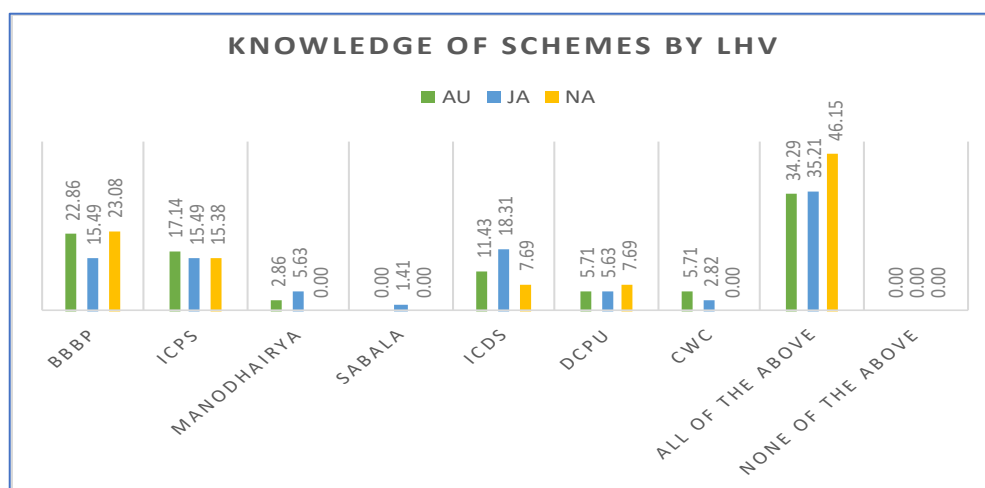
SCHEMES	AWS					EX. O				LHV		
	AU	JA	NA	HI	OS	AU	JA	NA	OS	AU	JA	NA
BBBP	39	9	6	0	9	2	2	6	2	8	11	3
ICPS	43	10	8	0	9	5	2	9	1	6	11	2
Manodhairya	27	1	3	0	4	2	0	5	0	1	4	0
Sabala	25	2	4	0	5	0	0	5	0	0	1	0
ICDS	33	5	7	5	6	4	3	7	1	4	13	1
DCPU	42	11	8	3	9	6	3	8	1	2	4	1
CWC	36	4	6	2	6	6	3	6	1	2	2	0
All of the above	49	32	32	5	13	1	3	5	0	12	25	6
None of the above	5	0	0	0	0	0	0	2	0	0	0	0
TOTAL	299	74	74	15	61	26	16	53	6	35	71	13

As seen in the table above, most of the AWS were aware of a range of schemes and a majority knew about all the schemes. However, the Extension officers seemed have lesser knowledge of all concerned schemes and were more aware of the ICPS, ICDS, DCPU as compared to the others. Despite being master trainers, they did not have comprehensive knowledge of all the schemes being implemented in their districts.

A comparison of the data on schemes that AWS were familiar with, shows that, a majority of them, in every district knew about all the schemes. However, AWS from Aurangabad and Osmanabad showed significantly lower knowledge of all the schemes. AWS from



these two districts seemed to have a better knowledge of BBBP and ICPS schemes. AWS in Hingoli had



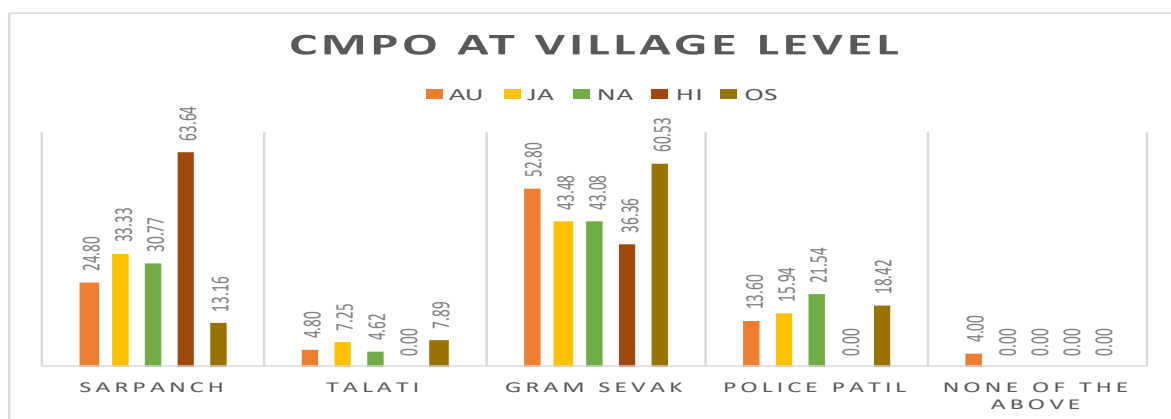
significantly lower knowledge of the child protection schemes but had a comparatively higher knowledge of the ICDS scheme which they are primarily involved in implementing.

A comparison of the AWS data with that from LHVs indicates that a higher percentage of LHVs were aware of all the schemes. The percentage of AWS who had heard of all the schemes ranged from 16-43% while that of LHVs ranged from 34-46%. A larger proportion of LHVs also knew about BBBP and ICPS. However, fewer proportion of LHVs knew about Manodhairya and Sabala schemes. Significantly, there was a small percentage (1.67%) of AWS in Aurangabad who did not know of any of the schemes mentioned here.

An important stakeholder in preventing and reporting child marriages is the CMPO. At the village level, the gram sevaks have been designated as the CMPO. Most of the respondents were aware of this.

CMPO AT VILLAGE LEVEL	%AWS					%EX.O				%LHV		
	AU	JA	NA	HI	OS	AU	JA	NA	OS	AU	JA	NA
SARPANCH	24.8	33.3	30.8	63.6	13.2	12.5	0.0	18.8	0.0	21.4	45.3	40.0
TALATI	4.8	7.2	4.6	0.0	7.9	0.0	0.0	6.3	0.0	0.0	3.8	0.0
GRAM SEVAK	52.8	43.5	43.1	36.4	60.5	87.5	0.0	56.3	100.0	64.3	35.8	50.0
POLICE PATIL	13.6	15.9	21.5	0.0	18.4	0.0	0.0	18.8	0.0	14.3	11.3	10.0
NONE OF THE ABOVE	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.8	0.0
TOTAL	100	100	100	100	100	100	0	100	100	100	100	100

As is seen in the table above, most of the respondents were able to identify gram sevak as the designated CMPO at the village level. Higher percentages of Extension officers were able to identify the CMPO at the village level as compared to other groups. However, a sizeable proportion also felt that the Sarpanch was the CMPO. This was particularly true in Hingoli, where 63.6% of the AWS identified the sarpanch and only 36% identified the gram sevak as the CMPO. This indicated the low levels of clarity with regard to designated officers and structures available to deal with child marriages, especially at the local levels.



A comparison of data across districts, for the AWS shows that in all districts except Hingoli, the AWS identified gram sevak as the CMPO. This indicates that there is awareness regarding these structures. The AWS in Hingoli however, chose the sarpanch as against gram sevaks, indicating a specific lack of knowledge in this district, about systems to deal with child marriage.

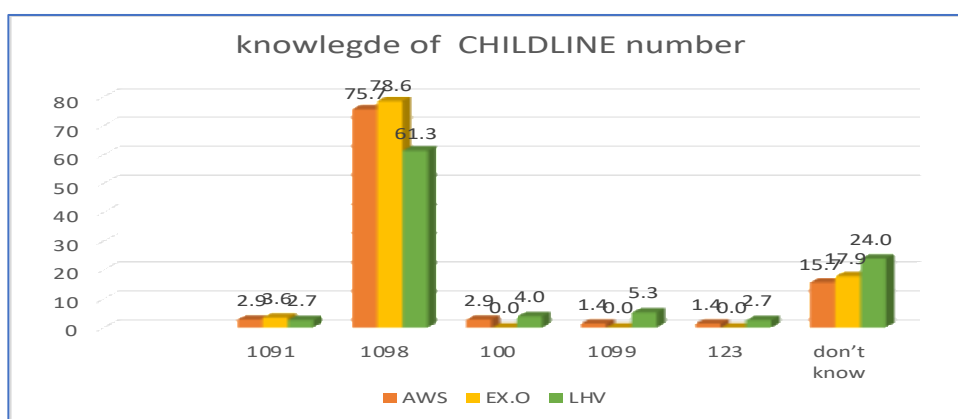
As officers and government functionaries implementing various schemes at the village level, it is important that the respondents have a sound knowledge of the child protection mechanisms functioning at the village and district levels. This will enable them to respond effectively to child protection situations in their respective areas of operation.

CP MECHANISMS AT DISTRICT LEVEL	% AWS					% EX.O				% LHV		
	AU	JA	NA	HI	OS	AU	JA	NA	OS	AU	JA	NA
CWC	29.8	24.1	30.8	27.3	42.1	27.8	23.8	24.0	66.7	26.5	22.9	35.7
DCPU	37.1	44.8	43.6	72.7	42.1	38.9	28.6	40.0	33.3	41.2	35.7	35.7
DISTRICT COURT	12.9	8.0	11.5	0.0	10.5	5.6	19.0	12.0	0.0	2.9	7.1	7.1
FAMILY	10.7	12.6	11.5	0.0	0.0	16.7	14.3	4.0	0.0	8.8	15.7	7.1
POLICE	9.6	10.3	2.6	0.0	5.3	11.1	14.3	20.0	0.0	20.6	18.6	14.3
TOTAL	100	100	100	100	100	100	100	100	100	100	100	100

The above table shows the distribution of responses to the question regarding child protection mechanisms that they were familiar with. Among the AWS, knowledge regarding the DCPU was the highest (37-72%), followed by that of the CWC (24-42%). In Hingoli, the AWS were significantly more

aware of the DCPU (72.7%) as against other mechanisms such as CWC (27.3%), District court (11.5%) or police (0%). It is significant to note that the LHVs considered the police to have a role in child protection, while the same was not significant for the AWS and the Extension officers.

CHILDLINE is an important child protection mechanism and is present in all 36 districts of Maharashtra.



Hence, knowledge of the CHILDLINE number-1098, is essential.

Most of the respondents were aware of the CHILDLINE number. However, a few respondents (about

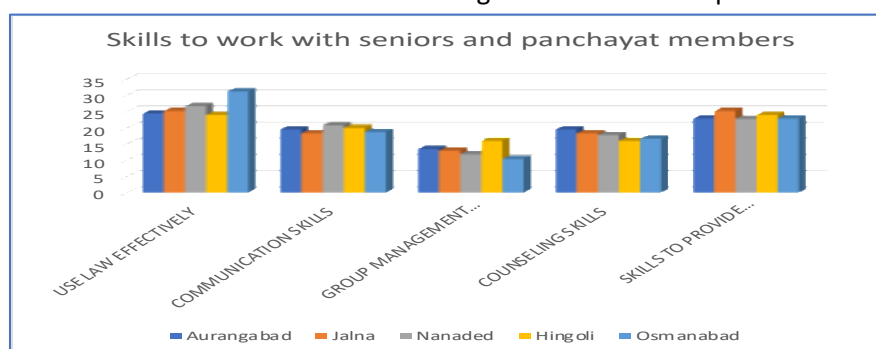
25%), including extension officers were unaware of this number and either answered wrongly or did not know. This is significant as most of the respondents are with the DWCD and should be able to identify this basic information.

7. Expressed need for capacity development

The respondents almost universally expressed that they needed training. They were provided a range of training choices and asked to pick whichever they thought was relevant and useful for them.

TYPE OF TRAINING NEEDED	% AWS					% EX.O				% LHV		
	AU	JA	NA	HI	OS	AU	JA	NA	OS	AU	JA	NA
Counselling skills	25.4	24.6	19.8	21.4	25.9	20.0	23.5	18.8	0.0	22.6	52.0	23.1
Communication skills	20.2	19.5	20.9	17.9	12.1	13.3	17.6	21.9	50.0	3.2	16.0	15.4
Question answer skills	11.7	15.3	10.5	10.7	15.5	13.3	11.8	15.6	50.0	6.5	13.3	7.7
Reporting skills	12.7	11.9	12.8	21.4	13.8	6.7	11.8	12.5	0.0	9.7	13.3	7.7
Information of government schemes and policies	30.0	28.8	36.0	28.6	32.8	46.7	35.3	31.3	0.0	58.1	5.3	46.2
TOTAL	100	100	100	100	100	100	100	100	100	100	100	100

Knowledge about Government schemes was seen as something that was most important for their work. LHVs chose this option more than the other categories of respondents. Counselling skills featured as the next most important skill for the respondents. This might be attributed to the fact that both the health and the ICDS have significant direct interaction with the people and need these



skills to be more effective at that level. It was interesting to note that the LHV in Jalna selected counselling skills as significantly more important than knowledge of government schemes.

A district-wise comparison of responses by AWS shows that knowledge of the law and the skills to provide appropriate information are most important for them to effectively interact with seniors and Panchayat members. There was not much variation in this regard, across districts. However AWS in Osmanabad felt that legal knowledge was more important than other skills.

The respondents were asked to choose a range of areas for capacity development, which will enable them to address the issue of child marriage.

TYPE OF TRAINING NEEDED FOR ECM	AWS					EX.O				LHV		
	AU	JA	NA	HI	OS	AU	JA	NA	OS	AU	JA	NA
Law	44	9	9	4	12	4	2	2	0	11	14	2
Using legal systems	35	5	6	3	12	2	2	3	0	6	5	1
Counseling children and parents	36	5	6	3	9	1	1	2	0	4	5	2
Providing protection options to children	28	2	3	2	4	0	1	1	0	0	4	1
Identifying children at risk to cm	26	1	2	3	3	0	0	2	2	0	2	0
All of the above	58	34	34	8	12	2	4	7		11	22	4
Total	227	56	60	23	52	9	10	17	2	32	52	10

A majority of the respondent felt that capacity development is needed in all the mentioned areas. Only a significant number of AWS from Aurangabad expressed the need to be trained in law and its effective use. This was also true for Extension Officers and LHVs from Aurangabad who wished have a better knowledge of the law and legal systems.

8. COVID-19

Two questions in the study were pertaining to the ongoing COVID-19 pandemic. These questions were aimed at understanding the respondents' knowledge of COVID precautions and their attitude towards COVID +ve persons.

TYPE OF INFORMATION	AWS					EX.O				LHV		
	AU	JA	NA	HI	OS	AU	JA	NA	OS	AU	JA	NA
Covid is a dangerous communicable disease so, no one should go out or communicate with others	19.4	18.9	19.7	7.7	18.9	12.5	22.2	23.1	25.0	21.2	29.0	44.4
Methods to prevent spread of covid- use mask, frequent handwash, social distancing	61.2	59.5	57.7	76.9	62.2	87.5	66.7	69.2	50.0	69.7	58.1	55.6
Covid-19 patient should be considered dangerous and everyone should keep away from them	14.7	17.6	19.7	15.4	18.9	0.0	11.1	7.7	25.0	9.1	9.7	0.0
Children are not affected by covid so, they need not take any precaution	4.7	4.1	2.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.2	0.0
TOTAL	100	100	100	100	100	100	100	100	100	100	100	100

The responses to the kind of information that needs to be provided regarding COVID, were clearly that of WASH, mask and social distancing. This message was clear to the vast majority of respondents and they also felt that this is the message that needs to be communicated to the people. However, a small percentage also felt that people need to be told that COVID is a dangerous disease and people should keep away from people who contract it. Such messages, especially from Government functionaries, can lead to social ostracization, discrimination and isolation of persons who are COVID+ve.

Another question was pertaining to the knowledge of the respondents with regard to the manner in which COVID-19 is spread.

METHOD OF SPREADING	AWS					EX.O				LHV		
	AU	JA	NA	HI	OS	AU	JA	NA	OS	AU	JA	NA
Droplets dispersed during sneezing or coughing	23	5	14	5	17	3	0	5	0	8	16	4
Touching face, eyes or nose after touching an infected person or surface	13	6	6	2	8	1	0	0	0	0	6	0
Keeping less than 1 m. distance from an infected person	10	0	1	0	1	1	0	0	2	1	3	0
All of the above	64	39	25	6	12	5	6	7	0	15	22	5
TOTAL	110	50	46	13	38	10	6	12	2	24	47	9

In most districts, 50% or more of the respondents felt that all the methods mentioned here could lead to the spread of COVID-19. However, a significant number of respondents also chose one or more options indicating that there was still some confusion with regard to how the disease is spread. For e.g most of the AWS in Osmanabad felt that droplets released while coughing or sneezing was enough to spread the disease. This pointed to incomplete knowledge which can result in wrong messaging in the community.

Major Findings

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 all laws for children in India, except the Child labour 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 AWS 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. LHVs however, were not very aware of these systems and felt that counselling parents was the best way. It is significant that 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. Both these groups need to have a thorough understanding of the legal processes in order to intervene effectively in the cases of child marriage in their areas of work. Thus, training on these mechanisms will be essential.
4. However, most of the respondents had heard about PCMA. Contextualising this information with the previous findings, it is clear that knowledge of PCMA is limited to the age of the girl and boy but not regarding the actual provisions in the law.
5. 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. The information they possess is not likely to be complete or accurate enough to enable them to use the provisions effectively.
6. Most respondents had a good understanding of the role of VCPCs.
7. Knowledge about schemes was not uniform. This means that they may not be able to advice communities on how to access these schemes.

8. 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.
9. 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.
10. 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

Annexure 3: Letter for TOT's to Districts for TOT



महिला व बाल विकास विभाग यांच्या संयुक्त विद्यमाने, युनिसेफ आणि सेंटर फॉर सोशल अँड बिहेवियरचेंज कम्युनिकेशन (SBC³) हे आपल्या जिल्हा प्रशासना सोबत जिल्ह्यातील बाल विवाह निर्मुलनासाठी एकत्रितपणे काम करणार आहेत. या संदर्भातील सविस्तर पत्र 'एस.बी.सी.' द्वारे मा.जिल्हाधिकारी यांना २० नोव्हेंबर २०२० रोजी ईमेल व पत्राद्वारे पाठविण्यात आले आहे. त्याच सोबत आपल्या जिल्ह्यात बाल विवाह निर्मुलन करणे संदर्भातील बैठकी द्वारे सविस्तर चर्चा देखील करण्यात आलेली आहे.

महोदय, वरील पत्रात नमूद केल्या प्रमाणे, जिल्हा पातळीवर बालविवाह प्रकरणात हस्तक्षेप करणे आणि अशा असुरक्षित कुटुंबांना आणि मुलांना आधार देणे या बाबत आरोग्य सहायिका (LHV), कंत्राटी जिल्हा समूह संघटक (राष्ट्रीय ग्रामीण आरोग्य अभियान), एकात्मिक बाल विकास प्रकल्प – पर्यवेक्षिका तसेच विस्तार अधिकारी – आय.सी.डी.एस. यांच्या मार्फत अग्रभागी कर्मचारी वर्गात जागृकता वाढविण्या हेतु फेब्रुवारी २०२१, रोजी जिल्हास्तरावर दीड दिवसाचे (ऑफलाइन) प्रशिक्षण (TOT) घेण्याचे आम्ही प्रस्तावित करत आहोत. आपण आपल्या दृष्टीने प्रस्तावित दिनांक आम्हाला निश्चित करून, या प्रशिक्षणात सहभागी होणारे आपले विभागाचे संबंधित अधिकारी आणि कर्मचारी यामध्ये, एकात्मिक बाल विकास प्रकल्प – पर्यवेक्षिका तसेच विस्तार अधिकारी -आय.सी.डी.एस., यांची नेमणूक यादी (नाव, मोबाईल क्रमांक) आपले पत्राद्वारे कळविण्यात यावी. ही विनंती.

प्रशिक्षणाच्या ठिकाणी सेनिटायझर आणि मास्क याचा वापर केला जाईल याची काळजी आम्ही घेऊ तसेच प्रशिक्षणासाठी येणाऱ्या अग्रभागी कर्मचाऱ्यांना प्रवेशा दरम्यान ऑक्सिमीटर द्वारे तपासण्याची व्यवस्था आम्ही करत आहोत. प्रशिक्षणाचे हॅंड बुक आणि पेनड्राइव देखील मास्टर ट्रेनर यांना दिले जाईल.

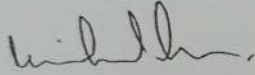
वरील प्रशिक्षणासाठी लागणारी सर्व व्यवस्था आणि संसाधन व्यक्ती प्रदान करणे याची सर्वस्वी जबाबदारी 'युनिसेफ' आणि 'एस.बी.सी.' घेतील. सदर ऑफलाइन प्रशिक्षणात सहभाग घेणाऱ्या सर्व अधिकारी आणि कर्मचारी वर्गाला प्रमाणपत्र देण्यात येईल.

बालविवाह निर्मुलनासाठी आमच्या संयुक्त प्रयत्नात विविध अधिकारी व अग्रभागी कर्मचारी वर्ग यांनी पूर्ण सहभाग घ्यावा यासाठी आम्ही आपले सहकार्य आणि समर्थनासाठी विनंती करीत आहोत.

बाल विवाह निर्मूलन प्रकल्प अंतर्गत 'एस.बी.सी³' ची खालील नमूद टीम वरील नमूद ५ जिल्ह्यांमध्ये कार्यरत राहिल.

नाव	हद्ददा	संपर्क क्र. आणि email
प्रिया सबनीस/आरते	सह-संस्थापक	९८२०२२१२४४ priya.arte@sbc3.org
पूजा यादव	राज्य कार्यक्रम अधिकारी	९७६९५६७४३९ pooja.yadav@sbc3.org
किरण बिलोरे	सहाय्यक प्रकल्प समन्वयक	८०५९८३८२८० kiran.bilore@sbc3.org

विनंतीपूर्वक सविनय सादर !




श्री निशित कुमार,
संस्थापक आणि व्यवस्थापकीय संचालक
सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन (SBC³)

माहितीस्तव :

१) श्री. रुचेश जयवंशी (भा. प्र. से.), जिल्हाधिकारी कार्यालय,, कलमनुरी- नांदेड रोड,
हिंगोली, महाराष्ट्र- ४३१५१३

प्रत रवाना :

२) मा. श्री आर. वि. शर्मा (भा. प्र. से), मुख्य कार्यकारी अधिकारी, जिल्हा परिषद, हिंगोली
अष्टविनायक नगर, हिंगोली, महाराष्ट्र : ४३१५१३.

३) मा. डॉ. एस पी पवार, जिल्हा आरोग्य अधिकारी, जिल्हा परिषद, हिंगोली
अष्टविनायक नगर, हिंगोली, महाराष्ट्र : ४३१५१३.

Annexure 4: Registration Form for TOT

"महाराष्ट्रातील बालविवाह निर्मूलनासाठी प्रशिक्षकांचे प्रशिक्षण (ToT) कार्यशाळा"

दिनांक ----- ते ----- फेब्रुवारी २०२१ रोजी जिल्हा पातळीवर बालविवाह प्रकरणांत हस्तक्षेप करणे आणि अशा असुरक्षित कुटुंबांना आणि मुलांना आधार देणे याबाबत, पर्यवेक्षिका – एकात्मिक बालविकास प्रकल्प, विस्तार अधिकारी - आय.सी.डी.एस., आरोग्य सहायिका, कंत्राटी जिल्हा समूह संघटक (राष्ट्रीय आरोग्य अभियान) यांच्या मार्फत अग्रभागी कर्मचारी वर्गात जागरूकता वाढविण्याच्या हेतूने, यूनिसेफ – एस.बी.सी.३ मार्फत, जिल्हा स्तरावर दीड दिवसाचे ToT प्रशिक्षण आयोजित करण्यात येत आहे.

महत्वाची सूचना – आपले विभागाच्या पत्राद्वारे महाराष्ट्रातील बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण कार्यशाळेसाठी आपले नाव सुचविण्यात आलेले आहे. तरी कृपया खालील माहिती पूर्ण करावी:

1. आपले संपूर्ण नाव ?(Name)

2. आपला संपर्क क्रमांक नमूद करावा. (Contact Number)

3. आपला नियमित वापरात असलेला ईमेल आयडी नमूद करावा. (Email id)

4. जिल्ह्याचे नाव (Name of the District – options will be given)
5. तालुक्याचे नाव (Name of the Block- options will be given)

6. आपले पद नमूद करावे. (Designation)
 - अंगणवाडी पर्यवेक्षिका - आय.सी.डी.एस.
 - एल.एच.व्ही.
 - ए.एन.एम.
 - जिल्हा समूह संघटक (NRHM)
 - समुदाय आरोग्य अधिकारी (CHO)

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- इतर.
7. जिल्हास्तरावर आयोजित केल्या जाणाऱ्या दीड दिवसीय TOT प्रशिक्षणास आपण उपस्थित राहणार असल्याचे सुनिश्चित करावे. (Please confirm your presence for the TOT Training)
- होय Yes
 - नाही No
8. आपले वरिष्ठ अधिकाऱ्याचे नाव व पद नमूद करावे. (Name of Reporting Authority)
- नाव :-----
- पद:-----
9. मागील १५ दिवसात आपल्याला काही आरोग्य विषयक समस्या जाणवल्या आहेत का ? (Any medical issues faced in last 15 days).
- a. खोकला Coughing
 - b. सर्दी Cold
 - c. श्वासनाच्या समस्या Breathlessness
 - d. ताप Fever
10. आपण दिव्यांग आहात तर कृपया इथे नमूद करावे:
11. UNICEF- SBC3 मार्फत अजून काही सहकार्य हवे आहे का ? Any other support required from UNICEF- SBC3 ?

Annexure 5: DWCD, Health and ICDS Dept. letter's for TOT

Aurangabad :

1) ICDS for TOT program :

 महिला व बाल विकास विभाग
जिल्हा परिषद , औरंगाबाद
Email : icdszabd@gmail.com Phone: 0240 - 2346130

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जा.क्र.जीपओ/एबावीसेयो/जिक/पोषणअभियान/२०२० /114
कार्यालयजिल्हापरिषद,औरंगाबाद
दिनांक: 27/01/2021

प्रति,
बाल विकास प्रकल्प अधिकारी, ग्रामीण (सर्व)
जिल्हा : औरंगाबाद

विषय - औरंगाबाद जिल्ह्यातील बालविवाह निर्मूलनासाठी युनिसेफ - एस.बी.सी.३ मार्फत अग्रभागी कर्मचाऱ्यांच्या दिड दिवसीय ToT प्रशिक्षण बाबत.

संदर्भ - 1. सेंटर फॉर सोशल बिहेवियर अँड चेंज कम्युनिकेशन, मुंबई यांचे पत्र दिनांक 19/12/2021
२. मा. श्री. हृषीकेश यशोद, (भा.प्र.से) आयुक्त, महिला व बाल कल्याण विकास विभाग, महाराष्ट्रराज्य, पुणे. (जा.क्र.मराबासंसं/युनिसेफएसबीसी३/बा.वी.निर्मूलनकृतीआराखडा/2020-2021/840) दिनांक 17/11.2020 यांचे पत्र.

उपरोक्त संदर्भात विषयान्वये आपणांस कळविण्यात येते की, जिल्हा पातळीवर बालविवाह प्रकरणांत हस्तक्षेप करणे आणि अशा असुरक्षित कुटुंबांना आणि मुलांना आधार देणे याबाबत पर्यवेक्षिका - एकात्मिक बालविकास प्रकल्प, आरोग्य सहायिका, कंत्राटी जिल्हा समूह संघटक (राष्ट्रीय आरोग्य अभियान) यांच्या मार्फत अग्रभागी कर्मचारी वर्गात जागरूकता वाढविण्याच्या हेतूने युनिसेफ - एस.बी.सी.३ यांचे अंतर्गत जिल्हा स्तरावर दिनांक 04 ते 05 फेब्रुवारी 2021 दरम्यान दीड दिवसांचे ToT प्रशिक्षण आयोजित करण्यात आले आहे.

करीता खालील आपले कार्यक्षेत्रातील अंगणवाडी पर्यवेक्षिका - एकात्मिक बालविकास प्रकल्प यांना दिनांक 04 फेब्रुवारी 2021 रोजी सकाळी ठीक 09:00 वाजता मराठवाडा महसूल प्रशिक्षण प्रबोधिनी, शासकीय दुध डेअरीच्या मागे, खोकाडपुरा, औरंगाबाद येथे उपस्थित राहणे (अनिवार्य) बाबत सूचित करण्यात यावे.

अ. क्र.	प्रशिक्षणाधिकार्याचे नाव	पदनाम	तालुका/प्रकल्प	संपर्क क्र.
1	श्रीमती. अनीता काडेगावकर	अं. पर्यवेक्षिका	औरंगाबाद 1	9421679291
2	श्रीमती. सुनीता परदेशी	अं. पर्यवेक्षिका	औरंगाबाद 1	7972129399
3	श्रीमती. मिना पाटील	अं. पर्यवेक्षिका	औरंगाबाद 2	7972967573
4	श्रीमती. आचले	अं. पर्यवेक्षिका	औरंगाबाद 2	9423150400
5	श्रीमती. बोधगिरे	अं. पर्यवेक्षिका	औरंगाबाद 2	९०२२८९१८३०
6	श्रीमती. मनिषा एस.कदम	अं. पर्यवेक्षिका	फुलंब्री	9595302050
7	श्रीमती. सविता मोरे	अं. पर्यवेक्षिका	फुलंब्री	8999660183
8	श्रीमती. एल.बी.खोतकर	अं. पर्यवेक्षिका	सिल्लोड 1	8552911646
9	श्रीमती. एस.एन.सणान्से	अं. पर्यवेक्षिका	सिल्लोड - 1	9359125957
10	श्रीमती. आरतेषा अरुण जोशी	अं. पर्यवेक्षिका	सिल्लोड 2	9518709901
11	श्रीमती. द्रौपदी एस.रोकडे	अं. पर्यवेक्षिका	सिल्लोड 2	9765112296

सही				
12	श्रीमती. एस.के.ठाकरे	अं. पर्यवेक्षिका	सोयगाव	9421404586
13	श्रीमती. आर.वाय.पारधे	अं. पर्यवेक्षिका	सोयगाव	7507226586
14	श्रीमती. जगताप	अं. पर्यवेक्षिका	पैठण 1	8698340340
15	श्रीमती. केदारे	अं. पर्यवेक्षिका	पैठण 1	8390624078
16	श्रीमती. लक्ष्मी हेवारे	अं. पर्यवेक्षिका	पैठण 2	9422961740
17	श्रीमती. अनिता आलूरकर	अं. पर्यवेक्षिका	पैठण 2	9970429166
18	श्रीमती. एम.बी.जोशी	अं. पर्यवेक्षिका	गंगापूर 1	9324257325
19	श्रीमती. एस.सी.गंगापूरकर	अं. पर्यवेक्षिका	गंगापूर 1	8329814310
20	श्रीमती. सुरेखा पाटील	अं. पर्यवेक्षिका	गंगापूर 2	9834944163
21	श्रीमती. प्रतिभा परदेशी	अं. पर्यवेक्षिका	गंगापूर 2	9420406235
22	श्रीमती. बनकर	अं. पर्यवेक्षिका	कन्नड 1	९२७०५८८४७९
23	श्रीमती. बडे	अं. पर्यवेक्षिका	कन्नड 1	७५८८०४५०४५
24	श्रीमती. एस.आर.कोळेकर	अं. पर्यवेक्षिका	कन्नड २	९८२२९३९१६०
25	श्रीमती. ए.जे.काळे	अं. पर्यवेक्षिका	कन्नड २	८२०८५२२१९४
26	श्रीमती. माधुरी गजाभेये	अं. पर्यवेक्षिका	वैजापूर	८३०८७५१३१९
27	श्रीमती. रंजना जाधव	अं. पर्यवेक्षिका	वैजापूर	९४२००९७४२४
28	श्रीमती. आर.एम. जोशी	अं. पर्यवेक्षिका	खुलताबाद	९४२१६७२२४८
29	श्रीमती. एस.के.शिंदे	अं. पर्यवेक्षिका	खुलताबाद	७५८८९६६९०९

प्रशिक्षणाचे ठिकाण :

मराठवाडा महसूल प्रशिक्षण प्रबोधिनी, शासकीय दुध डेअरीच्या मागे, खोकडपुरा, औरंगाबाद.

इतर मदतीसाठी संपर्क :

श्री. किरण बिलोरे, प्रकल्प समन्वयक, बाल विवाह निर्मूलन, युनिसेफ-एसबीसी३ प्रकल्प.
मो. 8055838280

प्रतिलिपी :

1. बाल विकास प्रकल्प अधिकारी, ग्रामीण (संबंधित) यांना योग्य त्या कार्यवाहीस्तव.

महितीस्तव :

1. मा. जिल्हाधिकारी, जिल्हाधिकारी कार्यालय, औरंगाबाद.
2. मा. मुख्य कार्यकारी अधिकारी, जिल्हा परिषद, औरंगाबाद.


 (प्रसाद मिर्कार)

जिल्हा कार्यक्रम अधिकारी,
 जिल्हा शासकीय अल्पसंख्यक विभाग (मबावि)
 जिल्हा परिषद औरंगाबाद

2) Health Department Letter for TOT:

महाराष्ट्र शासन		
जिल्हा आरोग्य प्रशिक्षण केंद्र, औरंगाबाद		
पत्ता :- एक्सार्ज ऑफीस समोर, एन-५, सिडको, औरंगाबाद ४३१००३ दुरध्वनी क्र. (०२४०) २४७६५४३ E-mail ID : dtt_abad@yahoo.com		
	आरोग्य सेवा प्रशिक्षण प्राधान्य	जा.क्र./जिपऔ/आरोग्य/जिप्रसं/वा.वि.नि. प्रशिक्षण/ ०१ / २०२० कार्यालय :- जिल्हा परिषद औरंगाबाद. दिनांक:- ३१/१२/२०२०
		

प्रति,

श्री निशित कुमार,
 संस्थापक आणि व्यवस्थापकीय संचालक,
 सेंटर फॉर सोशल अॅण्ड बिहेवियर चेंज कम्युनिकेशन (SBC3)
 मुंबई-४०००५५


विषय :- औरंगाबाद जिल्ह्यातील बाल विवाह निर्मुलनासाठी युनिसेफ - "एस.बी.सी.३"
 मार्फत अग्रभागी कर्मचाऱ्यांच्या प्रशिक्षणासाठी नामनिर्देशन पाठविणे बाबत.

संदर्भ :- आपले कार्यालयाचे पत्र दिनांक १९/१२/२०२०

उपरोक्त संदर्भीय विषयान्वये जिल्हा पातळीवर बालविवाह प्रकरणात हस्तक्षेप करणे आणि अशा असुरक्षित कुटुंबांना आणि मुलांना आधार देणे याबाबत आरोग्य सहाय्यीका (LHV), कंत्राटी जिल्हा समुह संघटक (राष्ट्रीय आरोग्य अभियान), एकात्मिक बालविकास प्रकल्प - पर्यवेक्षिका तसेच विस्तार अधिकारी-आय.सी.डी.एस.यांच्या मार्फत अग्रभागी कर्मचारी वर्गात जागृकता वाढविण्याच्या हेतुने जिल्हास्तरावर दीड दिवसाचे प्रशिक्षकांचे प्रशिक्षण आयोजित करणेसाठी औरंगाबाद जिल्ह्यातील खालील आरोग्य सहाय्यीका/सेविका व जिल्हा समुह संघटक यांचे नामनिर्देशन पाठविण्यात येत आहे.

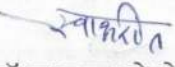
अ.क्र.	प्रशिक्षणार्थीचे नांव	पदनाम	मुख्यालय
१	श्रीमती संपदा चव्हाण	जिल्हा समुह संघटक	रा.आ.अ.जि.प.औरंगाबाद
२	श्रीमती गुलबस सांगळे	आरोग्य सहाय्यीका	प्रा.आ.केंद्र कचनेर
३	श्रीमती पी.के.पारीसे	आरोग्य सहाय्यीका	प्रा.आ.केंद्र वरुडकाशी
४	श्रीमती के.व्ही.दुधारे	आरोग्य सहाय्यीका	जि.प्र.संघ औरंगाबाद
५	श्रीमती यमुना गावीत	आरोग्य सहाय्यीका	ता.आ.अ.का.गंगापूर
६	श्रीमती पी.एम.पवार	आरोग्य सेविका	प्रा.आ.केंद्र लासुरस्टेशन
७	श्रीमती टी.के.वाघ	आरोग्य सहाय्यीका	प्रा.आ.केंद्र शिवूर
८	श्रीमती बी.बी.भिंंगारदीवे	आरोग्य सहाय्यीका	प्रा.आ.केंद्र
९	श्रीमती सी.एम.कोहक	आरोग्य सहाय्यीका	प्रा.आ.केंद्र डाकेफळ
१०	श्रीमती बी.आर.अभंग	आरोग्य सहाय्यीका	प्रा.आ.केंद्र विहामांडवा

११	श्रीमती रंजना राठोड	आरोग्य सहाय्यिका	प्रा.आ.केंद्र आमठाणा
१२	श्रीमती आशा पिंपोले	आरोग्य सहाय्यिका	ता.आ.अ.का.सिल्लोड
१३	श्रीमती बेबी महापूरे	आरोग्य सहाय्यिका	प्रा.आ.केंद्र बनोटी
१४	श्रीमती के.पी.डांगरे	आरोग्य सेविका	प्रा.आ.केंद्र जरंडी
१५	श्रीमती टी.व्ही.वावरे	आरोग्य सेविका	प्रा.आ.केंद्र बनोटी
१६	श्रीमती केदारे	आरोग्य सेविका	प्रा.आ.केंद्र गोरी
१७	श्रीमती नलावडे	आरोग्य सेविका	प्रा.आ.केंद्र जातेगांव
१८	श्रीमती सिंधु वाघ	आरोग्य सहाय्यिका	प्रा.आ.केंद्र बा.सावंगी
१९	श्रीमती चिमणे	आरोग्य सेविका	प्रा.आ.केंद्र बा.सावंगी
२०	श्रीमती मंदा दिवेकर	आरोग्य सहाय्यिका	प्रा.आ.केंद्र हतनुर
२१	श्रीमती लता लिंगायत	आरोग्य सहाय्यिका	प्रा.आ.केंद्र नाचनवेल


 (डॉ.सुधाकर सो.शेळके)
 जिल्हा आरोग्य अधिकारी
 जिल्हा परिषद औरंगाबाद



प्रतिलिपी माहितीस्तव सविनय सादर.

- १) मा.जिल्हाधिकारी, जिल्हाधिकारी कार्यालय औरंगाबाद.
- २) मा.मुख्य कार्यकारी अधिकारी, जिल्हा परिषद औरंगाबाद.


 (डॉ.सुधाकर सो.शेळके)
 जिल्हा आरोग्य अधिकारी
 जिल्हा परिषद औरंगाबाद

Nanded:

1) ICDS Letter for TOT Program:

	एकात्मिक बाल विकास सेवा योजना, (जिल्हाकक्ष), महिला व बाल विकास विभाग, जिल्हा परिषद, नांदेड.	
दुरध्वनी व फॅक्स क्रमांक- 02462- 232561. Email- dyceoicdsnanded@yahoo.com		
जा.क्र.जिपनां/एबाविसेयो/सांख्यिकी/ 62 /2021. दिनांक- 28.01.2021.		

प्रति,
 बाल विकास प्रकल्प अधिकारी,
 एकात्मिक बाल विकास सेवा योजना,
 प्रकल्प- सर्व जि.नांदेड.

विषय- जिल्ह्यातील बाल विवाह निर्मुलनासाठी युनिसेफ- एस.बी.सी.3 मार्फत अग्रभागी कर्मचा-यांसाठी
 प्रशिक्षणाबाबत.

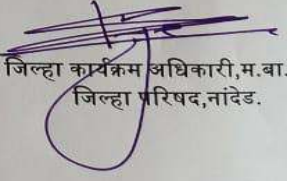
संदर्भ- सह- संस्थापक, सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन- (SBC- 3) यांचे पत्र क्रमांक- --
 दिनांक- 27.01.2021.

उपरोक्त विषयी यासोबत जोडण्यांत आलेल्या यादीनुसार जिल्ह्यातील 21 पर्यवेक्षिका यांची बाल विवाह
 निर्मुलनासाठी युनिसेफ- एस.बी.सी.3 मार्फत अग्रभागी कर्मचा-यांसाठीच्या प्रशिक्षणाकरिता निवड करण्यांत आली
 असून सदर प्रशिक्षण (TOT) दिनांक- 08 व 09 फेब्रुवारी 2021 रोजी सकाळी- 10.00 ते दुपारी- 04.00 या वेळेत
 हॉटेल अतिथी, शिवाजीनगर, नांदेड येथे आयोजित करण्यांत आले आहे, सबब सोबतच्या यादीतील सर्व पर्यवेक्षिका सदर
 प्रशिक्षणास वेळेवर न चुकता हजर राहतील याबाबत आपण आपल्या स्तरावरून सर्व संबंधितांना सुचित करावे व
 केलेल्या कार्यवाहीचा अहवाल या कार्यालयास उलट टपाली सादर करावा.

करिता अनुपालनास्तव.

28/1-
 जिल्हा कार्यक्रम अधिकारी, म.बा.वि.,
 जिल्हा परिषद, नांदेड.

प्रतिलिपी- सह- संस्थापक, सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन- (SBC- 3) यांना माहितीस्तव.


 जिल्हा कार्यक्रम अधिकारी, म.बा.वि.,
 जिल्हा परिषद, नांदेड.

REDMI NOTE 8 PRO
 AI QUAD CAMERA

Unicef Training List, Zilla Parishad, Nanded.

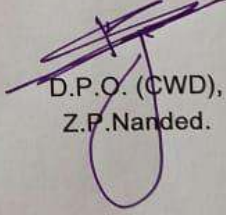
Sl.No.	Officers/Employee Name	Post	Office Name	Mobile No.	Remarks
1	2	3	4	5	6
1	Smt.Kanta Hange	Supervisor	ICDS, Kinwat	8830683932	-
2	Smt.A.R.Bhutale	Supervisor	ICDS, Mukhed	9730394669	-
3	Smt.S.S.Bhandare	Supervisor	ICDS, Degloor	9421761719	-
4	Smt.J.V.Naik	Supervisor	ICDS, Biloli	9850477181	-
5	Smt.C.G.Pole	Supervisor	ICDS, Kandhar	9049442305	-
6	Smt.A.M.Pandit	Supervisor	ICDS, Bhokar	9403328644	-
7	Smt.D.R.Sangewar	Supervisor	ICDS, Hadgaon	7588067719	-
8	Smt.C.N.Patil	Supervisor	ICDS, Nanded	7798724424	-
9	Smt.G.D.Kendre	Supervisor	ICDS, Loha	9145101773	-
10	Smt.V.M.Swami	Supervisor	ICDS, Naigaon	9527637470	-
11	Smt.S.V.Butle	Supervisor	ICDS, Mahur	8390712321	-
12	Smt.R.L.Kairamkonda	Supervisor	ICDS, Umri	7588523371	-
13	Smt.B.R.Rathod	Supervisor	ICDS, Mudkhed	9022795769	-
14	Smt.C.G.Kubde	Supervisor	ICDS, Himayatnagar	8975752708	-
15	Smt.Nasrin Khan	Supervisor	ICDS, Dharmabad	9422871568	-
16	Smt.S.J.Kamble	Supervisor	ICDS, Ardhapur	9766191007	-

Trainee List of ZP Nanded.

जा.क. जि.प. नां./एवाबिसैयो/सा/ 52/13024
 कार्यालय जिल्हा परिषद नांदेड
 दिनांक 20/07/2024

To,

SBC-3


 D.P.O. (CWD),
 Z.P.Nanded.

2) Health Department letter for TOT:

जिल्हा प्रशिक्षण संघ, कार्यालय
 आरोग्य विभाग, जिल्हा परिषद, नांदेड

Ph. No- 02462-239529 Fax No- 02462-239037

Email ID- dtl_nanded@yahoo.com

आरोग्य सेवा

जा.क्र.जिपना/आरोग्य/ जि.प्र.संघ / /२१

दि.२१/०१/२०२१

21 JAN 2021

प्रति,

संस्थापक,
 सेंटर फॉर सोशल बिहेवियर अँड चेंज कम्युनिकेशन, मुंबई.

विषय : नांदेड जिल्ह्यातील बालविवाह निर्मूलनासाठी यूनिसेफ : एस.बी.सी. मार्फत अग्रभागी कर्मचार्यांच्या प्रशिक्षणासाठी नामनिर्देशन पाठविणे बाबत.

संदर्भ : आपले कार्यालयाचे पत्र दिनांक १८/०१/२०२१

उपरोक्त संदर्भीय विषयान्वये जिल्हा पातळीवर बालविवाह प्रकरणांत हस्तक्षेप करणे आणि अशा असुरक्षित कुटुंबांना आणि मुलांना आधार देणे याबाबत पर्यवेक्षिका, एकात्मिक बालविकास प्रकल्प, विस्तार अधिकारी : आय.सी.डी.एस., आरोग्य सहायिका, केंद्राटी जिल्हा समूह संघटक (राष्ट्रीय आरोग्य अभियान) यांच्या मार्फत अग्रभागी कर्मचारी वर्गात जागरूकता वाढविण्याच्या हेतूने जिल्हा स्तरावर दीड दिवसाचे प्रशिक्षण आयोजित करण्यासाठी नांदेड जिल्ह्यातील खालील आरोग्य विभाग कर्मचारी यांचे नामनिर्देशन पाठविण्यात येत आहे.

अ.क्र.	प्रशिक्षणाचे नाव	पदनाम	मुख्यालय	तालुका	संपर्क क्र.
१	श्रीमती. मिना शेषराव कांबळे	एलएचव्ही	तुप्पा	नांदेड	९८२२२७४९२९
२	श्रीमती. जमीला बी. शेख	एएनएम	तुप्पा	नांदेड	९५८८५९७४८९
३	श्रीमती एस जे गायगोले	एएचव्ही	तामसा	हदगाव	७५०७८०३७६९
४	श्रीमती एम.डकनू जाधव	एएनएम	तामसा	हदगाव	९७६३९९९९४
५	श्रीमती. आर.टी. राहटकर	एलएचव्ही	टिएचओ का	मुखेड	९७६७८२९९६२
६	श्रीमती. एस.व्ही. बिरादार	एलएचव्ही	सावरगाव	मुखेड	९९२९२५७४८९
७	श्रीमती. एस.आर. इंगोले	एलएचव्ही	आण्यारावपेठ	किनवट	९७६७८८८९०८
८	श्रीमती. एल.एम. बनसोडे	एलएचव्ही	बोधडी	किनवट	९५५२०२६५०५
९	श्रीमती. शेख एच.एस.	एलएचव्ही	कलंबर	लोहा	९४८९४२३०४७
१०	श्रीमती. जाधव व्ही.एम	एलएचव्ही	कापसी	लोहा	९७३०९३६९२
११	श्रीमती. एल.बी. जाधव	एलएचव्ही	सिंधी	उमरी	९५४५३५२४०६
१२	श्रीमती. खुर्ने एस.के.	एलएचव्ही	किनी	भोकर	९६०४३४९२५४
१३	श्रीमती. आर. डी. वाघतकर	एलएचव्ही	भोली	भोकर	९६५७४२३४४६
१४	श्रीमती. पी. आर. सुखदेवे	एलएचव्ही	आष्टा	माहुर	९४२९७५९००४
१५	श्रीमती. के. एस. येवतीकर	बी.एन.वो.	टिएचओ का	माहुर	९४०३९९५५९
१६	श्रीमती. डॉ. प्रियंका तुडमे	समुदाय आ. अधि.	सिरजकोड	धर्माबाद	८८५७९९५०७२
१७	श्रीमती. डॉ. माया निखाते	समुदाय आ. अधि.	जारीक्रेट	धर्माबाद	९५६९७२९४५३
१८	डॉ. उज्ज्वला संजनराव जयळे	समुदाय आ. अधि.	विरसणी	हिमायतनगर	७५०७४५६०९३
१९	डॉ. पंचार मुखर्जी विजयनाथराव	समुदाय आ. अधि.	वडगाव	हिमायतनगर	९४२३७४७६६४
२०	श्रीमती आर.एम. येवतार	एलएचव्ही	अर्धापूर	अर्धापूर	९९७००९९२०९
२१	श्रीमती आर. जी. सिरसाठ	स्टाफ नर्स	मालेगाव	अर्धापूर	९९५६३६०४९०
२२	श्रीमती एस. एन. भालेराव	एलएचव्ही	मुगट	मुदखेड	९६५७९९३९७२


२३	श्रीमती एस.ए. गोडेकर	एएनएम	मुगट	मुदखेड	७७६७८३०९०५
२४	श्रीमती के.आर. तायडे	एलएचवी	कुंडलवाडी	बिलोली	९७६६२७२४६६
२५	श्रीमती एस.टी. बेलगे	स्टाफ नर्स	लोहगाव	बिलोली	९५४५२६४८०१
२६	श्रीमती शेख जुलेखा	स्टाफ नर्स	कुंदुर	नायगाव	८६०५६२६८३८
२७	श्रीमती एस.के. बावावाड	स्टाफ नर्स	बरवडा	नायगाव	९३५६३२९४२५
२८	श्रीमती एस.एस. केसाले	एलएचवी	उस्माननगर	कंधार	९०११५९४१९५
२९	श्रीमती एस.एन. शिंदे	स्टाफ नर्स	बारुळ	कंधार	७८७५८४२१२२
३०	श्रीमती सी.एम. बहलिंगे	एलएचवी	शाहापुर	देगलूर	८३०८००७०८५
३१	श्रीमती व्ही.जी. धुलंगडे	स्टाफ नर्स	मरखेल	देगलूर	९९२१४५६१३५
३२	श्री सिध्दार्थ घोरार	डि.सी.एम.	नांदेड	नांदेड	८६६८९२९२८९

जिल्हा आरोग्य अधिकारी,
 जिल्हा परिषद, नांदेड.

प्रतिलिपी माहितीस्तव व योग्य त्या कार्यवाहीस्तव सादर
 १ मा प्राचार्य आरोग्य व कुटुंब कल्याण प्रशिक्षण केंद्र, औरंगाबाद
 २ मा जिल्हा आरोग्य अधिकारी जिल्हा परिषद, नांदेड
 ३ तालुका आरोग्य अधिकारी संबधीत यांना देवुन कळविण्यात येते की, सदरील प्रशिक्षणानंतर तालुकास्तरावर अग्रभागी काम करणारे कर्मचारी यांचे प्रशिक्षणाचे उपरोक्त कर्मचारी प्रशिक्षक म्हणुन काम करतील त्यामुळे सर्वजन हजर राहतील यांची दक्षता घ्यावी.

स्वाक्षरीत
 जिल्हा आरोग्य अधिकारी,
 जिल्हा परिषद, नांदेड.

3) Invite Letter by DWCD, Nanded:


महाराष्ट्र शासन
 महिला व बाल विकास विभाग महाराष्ट्र राज्य बाल संरक्षण संस्था पुणे, अंतर्गत
 जिल्हा बाल संरक्षण कक्ष, नांदेड.
 E-mail: id-depunanded84@gmail.com Phone No. (02862) 261242/263600

जा.क्र. निवासक नांदेड / 561 / 2020-21 / नांदेड. दिनांक - 2 / 2 / 2021

प्रति,
 १. मा. जिल्हा कार्यक्रम अधिकारी (बाल कल्याण) जिल्हा परिषद, नांदेड.
 २. मा. आरोग्य अधिकारी, जिल्हा आरोग्य कार्यालय, जिल्हा परिषद, नांदेड.

विषय : बालविवाह निर्मुलनाकरील दोन दिवसीय कार्यशाळेसाठी सहभागी होण्याबाबत
संदर्भ : १. मा. जिल्हाधिकारी यांचे दिनांक 27/01/2021 रोजीचे आदेश.
 २. सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन यांचे या. जिल्हाधिकारी साहेब नांदेड यांना केलेला विनंती अर्ज.

माहोदय,
 उपरोक्त संदर्भित विषयाव्घे आपणांस सादर करण्यात येते की, संदर्भित पत्रान्वये महिला व बाल विभाग युनिसेफ आणि सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन यांच्या संयुक्त विद्यमाने नांदेड जिल्ह्यात प्रशासनासोबत जिल्ह्यातील बालविवाह निर्मुलनासाठी एकत्रित काम करणार आहेत, त्याअनुषंगाने संशम-बालविवाह निर्मुलन या विषयावर दिनांक 08/02/2021 व 09/02/2021 रोजी सकाळी 10:00 ते सायंकाळी 04:00 याअवधेत अध्यापी अधिकारी/कर्मचारी यांच्यासाठी प्रशिक्षकांचे प्रशिक्षण (TOT) आयोजित करण्यात आले आहे.
 तरी कृपया उपरोक्त कार्यशाळेस आपण आपल्या सहायक अंगणवाडी मुख्यसेविका, आरोग्य विभागातील कर्मचारी (LHV) यांना उपस्थित राहण्यास कळविण्यात यावे ही विनंती.

कार्यक्रमाचे ठिकाण: होटेल अतिथी शिवाजी नगर, नांदेड.
दिनांक व वेळ : 08/02/2021 ते 09/02/2021 सकाळी 09:30 ते सायंकाळी 04:00
अधिक माहितीकरिता : राज्य कार्यक्रम अधिकारी युनिसेफ प्रकल्प पुजा यादव (9769567439) यांच्याशी संपर्क साधावा.

सोबत : कार्यक्रम पत्रिका. आपला विश्वासू

सदस्य सचिव जिल्हा बाल संरक्षण कक्ष तथा
 जिल्हा महिला व बाल विकास अधिकारी,
 नांदेड

प्रतिलिपी,
 १. मा. जिल्हाधिकारी, नांदेड यांना माहितीस्तव सविनय सादर.
 २. श्रीमती. प्रिया सर्वनिस सहसंयोजक सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन (SBC³) यांना माहितीस्तव सादर.

आपला विश्वासू
 सदस्य सचिव जिल्हा बाल संरक्षण कक्ष तथा
 जिल्हा महिला व बाल विकास अधिकारी,
 नांदेड

Hingoli:

1) ICDS Dept Letter for TOT:

जिल्हा परिषद हिंगोली महिला व बालकल्याण विभाग	
Phone/Fax:02456	mbkicds@gmail.com

जाक्र/जिपहि/मबाक/एबाविसो/कावी/ 75 /२०२१

दिनांक १०.०२.२०२१.

प्रति,


बाल विकास प्रकल्प अधिकारी,
एकात्मिक बाल विकास सेवा योजना कलमनुरी,चसमत, हिंगोली
सेनगाव,औंडा ना.,आ.बाळपुर.

विषय: जिल्हातील बाल विवाह निर्मुलनासाठी युनिसेफ- एस बी सी-३ मार्फत अग्रभागी पर्यवेक्षिका यांचे प्रशिक्षणाबाबत.

संदर्भ: सह संस्थापक,सेन्टर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन (एस बि सी-३) यांचे पत्र दिनांक१०.०२.२०२१ .

उपरोक्त विषयी संदर्भित पत्राकान्वये बालविवाह निर्मुलनासाठी युनिसेफ- एस बी सी-३ मार्फत अग्रभागी जिल्हातील सर्व पर्यवेक्षिका यांचे दिनांक १५ व १६ फेब्रुवारी २०२१ रोजी ठिक सकाळी १०.०० ते सांयकाळी ५.०० या वेळेत जिल्हा नियोजन समिती हॉल जिल्हाधिकारी कार्यालय,हिंगोली येथे आयोजित करण्यात आलेले आहे.

तेव्हा आपल्या प्रकल्पातर्गत कार्यरत पर्यवेक्षिका यांना सदरिल प्रशिक्षणास वेळेवर हजर राहणेबाबत आपले स्तरावरून सूचित करण्यात यावे. सदर प्रशिक्षणास गैरहजर असलेल्या पर्यवेक्षिका यांचेवर प्रशासकिय कार्यवाही करण्यात येईल याची नोंद घ्यावी.


उपमुख्य कार्यकारी अधिकारी (बो.क.)
जिल्हा परिषद हिंगोली.

प्रत:

१. ना.जिल्हाधिकारी, हिंगोली यांना माहितीस्तव सविनय सादर.
- २.सह संस्थापक,सेन्टर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन (एस बि सी-३) यांना माहितीस्तव.

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2) Health Department Letter for TOT:

जिल्हा आरोग्य प्रशिक्षण केंद्र, हिंगोली	
स्थळ :- जुने सामान्य रुग्णालय तोंकखाना, हिंगोली	Email :- dtthingoli@rediffmail.com
आरोग्य सेवा	जाक्र / जिप्रकहि / आरोग्य / प्र.आ.सर्व / 204 / 2021 कार्यालय-जिल्हा प्रशिक्षण केंद्र हिंगोली दिनांक :- 11/02/2021

विषय :- जिल्ह्यातील बालविवाह निर्मुलनासाठी युनीसेफ-एस.बी.सी. 3 मार्फत अग्रभागी कर्मचाऱ्यांसाठी प्रशिक्षकांचे प्रशिक्षण आरोग्य साहाय्यीक यांनी उपस्थित राहणे बाबत.

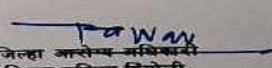
संदर्भ :- सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन यांचे कार्यालयाचे पत्र दिनांक ८.०२.२०२१

उपरोक्त संदर्भित पत्रान्वये सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन युनीसेफ यांचे मार्फत दिनांक १५.०२.२०२१ ते १६.०२.२०२१ या कालावधित आरोग्य विभागातील आरोग्य साहाय्यीक व कंवाटी जिल्हा समुह संघटक (एन.एच.एम.) यांचे विड दिवसाचे ऑफलाईन प्रशिक्षकांचे प्रशिक्षकांचे (टी.ओ.टी.) आयोजित करण्यात आले आहे. करीता खालील आरोग्य साहाय्यीक व जिल्हा समुह संघटक एन.एच.एम. यांनी उपस्थित राहावे.

दिनांक १५.०२.२०२१ ते १६.०२.२०२१ (विड दिवस) सकाळी ८.३० वाजता

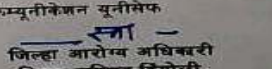
अ.क्र	प्रशिक्षकाची आरोग्य साहाय्यीक यांचे नाव	पद	मुख्यालय	मो. क्रमांक
१	श्रीमती अमिता रामधन चव्हाण	शाखसदस्य	जि.प्र.केंद्र हिंगोली	९८८८८९८९८९८९
२	श्री अक्षर अली	जिल्हा समुह संघटक	एन.एच.एम. हिंगोली	८८९८८८८८८८८८
३	श्रीमती लक्ष्मी सैनाजी उदगीरे	आरोग्य साहाय्यीक	प्रा.आ.केंद्र डोंगरकडा	८८८८८८८८८८८८
४	श्रीमती उषाताड नागोराव पाटे	आरोग्य साहाय्यीक	प्रा.आ.केंद्र नाकोडी	९८८८८८८८८८८८
५	श्रीमती शोभा बाबाराव वागतकर	आरोग्य साहाय्यीक	प्रा.आ.केंद्र पिंपळदरी	९८८८८८८८८८८८
६	श्रीमती बंधना माहादेव राऊत	आरोग्य साहाय्यीक	प्रा.आ.केंद्र सावरा	८८८८८८८८८८८८
७	श्रीमती आशा लक्ष्मणराव कांबळे	आरोग्य साहाय्यीक	प्रा.आ.केंद्र मसोड	९८८८८८८८८८८८
८	श्रीमती गंगाबाई शिराव कीरोले	आरोग्य साहाय्यीक	प्रा.आ.केंद्र तांदोपुर	९८८८८८८८८८८८
९	श्रीमती मंगलारामचंद्र नरवणे	आरोग्य साहाय्यीक	प्रा.आ.केंद्र गोरगांव	९८८८८८८८८८८८
१०	श्रीमती निर्मलाचंटे वाघमारे	आरोग्य साहाय्यीक	प्रा.आ.केंद्र हट्टा	९८८८८८८८८८८८
११	श्रीमती कुसुम नानासाव वाघमारे	आरोग्य साहाय्यीक	प्रा.आ.केंद्र टेभुर्णी	९८८८८८८८८८८८
१२	श्रीमती शोभा बाबाराव सोहनी	आरोग्य साहाय्यीक	प्रा.आ.केंद्र पोतरा	९८८८८८८८८८८८
१३	श्रीमती वसुधासागर ईसनाजी तुरुकमाने	आरोग्य साहाय्यीक	प्रा.आ.केंद्र बाळापुर	८८८८८८८८८८८८
१४	श्रीमती राणीनी हरीसन सेजुळ	आरोग्य साहाय्यीक	प्रा.आ.केंद्र पानकहरेगाव	९८८८८८८८८८८८
१५	श्रीमती अरुना ब्रम्हाजी जोगवड	आरोग्य साहाय्यीक	प्रा.आ.केंद्र शिरडसाहापुर	९८८८८८८८८८८८
१६	श्रीमती कुसुम गंगाराम सोनोने	आरोग्य साहाय्यीक	प्रा.आ.केंद्र नसी	९८८८८८८८८८८८
१७	श्रीमती राजेश्वरी कृष्णराव पाटीळे	आरोग्य साहाय्यीक	प्रा.आ.केंद्र कुरुवा	९८८८८८८८८८८८
१८	श्रीमती प्रभा कृष्ण डवळे	आरोग्य साहाय्यीक	प्रा.आ.केंद्र कवठा	९८८८८८८८८८८८
१९	श्रीमती प्रेमा दीर्गांबर बिंदे	आरोग्य साहाय्यीक	प्रा.आ.केंद्र हयातनगर	९८८८८८८८८८८८
२०	श्रीमती पुष्पा रामराव केलटेके	आरोग्य साहाय्यीक	प्रा.आ.केंद्र सीरसग	९८८८८८८८८८८८
२१	श्रीमती प्रमीला पांडुरंग भावळे	आरोग्य साहाय्यीक	प्रा.आ.केंद्र जवळा बा.	९८८८८८८८८८८८
२२	श्रीमती शोकांतबाबू महेबूब शेख	आरोग्य साहाय्यीक	प्रा.आ.केंद्र रा.तांडा	९८८८८८८८८८८८
२३	श्रीमती शोभा शंकरराव बिंदे	आरोग्य साहाय्यीक	प्रा.आ.केंद्र लोहरा	९८८८८८८८८८८८
२४	श्रीमती मंगल दादाराव जाधव	आरोग्य साहाय्यीक	प्रा.आ.केंद्र पांगराशिंदे	९८८८८८८८८८८८

स्थळ :- नियोजन सभागृह, जिल्हाधिकारी कार्यालय, हिंगोली




 जिल्हा आरोग्य अधिकारी
 जिल्हा परिषद, हिंगोली.

प्रत :- सविनय सादर

- १) मा. जिल्हाधिकारी, जिल्हा हिंगोली
- २) मा. मुख्यकार्यकारी अधिकारी, जि.प. हिंगोली
- ३) मा. संस्थापक व व्यवस्थापक, सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन युनीसेफ


 जिल्हा आरोग्य अधिकारी
 जिल्हा परिषद, हिंगोली.

3) Invite Letter by DWCD, Hingoli for TOT:

महाराष्ट्र शासन
 जिल्हा महिला व बाल विकास अधिकारी कार्यालय, हिंगोली
 एस-७, दुसरा मजला, मध्यवर्ती प्रशासकीय इमारत, हिंगोली. ४३१५१३
 E-mail ID - dwandedob@gmail.com दुरध्वनी क्र. - (०२४५६) २२१४३६

जा.क्र.जिमबाविअहि/सक्षम/२०२०-२१/१६६ दिनांक - ०९.०२.२०२१

प्रति,
 १. मा. जिल्हा कार्यक्रम अधिकारी (बाल कल्याण) जिल्हा परिषद, हिंगोली
 २. मा. जिल्हा आरोग्य अधिकारी, जिल्हा आरोग्य कार्यालय, जिल्हा परिषद, हिंगोली

विषय :- बालविवाह निर्मुलनावरील दोन दिवसीय कार्यशाळेसाठी सहभागी होण्याबाबत.
 संदर्भ :- १. मा. जिल्हाधिकारी यांचे दिनांक २७.०१.२०२१ रोजीचे आदेश.
 २. सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन यांची मा. जिल्हाधिकारी यांना केलेली विनंती

महोदय,
 उपरोक्त संदर्भित विषयान्वये सादर करण्यात येते की, संदर्भित पत्रान्वये महिला व बाल विकास विभाग युनिसेफ आणि सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन यांच्या संयुक्त विद्यमाने हिंगोली जिल्ह्यात जिल्ह्यातील बाल विवाह निर्मुलनावरील एकत्रित काम करणार आहेत. त्या अनुषंगाने सक्षम - बालविवाह निर्मुलन या विषयावर दि. १५.०२.२०२१ व १६.०२.२०२१ रोजी सकाळी १०.०० ते सायंकाळी ०४.०० वाजेपर्यंत अग्रभागी अधिकारी / कर्मचारी यांच्यासाठी प्रशिक्षकांचे प्रशिक्षण (TOT) आयोजित करण्यात आले आहे.
 तरी कृपया उपरोक्त कार्यशाळेस आपण आपल्या स्तरावरून अंगणवाडी मुख्यसेविका, आरोग्य विभागातील कर्मचारी (LHV) यांना उपस्थित राहण्यास कळविण्यात यावे ही विनंती.

कार्यक्रमाचे ठिकाण - नियोजन हॉल जिल्हाधिकारी कार्यालय, हिंगोली
 दिनांक व वेळ - १५.०२.२०२१ ते १६.०२.२०२१ सकाळी ०९.३० ते सायंकाळी ०४.००
 अधिक माहितीकरीता - राज्य कार्यक्रम अधिकारी युनिसेफ प्रकल्प पुजा यादव (९७६९५६७४३९) यांच्याशी संपर्क साधावा.
 सोबत - कार्यक्रम पत्रिका



आपला विश्वासु
 - २४ -
 सदस्य सचिव जिल्हा बाल संरक्षण कक्ष तथा
 जिल्हा महिला व बाल विकास अधिकारी,
 हिंगोली

प्रतिलिपी -
 १. मा. जिल्हाधिकारी, हिंगोली यांना माहितीस्तव सविनय सादर
 २. श्रीमती प्रिया सबनिय सह संस्थापक सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन (SBC३) यांना माहितीस्तव

सदस्य सचिव जिल्हा बाल संरक्षण कक्ष तथा
 जिल्हा महिला व बाल विकास अधिकारी,
 हिंगोली

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- 4) Osmanabad:
 1) ICDS Letter for TOT Program:

	 महाराष्ट्र शासन महिला व बाल विकास विभाग जिल्हा महिला व बाल विकास अधिकारी कार्यालय, उस्मानाबाद प्रशासकीय इमारत, तळमजला, डावी बाजू, खोली क्र. १०
Email :- dcpu.osmanabad@gmail.com	Phone No. 02472-222592
जा.क्र./ जिमबाविअ/जिबासक/ ५५ /२०२१	दिनांक :- २५/०२/२०२१

प्रति,

बाल विकास प्रकल्प अधिकारी,
 ग्रामीण (सर्व), जिल्हा उस्मानाबाद.

विषय :- उस्मानाबाद जिल्ह्यातील बालविवाह निर्मुलनासाठी युनिसेफ – एस.बी.सी.३ मार्फत अग्रभागी कर्मचा-यांच्या दोन दिवसीय TOT प्रशिक्षण बाबत.

संदर्भ :- १. मा.आयुक्त महिला व बालविकास आयुक्तालय म.रा.पुणे यांचे पत्र क्र. ८४० दि. १७/१०/२०२०.
 २. श्री.नितेश कुमार संस्थापक, Center for social & Behaviour change Communication(SBC3) Mumbai यांचे पत्र दि. १८/०२/२०२१.

उपरोक्त संदर्भित विषयान्वये आपणास कळविण्यास येते की, महिला व बाल विकास विभाग, युनिसेफ आणि SBC3 यांच्या संयुक्त विद्यमाने जिल्ह्यातील बालविवाह निर्मुलनासाठी सक्षम प्रकल्प राबविण्यात येणार आहे. त्या अनुषंगाने जिल्हा पातळीवर बालविवाह प्रकरणात हस्तक्षेप करणे आणि अशा असुरक्षित कुटुंबांना आणि मुलांना आधार देणे या बाबत मा.जिल्हाधिकारी यांच्या आदेशानुसार दि. ०४ व ०५ मार्च २०२१ रोजी जिल्हा स्तरावर दोन दिवसाचे पर्यवेक्षिका – एकात्मिक बालविकास प्रकल्प, जिल्हा समुह संघटक (राष्ट्रीय आरोग्य अभियान) तसेच आरोग्य सहायिका अथवा ए.एन.एम. यांच्या मार्फत अग्रभागी कर्मचारी वर्गात जागरूकता वाढविण्याच्या हेतूने युनिसेफ आणि SBC3 यांच्या अंतर्गत जिल्हा स्तरावर दिड दिवसाचे ऑफलाईन प्रशिक्षण (TOT) आयोजित करण्यात येत आहे.

त्याअनुषंगाने आपल्या कार्यक्षेत्रातील खालील प्रमाणे यादी मधील अंगणवाडी पर्यवेक्षिका – एकात्मिक बालविकास प्रकल्प यांना दि. ०४ व ०५ मार्च २०२१ रोजी सकाळी ठीक ०९:०० वा जिल्हा नियोजन सभागृह, मध्यवर्ती प्रशासकीय इमारत, उस्मानाबाद येथे उपस्थित राहणे (अनिवार्य) बाबत सुचित करण्यात यावे. 2021/02/25 18:36

अ.क्र.	प्रशिक्षणार्थीचे नाव	पदनाम	तालुका / प्रकल्प	संपर्क
१.	श्रीमती.एल.डी.अवताडे	अ.पर्यवेक्षिका	उस्मानाबाद	९८५०७५८०७१
२.	श्रीमती.व्ही.बी.लेंढे	अ.पर्यवेक्षिका	उस्मानाबाद	९४२०३३२६७०
३.	श्रीमती.आय.एन.महाले	अ.पर्यवेक्षिका	वाशी	८६०५७९०३२६
४.	श्रीमती.एन.सुतार	अ.पर्यवेक्षिका	वाशी	
५.	श्रीमती.जमीला मोमीन	अ.पर्यवेक्षिका	परंडा	९८२२३७५१३३
६.	श्रीमती.करूना गायकवाड	अ.पर्यवेक्षिका	परंडा	७८८८१२१२७७
७.	श्रीमती.के.पी.मोहिते	अ.पर्यवेक्षिका	तेर	८२०८०९७८५३
८.	श्रीमती.व्ही.व्ही.कुलकर्णी	अ.पर्यवेक्षिका	तेर	९४२२६५४५५२
९.	श्रीमती.आय.टी.राठोड	अ.पर्यवेक्षिका	तुळजापूर	
१०.	श्रीमती.एच.व्ही.शिंदे	अ.पर्यवेक्षिका	तुळजापूर	९४२१३६०६९६
११.	श्रीमती.एम.एस.जमादार	अ.पर्यवेक्षिका	लोहारा	९७६३९७५८३२
१२.	श्रीमती.एस.व्ही.बायस	अ.पर्यवेक्षिका	लोहारा	९५४५२०५६८२
१३.	श्रीमती.पी.व्ही.कलशेट्टी	अ.पर्यवेक्षिका	मुरुम	८८८८७०३०१२
१४.	श्रीमती.जे.एल.दुधभाते	अ.पर्यवेक्षिका	मुरुम	९८३४३२२०५८
१५.	श्रीमती.एम.जी.कुलकर्णी	अ.पर्यवेक्षिका	उमरगा	९४२०२०१५३४
१६.	श्रीमती.एल.बी.राठोड	अ.पर्यवेक्षिका	उमरगा	९६८९४२३९२४
१७.	श्रीमती.ए.बी.बोरफलकर	अ.पर्यवेक्षिका	कळंब	९४२०८४११२८
१८.	श्रीमती.ए.बी.थोरात	अ.पर्यवेक्षिका	कळंब	९४२३७६७७७१
१९.	श्रीमती.अनिता चोरगे	अ.पर्यवेक्षिका	भुम	९०२२५२७४२२
२०.	श्रीमती.सरस्वती पन्हाळे	अ.पर्यवेक्षिका	भुम	९०२२७१७९५३

प्रशिक्षणाचे ठिकाण :

जिल्हा नियोजन सभागृह, मध्यवर्ती प्रशासकीय इमारत, उस्मानाबाद

जिल्हा महिला व बालविकास अधिकारी

उस्मानाबाद

प्रतिलिपी माहितीस्तव —

१. मा.जिल्हाधिकारी, जिल्हाधिकारी कार्यालय, उस्मानाबाद.

२. मा.मुख्य कार्यकारी अधिकारी, जिल्हा परिषद, उस्मानाबाद.

जिल्हा महिला व बालविकास अधिकारी

उस्मानाबाद

2021/02/25 18:36

2) Health Department letter for TOT:

	 महाराष्ट्र शासन महिला व बाल विकास विभाग जिल्हा महिला व बाल विकास अधिकारी कार्यालय, उस्मानाबाद प्रशासकीय इमारत, तळमजला, डावी बाजू, खोली क्र. १०
Email :- dcpu.osmanabad@gmail.com	Phone No. 02472-222592
जा.क्र./ जिमबाविअ/ जिबासक/ ५५ / २०२१	दिनांक :- २६/ ०२/ २०२१

प्रति,

मा.जिल्हा आरोग्य अधिकारी,
 जिल्हा परिषद, उस्मानाबाद.

विषय :- उस्मानाबाद जिल्ह्यातील बालविवाह निर्मुलनासाठी युनिसेफ —
 एस.बी.सी.३ मार्फत अग्रभागी कर्मचा—यांच्या दोन दिवसीय
 TOT प्रशिक्षणा बाबत.

संदर्भ :- १. मा.आयुक्त महिला व बालविकास आयुक्तालय म.रा.पुणे यांचे पत्र
 क्र. ८४० दि. १७/१०/२०२०.
 २. श्री.नितेश कुमार संस्थापक Center for social & Behaviour change
 Communication(SBC3) Mumbai यांचे पत्र दि. १८/०२/२०२१.

महोदय,

उपरोक्त संदर्भित पत्रान्वये आपणास सविनय सादर करण्यात येते की,
 महिला व बाल विकास विभाग यांच्या संयुक्त विद्यमाने युनिसेफ आणि SBC3 यांच्या
 अंतर्गत जिल्ह्यातील बालविवाह निर्मुलनासाठी सक्षम प्रकल्प राबविण्यात येणार आहे. या
 प्रकल्पा अंतर्गत मा.जिल्हाधिकारी यांनी दिलेल्या आदेशानुसार दि ०४ व ०५ मार्च २०२१
 रोजी जिल्हा स्तरावर दोन दिवसाचे ऑफलाईन प्रशिक्षण (TOT) घेण्याचे प्रस्तावित आहे.
 दि १७/०२/२०२१ रोजीच्या जिल्हास्तरीय बालविवाह प्रतिबंधक टास्क फोर्स बैठकी मध्ये
 मा.जिल्हाधिकारी यांनी दिलेल्या आदेशानुसार सदर प्रशिक्षणामध्ये आरोग्य विभाग यांचा
 समावेश (अनिवार्य) करावा असे उल्लेखित केले होते. त्या अनुषंगाने जिल्हा पातळीवर
 बालविवाह प्रकरणात हस्तक्षेप करणे आणि अशा असुरक्षित कुटुंबांना आणि मुलांना आधार
 देणे या बाबत मा.जिल्हाधिकारी यांच्या आदेशानुसार दि ०४ व ०५ मार्च २०२१ रोजी
 जिल्हा स्तरावर दोन दिवसाचे पर्यवेक्षिका — एकात्मिक बालविकास प्रकल्प, जिल्हा समुह
 संघटक (राष्ट्रीय आरोग्य अभियान), विस्तार अधिकारी (शिक्षण) तसेच आरोग्य सहायिका
 अथवा ए.एन.एम. यांच्या मार्फत अग्रभागी कर्मचारी वर्गात जागरूकता वाढविण्याच्या हेतूने
 युनिसेफ आणि SBC3 यांच्या अंतर्गत जिल्हा स्तरावर दिड दिवसाचे ऑफलाईन प्रशिक्षण
 (TOT) आयोजित करण्यात येत आहे.

त्याअनुषंगाने आपल्या अधिनिस्त असलेले आरोग्य सहायीका (LHV) अथवा ए.एन.एम. (प्रति तालुका दोन कर्मचारी) तसेच जिल्हा समुह संघटक, NRHM यांना दोन दिवसीय प्रशिक्षकांचे प्रशिक्षण कार्यशाळेसाठी दि. ०४ व ०५ मार्च २०२१ रोजी जिल्हा नियोजन सभागृह, मध्यवर्ती प्रशासकीय इमारत, उस्मानाबाद येथे अनिवार्य उपस्थित राहणे संदर्भात आपल्या पत्रान्वये कळविण्यात यावे तसेच संबंधित प्रशिक्षणार्थीची संपर्कासह यादी मिळावी. हि विनंती.

आपला विश्वासु,

जिल्हा महिला व बाल विकास अधिकारी
उस्मानाबाद

प्रतिलिपी माहितीस्तव —

१. मा.जिल्हाधिकारी, जिल्हाधिकारी कार्यालय, उस्मानाबाद.
२. मा.मुख्य कार्यकारी अधिकारी, जिल्हा परिषद, उस्मानाबाद.

जिल्हा महिला व बाल विकास अधिकारी
उस्मानाबाद

3) Education Department Letter for TOT:

जाक्र/जिपउ/शिक्षण/संकीर्ण/ 27 /21
 शिक्षण विभाग (प्रा) जि.प. उस्मानाबाद
 दिनांक :- 26/02/2021

प्रति,
 गटशिक्षणाधिकारी (सर्व)
 पंचायत समिती, -----जि. उस्मानाबाद.

विषय :- उस्मानाबाद जिल्ह्यातील बालविवाह निर्मूलनासाठी युनिसेफ-एस.बी.सी.3 मार्फत अग्रभागी कर्मचा-यांच्या दोन दिवशीय TOT प्रशिक्षणासाठी विस्तार अधिकारी (शि) यांना कळविणेबाबत..

संदर्भ :- जाक्र/जिमबाविअ/जिवासक/54/2021 दि. 26/02/2021.

उपरोक्त संदर्भित विषयान्वये कळविण्यात येते की, महिला व बालविकास विभाग यांच्या संयुक्त विद्यमाने युनिसेफ आणि एस.बी.सी.3 यांच्या अंतर्गत जिल्ह्यातील बालविवाह निर्मूलनासाठी सक्षम प्रकल्प राबविण्यात येणार आहे.

या प्रकल्पांतर्गत मा. जिल्हाधिकारी यांनी दिलेल्या आदेशानुसार दि. 04 व 05 मार्च 2021 रोजी जिल्हास्तरावर दोन दिवसांचे ऑफलाईन प्रशिक्षण (TOT) घेण्याचे प्रस्तावित आहे. सदर प्रशिक्षणामध्ये विस्तार अधिकारी (शि) यांच्या समावेश अनिवार्य असल्याचे सूचित केले आहे. त्यानुसार खालीलप्रमाणे तालुकानिहाय विस्तार अधिका-यांची सदरील प्रशिक्षणासाठी निवड करण्यात आलेली आहे.

अ.क्र.	तालुका	विस्तार अधिका-याचे नांव	मोबाईल नंबर
1	उस्मानाबाद	श्रीम. जोशी के.ए.	8421964401
		श्रीम. कांबळे अरुणा	9403925025
2	तुळजापूर	श्री. माने एम.ई.	9511605365
		श्रीम. राऊत एस.एम.	9890386861
3	उमरगा	श्री. राठोड व्ही.जे.	9421358548
		श्रीम. काझी	8459361723
4	कळंब	श्री. तोडकर	9404277881
5	भूम	श्रीम. थिटे पी.व्ही.	9322479232
6	लोहारा	श्री. जंगम दत्तप्रसाद	9834027532
7	वाशी	श्री. जगदाळे के.पी.	8390625796
8	परंडा	श्री. खुळे अशोक	9834440498

गटशिक्षणाधिकारी यांनी उक्त यादीतील विस्तार अधिकारी (शि) यांना प्रशिक्षणासाठी वेळेवर उपस्थित राहण्यासाठी कार्यमुक्त करून केलेल्या कार्यवाहीचा अहवाल या कार्यालयास सादर करावा.

प्रशिक्षण स्थळ - जिल्हा नियोजन भवण, मध्यवर्ती प्रशासकीय इमारत, उस्मानाबाद.

(डॉ. अरविंद मोहरे)
 शिक्षणाधिकारी (प्राथ.)
 जिल्हा परिषद उस्मानाबाद

प्रतिलिपी माहितीस्तव :-

- मा. जिल्हाधिकारी, जिल्हाधिकारी कार्यालय, उस्मानाबाद.
- मा. मुख्य कार्यकारी अधिकारी, जिल्हा परिषद, उस्मानाबाद.
- मा. जिल्हा महिला व बालविकास अधिकारी, जि.प. उस्मानाबाद.

Annexure : 6 List of Participants in TOT- District Wise

Aurangabad :

SAKSHYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST
Department: ICDS Department (WCD)
District: Aurangabad
Date of ToT: 4th and 5th Feb 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Sunita Ramchandra Pardeshi	Anganwadi Supervisor	7972129399	kawal.sunita33@gmail.com
2	Sunita Nanarao Sananse	Anganwadi Supervisor	7058775305	sunitasananse25@gmail.com
3	Megha Bhagwat Rao Joshi	Anganwadi Supervisor	9960505620	meghajoshi097@gmail.com
4	Laxmi Dagdulal Hebare	Anganwadi Supervisor	9422961740	laxmirajadhav@gmail.com
5	Ashlesha Arun Joshi	Anganwadi Supervisor	9518709901	ashleshajoshi0651@gmail.com
6	Mangal Laxman Kedare	Anganwadi Supervisor	8390624078	mlkedare22@gmail.com
7	Madhuri Vasant Rao Gajbiye	Anganwadi Supervisor	8308751311	madhu197444@gmail.com
8	Sunita Sudhakar Gayke	Anganwadi Supervisor	9422224439	sunitagangapurkar74@gmail.com
9	Meena Appasaheb Patil	Anganwadi Supervisor	9420317727	patilmina7727@gmail.com
10	Rekha Uttam Rao Badhe	Anganwadi Supervisor	7588045045	rthorat278@gmail.com
11	Sangita Raghunath Kolekar	Anganwadi Supervisor	9822939160	srkolekar2017@gmail.com
12	Ranjana Pundlik Jadhav	Anganwadi Supervisor	9420017424	jadhavranjana73@gmail.com
13	Aasha Janardhan Kale	Anganwadi Supervisor	9637622062	asha8@gmail.com
14	Manisha Sahebrao Kadam	Anganwadi Supervisor	9595302050	manishakadam5672@gmail.com
15	Jyoti Dayanand Bankar	Anganwadi Supervisor	9146829010	jyotibankar1234@gmail.com
16	Anita Chandulal Achale	Anganwadi Supervisor	9423150400	acachale@gmail.com
17	Lata Baburao Khotkar	Anganwadi Supervisor	8552911646	lata.khotkar7@gmail.com
18	Rukhamini Yadav Rao Khotkar	Anganwadi Supervisor	7507226486	rypardhe05@gmail.com
19	Surekha Prabhakar Patil	Anganwadi Supervisor	9423743042	patilsurekha2309@gmail.com
20	Anita Ramdas Rao Kodgaonkar	Anganwadi Supervisor	9421679291	arkodgaonkar@gmail.com
21	Anita Bhagwan Rao Alurkar	Anganwadi Supervisor	9970429166	anitalalsare2@gmail.com
22	Savita Diwakar More	Anganwadi Supervisor	8999660183	savitadm@gmail.com
23	Shobha Kaduba Shinde	Anganwadi Supervisor	7588166901	shobha.daud10@gmail.com
24	Rajni Madhukar Joshi	Anganwadi Supervisor	9421672248	ratre541@gmail.com
25	Anita Ramesh Rao Bodhagire	Anganwadi Supervisor	9860515550	bodhgireanita@gmail.com
26	Usha Panduran Sonwane	Anganwadi Supervisor	9890346493	ushasonwane4444@gmail.com
27	Dropadi Santosh Rokde	Anganwadi Supervisor	9403073710	rokdedes@gmail.com
28	Daivshala Vithhal Rao Jagtap	Anganwadi Supervisor	8698340340	dvjagtap23@gmail.com
29	Pratibha Ramesh Singh Pardeshi	Anganwadi Supervisor	9420406235	pratibhapardeshi@gmail.com

SAKSHYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST

Department: Health Department

District: Aurangabad

Date of ToT: 4TH and 5th Feb 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Sulbha Sudhakar Aandhale	A.N.M.	9890877821	sulbhaipar@gmail.com
2	Tulsa Vishwnath Wawre	A.N.M.	9765688623	tulsawawre@gmail.com
3	Jyoti Bhimrao Chimne	A.N.M.	9822325177	jyotichimne@gmail.com
4	Bhagyarekha Baburao Bhingardive	L.H.V.	8605530857	-
5	Keshar Vitthalrao Dudhare	L.H.V.	9881249845	keshardudhare@gmail.com
6	Mayavati haridas Lokhande	L.H.V.	9158733440	-
7	Babita Ramesh Abhang	L.H.V.	9689828610	babitaabhang@gmail.com
8	Durga Shivajirao nalawde	A.N.M	9823037888	nalawadedurga5@gmail.com
9	Manakini Damodhar Divekar	L.H.V.	8087947890	mandakinid1909@gmail.com
10	Yamuna Kunal Gavit	B.N.O.	7798467744	yamunagavit64@gmail.com
11	Aasha Shankarrao Sanap	A.N.M	7875454635	ashasanap111@gmail.com
12	Kalpna Pralhad Dangare	A.N.M	7775815836	dangarekalpana441@gmail.com
13	Minal Prakash Komble	A.N.M	8623557878	minalsali7878@gmail.com
14	Aasha Punaji Pimpole	B.N.O.	9422717077	pratikbhoge95@gmail.com
15	Gulbas Govind Sangle	L.H.V.	8669903547	ggsangale75@gmail.com
16	Sunanda Krushna Dhade	A.N.M	8975534130	sunandadhade@gmail.com
17	Pramila Kisanrao Parise	L.H.V.	9665326693	-
18	Lata Bapuappa Lingayat	L.H.V.	9309831171	-
19	Chhaya Mohan Kohak	B.N.O.	7588722455	thopaithan@redifmail.com
20	Sindhu Gangaram Sapkal	L.H.V.	9766402761	kedarmahadevkedar@gmail.com
21	Ranjana mahadev Kedar	A.N.O.	9834278994	dcmabad@gmail.com
22	Sampada Chavhan	D.C.M.(NRHM)	8975888537	-
23	B.R. Mahapure	L.H.V.	9921984404	-
24	Manisha Dighule	L.H.V.	9421397313	-

SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST

Department: CHILDLINE 1098

District: Aurangabad

Date of ToT: 4TH and 5th Feb 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Annapurna Dhere	Centre Coordinator	9130008136	Mgvs.childlineabad@gmail.com
2	Pravin Shayam Kadam	Team Member	8208307319	kadampravin@gmail.com
3	Shubhangi mane	Team Member	7028681543	Shubhangimane7755@gmail.com
4	Suryvanshi Mahesh	Centre Coordinator	9011026495	Suryvanshi.mahesh@gmail.com
5	Nida M. Sayyad	Counselor	8149396976	Savyadmida2613@gmail.com
6	Hanif M. Shaikh	Director, Childline Ahmadnagar	9011020177	hanif@snehalaya.org
7	Govind Tagde	Team Member	9637111937	tagadegovind98@gmail.com
8	Shila Pawar	Team Member	9284035451	Shilapawar90@gmail.com
9	Yashwant Ingole	Counselor	9823241087	Yashwantingole358@gmail.com

SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST

Department: DCPU Unit - DWCD Department

District: Aurangabad

Date of ToT: 4TH and 5th Feb 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Sonu Ashok Rahinj	Social Worker	9730041345	Sonurahinj2@gmail.com
2	Dipak D. Bajare	Protection Officer	9370003517	Sipakbajare123@gmail.com

Nanded :

SAKSHYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST
Department: ICDS Department (WCD)
District: Nanded
Date of ToT: 8th and 9th Feb 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Ujwala Keshav Giri	Anganwadi Supervisor	7405770882	ujwalagiri1974@gmail.com
2	Chhaya Mohan bandavar	Anganwadi Supervisor	9767191533	cmbandavar@gmail.com
3	Chhaya Gangadharrao Kubde	Anganwadi Supervisor	8975752708	chayakubde@gmail.com
4	Jyoti Vishwnath naik	Anganwadi Supervisor	9850477181	naikj880@gmail.com
5	Vandana Madhavappa Swami	Anganwadi Supervisor	9527637470	vandanaswami2016@gmail.com
6	Chandrakala Ganpatrao Pole	Anganwadi Supervisor	9049442305	chandrakalasadgire@gmail.com
7	Chanda narayanrao patil	Anganwadi Supervisor	7798724424	cnpatil1990@gmail.com
8	Kanta Shrirang Hange	Anganwadi Supervisor	8668538119	kantahange5@gmail.com
9	D. R. Sangewar	Anganwadi Supervisor	7588067789	durgakoturwar123@gmail.com
10	Chhaya madhavrao kabir	Anganwadi Supervisor	9096630645	cmkabir2828@gmail.com
11	Renika Laxamrao kairamkonda	Anganwadi Supervisor	7588523371	renukakairamkonda123@gmail.com
12	Surekha Sambhaji bhandare	Anganwadi Supervisor	9421761719	surekhabhandare1972@gmail.com
13	Narsin Abdul karim Khan	Anganwadi Supervisor	9422871568	nasreenkhan137@gmail.com
14	Suchita Devrao Surve	Anganwadi Supervisor	9403147792	suchitasurve02@gmail.com
15	Ganga Devidas kendre	Anganwadi Supervisor	9145101773	gdkendre1126@gmail.com
16	Varsha Ashok Waghmare	Anganwadi Supervisor	7588840137	varshawaghamre5570@gmail.com
17	Anita Ravindra Bhutale	Anganwadi Supervisor	9730394669	anitabhutle123@gmail.com
18	Aruna Mohanrao Pandit	Anganwadi Supervisor	9403328644	arunajoshi303@gmail.com
19	Manisha vasantrao Butle	Anganwadi Supervisor	9370432823	bhutleymanu@gmail.com
20	Sunanda Jayram Kamble	Anganwadi Supervisor	9766191007	kamblesunanda7@gmail.com
21	B.R. Rathod	Anganwadi Supervisor	9022795769	rathod.icds@gmail.com
22	P. R. Khilode	Anganwadi Supervisor	7030807888	nitprit143@gmail.com
23	P. P. Sawant	Anganwadi Supervisor	7776038800	-
25	S. B. Shisode	Anganwadi Supervisor	9960016814	-
25	Vaishali V. Meghmale	Anganwadi Supervisor	7387269601	vaishalimeghmaleicds.gov.in

SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST

Department: Health Department

District: Nanded

Date of ToT: 8TH and 9th Feb 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Sushila Narayan Bhalerao	L.H.V.	9657193972	Snbhalerao15@gmail.com
2	Mina Vamanrao Jadhav	A.N.M.	7208960492	jadhavmw@gmail.com
3	Lalita Bhaidas Jadhav	L.H.V.	9545352406	Jadhav252@gmail.com
4	Pushpa Ramkrushan Sukhadewe	L.H.V.	9421759004	Pushpasukhdeve2364@gmail.com
5	Kanchan Ramrao Tayde	L.H.V.	8080552110	Kanchanmore1965@gmail.com
6	Priyanka Rajendrakumar Tudme	CHO	8857915072	privankatudme@gmail.com
7	Maya Ramesh Nikhate	CHO	9561729453	mayarnikhate@gmail.com
8	Vimal Manikrao Jadhav	L.H.V.	9730936192	
9	Rekha Tulshiram Rahatkar	L.H.V.	9767829162	
10	Serekha Aasaram Gadekar	A.N.M.	7767830905	Gadekar47@gmail.com
11	Shaikh Julekha Raheman Sab	L.H.V.	8605626838	Julekhaattar1@gmail.com
12	Sushila Narayan Bhalerao	B.N.O.	9657193972	Snbhalerao15@gmail.com
13	Suman Khaderao Khune	L.H.V.	9604349254	khunesuman@gmail.com
14	Ratnamala Digambar Wagatkar	L.H.V.	9657423446	Mhnd012e@gmail.com
15	Shanta Vithhalrao Biradar	A.N.M.	9921257481	Svbiradar68@gmail.com
16	Lalita Milind Bandod	L.H.V.	9552026505	Lalitabansod2001@gmail.com
17	Vanita Uttam Rathod	A.N.M.	7666284175	Vanitarathod951@gmail.com
18	Suman Rajaram Ingole	L.H.V.	9423759658	Namratabongir623@gmail.com
19	Kalpna Sheshrao Yeotiker	B.N.O.	9403915951	yeotikerkalpana@gmail.com
20	Vidyasagar Gopalrao Dhulgande	L.H.V.	9921456135	dhulgandevidu@gmail.com
21	Machhagandha Mahadev Mendhe	A.N.M.	9168526865	mnmendhe@gmail.com
22	Krushna Pandurang Chaudhari	BCM	9890384906	kpchaudhari@gmail.com
23	Sindhu Sopanrao Kesale	L.H.V.	9011594195	
24	M. S. Kamble	L.H.V.	9822274929	Bhimashankar2345@gmail.com
25	J. M. Shekh	A.N.M.	9518597489	Shekhssj1107@gmail.com
26	H.S. Shekh	L.H.V.	9881423047	
27	S. N. Shinde	G.N.M.	7875842122	
28	Runuka G. Shivsant	G.N.M.	9156360490	
29	S. V. Pawar	CHO	9405935865	
30	Sidharth Eknath Thorat	DCM	8668929289	
31	C. M. Bhalinge	L.H.V.	8308007085	

SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST
Department : DWCD Department
District: Nanded
Date of ToT: 8th and 9th Feb 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Jyashri Tukaram Gore	Social Worker	9075242239	giayashri200@gmail.com
2	Madhavi Joshi	Social Worker	8788282271	joshimadhavi25@gmail.com
3	Nilesh Kulkarni	Social Worker	8888389141	
4	V. N. Puranshettivar	Social Worker	9422185919	laxmipuran23@gmail.com

SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST
Department: CHILDLINE 1098
District: Nanded
Date of ToT: 8th and 9th Feb 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Balaji Aalevar	Team Member	9623221348	
2	Aasha Suryavanshi	Team Member	9412041087	Ashagangadhar358@gmail.com
3	Sangita Kamble	Counselor	8805850410	Sangeetakamble1098@gmail.com
4	Neeta Rajbhoj	Team Member	9970574521	Neetaraibhoj7984@gmail.com
5	Akash More	Team Member	8999984100	Akashmore1997@gmail.com

SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST
Department: DCPU Unit - DWCD Department
District: Nanded
Date of ToT: 8th and 9th Feb 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Vidya Aalne	DCPO	9730336418	
2	Suresh Sarode	Outreach Worker	8830456224	Sureshsarode04@gmail.com
3	Manoj Baswate	Protection Officer	8805431515	Manoj8@gmail.com
4	Shital Donge	Social Worker	8793363781	Shitalchormare81@gmail.com
5	Kalpana Rathod	Protection Officer	9011749192	Kalpanan@gmail.com
6	Sandip Phule	Protection Officer	9011752458	sandeepphule@gmail.com
7	Dhanaji Kondewad	Social Worker	9175805419	
8	S.K.Dawre	Protection Officer	9822756523	dwcdond@gmail.com
9	Satish Dudkikar	Data Analysis	9604281853	satishdudkikar@gmail.com

Hingoli:

SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST
Department: ICDS Department (WCD)
District Hingoli
Date of ToT: 15th and 16th Feb 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Chhaya Uttamrao Vaidya	AWW Supervisor	9421487691	Vaidyacu77@gmail.com
2	Sharda Dadarao Mhaske	AWW Supervisor	7057053561	Shardaanillekule@gmail.com
3	Ranjana Babarao Jadhav	AWW Supervisor	8605920643	Ranjanajadhav062@gmail.com
4	Bebitai Sudama Wadhve	AWW Supervisor	9657281944	bebitaiwadhve@gmail.com
5	Sarika kashiramji Surekar	AWW Supervisor	7607694444	sorekarsarika@gmail.com
6	Vidya Vitthal Puri	AWW Supervisor	9730936192	vidyapuribasmata@gmail.com
7	Maya Motiram kawthekar	AWW Supervisor	7020177440	mayakawthekar@gmail.com
8	Priya Sahebrao Lakhmod	AWW Supervisor	7975045514	lakhmodpriya@gmail.com
9	P. H. Balegide	AWW Supervisor	7066412849	Mayurcomupter2015@gmail.com
10	Archana Ghanshayam Bide	AWW Supervisor	9423234204	bidearchana@gmail.com
11	Sumitra Radheshyam Gadhe	AWW Supervisor	9284166208	Sumitragadhe83@gmail.com
12	Asha Ravindra Paikrao	AWW Supervisor	7773943289	asharavindrappaikrao@gmail.com
13	Anita Wamanrao Jagtap	AWW Supervisor	9022639740	Anitajagtap270@gmail.com
14	Suman Madhavrao Berje	AWW Supervisor	7350828744	sumanberje@gmail.com
15	Rekha Pandhari Padole	AWW Supervisor	9822224169	-
16	Padmavati H. Balgide	AWW Supervisor	9766412849	-
17	Maya Motirao Kotkar	AWW Supervisor	9020177440	mayakotekar@gmail.com
18	Shila Madhavrao Dodal	AWW Supervisor	9146607925	shiladodal@gmail.com
19	Jayashri Alarao Kshirsagar	AWW Supervisor	9552094449	-
20	Shivnanada Pandurang Kotkar	AWW Supervisor	9604268191	shivnanadakotkarsengaon@gmail.com
21	Devta Shaalikram Hiwrale	AWW Supervisor	7410539241	devtahiwrale@gmail.com
22	Indutai baburao Narwade	AWW Supervisor	9960286986	-
23	Nirmala Kashinath Chavan	AWW Supervisor	9921917091	-
24	Jayashri Santosh Patange	AWW Supervisor	9579425044	-
25	Pushpa Ramesh Rathod	AWW Supervisor	9158616189	-
26	Lata Sopan Pradhan	AWW Supervisor	9766253627	-
27	Anuradha Marotrao Ghenekar	AWW Supervisor	9881237665	-
28	Ranjana babarao Jadhav	AWW Supervisor	8605920643	-
29	Ratnamala Yadavrao Sonmatkar	AWW Supervisor	9369360348	-
30	Taramati Kishanrao Ghuge	AWW Supervisor	9765200397	Ghuketk@gmail.com
31	Mukta Bapurao narwade	AWW Supervisor	9022732329	-
32	Shobha Apparao Patange	AWW Supervisor	9822270572	shobhapatangeicds@gmail.com
33	Babita Devidas Shinde	AWW Supervisor	9421388149	Babitashinde07@gmail.com
34	Lata Nagorao Gyakwad	AWW Supervisor	9763044967	-

SAKSHYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST
Department: ICDS Department (WCD)
District Hingoli
Date of ToT: 15th and 16th Feb 2021

35	Anita Wamanrao Jagtap	AWW Supervisor	9637481295	Anitajagtap270@gmail.com
36	Nutan Sukhdevrao Dhote	AWW Supervisor	9373013346	nutandhote@rediffmail.com
37	Sumitra Thengde	AWW Supervisor	9604313799	-
38	Vidya puri	AWW Supervisor	9764981807	vidyapurubasmat@gmail.com
39	Pramila Vasant Rao Ankushkar	AWW Supervisor	9921358801	pramilaankushrao@gmail.com
40	Sunanda Januji Nalawde	AWW Supervisor	9970128795	-
41	Godawari Purbhaji Jadhav	AWW Supervisor	8208656177	-

SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST

Department: Health Department

District Hingoli

Date of ToT: 15TH and 16th Feb 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Asha Laxamrao Kamble	LHV	9881445294	ashad5294@gmail.com
2	Anita Ramdhan Chavhan	LHV	9881891722	chavananita3874@gmail.com
3	Sayyad Azar Ali	DCM – NRHM	9975020449	azharnanded@gmail.com
4	Shobha Shankarrao Shinde	LHV	7875592075	Pushpasukhdeve2364@gmail.com
5	Mangla Ramchandra Narvane	LHV	9623102984	mangalnarvane@gmail.com
6	Dayasagar Turukmane	LHV	8669903340	Mhhi002e@gmail.com
7	Kusum Nanarao Waghmare	LHV	9623140543	Waghmarekusum92@gmail.com
8	Shanta Kisanrao Yeldare	ANM	7875908864	skyeldare@gmail.com
9	Shekh Julekha Raheman sab	LHV	8605626838	Jilekhaattar1@gmail.com
10	Pramila pandurang Mawle	LHV	9657336718	-
11	Kusum Gangarao Sonone	LHV	9921933652	-
12	Pushpa Ramrao Korteke	LHV	9527105506	-
13	Sunanda Sanduji nalawade	LHV	9970128795	-
14	Laxmi Sonaji Udgire	LHV	8830584050	-
15	Ushatai Nagorao Pate	LHV	9881500213	-
16	Godawari Purbhaji Jadhav	LHV	8208656177	-
17	Shanta Babarao Wagatkar	LHV	9923665757	-
18	Ganga Bhirrao Kirole	LHV	9689160339	-
19	Mangal G. Jadhav	LHV	7499461125	-
20	Shobha Shankarrao Shinde	LHV	7875592076	-
21	Aruna Bramhaji Jogdand	LHV	7499684002	-
22	Shaukat Banu Mehbub Shekh	LHV	7447649481	-
23	Raghini harishchandra Shejol	LHV	9049494076	-
24	Prema Digambar Shinde	LHV	9922281807	-

SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST
Department: DCPU Unit - DWCD Department
District Hingoli
Date of ToT: 15TH and 16th Feb 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Sarswati Korde	DCPO	7083389899	Saraswaticorde647@gmail.com
2	Reshma E. Pathan	Social Worker	8180811757	Reshmapathan7@gmail.com
3	Shital Bhandare	Accountant	8482954971	Shitalbhandare33@gmail.com
4	Shila Narayanrao Ranvir	Case Worker	9881774039	Sheelanranvir80@gmail.com
5	Rahul Hari Shirsat	Data Analysis	8805635985	Rahulsirsat1996@gmail.com
6	Ramprasad Devidas Mude	Social Worker	8390201549	Ramprasadmude107@gmail.com
7	Amir Asdullakhan Pathan	Outreach Worker	8999351654	Amirk839@gmail.com
8	Anurudhh Vishnu Ghansawant	Outreach Worker	7972608724	ghansawantanurudhh@gmail.com
9	Jarib Khan	PO NIC	9527160138	jaribkhan@gmail.com
10	Sachin Pathade	Counselor	-	-

SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST
Department: NGO & Other Dept
District Hingoli
Date of ToT: 15TH and 16th Feb 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Dinesh Bhika Patil	Counselor	9975327103	dineshpatil7103@gmail.com
2	Archana Badrinath Wankhade	Administrator	9130390478	archanawank@gmail.com
3	Ujwal Chandrakant Paikrao	Director	9040453737	paikraoujwal7@gmail.com
4	Sunita B. Ghodge	JB Member	7020536874	-

SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST

Department: CHILDLINE 1098

District Hingoli

Date of ToT: 15TH and 16th Feb 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Sandip Kisanrao Kolhe	Centre Coordinator	8856863900	sandykkolhe@gmail.com
2	Sangita Dubey	Counsellor	8412057913	-
3	Swapnil Damodar Dipke	Team Member	8698403825	Sandepdipke011@gmail.com
4	Vikas Nathhuji Lonkar	Team Member	9881366950	lonkarvikas@gmail.com
5	Rajratna Sambhaji Paikrao	Team Member	7414931900	Raj.paikrao@gmail.com

Osmanabad :

SAKSHYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST
Department: ICDS Department (WCD)
District: Osmanabad
Date of ToT: 4TH and 5th March 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Anupama Balbhimrao Borphalkar	Anganwadi Supervisor	9420841128	abborphalkar@gmail.com
2	Hemlata Vasudev Shinde	Anganwadi Supervisor	7020611950	Shindehema546@gmail.com
3	Karuna Ambaji Gayakwad	Anganwadi Supervisor	7888121277	karunarankushrao@gmail.com
4	Varsha Anantrao Patil	Anganwadi Supervisor	9850502440	Varshapatil7677@gmail.com
5	Jyoti Sheshrao Mule	Anganwadi Supervisor	9284152561	jsmule739@gmail.com
6	Janabai Lingu Dudhbhate	Anganwadi Supervisor	9834322058	
7	Lalita Bankar Rathod	Anganwadi Supervisor	9689423924	Lbrathod9689@gmail.com
8	Manjusha Govindrao Kulkarni	Anganwadi Supervisor	9420201534	mgk2824@gmail.com
9	Pruthwi Vivekanand Kalsheetti	Anganwadi Supervisor	8888703012	pruthvikalsheetti3012@gmail.com
10	Mayadevi Saybanna Jamadar	Anganwadi Supervisor	9763975832	
11	Vanita Vibhishan Londhe	Anganwadi Supervisor	9420332670	vanitalondhe@gamil.com
12	Indu N. Mahale	Anganwadi Supervisor	9767686832	indumahale2017@gmail.com
13	Nayna R. Sutar	Anganwadi Supervisor	7020394008	naynaksshirsar60@gmail.com
14	K. P. Mohite	Anganwadi Supervisor	9022829129	
15	Vasudha Vasantrao Kulkarni	Anganwadi Supervisor	9422654552	jagajiter@gmail.com
16	Lata Dnyaneshwar Awtade	Anganwadi Supervisor	9850758071	vinayaayachit@gmail.com
17	Sarswati Balu Panhale	Anganwadi Supervisor	9022717953	panhalesarswati@gmail.com
18	Anita Sugriv Gorge	Anganwadi Supervisor	9022527422	anitachorge143@gemll.com
19	Indumati Pomsing Rathod	Anganwadi Supervisor	9404417989	indu.rathod9@gmail.com
20	Momin Jamela Ahamad	Anganwadi Supervisor	9822375133	jamelamomin@gmail.com
21	Anita Baburao Thorat	Anganwadi Supervisor	9403140731	Abthorat2299@gmail.com

SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST

Department: Health Department

District: Osmanabad

Date of ToT: 4TH and 5th March 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Suman Manikrao Jamadar	BNO	9422116382	sumanbhale12@gmail.com
2	Chanchala Manikrao Jadhav	BNO	9689635107	chanchalapawar@gmail.com
3	Shobha Krushnat Patil	BNO	9860652417	Shobha2141@gmail.com
4	Prabha Ratanrao Shendarkar	BNO	9421481664	prabhashendarkar@gmail.com
5	Suman Gundappa Jamadar	BNO	9730876110	sgjamadar1605@gmail.com
6	Sunita Chandrakant Jadhav	BNO	9763214105	sunitajadhav289@gmail.com
7	Mangal Laxman Bagde	BNO	9423340172	mangalbabar4@gmail.com
8	Manisha Vasant Sukale	BNO	9834524493	manishasukalevg@gmail.com
9				
10				

SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST

Department: DCPU Unit - DWCD Department

District: Osmanabad

Date of ToT: 4TH and 5th March 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Amol Bhagwan Kove	DCPO	9595654823	amolkove5@gmail.com
2	Vijay Rajkumar Pawar	Data Analysis	7219880555	vijaypawar2522@gmail.com
3	Yogesh Haribhau Shegar	Social Worker	9405749352	yogushegar93@gmail.com
4	Harshvardhan Ramakant Selmohkar	Outreach worker	9403927517	hrselmohkar@gmail.com
5	Komal Abhimanrao Dhanwade	Counselor	7387907845	komaldhanwade@gmail.com
6	Jayashri Ramakant Patil	Outreach Worker	9404295418	Jayasripatil123@gmail.com
7	Pradnya Ram Bansode	Social Worker	9404040435	pradnyabansode1212@gmail.com
8	Vaishali Daulat Patil	Protector Officer	9371641720	vaishali75patil@gmail.com

SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST
Department: DWCD Department
District: Osmanabad
Date of ToT: 4th and 5th March 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Rau Murlidhar Bhosle	Counselor	7840950385	raupatil073@gmail.com
2	B.D. Bhosle	Protection Officer	9921756175	
3	Jayashri V. Bhale	Legal Head	9763239067	bhalej22@gmail.com
4	Shivaji Ramrao Naikwade	Clerk	9404646307	
5	Shirish B. Shelke	District Probation Officer	8484811269	Shirishshelke7565@gmail.com
6	Vibhavari Y. Khune	Child Protection Officer	8975926287	vibhavarikhune@gmail.com
7	Vaishali Patil	Protection officer	9371641720	vaishalipatil@rediffmail.com
8	Sharda Sandipan Gandle	Counselor	7888121303	ssgandle1985@gmail.com
9	Sandhya Mahadev Terkar	Counselor	8605730784	sndhyaterkar@gmail.com

SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST
Department: Education Department
District: Osmanabad
Date of ToT: 4th and 5th March 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Malhari A. Mane	Extension Officer	9422070163	Manemalhari200@gmail.com
2	Dattaprasad M. Jangam	Extension Officer	9834027532	Dattaprasadjangam11@gmail.com
3	Ashok Rajendra Khule	Extension Officer	9423656732	ashokkhule 575@gmail.com
4	Shobha Manikrao Raut	Extension Officer	8788295012	shobharaut03@gmail.com
5	Kishori Anantrao Joshi	Extension Officer	8421964401	kaj5751@gmail.com
6	Amuna M. Kamble	Extension Officer	9403925025	Amunakamble299@gmail.com
7	Somnath J. Chandanshiv	Extension Officer	9403733723	Somnathchandanshiv007@gmail.com
8	Kazi Sarabegam Abdul Ali	Extension Officer	8459361723	sarabegum@gmail.com
9	Pramila Vithalrao Thite	Extension Officer	9322479232	-
10	Kisan Pralhad Jagdale	Extension Officer	8390625796	-
11	Vilas G. Rathod	Extension Officer	9421358548	-

SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST

Department: CHILDLINE 1098

District: Osmanabad

Date of ToT: 4TH and 5th March 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Vandana Kabirdas Kamble	Counselor	7249022822	vandnakamble@gmail.com
2	Dadasaheb Vishnu Korke	Team Member	8888450500	dadasahebkorke@gmail.com
3	Amar Vilas Bhosale	Team Mmber	7410519252	amarbhosale1696@gmail.com

SAKSKYUM- ENDING CHILD MARRIAGE TRAINING OF TRAINERS LIST

Department: NGO & Other Dept

District: Osmanabad

Date of ToT: 4TH and 5th March 2021

Sr. No	Name of the Participant	Designation	Mobile Number	Email ID
1	Ganpati K. Chadre	Social Worker, TISS	9420200649	ganeshchadre@tiss.edu
2	Dhanaji Subhedar Dhotarkar	NGO	9422998827	ghanajidhotarkar@gmail.com
3	Maina Murlidhar Bhosle	Advocate	7498643044	

Annexure 7: Pre- Test and post-Test Forms

सक्षम प्रशिक्षकांचे प्रशिक्षण

पूर्व-चाचणी फॉर्म

नाव: _____

हुद्दा: _____

दिनांक: _____

जिल्हा आणि तालुका: _____

१. कायद्याच्या व्याख्येनुसार बालक म्हणजे कोण? (एक पर्याय निवडा)

- अ) ज्याने वयाची १८ वर्षे पूर्ण केली नाहीत अशी व्यक्ती
- आ) ज्याने वयाची १६ वर्षे पूर्ण केली नाहीत अशी व्यक्ती
- इ) ज्याने वयाची १४ वर्षे पूर्ण केली नाहीत अशी व्यक्ती

२. युएनसीआरमध्ये कोणत्या बालकांचा समावेश करण्यात आला आहे? (एक पर्याय निवडा)

- अ) सर्व बालके
- आ) गरीब बालके
- इ) दिव्यांग बालके

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

- अ) बाल कामगार (प्रतिबंध आणि पुनर्वसन) कायदा
- आ) बाल न्याय (काळजी आणि संरक्षण) कायदा
- इ) लैंगिक अत्याचारापासून बालकांचे संरक्षण (पोक्सो) कायदा

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

- अ) बालविवाह प्रतिबंध अधिकारी
- आ) जिल्हा न्यायाधीश
- इ) सरपंच

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

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

सक्षम प्रशिक्षकांचे प्रशिक्षण

अभिप्राय फॉर्म

विभाग १ :

नाव: _____ संस्था/ विभाग : _____

हुद्दा : _____ जिल्हा: _____ प्रशिक्षणाची तारीख _____

मोबाईल क्र.: _____ ई-मेल आयडी: _____

	एकंदर अभिप्राय	श्रेणी (कृपया बरोबरची 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. ४ म्हणजे सर्वात जास्त आवडलेले आणि १ म्हणजे कमी आवडलेले			
दिवस १ ला					
१	एसबीसी ३ आणि सक्षमचा परिचय	४	३	२	१
२	बालकांचे अधिकार आणि बालकांवरील अत्याचार				
३	लिंग भूमिका, लिंग भेद, पितृसत्ताक पद्धत, समजून घेणे, एजन्सी आणि मान्यता.				

४	बालविवाहाची व्याप्ती आणि परिणाम				
५	बाल विवाहातील 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 विवाहासंबंधी तुम्हाला काही नवी माहिती मिळाली का? (बरोबरची खूण करा)			
२	एडब्ल्यूडब्ल्यू/ आशा ताईसाठी 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	बालविवाह रोखण्यासाठी तुम्ही पालकांचे/ बालकांचे समुपदेशन करू शकाल असे तुम्हाला वाटते का?			
५	बालविवाहरोखण्यासाठी 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 सुटका करू शकाल असे तुम्हाला वाटते का?			

विभाग २: कृपया खालील प्रश्नांची उत्तरे द्या.

नाव: _____

हुद्दा: _____

दिनांक: _____

जिल्हा आणि तालुका: _____

१. कायद्याच्या व्याख्येनुसार बालक म्हणजे कोण? (एक पर्याय निवडा)

- अ) ज्याने वयाची १८ वर्षे पूर्ण केली नाहीत अशी व्यक्ती
- आ) ज्याने वयाची १६ वर्षे पूर्ण केली नाहीत अशी व्यक्ती
- इ) ज्याने वयाची १४ वर्षे पूर्ण केली नाहीत अशी व्यक्ती

२. युएनसीआरमध्ये कोणत्या बालकांचा समावेश करण्यात आला आहे? (एक पर्याय निवडा)

- अ) सर्व बालके
- आ) गरीब बालके
- इ) दिव्यांग बालके

३. कोणत्याही परिस्थितीमुळे ज्या मुलांना संरक्षणाची गरज असते, अशा मुलांना कोणत्या कायद्यांतर्गत सुरक्षा दिली जाते? (एक पर्याय निवडा)

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- अ) बाल कामगार (प्रतिबंध आणि पुनर्वसन) कायदा
- आ) बाल न्याय (काळजी आणि संरक्षण) कायदा
- इ) लैंगिक अत्याचारापासून बालकांचे संरक्षण (पोक्सो) कायदा

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

- अ) बालविवाह प्रतिबंध अधिकारी
- आ) जिल्हा न्यायाधीश
- इ) सरपंच

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

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

विभाग ३:

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

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

	बालविवाहाचे प्रमाण कमी करण्यासाठी तुमच्या मते महत्वाचा उपक्रम	सर्वात महत्वाच्या उपक्रमानुसार क्रमवारी लावा. ५ म्हणजे सर्वात महत्वाची आणि १ म्हणजे कमी महत्वाची				
		५	४	३	२	१
१	कायदा सशक्त करा					
२	कायद्याची अंमलबजावणी कठोरपणे करा					
३	मोहिमा आणि उपक्रमांच्या माध्यमातून समाज प्रबोधन करा					
४	मुलींना शिकवा					
५	मुलांना शिकवा					
६	समाज माध्यम मोहिमा					

स्वाक्षरी:

दिनांक:

टीप: या फॉर्ममधील सर्व माहिती गोपनीय आहे आणि केवळ एसबीसी३ तसेच युनिसेफकडून सल्लामसलतीच्या अंतर्गत मूल्यांकन करण्यासाठीच याचा वापर केला जाईल. प्रत्यक्ष किंवा अप्रत्यक्षरित्या तुमच्या नावाचा वापर कोठेही केला जाणार नाही.

Annexure 8: Our Rights: Spot Survey form sample

भारतात आपले अधिकार		
क्र.	प्रश्न	उत्तर
१	१९५० साली भारतीय राज्यघटना लागू करण्यात आली	२६ जून १९५०
२	भारतीय घटनेद्वारे भारतीय नागरिकांच्या हक्कांची हमी दिली जाते (हो/ नाही)	हो
३	भारतीय नागरिकांना मूलभूत हक्क उपलब्ध आहेत	हो
४	मूलभूत अधिकार न्यायालयांद्वारे संरक्षित केलेले नाहीत (हो/ नाही)	हो
५	मार्गदर्शक तत्त्वे ही, कायदे आणि धोरण बनविण्यासाठी भारत सरकारची मार्गदर्शक आहेत. (हो/ नाही)	हो
६	समानतेचा अधिकार (हो/ नाही)	हो
	आपल्या मालकीचा घर घेण्याचा अधिकार (हो/ नाही)	हो
	स्वातंत्र्याचा अधिकार (हो/ नाही)	हो
	धर्म स्वातंत्र्याचा अधिकार (हो/ नाही)	हो
	रुग्णालयात दाखल होण्याचा अधिकार (हो/ नाही)	हो
	शोषण विरुद्ध अधिकार (हो/ नाही)	हो
	सरकारी नोकरीचा अधिकार (हो/ नाही)	हो
	सांस्कृतिक आणि शैक्षणिक अधिकार (हो/ नाही)	हो
	घटनात्मक उपचारांचा अधिकार (हो/ नाही)	हो
	वयोवृद्ध पेन्शनचा अधिकार (हो/ नाही)	हो
	पोलिओ लसीकरणाचा अधिकार (हो/ नाही)	हो
७	मुलांना भारतीय घटनेत कोणतेही हक्क नाहीत (हो/ नाही)	हो
८	घटनेत १४ वर्षांखालील मुलांना काम करण्यास मनाई आहे (हो/ नाही)	हो
९	घटनेत ६ ते १४ वर्षे वयोगटातील मुलांना मोफत व सक्तीचे शिक्षणाची तरतूद आहे (हो/ नाही)	हो
१०	मूलभूत अधिकार म्हणून ० ते ६ वर्षे वयोगटातील मुलांना बाल विकास सेवा प्रदान करणे आवश्यक आहे	हो

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