

# SAKSHYUM

## Training of Trainers Report of Frontline Workers of Solapur

*Conducted by*

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

*In Collaboration with*

*The Department of Women and Child Development, Maharashtra  
&  
UNICEF, Maharashtra*



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### Abbreviations list:

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

## 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. In the second phase ECM Project is being implemented in 7 new districts- Beed, Latur, Solapur, Dhule, Jalgaon, Parbhani, Nashik.

One of the activities planned under this project was the Training /Capacity building workshops for stakeholders/frontline workers including Anganwadi Supervisors- ICDS; D.C.M, A.N.M, T.N.O, B.C.M, L.H.V, S.N- Health Department; Protection Officers- WCD Department; Education Extension officers- Education Department; Panchayat Extension officers- Rural Department, Childline Foundation Team.

### **Process of the TOT:**

#### **Step 1: Discussion with District officials for ECM:**

To Orient about the Ending Child Marriage program, the Hon'ble District Collector, DWCD, Dy. CEO WCD, DEO, Dy. CEO Panchayat, District Health officers and District team had several meetings from August to September (Annexure 1 Letter to Hon'ble District Collector regarding ECM Program). The team has oriented all the officers including Training Facilitators of the Health Department, CDPOs about the Online Orientation and offline TOT program for the Frontline workers. A permission letter for conducting offline TOT Program was issued on 11/11/2021 and submitted to the DC, DWCD, Dy CEO WCD, DEO, Dy. CEO Panchayat, and District Health Officers in the month of November 2021. (Annexure 2 Letter issued by Hon'ble District Collector to conduct TOT on 17/11/2021 & 18/10/2021)

#### **Topics for training identified as an outcome of the Needs Assessment conducted in the first Phase of SAKSHYUM initiative :**

1. Child rights
2. Gender roles and empowering girls
3. Child marriage- causes, prevalence, and impact
4. Laws for child protection- JJ Act, PCMA 2006, POCSO Act
5. Skills- counselling, communication

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

For planning TOT programs District Project Coordinator conducted several meetings with Hon'ble District Collector, District Women and Child Development Department, Health Department, Education Department and Rural Department. The letters from the respective departments with the names of the trainers for participation were issued by concerned departments.

#### **Step 4: Finalization of Dates from the District officials:**

Meetings with District officials were conducted for finalizing the dates. After the finalizing date, letters were issued by various departments to their respective officials for attending a two days training program. (Annexure 4 Letter of the Health, Education, ICDS department for the participation in the TOT Program.)

#### **Step 5: Registration form for Master trainers:**

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

online registration google form was developed for the participants with the declaration about the health situation. (Annexure 3 Registration form) Please refer: [https://docs.google.com/forms/d/e/1FAIpQLScWA\\_rcSkuWJfK-PUSzGrRI55RylEXwxiGOVCG2Mk7J28PZQ/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLScWA_rcSkuWJfK-PUSzGrRI55RylEXwxiGOVCG2Mk7J28PZQ/viewform?usp=sf_link) link for solapur District. Total 82 participant registered in google form

#### **Step 6: Development of TOT and Cascading Module:**

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

#### **Step 7: 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, UNICEF. After approval was received, it was 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 Shri Rahul More, 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 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 the district. The entire Team of WCD was involved in the Planning and execution of the TOT programs. (Annexure 5 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 frontline 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 conducted in Solapur Districts for the frontline workers. The schedule of the TOT is presented in the Table Below:

Sr. No	District	Location and Venue	Date
1	Solapur	Multi purpose Hall, District Collector Office, Solapur	17 <sup>th</sup> and 18 <sup>th</sup> November 2021

#### **b. TOT Structure:**

The Training of Trainers Program was held in the Solapur district. The ToT programs were focused on providing training to Master Trainers of the ICDS ,Health,Education,Panchayat 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	Male	Female	Total
1	ICDS		39	39

2	Health	8	10	18
3	ICPS/DCPO	2	3	5
4	Panchayat	9	0	9
5	Education	9	2	11
6	Childline 1098	4	1	5
7	NGO	0	0	0
8	University Students	0	0	0
9	Volunteer	2	2	4
10	Other's	0	0	0
	<b>Total</b>	<b>34</b>	<b>57</b>	<b>91</b>

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

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

- a. District Collector, CEO's, CWC President , Dy.CEO WCD, 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, DCM (District Community Mobilizer) BCM (Block Community Mobilizer) BF( Block Facilitator)NRHM  
c. Education Department : Extension Officers  
d. Panchayat Department: Extension Officers  
e. DCPO Unit: Social workers, outreach workers

##### **3) Civil Society Organizations: CHILDLINE 1098 District Level Partners- Coordinator, Team member and Counsellor**

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

- a. NYK District level team

The output of the TOT's 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 5.30pm)**

#### **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 of the challenges after each session.

Time	Session	Activity	Facilitator	Material
<b>Day 1,17/11/2021</b>				
<b>(स्वागत व परिचय)</b>				
९.०० ते १०.००.	नोंदणी पूर्व चाचणी फॉर्म आणि नाश्ता	नोंदणी पूर्व चाचणी फॉर्म आणि नाश्ता	2 स्वयंसेवक आणि किरण	100 नोंदणी अर्ज आणि पूर्व चाचणी अर्ज प्रती
१० ते १०:१५	प्रारूप पत्रिका ओळख	प्रारूप पत्रिका वाचून दाखवणे & प्रशिक्षणाच्या नियमांची माहिती देणे	निलेश सातपते	प्रारूप पत्रिका प्रशिक्षणाच्या नियमांची माहिती यादी
१०:१५ ते १०:३०	मान्यवरांचे स्वागत & उद्घाटन	स्वागत आणि दीपप्रज्वलन	निलेश सातपते	समई ,आणि हार
10:30 to 11:15	सत्कार आणि मान्यवरांचे मनोगत	सत्कार	निशीत कुमार ,पूजा यादव ,मिनकुमारी यादव किरण बिलोरे	लकी बांबू चे झाड
<b>Session 1: Scope and consequences of child Marriage in Maharashtra</b>				
11:15 to 12	बाल विवाह व्याप्ती आणि परिणाम	बाल विवाह व्याप्ती आणि परिणाम	पूजा यादव	PPT
<b>Session 2: Rights, Gender and Agency</b>				
12:00 to 1:15	लिंग आधारित भूमिका, लिंगभेद, पितृसत्ताक पद्धत, एजन्सी आणि संमती,	लिंग आधारित भूमिका, लिंगभेद, पितृसत्ताक पद्धत, एजन्सी आणि संमती याविषयावर सादरीकरण	निशीत कुमार	PPT, सादरीकरण चित्रफीत रोल कॉल कमला भासीन चित्रफीत
1:15 To 1:30	गाणे	आशाये गाणे	सर्व सहभागी	गाण्याचे बोल प्रत स्वरूपात
1:30 To 2 :15	जेवण			
2:15 To 2:30	बेलण नृत्य			
<b>सत्र 3 आमची उर्मिला</b>				
2:30 – 3:45 p.m.	आमची उर्मिला परिचय	गट प्रक्रिया, नाटिका	सोनिया हंगे	6 गट आणि परितोषक
<b>सत्र 4 जिल्हा कृती आराखडा सोलापूर</b>				
3:45 To 4:30	जिल्हा कृती आराखडा	बालविवाहनिर्मूलनासाठी सोलापूर जिल्हा कृती आराखडा सादरीकरण	पूजा यादव	Ppt
4:30- 5:15	बाल विवाह प्रतिबंध अधिनियम २००६	बालविवाहाला आळा घालण्यासाठी कोणते कायदे आहेत? कायद्याचा वापर कसा	किरण बिलोरे	PPT, सादरीकरण आणि प्रश्न उत्तरे

		करावा? कायदा नेमके काय म्हणतो? सादरीकरण करावे.		
5:15 -5:30pm	हम होंगे कामयाब गाणे आणि समारोप			
<b>Time</b>	<b>Session</b>	<b>Activity</b>	<b>Facilitator</b>	<b>Material</b>
<b>Day 2 ,18/11/2021</b>				
9:30-10:00	नोंदणी आणि नाश्ता	नोंदणी आणि नाश्ता	2 स्वयंसेवक आणि प्रकल्प समन्वयक	नोंदणी फॉर्म
9:40 To 9:45	आढावा आणि नियोजन	कालच्या दिवसातील सत्राचा आढावा आणि दिवसाचे नियोजन.	निलेश सातपते	Cue sheet
<b>Session 1 Law</b>				
9:45 to 10:30	बाल न्याय (काळजी आणि संरक्षण अधिनियम २०१५)	बाल न्याय (काळजी आणि संरक्षण अधिनियम २०१५)	किरण बिलोरे	Ppt
<b>Session 2 बाल हक्क आणि मुलांवरील हिंसा</b>				
10:30 -11:10	बाल हक्क आणि हिंसा	बाल हक्क आणि मुलांवरील हिंसा सादरीकरण आणि चर्चा	निशीत कुमार	पॉवर पॉइंट प्रेझेंटेशन आणि द्रुत सर्वेक्षणचित्रपट-रोल कॉल
<b>Session 3 गट कार्य</b>				
११:१०-१२:१०	गट कार्य	बाल निर्मूलनासाठी आपण काय करू शकतो यावर विभाग वर गट करणे आणि चर्चा	किरण बिलोरे	(icds 2 group, health 2 group, panchayat 1 group, education 1 group, icps childline 1) chart paper-7
<b>Session 4 लैंगिक अपराधापासून मुलांचे संरक्षण अधिनियम २०१२</b>				
12:10 To 1:15	लैंगिक अपराधापासून मुलांचे संरक्षण अधिनियम २०१२	लैंगिक अपराधापासून मुलांचे संरक्षण अधिनियम २०१२	Nishit Kumar	चित्रपट- कोमल चित्रपट- हायवे (क्लिप) पॉवरपॉइंट सादरीकरण
1:15 to 1:20	Song	Humko man ki shakti dena song	All Participant	
1:20 To 2 :00	जेवण			
2:00 to 2:05	<b>ENERGIZER SIGNATURE DANCE</b>			
2:05-2:35	Cascading	सर्व प्रशिक्षण आपल्या अग्रभागी कर्मचाऱ्यांपर्यंत पोहोचविण्यासाठी केली जाणारी प्रक्रिया व साधने याबद्दल मार्गदर्शन	पूजा यादव	Cascading format ,ppt
<b>सत्र 5 संवाद कौशल्य</b>				
2:35-3:45	संवाद कौशल्य	प्रशिक्षकांसाठी संवाद कौशल्य	निशीत कुमार	स्वतःचे मूल्यांकन, पॉवरपॉइंट सादरीकरण
3:45 to 4	अभिप्राय अर्ज	सर्व सहभागीचे अभिप्राय गोळ करणे	सोनिया किरण आणि स्वयंसेवक	अभिप्राय फॉर्म
4:00 to 4:30	प्रमाणपत्र	प्रमाणपत्र वितरण	जिल्हा महिला बाल विकास अधिकारी, जिल्हा कार्यकर्म अधिकारी	प्रमाण पत्र
4:30 – 5	आभार	आभार प्रदर्शन	निलेश सातपते	

5:00 to 5:15 | हीच अम्चि प्रार्थना गाणे आणि समारोप

### **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 straight forward group activity for all the participants. This activity is to enable the trainers to understand child marriage as an issue from the societal view and analysis of the role that each of the stakeholders can play in preventing child marriage. This was to enable them with practical knowledge of dealing with the issues of child marriage and understand the roles of the different stakeholders for the same. Nine (9) important stakeholder's roles are analyzed during this activity – Mother, Father, Teacher, Girl, Panchayat Member, ICDS Supervisor/ASHA Workers, DCPU, Marriage Facilitators, Relatives. This has helped the Trainers to bring out the factual reasons of the child marriages and draw solutions together that are locally possible. The later part of the session is also to open a route for the wider discussion for prevention, intervention, and rehabilitation of children affected by child marriage. Discussions were focused on the Prevention of child marriages by 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 99 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, Panchayat Department and Education is important for the protection of each child.

### Feedback forms Analysis:

The TOTs for frontline workers' training were conducted in four districts- Solapur , November 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.
Solapur	81

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:*
2. Out of 91 participants, 10 participants were not able to provide the filled Pre-Post Test formats. Only 89 % participants filled the pre and post test formats.
- 3.

District	Total No. of Participants	No. of Participants with only Pre-Test	No. of Participants with only Post-Test	No. of Participants without any of the test	No. of Participants with Pre-post Test	% of Pre-Post Test forms
Solapur	91	0	0	10	81	89.01098901

Departments	Solapur		
	Total	No of Participants	Pre- and post- test
ICDS	39		39
ICPS/DCPU	5		0
Health	18		18
Panchayat	9		9
Education	11		11
Others (Childline, Local NGO, Volunteers, students etc.)	9		4
<b>Total</b>	<b>91</b>		<b>81</b>

### 1. Knowledge regarding the definition of a child:

Out of 81 participants who filled both pre-post tests, 58 participants responded correctly in the pre-test, the post test has seen a drastic increase in correct responses with the 69 participants. 19 participants who have given their answers either B or C have given correct answers in the post-test. Most of the participants are from the Panchayat and Education department.

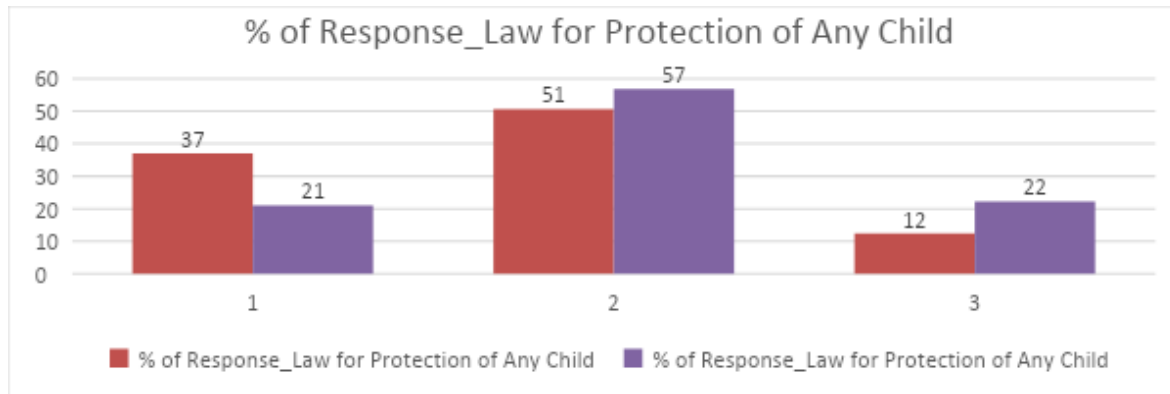
## 2. Knowledge of UNCRC:

# of Response_Type of children are covered under UNCRC			
Ans_Code	Answers_Participants	Pre-test	Post-Test
A	All children	64	68
B	Poor Children	3	5
C	Disabled children	14	8
	Grand Total	81	81

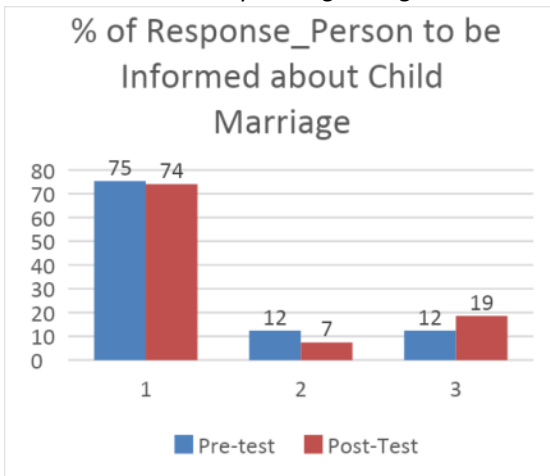
Out of 81 participants 68 participants were aware about the UNCRC, still 2 people feel that poor children are only covered in UNCRC.

## 3. Laws for Child Protection

The responded who gave the CLPRA as a Law for protection of any child with 37 % & has reduced to 21 %, it has seen that there is increase the response on answer B from 51% to 57% but there is also a 10% increase in participants response for answering the POCSO act as Law for the protection of any child. 9 participants have changed their answers from B to C after the workshop.



#### 4. Person to report regarding child marriage



75 % participants from Solapur participants were about the CMPO role where as there were participants according to them District Judge and Sarpanch also needs to be informed about the child marriage. It has found that 12 % Participants have responded to the C answer which has increased after the training. This is tragic and something went wrong in the training about the PCMA or role of the stakeholders for responding the child marriage. 10 participants who have given the correct answer have revised their answer to C, which includes one participant from Education Dept, 4 from

Health Department and 2 each from the ICDS and Panchayat Dept. 12 Participants have revised their answers from District Judge or Sarpanch to CMPO.

#### 5. Reasons for child marriage

6. % of Response_Reason of Child Marriages			
Ans_Cod e	Answers_Participant s	Pre-te st	Post-Te st
A	Don't know law	64	58
B	Girls not valued	22	30
C	Fear of elopement	14	12
	Grand Total	100	100

64% participants have responded that the people don't know the law, that has come to 58% after the training. Whereas the respondents have given the answer B of girls not being valued has increased from

22 % to 30 %, this has reflected that 30 % participants are now aware about gender roles and patriarchy in the society plays an important role.

## Training of Trainers Program Reports- District Wise

### Jalgaon TOT program

- i. Venue : District Multi purpose Hall, Collector Office Solapur
- ii. Date: 17<sup>th</sup> and 18<sup>th</sup> November 2021
- iii. Participants: 91

Sr. No.	Department	Designation	Total Number
1	Women & Child Development	Anganwadi Supervisor	39
2	Health	DCM-NRHM	0
		BCM-NRHM	8
		BF-NRHM	10
3	ICPS/DCPO	Team	5
4	Panchayat Department	Extension Officer	9
5	Education	Extension Officer	11
6	Childline 1098 and other	Team	9
	<b>Total</b>		<b>91</b>

### **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 team. Pre-test forms were given to the participants before the TOT.

Efforts and achievements of Social reformer Savitribai Phule was saluted and celebrated with garland and Dignitaries light the lamp of hope, courage and knowledge for ending child marriage in Jalgaon District.

Mr.Nilesh satpute, District Coordinator, ECM Project Provided the Brief introduction about the program and welcomed all the Dignitaries of the program on the stage. Dignitaries were felicitated with Books by SBC3 team, WCD office staff.

### **Context Setting by Nishit Kumar:**

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



He started his speech by mentioning that Maharashtra is Ranked Number 1 in the GDP in India, we have stock market, film industry, major technology hubs and various industries here in Maharashtra. We are blessed with the thoughts of legends whose birth place is Maharashtra like Dr. B.R. Ambedkar, Jyotiba and Savitribai Phule, Bal Gangadhar Tilak and the legendary sports person Sachin Tendulkar. But we need to think about why there is a 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 is 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 has more potential to get into the risk of stunting. When a 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, then 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 make decisions for herself and also regarding her marriage at the right age. This will turn into delay in pregnancy and will be able to deliver a healthy child.

He mentioned that we have done a need assessment for this two days Training program, on the basis of those responses we are able to develop this TOT module. This TOT is a combination of Knowledge and skills for all the participants. Participants will enjoy all the sessions for 2 days.

### **Speakers View :**

Hon'ble Mr.Milind Shambharkar, District Collector Solapur, Mr.Dilip Swami CEO ZP, District women and Child Development Department, Solapur, Hon'ble Mr.Javed sheikh , Deputy CEO, WCD, ZP, Hon'ble Mr. Vijay Khomane DWCD, Solapur were present for the Inauguration Ceremony.

Mr.Milind Shambhakar DC and Mr. Dilip Swami CEO, 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 society.

Mr. Vijay Khomane, District women and Child Development Department, Solapur shared his experienced of challenges that the District women and Child Development Department is facing

at the ground level. he 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 the lead in intervening in these cases.

After this Mr.Nilesh Satpute thanked everyone for such valuable suggestions and motivational words. She further provided the details about the Schedule of the TOT and Rules that everyone needs to follow during the TOT program.

**iv. Sessions brief :**

**Session 1: Scale of Child Marriage**

**Activity 1: Child Marriage How Much ? Where ? and Impact**

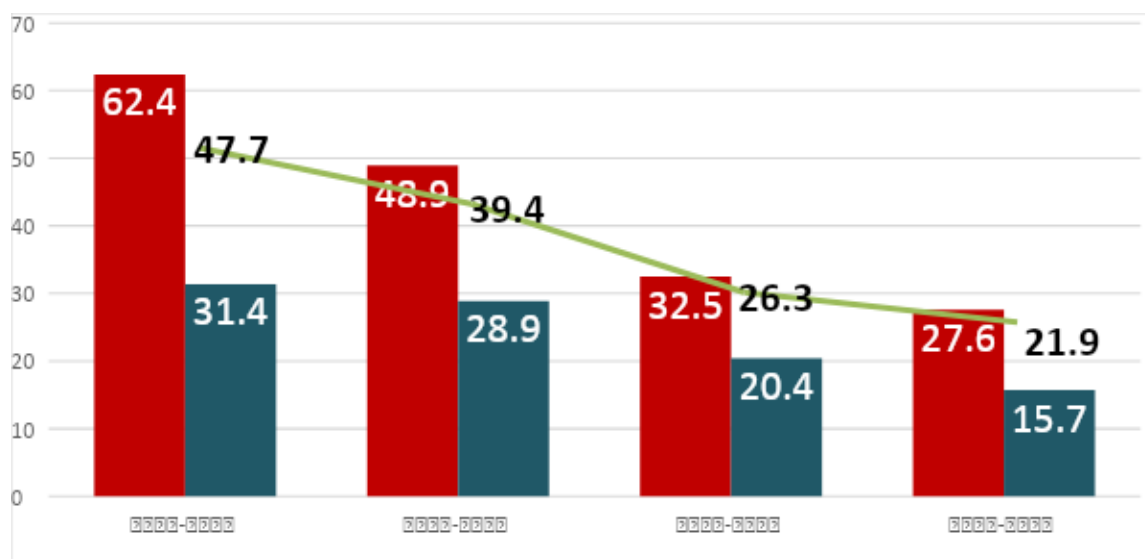
**Facilitator: Ms. Pooja Yadav**

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

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

- A) District wise percentage of the child marriage and its corelation with the Stunting of below 5 years children.
- B) 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 %**



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

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

District	Percentage according to NFHS-5
Beed	43.7 %
Parbhani	48 %
Latur	31 %
Solapur	40.3 %
Dhule	40.5 %
Jalgaon	28 %
Aurangabad	35.8%
Jalna	35.0%
Nanded	32.2%
Hingoli	37.1%
Osmanabad	36.6%



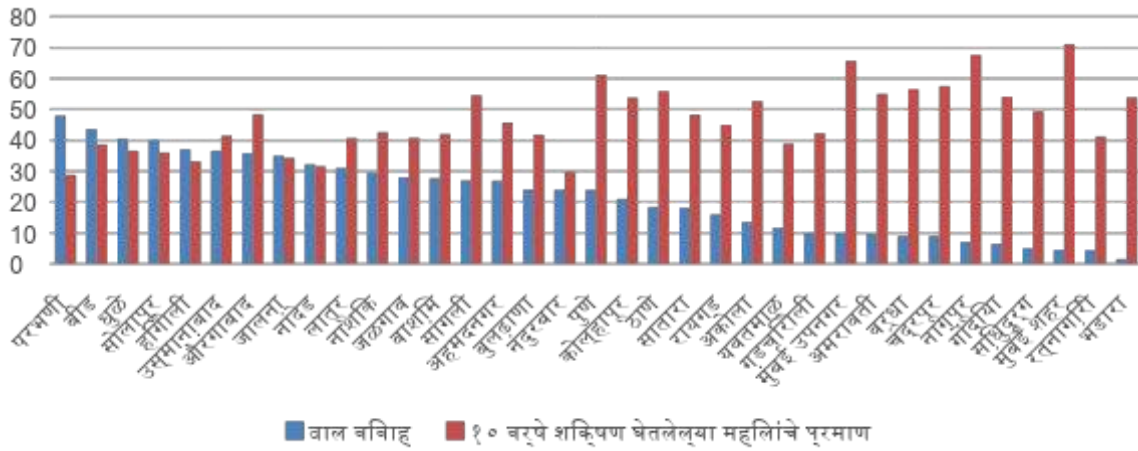
## महाराष्ट्रातील बालविवाहांची जिल्हांवर व्याप्ती (NFHS- ५)

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%	
पर्यंत	
२१.९% पेक्षा जास्त	

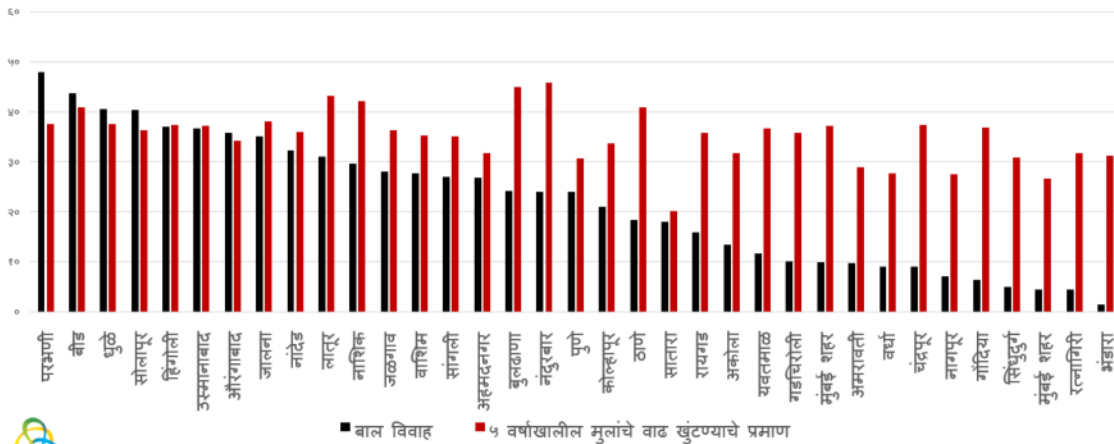
Girls completing 10 years of education District wise Presentation:



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 1/5<sup>th</sup>. However, this has taken a long time and we need to act now to end child marriages in Maharashtra.
- 2) Jalgaon rates of child marriage are much higher than the state average of 21.9%

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

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 2: Child Marriage Stakeholders and their roles**

**Facilitator : Meenakumari yadav**

### **Brief about the session :**

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

1. Due to poverty, more and more parents give early marriage to their daughter.
2. There is no employment at hand and due to large scale migration, girls are given in marriage.
3. Lack of adequate and easy education facilities.



⇒ बाल विवाहाची काश्णे

- [illegible]

बाल विवाह निर्मुलनासाठी उपाययोगः

[illegible]



Solution of Child marriage written by different participants

After the Reasons/Beliefs provided by Participants, **Mennakumari yadav**, explained how Child marriage issue has various dimensions- Economic, Social and Cultural. She further explained the correlation between safety and Security of a woman being linked to her sexuality. Violence against the women and children are taking place in all settings: at home, school, child care institutions most of the time someone known to the child is an abuser. It is equally important to think beyond the sexuality of the girl child and focus on her overall development.

## **Session 2: Gender, Patriarchy and Agency**

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

**Facilitator : Mr. Nishit Kumar**

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

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

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

#### **Key Messages:**

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

10) Child Protection requires Prevention, Intervention and Rehabilitation programs for ensuring the rights of each child.

**Gender and Agency:**

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

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

Further brief was given on how gender biased roles are given to Girl or Women in the society. The child claimed 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 Social and cultural beliefs.
- 2) The Societal imposed roles develop the boundaries
- 3) Girls should decide their own roles, take their own decisions and break the boundaries that are stopping their development.

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



Following questions were asked to the Trainers.

- i. What do you think is the main theme of the poster? तुमच्या मताप्रमाणे हया 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.

- 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: 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 married early? मुलगी समाजाला का विनंती करते कि तिचे लग्न लवकर लावू नये?

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

### Key Messages :

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

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

Lunch Break:

### Session 3: Stakeholders to fight child marriage

#### Activity 1: Role- Play based on Aamchi Urmila

**Facilitator : Soniya Hange**

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

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

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

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

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

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

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

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

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

5) What did she do to avoid being married?

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

**Step 2:** Participants were divided into 7 groups and each group was asked to write the second half of the play and enact it. Participants were encouraged to play different roles as stakeholders and discuss what role they should play to prevent the Rupa's marriage. Following are some prominent points talked about in play enacted by various groups:

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

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

**Facilitator: Pooja Yadve**

Key Messages:

- 1) Ending Child Marriages needs collaborative efforts for prevention, reporting and response, coordination and monitoring to effectively end child marriages.
- 2) Change process requires the involvement of a range of stakeholders. Individual, Family, society, institutions and environment needs to be provided with Education, Communication and counselling, awareness and campaigns, capacity building and technical support and strong laws and policies for ending child marriages. It continuously needs support for building agency, demand for the change and advocacy for the changes for legal and administrative actions.
- 3) It requires multi-pronged interventions such as awareness, Economic Support, legal interventions and family support
- 4) Prevention needs Awareness, Education, Empowerment, Engagement and Recognition.
- 5) Reporting is mandatory, it can be done by anyone.
- 6) Intervention by CMPOs, CHILDLINE and DCPO before the Child Marriage is important after the reporting
- 7) There should be intervention and involvement from Village to State for ending child marriage.

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

This is an award winning movie, conceptualized and presented by CHILDLINE India. The movie is also shown to discuss the impact of child marriage on the health and overall life the girl. The

movie also shows the comparison between the life of girls who are married at an early age and the life of girls who are married after the age of 18 years.

#### **Session 4: With the Law**

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

**Facilitator: Mr. Kiran Bilore**

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

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

#### **Key Messages :**

- 1) PCMA is a special law to deal with Child Marriages.
- 2) It defines the minimum age of marriage for girls as 18 years and boys as 21 years.
- 3) Marriage of either girl before 18 years and 21 years is punishable in the law.
- 4) Important to understand and act on the situations that increase a girl's risk of getting married 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 survive and provide protection for food, shelter and wellbeing. It protects the survivor and the children born out of this marriage.
- 8) Punishments for the facilitator includes family members and marriage facilitators, that includes penalty of Rs. 1 lakh and imprisonment till 2 years
- 9) Girl child after completing her age of 18 years can file complaint for her child marriage and seek for the protection.
- 10) Individual children can approach the Child Protection system about it before the marriage.



### Discussion:

- 1) The law is not as strong as to provide 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.

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

### End of Day one

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

### Day 2:

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

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

Time: 15 min

Facilitator: Kiran Bilore

#### **Key Messages:**

- 1) JJ Act provides protection to Two types of Children- Children in Conflict with law and Children in need of care and protection .
- 2) The law not only provides protection to the children in difficult circumstances but also those who due to various circumstances are likely to be in danger or at risk.
- 3) The Child Welfare committee who sits in the Protection houses are responsible for taking care of the Children in need of care and protection. The Juvenile Justice Board is responsible for providing the protection and rehabilitation measures for Children in conflict with law.
- 4) Anyone can produce a child in need of care and protection to the Child Welfare committee
- 5) Children affected with child marriage are children in need of care of protection.
- 6) There has to be a protected environment for children, CWC ensures to provide the same function for the Best interest of the child.

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

## **Activity 2: District Action Plan**

**Facilitator: Pooja Yadav**

### **Activity 3: Department wise Group activity of District Action Plan of respective department for Ending Child Marriage.**

**Facilitator: Kiran Bilore**

7 Groups were formed from six departments/organizations participating in TOT. Health Dept.- 1 Groups, ICDS- 2 Groups, Education, Rural Dept, Childline Team - 1 group each.

Each group was asked to form a District Action Plan for their Department to ECM in Solapur District. Following are the recommendations by each Department;

#### **1) ICDS:**

- i. Monthly meetings with Mothers in the Village for increasing awareness and addressing their grievances.
- ii. Informing the Child Marriage Prohibition Act.
- iii. To conduct vocational training and make them self reliant by surveying teenage girls in the age group of 11 to 18 years.
- iv. To inform about the adverse effects of child marriage in the parent meeting through the monitoring committee at the Anganwadi level.
- v. Giving information about education and diet of girls under my daughter Bhagyashree.
- vi. Pay special attention to out-of-school teenagers and inform them about life skills.
- vii. Regular meet of Women and Girls. CM issue to be discussed in women's Gram Sabha meeting, as well as regular Gram Sabha Meeting.
- viii. Training and awareness session, village level, regarding PCMA 2006.
- ix. Using Self Help Group (SHG's) for increasing awareness.
- x. Celebrating 14<sup>th</sup> November, Children's day, at a public place in the village and playing games, activities which give a message regarding ECM.
- xi. Home visit and Counselling to parents of the child who is likely to get married early then legal age. Especially to the homes of migrants going for sessional Sugarcane cutting. Like Har Ghar Dastak Campaigning.
- xii. Arranging Rally, Puppet show, street play, folk dance of ECM theme.
- xiii. Arranging special Health Campaigns for Adolescent girls and women and increasing awareness by showing movies talking about ill effects of CM.
- xiv. Celebrating the Birth of a Girl Child.



## 2) Health:

- i. Child Marriage Prohibition in the village with help of ASHA.
- ii. Health Education with the help of Peer Educator.
- iii. Counseling of teenage girls and parents.
- iv. Informing the mother meeting as well as the meeting of teenage girls about the ill effects of child marriage and the punishment in law.
- v. Training adolescents and parents in VHSNC (Village Health, Sanitation and Nutrition Committee) at village level.
- vi. Celebrating Adolescent Health Day at village level and explaining ill effects of Child Marriage like miscarriage, Infant Mortality, Stunting, wasting, threat to the life of mother, being some among it.
- vii. Making adolescent girls aware about unsafe sexual relations.
- viii. Conducting Adolescent and Mothers meeting sessions.
- ix. Guidance regarding ECM during and under Vaccination.
- x. Health education to all in school and out of school students.
- xi. Providing platform for adolescent/young boys and girls for discussing/expressing their grievances, talking about Deaddiction, Sex education, etc.
- xii. Increasing awareness by regular home visits, providing benefits of health schemes and services to people.
- xiii. Posting of posters for public awareness on the walls of Public Health Center as well as the visible walls of the village.

## 3) Education:

- i. Effective implementation of Right to Education Act, 2009, providing free and compulsory education up till the age of 14.
- ii. To empower and enlighten the School Management Committee, Parent Teacher Association.
- iii. Checking the age certificates of married boys and girls and reporting to Gram Panchayat and Mangal office.
- iv. Providing means of transportation to increase the presence of adolescent girls
- v. To increase the attendance allowance till 12th.
- vi. Setting up a Task Force at Village level to ensure that students do not drop out of school. Thus, Reducing the actual dropout rate from school, specially of girls
- vii. Counselling of adolescent children at School level for saying No to CM.
- viii. Home visits and counselling of parents whose children are out of school/ stopped coming to school.
- ix. Arranging rallies of School students highlighting the issue.

- x. Arranging guiding and sensitizing sessions at Secondary School level, at least 4 times in a year.
- xi. Arranging residential school facility for children of Sugarcane cutter on the lines of K.G.B.V

#### **4) Rural:**

- i. Devoting and spending 10 % of Gram Panchayat Budget on Women and Child Development.
- ii. To appoint child marriage elimination committee at Gram Panchayat level and to do preventive work.
- iii. Finding and preventing and counseling families in the village where child marriage is likely to occur
- iv. To prepare effective implementation of village action plan for elimination of child marriage at village level.
- v. To create awareness among women by calling special gram sabhas.
- vi. In Grant from Finance Commission, Special and mandatory mention of funds for life skills training of adolescents.
- vii. Displaying banners/posters in public places, about PCMA 2006.
- viii. Increasing awareness by method of Dawandi (Local method to inform people about any important issue/news/rule, etc.)
- ix. Making it mandatory for all the Marriage hall owners to give information about marriage taking place to Gram Panchayat and further CMPO to ensure that marriage planned is not CM.
- x. Training to all Sarpanch, Gram Panchayat Members and CMPO (Gram Sevak) regarding ECM
- xi. Increasing awareness about Childline 1098 among children

#### **5) Protection- Childline team**

- i. Seating up Taluka Child Protection Committee, to ensure setting up and effective working of VCPC.
- ii. Informing marriage facilitators like hall owner, priest, maulvi, photographer, decorator etc. about Prohibition of CM and punishment under it
- iii. Reading out brief of PCMA 2006 law in Gram Sabha meeting
- iv. Display of 1098 and 100 number at public places
- v. Awareness in masses via Songs, street play, etc. on CM theme
- vi. Support of Peoples representatives in the Campaigning to end child marriage is essential, and thus should be ensured.

#### **Activity 4: PowerPoint Presentation on CSA and POCSO**

Facilitator: Nishit Kumar

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

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

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

The clip depicts the pain, trauma, physical and sexual assault that is faced by the Survivor of the sexual abuse from her own words. It shows the abuse is done by her Uncle. The survivor is a runaway child and she confronts her disagreement to the abuse that she has faced, and wants to leave the house. Since she does not feel safe inside the house. She mentioned that she is being worn by her parents to be aware of the outsider and unknown people but not given any guidance to be aware about people inside the house too. The film clip creates a long lasting impact on the minds of people who watch it and sets the tone for discussion about the child sexual abuse in the hall.

### **Key Messages:**

#### *Understanding Child Sexual Abuse:*

- 1) Child Sexual Abuse is an act a powerful person, on a child
- 2) Symptoms of abuse like difficulty in walking, unexplained injuries and change in behaviour of a child should be understood.

- 3) A Supportive environment and attitude should be developed for the child facing or survivor of CSA.
- 4) Make the child understand that this is abuse and he/she should talk about it.
- 5) It is not child fault
- 6) It is important to listen to children and should not blame them.

*Understanding the PCMA:*

- 1) This is a special act to address the sexual violence against children.
- 2) This act defines various types of sexual assaults- Sexual, aggravated sexual assault, penetrative, aggravated penetrative.
- 3) Punishments :

**Penetrative sexual assault:**

- a. Minimum punishment raised from 7 to 10 years
- b. If committed on child below 16, increased to 20 years to life plus fine

**Aggravated penetrative sexual assault:**

- c. Added: (i) assault resulting in death of child, and (ii) assault committed during a natural calamity, or in any similar situations of violence.
- d. Minimum punishment raised from 10 to 20 years and maximum: Death

**Aggravated sexual assault:**

- e. Added(i) assault committed during a natural calamity, and (ii) administering or help in administering any hormone or any chemical substance, to a child for the purpose of attaining early sexual maturity.
- 4) Bill defines child pornography as any visual depiction of sexually explicit conduct involving a child including photograph, video, digital or computer generated image indistinguishable from an actual child.
- 5) Responsibility of protecting children CSA is on Teachers, Doctors, Priests, Police etc,
- 6) Punishments after amendments:

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

After the presentation, Komal Movie (link <https://youtu.be/nYCLRjPa0a0>) was shown to the Participants to ensure the pictorial representation of the CSA that might be happening around them.

The film talks about the abuse, it can happen at any place and anyone can do it, even the close relatives. It should be recognized on time, and support should be generated from the CHILDLINE 1098 for providing a safe and protective environment to the child and complaining about the Perpetrator.

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

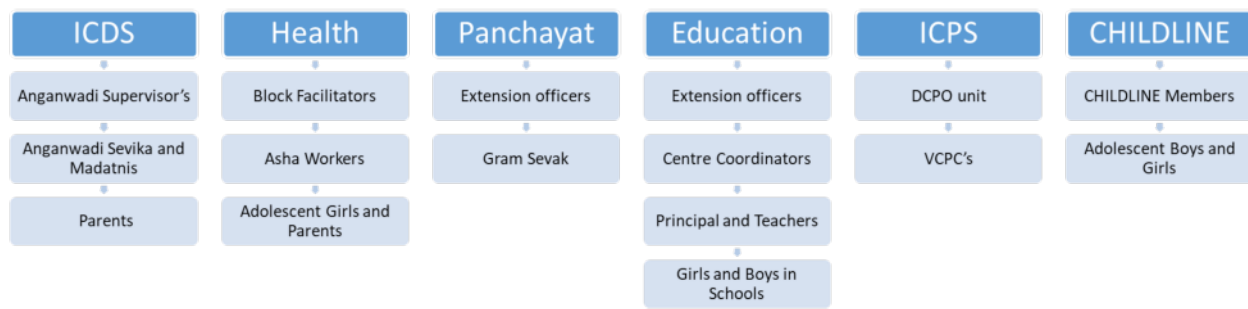
This session ended with a Hum Ko Man Ki Shakti Dena song.

**Lunch Break:**

## Session 4: Cascading Planning

Facilitator: Pooja Yadav

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



## Session 5: Communication Skills:

Facilitator: Nishit Kumar

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

### Key Messages:

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

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

### Discussions and Observations:

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

Women are considered 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 some women were a little low, and they were finding it difficult to look at and speak a simple sentence in front of the forum.

After the Session Feedback forms were distributed to the participants.

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

### **Feedback Quotes:**

Ms. Shamal patil ICDS department “ While working as an Anganwadi worker, many child marriages are seen at the village level. But our servant does not know what to do to stop it. We got it from these two days of training. We will strive to create a child free Solapur district by taking this training to the lowest level.”

Shri Bhimrao Tuljapure, Panchayat Extension Officer “We weren't excited about the two-day training because the training we did today wasn't as good as it used to be, but our misunderstanding disappeared the next day. Child marriage is a very serious issue and what can the Panchayat Department do to address it? We will take care of how the Gram Sevak is able to carry out this work at the village level.”

Shri. Maruti ligade , Education Extension Officer, “I was not happy when my name was given for the training but I feel fortunate that we got guidance from great people like Nishit Sir. The Department of Education is important to stop child marriages. The girls who have child marriages are mainly 7th to 10th class girls. The Department of Education can provide them with all the amenities by surveying them so that they will come to the school and their child will not get married.”



**Photo:**



**Hon.Milind Shambharkar (IAS) District Collector, Solapur**



**Hon.Dilip Swami (IAS) CEO ZP Solapur**





Participating Aamchi Urmila Role play Activity



Participants Enjoying the Energizer



**Group Activity Discussion**



**Department wise District Action Plan Presentation Photos**



Group Photo of Participants in Solapur



**Annexure 1: Letter for TOT's to Districts for TOT**

कार्यालय :- जिल्हा महिला बाल विकास अधिकारी, सोलापूर  
१६०८/९, पहिला मजला, शोभा नगर, सोलापूर-४१३००१  
ई मेल :- sol\_dwcdco@yahoo.co.in संपर्क नं. ०२१७-२६१०६७१  
२०२१-२२ ७८६ सोलापूर दि. ०२/११/२०२१  
२२/११/२०२१

प्रति,  
१. उपमुख्य कार्यकारी अधिकारी (ग्रामपंचायत) जि.प. सोलापूर  
२. जिल्हा कार्यक्रम अधिकारी, मबावि, जि.प., सोलापूर  
३. जिल्हा आरोग्य अधिकारी, जि.प., सोलापूर  
४. शिक्षण अधिकारी (प्राथमिक व माध्यमिक)  
५. जिल्हा महिला व बालविकास अधिकारी, सोलापूर  
६. जिल्हा समन्वयक, चाईल्ड लाईन, सोलापूर

विषय: सोलापूर जिल्ह्यातील बालविवाह निर्मुलनासाठी युनिसेफ एसबीसी मार्फत अग्रभागी कर्मचाऱ्यांच्या दोन दिवसीय प्रशिक्षकांचे प्रशिक्षण (TOT) आयोजन करणेबाबत.

संदर्भ: १. मा. आयुक्त महिला व बाल विकास आयुक्तलय महाराष्ट्र राज्य, पुणे यांचे पत्र क्र. ८०६ दि. ३०/०७/२०२१  
२. सोलापूर जिल्ह्यातील बाल विवाह निर्मुलनासठे जिल्हा कृती दल गठित करणे संदर्भात मा. जिल्हाधिकारी यांची मान्य टिपणी. दि. २२/१०/२०२१  
३. सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन, मुंबई यांचे पत्र ०६/०८/२०२०१

उपरोक्त संदर्भात विषयान्वये महिला व बाल विकास विभाग, युनिसेफ आणि एसबीसी ३ यांच्या संयुक्त विद्यमाने जिल्ह्यात बालविवाह निर्मुलनासठे सक्षम प्रकल्प राबविण्यात येत आहे. प्रकल्पमार्फत दि. १७ व १८ नोव्हेंबर २०२१ दरम्यान जिल्हा स्तरावर क्षेत्रीय पातळीवरील अग्रभागी कर्मचाऱ्यांचे दोन दिवसीय ऑफलाईन प्रशिक्षकांचे प्रशिक्षण आयोजित करावयाचे आहे. सदर प्रकल्पाच्या प्रभावी अंमलबजावणीसठे क्षेत्रीय पातळीवरील १. विस्तार अधिकारी (पंचायत) २. अंगणवाडी पर्यवेक्षिका एकात्मिक बालविकास सेवा योजना प्रकल्प ३. विस्तार अधिकारी (शिक्षण)-शिक्षण विभाग ४. तालुका समूह महिला व बाल संघटक / गटप्रवर्क-राष्ट्रीय ग्रामीण आरोग्य अभियान ५. जिल्हा बाल संरक्षण कक्ष विकास विभाग ६. चाईल्डलाइन अधिकारी/कर्मचाऱ्यासठे दोन दिवसीय प्रशिक्षण कार्यशाळेचे आयोजन करण्यात आले आहे. तरी सोबत जोडलेल्या यादीप्रमाणे अधिकारी/कर्मचारी यांना प्रशिक्षणासठे वेळेत उपस्थित राहणेबाबत आपल्या स्तरावरून लेखी निर्देश देण्यात यावेत. कोणीही प्रशिक्षणास गैरहजर राहणार नाही याची दक्षता घ्यावी.

प्रशिक्षणाचे ठिकाण: वडोदरे जिल्हा सभागृह, सोलापूर  
दिनांक: १७ व १८ नोव्हेंबर २०२१  
वेळ: १:३० सकाळी ते सायंकाळी ५:०० वा.

अध्यक्ष  
जिल्हा कृती दल,  
तथा जिल्हाधिकारी,  
सोलापूर

प्रत: मा. मुख्य कार्यकारी जिल्हा परिषद, सोलापूर यांना उचित कार्यवाहीस्तव अग्रेषित.

Annexure 2: Registration Form for TOT

**"महाराष्ट्रातील बालविवाह निर्मूलनासाठी प्रशिक्षकांचे प्रशिक्षण (ToT) कार्यशाळा"**

दिनांक ----- ते ----- **November** २०२१ रोजी जिल्हा पातळीवर बालविवाह प्रकरणांत हस्तक्षेप करणे आणि अशा असुरक्षित कुटुंबांना आणि मुलांना आधार देणे याबाबत, पर्यवेक्षिका - एकात्मिक बालविकास प्रकल्प, विस्तार अधिकारी पंचायत, विस्तार अधिकारी शिक्षण, गट प्रवर्तक, तालुका समूह संघटक, जिल्हा समूह संघटक, (राष्ट्रीय आरोग्य अभियान) यांच्या मार्फत अग्रभागी कर्मचारी वर्गात जागरूकता वाढविण्याच्या हेतूने, यूनिसेफ - एस.बी.सी.३ मार्फत, जिल्हा स्तरावर दोन 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.
  - तालुका समूह संघटक
  - गटप्रवर्तक
  - जिल्हा समूह संघटक (NRHM)
  - विस्तार अधिकारी (पंचायत)
  - विस्तार अधिकारी (शिक्षण)
  - जिल्हा बालसंरक्षण कक्ष अधिकारी/कर्मचारी
  - संरक्षण अधिकारी कनिष्ठ
  - चाईल्डलाईन अधिकारी/कर्मचारी
7. जिल्हास्तरावर आयोजित केल्या जाणाऱ्या दोन दिवसीय ToT प्रशिक्षणास आपण उपस्थित राहणार असल्याचे सुनिश्चित करावे. (Please confirm your presence for the TOT Training)
  - होय Yes
  - नाही No
  -
8. 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
9. आपण दिव्यांग आहात तर कृपया इथे नमूद करावे:
10. आपण कोविड लास घेतली आहे का?
- a. पहिला डोस घेतला आहे.
  - b. दोन्ही डोस घेतले आहे.
  - c. एकही डोस घेतला नाही.

Annexure 3: DWCD, Health and ICDS Dept letter for TOT

Solapur :

- 1) ICDS for TOT program :



प्रती

बाल विकास प्रकल्प अधिकारी (ग्रामिण)

एकात्मिक बाल विकास सेवा योजना प्रकल्प सर्व ---जि.प.सोलापूर

विषय - सोलापूर जिल्ह्यातील बाल विवाह निर्मूलनासाठी युनिसेफ एस बीसी मार्फत अग्रभागी कर्मचाऱ्यांच्या दोन दिवसीय प्रशिक्षकांचे प्रशिक्षण tot आयोजन करणे बाबत.  
संदर्भ : मा. अध्यक्ष जिल्हा कृती दल तथा जिल्हाधिकारी सोलापूर यांचे पत्र क्र

वरील विषयी संदर्भीय पत्राकणवये आपणास कळविण्यात येते की महिला व बाल विकास विभाग युनिसेफ आणि एसबीसी यांच्या संयुक्त विद्यमाने जिल्ह्यात बाल विवाह निर्मूलना साठी सक्षम प्रकल्प राबविण्यात येत आहे प्रकल्पांतर्गत जिल्हास्तरावर क्षेत्रीय पातळीवरील अग्रभागी कर्मचाऱ्यांचे दोन दिवसीय ऑफलाइन प्रशिक्षकांचे प्रशिक्षण tot घेण्यात येणार आहे सदर प्रशिक्षण आहे बहुउद्देशीय सभागृह सोलापूर येथे दिनांक १७/११/२०२१ ते १८/११/२०२१ रोजी सकाळी ९:३० ते सायं.५:३० वाजेपर्यंत आयोजित केले आहे सदर प्रशिक्षणस वेळवेर उपस्थित राहण्यासाठी आपल्या स्तरावरून सूचना देण्यात याव्यात.

अ क्र	नाव	मोबाइल नंबर	प्रकल्प
1	सुरेख गंगाधर कोली	८४१२९६९११७	अक्कलकोट
२	वंदना सुधीर क्षीरसागर	9423590305	कासजगी अक्कलकोट
३	रबाना बशीर शेख	९७३०४०९२६४	अकलुज
४	शामल गणपत कुलकर्णी	९८६०६७१७१३	अकलुज
५	विजया सोनवणे	८२६२८२७५३२	बारशी
६	भागीरथी बासाहेब मुंडे	७६६६०५२१८६	बारशी
7	उषा रानबा दारडे	7666029015	बारशी
८	पवार जे के	९९७५१८०८७	करमळा
९	अटकर एल पी	९६५७६९६००१	करमळा
१०	देशपांडे जे आर	९०११६०७१५५	करमळा
११	जाधव एस के	९३२५६११४२४	कोळा
१२	शेटे जे डी	९८९००९३८३४	कोटा ६
१३	लोखंडे योगिता संतोष	८१८००७८८८५	माढा
१४	गड हीरे सावित्री काशीनाथ	९०२२९९२७०३	माढा
१५	छाया वाघमोडे	9921160657	मंगळवेढा
16	सुरेखा साळवे	9022780845	मंगळवेढा
17	कल्पना दुरगप्पा जंपले	7843050978	मोहोळ
18	सुवर्ण शिधराम मशाळे	9158351757	मोहोळ
19	सुनीता प्रभाकर भोसले	93259391411	उत्तर सोलापूर
20	शहापरि बाबू मुल्ला	9518556512	उत्तर सोलापूर



जिल्हा आरोग्य अधिकारी, जिल्हा परिषद, सोलापूर.	
कार्यालय दूरध्वनी क्र. : (०२१७) २७२६५७८ कार्यालय फॅक्स क्र. : (०२१७) २६२२६५२ ई मेल :- dhosolapur@gmail.com iphscosolapur@gmail.com	कार्यालयाचा पत्ता:- आरोग्य विभाग, जिल्हा परिषद, सोलापूर, सिध्देश्वर पेठ, सोलापूर ४१३००१
आरोग्य सेवा	जा.क्र.जिपसो/आरोग्य/NHM/PHS/ /२०२१ दिनांक : १६/ ११/२०२१

प्रति,  
तालुका आरोग्य अधिकारी,  
पंचायत समिती ....सर्व

विषय :- बाल विवाह निर्मूलनासाठी युनिसेफ एस वीसी मार्फत गटप्रवर्तक व तालुका समूह संघटक यांच्या दोन दिवसीय प्रशिक्षणाबाबत...

संदर्भ :- मा.जिल्हाधिकारी, सोलापूर यांच्या कार्यालयाकडील जा.क्र.जिमबविजसो/आस्था/बालविवाह निर्मूलनप्रशिक्षण/७८६/२०२१-२२ दि.१२.११.२०२१ रोजीचे पत्र.

उपरोक्त संदर्भित विषयास अनुसरून आपणास कळविण्यात येते की, महिला व बाल विकास विभाग युनिसेफ आणि एसवीसी यांच्या संयुक्त विद्यमाने जिल्ह्यात बाल विवाह निर्मूलन साठी सक्षम प्रकल्प राबविण्यात येत आहे. प्रकल्पांतर्गत तालुका स्तरावरील क्षेत्रीय पातळीवर अग्रभागी कर्मचा-यांचे दोन दिवसीय ऑफलाईन प्रशिक्षकांचे प्रशिक्षण घेणेबाबत सूचना प्राप्त आहेत. सदर प्रशिक्षण बहुउद्देशीय सभागृह सोलापूर येथे दिनांक १७/११/२०२१ ते दि.१८/११/२०२१ रोजी सकाळी ०९.३० ते सायं.५.३० वाजता आयोजित करण्यात आलेले आहे.

त्या अनुषंगाने खाली दिलेल्या तक्त्यानुसार तालुका समूह संघटक व गटप्रवर्तक यांना प्रशिक्षणास उपस्थित राहणेबाबत सूचना देण्यात याव्यात.

तक्ता अ

अ.क्र.	तालुका	तालुका समूह संघटकेचे नांव	मोबाईल नंबर	गट प्रवर्तकचे नांव	मोबाईल नंबर
१	उ.सोलापूर	श्री बाळासाहेब भंडे	९८६०८०४०५९	श्रीमती सुप्रिया जगन्नाथ मासाळ	९६५७९४७४००
२	भाटा	श्री. विजय जुडुक	७५८८२१५२५५	श्रीमती ज्योती रावसाहेब करळे	९९६०३०८९००
३	पंढरपूर	श्री. अभिजीत वाजारे	९४०५३३४२८४	श्रीमती वर्षा शिवाजी पाटोळे	९०११९३१९३६
४	सांगोला	श्री. शैलेश सुरवेसे	९५५२५३५३९९	श्रीमती लक्ष्मण लवटे	७८८७५८६९६८
५	अक्कलकोट	श्री. मारुती मेघसे	९९२१६८२१४०	श्रीमती प्रांजली नितीन रायकोटी	९२८४०९३०९०
६	माळशिरस	श्रीमती अनिता महादेव साखरे	९७३०१०६७६६	श्रीमती सुरेखा जगू नारायणवर	९७६३१४८८९४
७	करमाळा	श्री. विवेक ओहोळ	९४०४६९२२१२	श्रीमती सुवर्णा हेरे	८९७५७७९०६६
८	मोहोळ	श्रीमती. जाधव	७९८७५५४०९६	श्रीमती भाधुरी दादाराव देवमुख	९०९६४१३१८६

९	मंगळवेढा	श्री. योगेश डोरले	७३८७२२९२८४	श्रीमती सारीका पांडुरंगजाधव	९३०९१५०६६८
१०	दक्षिण सोलापूर	श्रीमती रुक्मीणी सिनेवाडीकर	९५७९५३९४९३	श्रीमती जमेल महमंद नदाफ	७२१८६०७६५५
११	घाई	श्री. अझरुद्दिन शेख	७५८८२१५२११	श्रीमती वैशाली दिलीप पाटील	९४२१२७९४०६

तरी वरील तक्त्यात दर्शविल्याप्रमाणे गटप्रवर्तक आणि तालुका समूह संघटक यांना आपल्या स्तरावरून प्रशिक्षणासाठी कार्यमुक्त करण्यात यावे.

जिल्हा आरोग्य अधिकारी,  
जिल्हा परिषद, सोलापूर

सामान्य प्रशासन विभाग- २ (ग्रामपंचायत)  
जिल्हा परिषद, सोलापूर

दुरध्वनी क्र. ०२१७-२७२८०३६

e-mail: vpsolapur@gmail.com

जा.क्र. जिपसो/साप्रवि-२/आस्था-२/  
2014-20/2021

दिनांक १५/११/२०२१

प्रति,  
गट विकास अधिकारी,  
पंचायत समिती, ----- (सर्व )

विषय :- सोलापूर जिल्ह्यामधील बालविवाह निर्मूलनासाठी युनिसेफ एसबीसी मार्फत अग्रभागी कर्मचा-यांच्या दोन दिवसीय प्रशिक्षकांचे प्रशिक्षण (TOT) प्रशिक्षणासाठी आयोजन करणेबाबत.

संदर्भ :- मा. अध्यक्ष जिल्हा कृती दल तथा जिल्हाधिकारी, सोलापूर यांचेकडील पत्र.

उपरोक्त विषयास अनुसरून, आपणास कळविणेत येते कि, महिला व बाल विकास विभाग युनिसेफ आणि एसबीसी यांच्या सुयुक्त विद्यमाने जिल्ह्यात बाल विवाह निर्मूलनासाठी सक्षम प्रकल्प राबविण्यात येत आहे. प्रकल्पांतर्गत जिल्हास्तरावर क्षेत्रीय पातळीवरील अग्रभागी कर्मचा-यांचे दोन दिवसीय ऑफलाईन प्रशिक्षकांचे प्रशिक्षण (TOT) घेण्यात येणार आहे. सदर प्रशिक्षण बहुउद्देशीय सभागृह, जिल्हाधिकारी कार्यालय, सोलापूर येथे दिनांक १७/११/२०२१ व १८/११/२०२१ रोजी सकाळी ९.३० ते सायं. ५.३० वाजेपर्यंत आयोजित केले आहे. सदर प्रशिक्षणास वेळेवर उपस्थित राहण्यासाठी आपल्या स्तरावरून सूचना देण्यात याव्यात.

अ.क्र.	तालुक्याचे नाव	विस्तार अधिकारी (पं) चे नाव	मोबाईल नंबर
१	अक्कलकोट	श्री. बी. एस. तुळजापूर	९८५०३३३३७०
२	बाशी	श्री. डी. बी. अवघडे	९८९००४३२७६
३	करमाळा	श्री. ए. जे. आदलिंगे	७५८८५०६७१९
४	कुर्डूवाडी	श्री. बी. टी. रेपाळ	९८९०८२०३४६
५	द. सोलापूर	श्री. आर. एस. कमळे	९४२२४६१७५५
६	माळशिरस	श्री. के. व्ही. खरात	७७४४०१८१६३
७	मंगळवेढा	श्री. एच. एस. नरळे	९९६०८४४२३२
८	मोहोळ	श्री. एस. एस. खरबस	९८२२६६८९९१
९	पंढरपूर	श्री. ए. व्ही. नलवडे	९७६५५२७२१९
१०	सांगोला	श्री. एस. बी. घाडगे	९५५२३८१३२७
११	उ. सोलापूर	श्री. ए. यू. तोडकरी	९६३७८०२८२२

(इशाधिन जा. शेलकंदे)

उपमुख्य कार्यकारी अधिकारी (ग्रा.पं.)  
जिल्हा परिषद, सोलापूर

प्रत:- मा. अध्यक्ष जिल्हा कृती दल तथा जिल्हाधिकारी, सोलापूर यांना माहितीस्तव सविनय सादर.

जा.क्र.जिपसो/शिक्षण (प्र)/आस्था-१/४२८/२०२१  
शिक्षण विभाग (प्रा) जि. प.सोलापूर  
दिनांक - १५.११.२०२१

प्रति,

मा जिल्हा कृती दल, तथा जिल्हाधिकारी,  
जिल्हाधिकारी कार्यालय, सोलापूर

विषय - सोलापूर जिल्ह्यातील बालविवाह निर्मूलनासाठी युनिसेफ एसबीसी मार्फत अग्रभागी कर्मचाऱ्यांच्या दोन दिवसीय प्रशिक्षकांचे प्रशिक्षण (TOT) आयोजन करणेबाबत

संदर्भ - आपलेकडील पत्र क्र.यांचेकडील पत्र क्र. जिमबाविअसो/आस्था/  
बालविवाहनिर्मूलनप्रशिक्षण/७८६/२०२१, दिनांक १२.११.२०२१

उपरोक्त संदर्भीय विषयान्वये महिला व बाल विकास विभाग, युनिसेफ आणि एसबीसी ३ यांच्या संयुक्त विद्यमाने जिल्ह्यात बालविवाह निर्मूलनासाठी सक्षम प्रकल्प राबविण्यात येत आहे. प्रकल्पांतर्गत दिनांक १७.११.२०२१ व दिनांक १८.११.२०२१ दरम्यान जिल्हा स्तरावर क्षेत्रीय पातळीवरील अग्रभागी कर्मचाऱ्यांचे दोन दिवसीय ऑफलाईन प्रशिक्षकांचे प्रशिक्षण आयोजित केले आहे. सदरचे प्रशिक्षण बहुउद्देशीय सभागृह जिल्हाधिकारी कार्यालय सोलापूर येथे वेळ- ९.३० सकाळी ते सायंकाळी ५.०० वाजता या वेळेत आयोजित करण्यात आला सदर प्रशिक्षणासाठी हजर राहण्यात यावा.

अ.क्र.	विस्तार अधिकारी/केंद्रप्रमुख यांचे नांव	कार्यरत ठिकाण	मोबाईल नंबर
१	श्री हर्षवर्धन नाचणे, केंद्रप्रमुख	पंचायत समिती माळशिरस	७७७६८९०३३५
२	श्री अनिल परबत बंदे	पंचायत समिती करमाळा	९४०४६९२३९४
३	श्री बिभिषण अर्जून रणदिवे	पंचायत समिती मंगळवेढा	९९७०३८६३७८
४	श्री राजशेखर श्रीमंत नागणसुरे	पंचायत समिती मोहोळ	७२१८५३६२२१
५	श्रीम जयश्री भागवत सुतार	पंचायत समिती दक्षिण सोलापूर	९८२२८७३२२८
६	श्रीम छाया पांडुरंग पवार, केंद्रप्रमुख	पंचायत समिती उत्तर सोलापूर	८९७५८०१६७०
७	श्री बंडू महादेव शिंदे	पंचायत समिती कुर्डूवाडी	९९२२७६६४६६
८	श्री लक्ष्मीकांत प्रभाकर कुमठेकर	पंचायत समिती सांगोला	९०४९८१५८९०
९	श्री मारुती तुकाराम लिंगाडे	पंचायत समिती पंढरपूर	९८२२२४२६६२
१०	श्री संजय कुलकर्णी केंद्रप्रमुख	पंचायत समिती बाशी	९०२१२२६८१८
११	श्री एस टी शिंदे केंद्रप्रमुख	पंचायत समिती अक्कलकोट	८९९९८२२५८१

उपशिक्षणाधिकारी (प्राथ)  
जिल्हा परिषद सोलापूर



List of Participants in TOT- solapur


SAKSHYUM Ending Child Marriage Training of Trainers			
Department: Women & Child Development Department			
District: Solapur			
Date: 17th & 18 <sup>th</sup> Nov- 2021			
Sr.No			Designation
1	RAJESHWARI CHANNABASAPPA JAMBENAL	8605952405	Supervisor
2	Asha Rahul Waghmare	9860322475	Supervisor
3	Sarswati Kumar Jadhav	9325611424	Supervisor
4	Jayshri Dgadu Shete	9890093834	Supervisor
5	SUNITA PRABHAKAR BHOSALE	8379941155	Supervisor
6	VASUNDHRA MANIK DINDORE	9403475857	Supervisor
7	LOPAMUDRA OANDURANG AATKAR	9022979500	Supervisor
8	RABBANA BASHIR SHEIKH	9730409264	Supervisor
9	SUREKHA SALWE	7083755078	Supervisor
10	JAYASHRI RAMAKANT DESHPANDE	9011607155	Supervisor
11	Vandana Sudhir Kshirsagar	9423590305	Supervisor
12	Surekha Gangadhar Koli	+91 84129 69117	Supervisor
13	SHAMAL GANPAT KULKARNI	9860671713	Supervisor
14	Besulke Rukmini Vasant	9511447797	Supervisor
15	SUNITA ARUN CHAVAN	9511226973	Supervisor
16	SHAHAPRI BABU MULLA	9518556512	Supervisor
17	श्रीJAYASHRI KUNDLIK PAWAR	9975189087	Supervisor
18	BHAGIRATHI BALASAHEB MUNDE	8788871055	Supervisor
19	श्रीTUSHA RANBA DARADE	9922896491	Supervisor
20	YOGITA SANTOSH LOKHANDE	7876776062	Supervisor
21	VIJAYA DHANYKUMAR SONAWNE	9423331844	Supervisor
22	Shobha popat savane	7588505053	Supervisor
23	Rohini Amar Kulkarni	9823297222	Supervisor
24	Meenakshi Bhalchandra Kaduskar	8080225128	Supervisor
25	CHAYA WAGHMODE	9860547332	Supervisor
26	CHAYA YUVRAJ VAKSAE	9922290573	Supervisor
27	Sunita maruti bansode	9763295502	Supervisor
28	Shaila Prabhakar Dhumal	9371466270	Supervisor
29	Shital Anand Dhepe	8390087331	Supervisor
30	Rohini Madhusudan Nirmale	7666093345	Supervisor
31	Sulan Kisan Gaikwad	9922999958	Supervisor
32	SUWARNA SIDHRAM MASHALE	9158351757	Supervisor
33	SAROJA DHARMA GEJAGE	9881153015	Supervisor
34	Archana Arvind Khatake	9960054698	Supervisor
35	SUNITA GOPAL DESHMUKH	7767860033	Supervisor
36	Asha Murlidhar Magar	9096263107	Supervisor
37	KALPANA ZAMPALE	8007617695	Supervisor

38	Savitribai Kashinath Gadhire	8805143144	Supervisor
39	Shabana Rauf Shaikh	9309759506	Supervisor
<b>SAKSHYUM Ending Child Marriage Training of Trainers</b>			
<b>Department: Health Department</b>			
<b>District: Solapur</b>			
<b>Date: 17th &amp; 18th NOV- 2021</b>			
40	Vivek Baliram Ohol	9404692212	BCM (NRHM)
41	Balasaheb Murlidhar Bhande	9860804059	BCM (NRHM)
42	Jadhav Manjushri Gulabrao	7387554096 7020424643	BCM (NRHM)
43	Azaruddin salim shaikh	7588215211	BCM (NRHM)
44	VIJAY DAGADU BUDRUK	7588215255	BCM (NRHM)
45	Yogesh Sitaram Dorale	7387229284	BCM (NRHM)
46	Sachin Arjun Kshirsagar	9960203538	BCM (NRHM)
47	Shekhar Murlidhar surwase	9552535399	BCM (NRHM)
48	Sarika Pandurang Jadhav	9309150668	BF (NRHM)
49	Patil Vaishali Dilip	9421279406	BF (NRHM)
50	Suvarna Shrirang Dhere	8975779066	BF (NRHM)
51	JYOTI RAVSAHEB KARALE	9960308900	BF (NRHM)
52	Pranjali Nitin Rayakoti	8975187270	BF (NRHM)
53	MADHURI DADARAO DESHMANE	9096413186	BF (NRHM)
54	Jantela mahmad nadaf	7218607655	BF (NRHM)
55	Rukmini Banasidha Sinewadiyar	9579539493	BF (NRHM)
56	Varsha Shivaji Patole	9011931936	BF (NRHM)
57	Shobha Dipak Duchal	9511875253	BF (NRHM)
<b>SAKSHYUM Ending Child Marriage Training of Trainers</b>			
<b>Department: Panchayat Raj Department</b>			
<b>District: Solapur</b>			
<b>Date: 17th &amp; 18th 2021</b>			
58	Shri. Adinath Jaywant Adlinge	7588506719	Extension Officer (Panchayat)
59	RAJSHEKHAR MAHADEV KAMALE	942246155	Extension Officer (Panchayat)
60	HARIDAS SOPAN NARALE	9960844232	Extension Officer (Panchayat)
61	AMOL UTTAM TODKARI	9860504194	Extension Officer (Panchayat)
62	TULJAPUR BHIMRAO SHANKAR	9850333370	Extension Officer (Panchayat)
63	SANDIP SUDHAKAR KHARBAS	9822668991	Extension Officer (Panchayat)
64	BHARAT TUKARAM REPAL	9890820346	Extension Officer (Panchayat)
65	A.V NALWADE	9767407900	Extension Officer (Panchayat)
66	K.V KHARAT	9423328163	Extension Officer (Panchayat)
<b>SAKSHYUM Ending Child Marriage Training of Trainers</b>			
<b>Department: Education Department</b>			
<b>District: SOLAPUR</b>			
<b>Date: 17th &amp; 18th 2021</b>			
67	ANIL PARBAT BADE	9075439775	Extension Officer (Education)
68	JAYASHRI BHAGVAT SUTAR	9822873228	Extension Officer (Education)
69	HARSHWARDHAN GOVIND NASANE	7776890335	Extension Officer (Education)


70	Bandu Mahadeo Shinde	9922766466	Extension Officer (Education)
71	Ligade Maruti Tukaram	9822242662	Extension Officer (Education)
72	CHAYA PANDURANG PAWAR	9623921860	Extension Officer (Education)
73	NAGANSURE R.S	7218536221	Extension Officer (Education)
74	SHIVAJI TUKARAM SHINDE	9623452406	Extension Officer (Education)
75	SANJAY JAYANT KUKARNI	9021226818	Extension Officer (Education)
76	BIBHISHAN ARJUNRANDIVE	9970386378	Extension Officer (Education)
77	LAKSHMIKANT KUMTHEKAR	9404361752	BEO Pratinidhi
<b>SAKSHYUM Ending Child Marriage Training of Trainers</b>			
<b>Department: Women &amp; Child Development Department DCPU</b>			
<b>District: SOLAPUR</b>			
<b>Date: 17th &amp; 18th Nov-2021</b>			
78	ATUL TANAJI WAGHMARE	7219104503	DCPO
79	SANKETA KULKARNI	9021601415	DCPU Team Member
80	SHAMA SHAIKH	8003214116	DCPU Team Member
81	R.D.DHAYGUDE	9172168214	DCPU Team Member
82	ANITA SUNIL BHOSALE		DCPU Team Member
<b>SAKSHYUM Ending Child Marriage Training of Trainers</b>			
<b>Department: Childline 1098</b>			
<b>Date: 17th &amp; 18th 2021</b>			
83	Laxman Ambadas Dudhale	8888832583	Childline 1098 Team Member
84	Ajay Kumar Siddharam Bilur	8792541743	Childline 1098 Team Member
85	Swapnil Somshankar Shetti	8007399143	Childline 1098 Team Member
86	Yogesh Swami	9096847265	Coordinator
87	Shredevi sharadsingh rajput	9175581616	Childline 1098 Team Member




**Participants Attendance**



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सक्षम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण


जिल्हा :

विभाग : ICDS

38 ✓	जयश्री देशपांडे	9011607153		करमाळा	<u>Deshpande</u>	<u>Deshpande</u>
39 ✓	सुभन गायकवाड	9922999958		सोलापूर (मागरी 2)	<u>Su. Gan.</u>	<u>Su. Gan.</u>
40 ✓	उषा रानबा दराडे	9922896491		बाशी	<u>Usha</u>	<u>Usha</u>
41 ✓	विजया सोनवणे	9284709265		बाशी	<u>Vijaya</u>	<u>Vijaya</u>
42 ✓	शोभा सवने	7588505053		बाशी (कान)	<u>Shoba</u>	<u>Shoba</u>
43 ✓	आशीरशी मुंडे	8788871055		बाशी	<u>Asheerashi</u>	<u>Asheerashi</u>



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सक्षम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण

जिल्हा :

विभाग : ICDS

17 नोव्हेंबर,

18 नोव्हेंबर, 21

22 ✓	सौ. सुवर्णा सिद्धाराम साठवळे	9153351757	पर्यवेक्षिका मोहोळ	Smalle 17.11.2021	Smalle 18.11.21
23 ✓	सौ. सुनिता अरुण चव्हाण	9511226973	पर्यवेक्षिका पंढरपूर	Bhavan	Bhavan
24 ✓	श्रीमती. कल्पना अंभवे	8007617695	पर्यवेक्षिका मोहोळ	Ambe 17.11.2021	Ambe 18.11.2021
25 ✓	सौ. सुरेखा साठवळे	7089755678	पर्यवेक्षिका मंगळवेढा	Ram	Ram
26 ✓	सौ. छाया वाघमोडे	9360547382	पर्यवेक्षिका मंगळवेढा	Waghmode	Waghmode
27 ✓	श्रीमती. बौला प्रभाकर धुमाळ	9371466270	पर्यवेक्षिका सोलापूर	Dhumal	Dhumal
28 ✓	श्रीमती. राखी मधुसुधन निर्मळे निर्मळे	8087622666	पर्यवेक्षिका सोलापूर (मुख्य सेविका) (Urban)	Khurke	Khurke
29 ✓	श्रीमती. सुनिता गोपाळराव देवामुख	7767860033	पर्यवेक्षिका सोलापूर	Devamukh	Devamukh

नॉंदणी पत्रक							
सक्षम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण							
जिल्हा :							
विभाग :							
6	✓ श्रीमती अर्चना अरविंद खटके	9960054698	पर्यवेक्षिका	माढा	Am	Am	
7	✓ श्रीमती आशा मुरलीधर मठार	9036263107	पर्यवेक्षिका	माढा	Madgumkar	Madgumkar	
8	✓ श्रीमती सावित्रीबाई काशिनाथ गाडकरी	8805143144	पर्यवेक्षिका	माढा			
9	श्रीमती रुक्मिणी वसुदेव सिनेवडियार	9579539498	आस्था	—	—	—	—
10	श्री मारुती निंबळगा मेळसे	9921682140	—	—	—	—	—
11	श्री बंडू मलदेव शिंदे	9922746466	विस्तार अधिकारी	माढा			
12	श्री अनिल परवत वेदे	9075430775	वि. प्राधिकारी	करमाळा			
13	✓ सौ. सुनिता प्रभाकर भोसले	8379941155	वि. अधिकारी पर्यवेक्षिका	ड. सोलापूर	Dr. S.P.	Dr. S.P.	

नॉंदणी पत्रक							
सक्षम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण							
जिल्हा :							
विभाग :							
14	✓ सौ. सुरेखा गंगाधर कोळी	842969117	पर्यवेक्षिका	अक्कलकोट			
15	✓ सौ. वंदना सुधीर श्रीरामगु	9423590305	पर्यवेक्षिका	अक्कलकोट	S.L. Koli	S.L. Koli	
16	✓ सौ. बाबाना रघुप ओख	9309759500	पर्यवेक्षिका	द. सोलापूर	Dr. Shaikh	Dr. Shaikh	
17	✓ श्रीमती. वसुंधरा माणिकराव विठोरे	9409475857	पर्यवेक्षिका	द. सोलापूर	Dr. V.K.	Dr. V.K.	
18	✓ श्रीमती. सरोजा धर्मा ठोसठा	9881153015	पर्यवेक्षिका	बा. बार्नी	Dr. S. S.	Dr. S. S.	
19	✓ श्रीमती. रत्नाना बशीर ओख	9730409264	पर्यवेक्षिका	अकलूज	Dr. Shikha	Dr. Shikha	
20	✓ सौ. शामल ठाणपत कुलकर्णी	9860671713	पर्यवेक्षिका	अकलूज	Dr. S.	Dr. S.	
21	✓ श्रीमती. शाहापरी बाबू मुक्ता	9518556512	पर्यवेक्षिका	ड. सोलापूर	Dr. Mullas	Dr. Mullas	



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सक्षम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण  
जिल्हा : सोलापूर  
विभाग : एकात्मिक बाल विकास योजना (इकड) - मकावि

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अनु क्रमांक	नाव	मोबाईल क्र	ईमेल	पद	तालुका	दिनांक 17 नोव्हेंबर 21 (स्वाक्षरी)	दिनांक 18 नोव्हेंबर 21 (स्वाक्षरी)
1	मौ. अशा राहुल वाघमारे	9860322475		पर्यवेक्षिका	सांगोला	<i>[Signature]</i>	<i>[Signature]</i>
2	मौ. राजश्री चनवसप्पा जेवलाकर	8605952405		पर्यवेक्षिका	सांगोला	<i>[Signature]</i>	<i>[Signature]</i>
3	मौ. सरस्वती कुमार जाधव	9325611424		पर्यवेक्षिका	सांगोला	<i>[Signature]</i>	<i>[Signature]</i>
4	श्रीमती. प्रयश्री दगडू बोटे	9890093834		पर्यवेक्षिका	सांगोला	<i>[Signature]</i>	<i>[Signature]</i>
5	श्रीमती. योगिता संतोष लोखंडे	7815776062		पर्यवेक्षिका	माढा	<i>[Signature]</i>	<i>[Signature]</i>

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

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30	श्रीमती. मिनाक्षी आलखंड	9850156189			सीलापूर	<i>[Signature]</i>	<i>[Signature]</i>
31	मौ. कडुसकर	8390087331		पर्यवेक्षिका	सीलापूर	<i>[Signature]</i>	<i>[Signature]</i>
32	मौ. रोहिणी अमर कुलकर्णी	9823297222			सीलापूर	<i>[Signature]</i>	<i>[Signature]</i>
33	राविमणी वसंत बेमुक्ते	9767479728			पंढरपूर	<i>[Signature]</i>	<i>[Signature]</i>
34	छाया युवराज वाकसे	9922290579			पंढरपूर	<i>[Signature]</i>	<i>[Signature]</i>
35	श्रीमती. वैशाली ओसेले	9604561363		P.P.O.	सीलापूर	<i>[Signature]</i>	<i>[Signature]</i>
36	सुनिता बनसीडे	9769295502		पर्यवेक्षिका	सीलापूर	<i>[Signature]</i>	<i>[Signature]</i>
37	लोपामुद्रा पांडुरंग झोतकर	9022973500			करमाळ	<i>[Signature]</i>	<i>[Signature]</i>

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सक्षम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण

जिल्हा :

विभाग : पंचायत विभाग, जिल्हा परिषद

17 नोव्हेंबर, 21 18 नोव्हेंबर, 21

6	✓ श्री. अमील उत्तम लोडकरी	9860504134	विस्तार अधिकारी	उ. सीलापूर		
7	✓ श्री. ए. व्ही. नळवडे	9767407900	वि. अधिकारी	पंढरपूर		
8	✓ श्री. के. व्ही. खरात	9423929853	वि. अधिकारी	भाळशिरस		
9	✓ श्री. ए. जे. अदलिंगे	9480093261	वि. अधिकारी	करमाळा		
10	✓ श्री. एस. एम. शिंदे	9420323178	वि. अधिकारी	वाडी		
11	<del>श्री. अरवि रमेश</del>	<del>9822689111</del>	<del>वि. अधिकारी</del>	<del>मोहोळ</del>	<del></del>	<del></del>
12	<del>श्री. दामोदर एम. नी</del>	<del>9852535322</del>	<del>वि. अधिकारी</del>	<del>मोहोळ</del>	<del></del>	<del></del>
13						

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COMMUNICATION

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सक्षम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण

जिल्हा : सीलापूर

विभाग : पंचायत विभाग, जिल्हा परिषद (पंचायत विस्तार अधिकारी)

अनु क्रमांक	नाव	मोबाईल क्र	ईमेल	पद	तालुका	दिनांक 17 नोव्हेंबर, 21 (स्वाक्षरी)	दिनांक 18 नोव्हेंबर, 21 (स्वाक्षरी)
✓ 1	✓ श्री. राजेशखर महादेव कमळे	9422461755		विस्तार अधिकारी	उ. सीलापूर		
2	✓ श्री. हार्दिक रमेश नरवडे	9960844232		विस्तार अधिकारी	मंगळवडे		
3	✓ श्री. संदिप सुधाकर	9822668991		वि. अधिकारी	मोहोळ		
4	✓ श्री. अमराव बाळकर तुळजापूर	9850393370		वि. अधिकारी	अक्कलकोट		
5	✓ श्री. भारत तुकाराम रेणाल	9890820346		वि. अधिकारी	माढा		

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

17 नोव्हेंबर, 21 18 नोव्हेंबर, 21

14	✓ सुवर्णा श्रीरंग देरे	8975779066	B.F.	करमाळा	<i>[Signature]</i>	<i>[Signature]</i>
15	✓ ज्योती रावसाहेब करळे	9960308900	B.F.	माढा	<i>[Signature]</i>	<i>[Signature]</i>
16	✓ शोभा दिपक डुंगळ	9511875253	B.F.	माढा	<i>[Signature]</i>	<i>[Signature]</i>
17	✓ शेखर सुरवसे	9562535399	B.C.M.	सांगोली	<i>[Signature]</i>	
18	✓ सौ. कोमल वाघमारे	9766079113	B.F.	सांगोली	<i>[Signature]</i>	

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जिल्हा : सोलापूर  
विभाग : गट प्रवर्तक, तालुका समूह अधिकारी (आरोग्य विभाग)

दिनांक 17 नोव्हेंबर 21 (स्वाक्षरी) दिनांक 18 नोव्हेंबर, 21 (स्वाक्षरी)

अनु क्रमांक	नाव	मोबाईल क्र	ईमेल	पद	तालुका	दिनांक 17 नोव्हेंबर 21 (स्वाक्षरी)	दिनांक 18 नोव्हेंबर, 21 (स्वाक्षरी)
1	✓ श्री. रुक्मिणी बनसिद्ध	9579539493		गट प्रवर्तक		<i>[Signature]</i>	<i>[Signature]</i>
2	✓ सौ. प्राज्वली नितिन रायकोटी	95775187270		गट प्रवर्तक	अक्कलकोट	<i>[Signature]</i>	<i>[Signature]</i>
3	✓ श्री. मारुती निंबन्ना	9921682140		गट प्रवर्तक		<i>[Signature]</i>	
4	✓ सौ. सुप्रिया जगन्नाथ	9657947400		गट प्रवर्तक	उ. सोलापूर	<i>[Signature]</i>	<i>[Signature]</i>
5	✓ श्री. योगेश सिताशम डोरेले	7387229284		B.C.M.	ता. समरगुवा, तालुका समूह अधिकारी	<i>[Signature]</i>	



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जिल्हा :  
विभाग : गट प्रवर्तक (अरिष्य विभाग)  
(पद) तालुका 17 नोव्हेंबर, 21 18 नोव्हेंबर, 21

6	जमिला मोहम्मद मुदाफ	7218607655	B.F.	द. सोलापूर	<i>Nadaf</i>	
7	सौ. सारीखा पांडुरंग जाधव	9309150668	B.F.	मंगळवेढा	<i>Sariha</i>	<i>Sariha</i>
8	श्रीमती. मंजुळी गुलाबराव जाधव	7020424643	B.C.M.	मोहोळ	<i>Manjuli</i>	<i>Manjuli</i>
9	श्रीमती. वेङ्गळी दिलीप पाटील	9421279496	B.F.	बाशी	<i>Dilip</i>	<i>Dilip</i>
10	श्रीमती. सोनिया नागनाथ सोपल	9860670621	B.F.	बाशी	<i>Sonia</i>	<i>Sonia</i>
11	सौ. माधुरी दादाराव दिखमान	9096413186	B.F.	मोहोळ	<i>Madhuri</i> B.F.	<i>Madhuri</i> B.F.
12	सौ. वर्षा शिवाजी पाटिल	9011331936	B.F.	पंढरपूर	<i>Versha</i> B.F.	<i>Versha</i> B.F.
13	श्री. सविन अर्जुन मीरसागर	9960203538	B.C.M. D.E.O	करमाळा	<i>Savin</i>	<i>Savin</i>



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जिल्हा : सोलापूर

विभाग : शिक्षण विभाग (विस्तार अधिकारी शिक्षण)

अनु क्रमांक	नाव	मोबाईल क्र	ईमेल	पद	तालुका	दिनांक 17 नोव्हेंबर, 21 (स्वाक्षरी)	दिनांक 18 नोव्हेंबर, 21 (स्वाक्षरी)
1	सौ. साधा पांडुरंग पवार	9623998860		केंद्र प्रमुख	उ. सोलापूर		
2	श्रीमती. जयश्री भागवत सुतार	9822873228		विस्तार अधिकारी	द. सोलापूर		
3	श्री. हर्षवर्धन गोविंद नाचणे	9420544985		केंद्र प्रमुख	माळशिरस		
4	श्री. लीला माळशी माळशी	982224 2612		विस्तार अधिकारी	पंढरपुर		
5	श्री. नागणकुं & S.	728530221		निष्ठा अधिकारी	मोहोड		

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सक्षम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण

जिल्हा :

विभाग : शिक्षण विभाग (विस्तार अधिकारी शिक्षण)

17 नोव्हेंबर, 21 18 नोव्हेंबर, 21

6	श्री. शिवाजी तुकाराम शिंदे	9623452406		केंद्र प्रमुख	भक्कलकोट		
7	श्री. संजय जयंत कुलकर्णी	9021226888		केंद्र प्रमुख	वाशी		
8	श्री. डॉ. विष्मिषण अर्जुण रावदिवे	9970386378		विस्तार अधिकारी	मंगळवेढा		
9	श्री. लक्ष्मीबाई प्रभाकर कुमारे	940436752		परिचय नियंत्रक	प. ल. दांगरेगा		
10	श्री. वैद्य महादेव शिंदे			विस्तार अधिकारी	माळ		
11	श्री. अनिल परबत बंदे	9075430775		विस्तार अधिकारी	माळ		
12							
13							

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**सक्षम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण**  
जिल्हा : सोलापूर  
विभाग : जिल्हा बाल संरक्षण कक्ष, चाईलडरिन 1098

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अनु क्रमांक	नाव	मोबाईल क्र	ईमेल	पद	तालुका	दिनांक 17 November, 21 (स्वाक्षरी)	दिनांक 18, November, 21 (स्वाक्षरी)
1	Swapnil S. Sheth	8007399143		T.M.		<i>[Signature]</i> 17/11/21	<i>[Signature]</i> 18/11/21
2	Ajaykumar Bilur	8192541742		T.M.		<i>[Signature]</i>	<i>[Signature]</i>
3	Yogesh Swami	9096847265		T.M.		<i>[Signature]</i>	<i>[Signature]</i>
4	Shridhar Rayput	9175581116		T.M.		S.S. P. P. <i>[Signature]</i>	S.S. P. P. <i>[Signature]</i>
5	Dhepe Anand Balasaheb	9881490226		Co-OR	4 Solapur	<i>[Signature]</i>	<i>[Signature]</i>

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**नॉदणी पत्रक**

**सक्षम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण**  
जिल्हा :  
विभाग : जिल्हा सामाजिक कक्ष

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6	Atul Waghmare	7214104503	-	DPO		17 Nov	18 Nov
7						<i>[Signature]</i>	<i>[Signature]</i>
8	संकेत कुलकर्णी	9096014115	-	Temr.		<i>[Signature]</i>	<i>[Signature]</i>
9	SHAMTA SHANKH	800324116		TM		<i>[Signature]</i>	<i>[Signature]</i>
10	R.D. DHAYGUDE	9172168214		PO		<i>[Signature]</i>	<i>[Signature]</i>
11	ओसले अनिता	-		TM		<i>[Signature]</i>	<i>[Signature]</i>
12							
13							

सक्षम प्रशिक्षकांचे प्रशिक्षण

पूर्व-चाचणी फॉर्म

नाव: \_\_\_\_\_

हुद्दा: \_\_\_\_\_

दिनांक: \_\_\_\_\_

जिल्हा आणि तालुका: \_\_\_\_\_

1. कायद्याच्या व्याख्येनुसार बालक म्हणजे कोण? (एक पर्याय निवडा)
  - 1) ज्याने वयाची १८ वर्षे पूर्ण केली नाहीत अशी व्यक्ती
  - 2) ज्याने वयाची १६ वर्षे पूर्ण केली नाहीत अशी व्यक्ती
  - 3) ज्याने वयाची १४ वर्षे पूर्ण केली नाहीत अशी व्यक्ती
2. युएनसीआरमध्ये कोणत्या बालकांचा समावेश करण्यात आला आहे? (एक पर्याय निवडा)
  - 1) सर्व बालके
  - 2) गरीब बालके
  - 3) दिव्यांग बालके
3. कोणत्याही परिस्थितीमुळे ज्या मुलांना संरक्षणाची गरज असते, अशा मुलांना कोणत्या कायद्या अंतर्गत सुरक्षा दिली जाते? (एक पर्याय निवडा)
  - 1) बाल कामगार (प्रतिबंध आणि पुनर्वसन) कायदा
  - 2) बाल न्याय (काळजी आणि संरक्षण) कायदा
  - 3) लैंगिक अत्याचारापासून बालकांचे संरक्षण (पोक्सो) कायदा
4. जो बालविवाह होऊ घातला आहे त्याबाबत तातडीने कोणाला माहिती द्यावी? (एक पर्याय निवडा)
  - 1) बालविवाह प्रतिबंध अधिकारी
  - 2) जिल्हा न्यायाधीश
  - 3) सरपंच
5. लोक आजही बालविवाहाची प्रथा पाळतात कारण- (एक पर्याय निवडा)
  - 1) त्यांना कायद्याची माहिती नसते
  - 2) मुलींना महत्त्व दिले जात नाही
  - 3) 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	नाश्ता 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 सूटका 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)

- १) ज्याने वयाची १८ वर्षे पूर्ण केली नाहीत अशी व्यक्ती
- २) ज्याने वयाची १६ वर्षे पूर्ण केली नाहीत अशी व्यक्ती
- ३) ज्याने वयाची १४ वर्षे पूर्ण केली नाहीत अशी व्यक्ती

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

- 1) सर्व बालके
- 2) गरीब बालके
- 3) दिव्यांग बालके

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

- 1) बाल कामगार (प्रतिबंध आणि पुनर्वसन) कायदा
- 2) बाल न्याय (काळजी आणि संरक्षण) कायदा
- 3) लैंगिक अत्याचारापासून बालकांचे संरक्षण (पोक्सो) कायदा

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

- 1) बालविवाह प्रतिबंध अधिकारी
- 2) जिल्हा न्यायाधीश
- 3) सरपंच

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

- 1) त्यांना कायद्याची माहिती नसते
- 2) मुलींना महत्त्व दिले जात नाही
- 3) 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:

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

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	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	मूलींना शिकवा					
५	मूलांना 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.

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Thank You...