

# SAKSHYUM

## Training of Trainers Report of Frontline Workers of Dhule

*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.

## **2. 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 09/10/2021 and submitted to the DC, DWCD, Dy CEO WCD, DEO, Dy. CEO Panchayat, and District Health Officers in the month of October 2021. (Annexure 2 Letter issued by Hon'ble District Collector to conduct TOT on 28/10/2021 & 29/10/2021)

### **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/1\\_TN6HWb2nBJ4cmAp-CN2rLlwH-voLdHgE\\_9ZbsqvlHg/edit](https://docs.google.com/forms/d/1_TN6HWb2nBJ4cmAp-CN2rLlwH-voLdHgE_9ZbsqvlHg/edit) link for Dhule District. Total 63 participants registered in ToT 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 Dhule Districts for the frontline workers. The schedule of the TOT is presented in the Table Below:

| Sr. No | District | Location and Venue   | Date   |
|--------|----------|--|--|
| 1      | Dhule    | New District Planning Hall, District Collector Office, Dhule | 28 <sup>th</sup> and 29 <sup>th</sup> October 2021 |

##### b. TOT Structure:

The Training of Trainers Program was held in the Dhule district. The ToT programs were focused on providing training to Master Trainers of the ICDS ,Health,Education,Panchayat Police and Tibal Development 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                | 0         | 19        | 19        |
| 2      | Health              | 2         | 6         | 8         |
| 3      | ICPS/DCPO           | 9         | 5         | 14        |
| 4      | Panchayat           | 4         | 0         | 4         |
| 5      | Education           | 5         | 3         | 8         |
| 6      | Childline 1098      | 2         | 0         | 2         |
| 7      | NGO                 | 0         | 0         | 0         |
| 8      | University Students | 0         | 0         | 0         |
| 9      | Volunteer           | 2         | 1         | 3         |
| 10     | Police              | 1         | 5         | 6         |
|        | <b>Total</b>        | <b>25</b> | <b>39</b> | <b>64</b> |

**d. Participants Designation:**

**1) District Officials for Inauguration:**

a. District Collector, CEO's Superintendent of Police, Asst. Collector, CWC President & Members, Dy. CEO WCD, DWCD Officers, DCPO's were present for the Inauguration.

**2) Master Trainers :**

- ICDS Department : ICDS Supervisors, Anganwadi workers, Mini Anganwadi workers
- Health Department : Community Health workers, DCM (District Community Mobilizer) BCM (Block Community Mobilizer) BF (Block Facilitator) NRHM
- Education Department : Extension Officers
- Tribal Development Department: Extension Officers
- Police Department: API, PSI, HC
- Panchayat Department: Extension Officers
- DCPO Unit: Protection officers, Legal advisors, Social workers, outreach workers

**3) Civil Society Organizations:** NGOs active in Dhule, CHILDLINE 1098 District Level Partners- Coordinator, Team member and Counsellor

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

- NYK District level team
- CHILDLINE 1098 Volunteers

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

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

**e. Schedule of the TOT Program:**

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

दिनांक: २८ ऑक्टोबर २०२१

जिल्हा: धुळे

| वेळ                   | सत्र   | कृती  | प्रशिक्षक  |
|-----------------------|--|---|--|
| सत्र नियोजन           |  |   |  |
| दिवस – १              |  |   |  |
| स्वागत व परिचय        |  |   |  |
| सकाळी ०९:००<br>१०:००  | नोंदणी, पूर्व चाचणी व<br>नाश्ता(१० वाजे पर्यंतच<br>नाश्ता उपलब्ध असेल )  | नोंदणी, पूर्व चाचणी व<br>नाश्ता   | प्रकल्प समन्वयक आणि<br>स्वयंसेवक                                     |
| सकाळी १०:००<br>-११:०० | उदघाटन आणि स्वागत  | उदघाटन आणि<br>स्वागत, पूर्व चाचणी<br>फॉर्म  | सूत्रसंचालन - जिल्हा प्रकल्प<br>समन्वयक<br>प्रमुख पाहुण्यांचे स्वागत |
| सकाळी ११ –<br>११:४५   | बाल विवाह – व्याप्ती<br>आणि परिणाम                                       | पॉवर पॉइंटप्रेझेंटेशन<br>चित्रपट सक्षम,<br>लाइकसिस्टर्स, डॉ.<br>मृदुला फडकेचित्रफीत | पूजा यादव  |
| ११.४५<br>–१२.००       | चहा ब्रेक  |   |  |
| सकाळी १२ ते<br>१२.३०  | बाल विवाहाची<br>कारणे आणि समाधान   | संवाद कार्ड सुलभीकरण<br>व पोस्टेड चिटकवणे   | मिनाकुमारी यादव,   |
| दुपारी १२:३०<br>–१.१५ | लिंग आधारित भूमिका,<br>लिंगभेद, पितृसत्ताक<br>पद्धत, एजन्सी आणि<br>संमती | चित्रांवर आधारित चर्चा,<br>कमला भसीन क्लिप  | निशित कुमार  |
| दुपारी १.१५-<br>१. २५ | गाणे- आशाये  |   | सर्व सहभागी  |
| दुपारी १.२५-<br>२:००  | दुपारच्या जेवणाची सट्टी  |   |  |

|                       |   |   |                               |
|-----------------------|---|---|-------------------------------|
| दुपारी २.००-२.१०      | कृती  | सहभागी उपक्रम -बेलन   | पूजा यादव , नंदू जाधव         |
| दुपारी २.१० ते ३.२०   | बालविवाहाच्या विविध स्तरावर काय करायचे?   | आमची उर्मिला परिचय - गट प्रक्रिया नाटिका उर्वरित आमची उर्मिला | मीनाकुमारी यादव               |
| दुपारी ३.२० ते ३.३०   | चहा व नाश्ता ब्रेक  |   |                               |
| दुपारी ३.३० ते ४.४५   | बालविवाहनिर्मूलनासाठी- जळगाव जिल्हा कृती आराखडा                                 | पॉवरपॉइंट सादरीकरण  | पूजा यादव                     |
| दुपारी ४.४५ ते ५.०५   | बाल विवाह प्रतिबंध अधिनियम २००६   | पॉवरपॉइंट सादरीकरण  | किरण बिलोरे                   |
| सायंकाळी ५.०५ ते ५.२५ | बाल न्याय (काळजी आणि संरक्षण) अधिनियम २०१५.                                     | PPT VCPC  | किरण बिलोरे                   |
| सायंकाळी ५.२५ ते ५.३५ | गाणे - हम होंगे कामायब  |   | सर्व सहभागी                   |
| दिवस २                |   |   |                               |
| सकाळी ९.३०-१०.३०      | बाल विवाह प्रतिबंध अधिनियम २००६   | (१० नंतर नाश्ता उपलब्ध नसणार)                                 | प्रकल्प समन्वयक आणि स्वयंसेवक |
| सकाळी १०.०० ते १०.१०  | प्रतिज्ञा   |   | निशीत कुमार, पूजा यादव        |
| १०.१० ते ११.००        | बाल विवाह निर्मूलनासाठी आपण काय करू शकतो  | विभागानुसार गट चर्चा  | पूजा यादव आणि मीनाकुमारी यादव |
| सकाळी ११ ते ११.१५     | चहा व नाश्ता ब्रेक  |   |                               |
| ११.१५ - ११.४०         | बाल हक्क आणि मूलांवरील हिंसा  | PPT आणि द्रुत सर्वेक्षणचित्रपट- रोल कॉल                       | निशीत कुमार                   |
| ११.४० - सकाळी १२.२०   | लैंगिक अपराधापासून मुलांचे संरक्षण अधिनियम २०१२                                 | चित्रपट- कोमल चित्रपट- हायवे (क्लिप) पॉवरपॉइंट सादरीकरण       | निशीत कुमार                   |
| दुपारी १२.२० ते १.२०  | बाल विवाह निर्मूलन प्रशिक्षण प्रवाह( Cascading Planning) - मार्गदर्शन आणि अहवाल | पॉवरपॉइंट सादरीकरण  | मीनाकुमारी यादव               |
| दुपारी १.२० ते १.३०   | गाणे- हमको मन की शक्ति देना   |   | सर्व सहभागी                   |

|                       |                                 |  |                                      |
|-----------------------|---------------------------------|--|--------------------------------------|
| दुपारी १.३० ते २.००   | दुपारचे जेवण                    |  |                                      |
| २.०० ते ३.४५          | संवाद कौशल्य                    | स्वतः चे मूल्यांकन, पॉवरपॉइंट सादरीकरण | निशीत कुमार                          |
| दुपारी ३.४५ ते ४.००   | अभिप्राय फॉर्म भरणे आणि चहा     |  | जिल्हा प्रकल्प समन्वयक आणि स्वयंसेवक |
| ४.०० ते ४.४५          | प्रमाणपत्र वितरण                | अभिप्राय फॉर्म, गट फोटो                | जिल्हा प्रकल्प समन्वयक               |
| ०४:४५ ते ०५:००        | आभार व सहभागीकडून अभिप्राय      | अभिप्राय फॉर्म, गट फोटो                | जिल्हा प्रकल्प समन्वयक               |
| सायंकाळी ५.०० ते ५.१० | गाणे – तू चाल पुढे आणि गेट फोटो |  | सर्व सहभागी                          |

### 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- Dhule, October 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. |
|----------|-----------|
| Dhule    | 58        |

1. Feedback on training sessions: Most of the participants in all four districts rated all the sessions as either most liked or liked a lot (i.e 3 or 4). This indicated that they had liked the training sessions and found it interesting.
2. Knowledge and skill gained: Most of the participants felt that they had definitely gained new information regarding child marriage. Almost everyone felt confident that they could impart this information to the AWW and ASHA workers. They also expressed confidence in being able to identify and intervene in cases of child marriage.
3. Activities to reduce child marriage: Nearly all the participants rated all the measures listed in the questionnaire to be of utmost importance, in reducing instances of child marriage. This included strengthening the law and its implementation, educating the community, educating girls and boys and also, mass media campaigns.

#### Overall findings of Pre- Post Tests:

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

In Dhule, the pre and post-test forms were administered to 61 participants of the TOT training program. The details of data received are as below:

| District | Total No. of Participants | No. of Participants with only Pre-Test | No. of Participants with only Post-Test | No. of Participants without any of the test | No. of Participants with Pre-post Test | % of Pre-Post Test forms |
|----------|---------------------------|--|---|---|--|--------------------------|
| Dhule    | 61                        | 0                                      | 3                                       | 3   | 58                                     | 95.08196721              |

| Departments | Dhule                    |                     |
|-------------|--------------------------|---------------------|
|             | Total No of Participants | Pre- and post- test |

|  |    |    |
|--|----|----|
| ICDS   | 19 | 17 |
| ICPS/DCPU  | 14 | 13 |
| Health   | 8  | 8  |
| Panchayat  | 4  | 4  |
| Education ZP&Tribal                                      | 8  | 8  |
| Others (Childline, Local NGO, Volunteers, students etc.) | 2  | 2  |
| Police   | 6  | 6  |
| Total  | 61 | 58 |

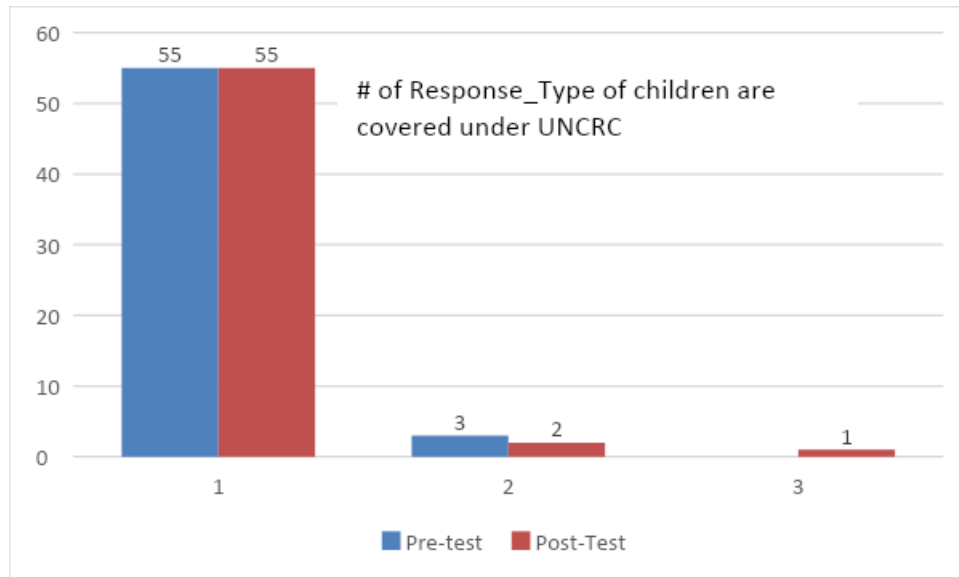
### 1. Knowledge regarding the definition of a child:

Out of 58 participants 51 participants answered correctly in pre-test, this shows that the participants were aware about the definition of the child. 3 Participants from Panchayat Dept, 2 from ICDS and 2 from NRHM gave their answers as a person who is less than 14 years. In the post test they have changed the ICDS Dept participants with 1 Panchayat Dept participant have changed their opinion on the same.

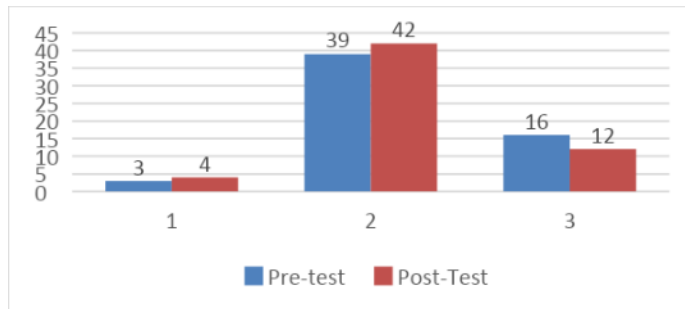
| legal age of child | Pre-test | Post-test |
|--------------------|----------|-----------|
| less than 18       | 87.93    | 89.66     |
| less than 16       | 0        | 3.45      |
| less than 14       | 12.07    | 6.9       |
| Total              | 100      | 100       |

### 2. Knowledge of UNCRC:

Dhule has seen the consistency in response and has seen the most aware participants about the UNCRC, Out of 58, 55 participants have given their correct answer as all children.

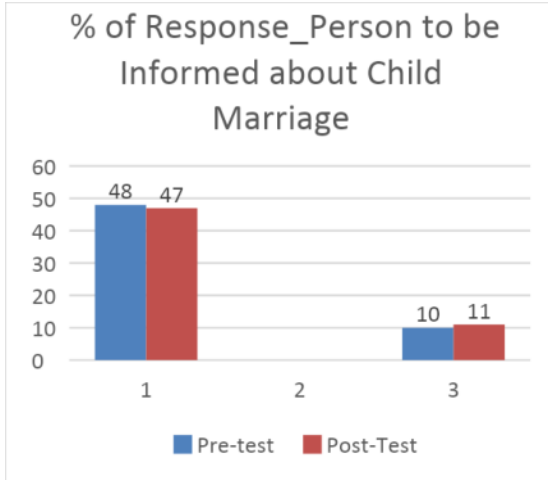


### 3. Children who need protection due to any situation, are provided support under which law?



As seen in the table above, the proportion of participants who chose the JJ Act as the law that provides overall protection to children, increased from 39 % to 42% in Dhule. This indicates that the participants were able to understand the relevance of the JJ Act and its linkage to the overall child protection issues of children. However, 12 % of participants responded that the POCSO act is the act for the protection of the children after the session. Only 8 participants were able to change their answer from C to B after the session.

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



Out of 58 participants 48 participants responded correctly in the pre-test which shows the awareness of the PCMA before the training. 7 participants have changed their answers from C to A after the training, it has found that 8 participants who answered correctly in the pre-test have responded that Sarpanch is the person to be informed about the child marriage. This includes 3 Police Department participants and 1 participant from the education department, 2 each from NRHM and ICDS Department.

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

| % of Response Reason of Child Marriages |                      |          |           |
|---|----------------------|----------|-----------|
| Ans Code                                | Answers Participants | Pre-test | Post-Test |
| A                                       | Don't know law       | 81       | 83        |
| B                                       | Girls not valued     | 0        | 16        |
| C                                       | Fear of elopement    | 19       | 2         |
| Grand Total                             |                      | 100      | 100       |

The participants have response regarding the awareness about the PCMA Law is very less that is a reason for the child marriage has increased from 81% to 83%. 16 % participants have responded after the training that Girls are not being valued. This shows that 16 % participants got aware about the gender and patriarchy plays a very important role and is route cause of the child marriage. The Gender session can be explained more effectively and can be talked about more in the other session to build the understanding about Gender and patriarchy.

## Training of Trainers Program Reports- District Wise

### Dhule TOT program

- i. Venue : New District Planning Hall, Collector Office Dhule
- ii. Date: 28<sup>th</sup> and 29<sup>th</sup> October 2021
- iii. Participants: 64

| Sr. No. | Department                | Designation          | Total Number |
|---------|---------------------------|----------------------|--------------|
| 1       | Women & Child Development | Anganwadi Supervisor | 19           |
| 2       | Health                    | DCM-NRHM             | 1            |
|         |                           | BCM-NRHM             | 3            |
|         |                           | BF-NRHM              | 4            |
| 3       | ICPS/DCPO                 | Team                 | 14           |
| 4       | Panchayat Department      | Extension Officer    | 4            |
| 5       | Education ZP&Tribal       | Extension Officer    | 8            |
| 6       | Childline 1098 and other  | Team                 | 5            |
| 7       | Police                    | API,PI,HC            | 6            |
|         | <b>Total</b>              |                      | <b>64</b>    |

### iv. **Welcome and Inauguration:**

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

Mr. Nandu Jadhav, 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 flowers by SBC3, DCPO and DWCD office staff.

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

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

Mr. Nishit Kumar, Founder and Chairman, SBC<sup>3</sup>, given the introductory speech, he mentioned that UNICEF and SBC<sup>3</sup> in collaboration are working on the Child Marriage issue in the Maharashtra from last Two and half

years. We have developed a Social Behaviour Change Strategy for ending child marriage with thorough research. he expressed his apologize for speaking in Hindi.

He started his speech by mentioning that Maharashtra is Ranked Number 1 in the GDP in India, we have stock market, film industry, major technology hubs and various industries here in Maharashtra. We are blessed with the thoughts of legends whose birth place is Maharashtra like Dr. Ambedkar, Jyoti Rao and Savitri mai Phule, Bal Gangadhar Tilak also the legendary sports person Sachin Tendulkar. But we need to think about why there is 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.Jalaj Sharma, District Collector Dhule, Mr.Pravinkumar Patil SP Dhule, Ms.Trupti Dhodmise Asst.Collector Dhule, District women and Child Development Department,Dhule , Hon'ble Mr.Chavan, Deputy CEO, WCD, ZP, Hon'ble Mr. Hemantrao Bhadane DWCD, Dhule were present for the Inauguration Ceremony.

Mr.Jalaj Sharma Collector and Mr. Pravinkumar Patil SP 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. The Collector said that it is very important to work on the issue of child marriage. For this, first of all, it is necessary to bring education in the stream of education and make efforts for education up to 12th standard. As the rate of child marriage in Dhule

district is higher than the average in Maharashtra, the district administration will always fully cooperate for this. The Superintendent of Police also said that the police system would also help in the training and police officers should also be included in the training.

After this Mr.Nandu Jadhav 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.

**v. Sessions brief :**

**Session 1: Scale of Child Marriage**

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

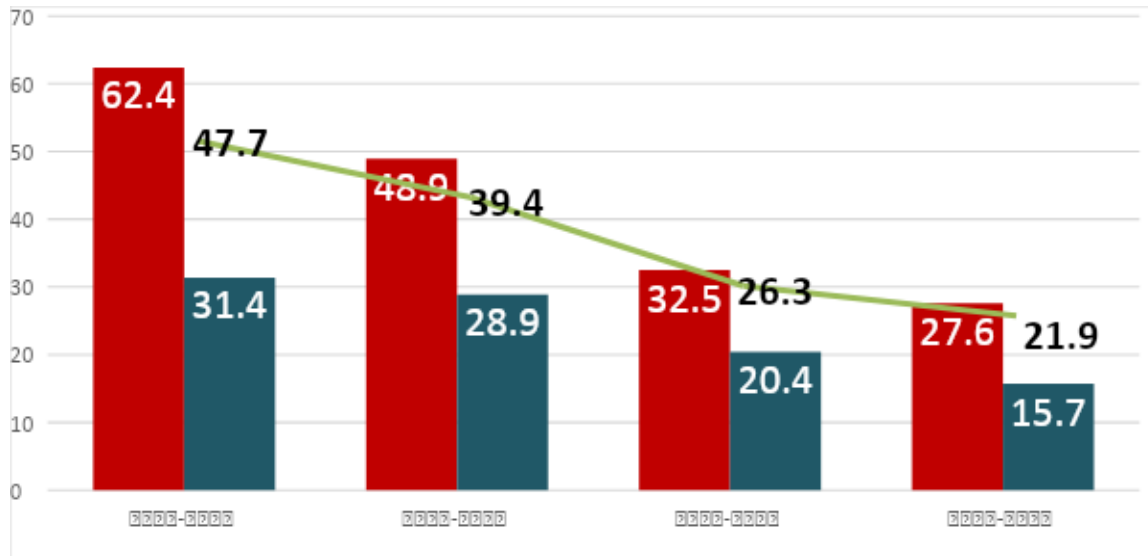
**Facilitator: Ms. Pooja Yadav**

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

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



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)



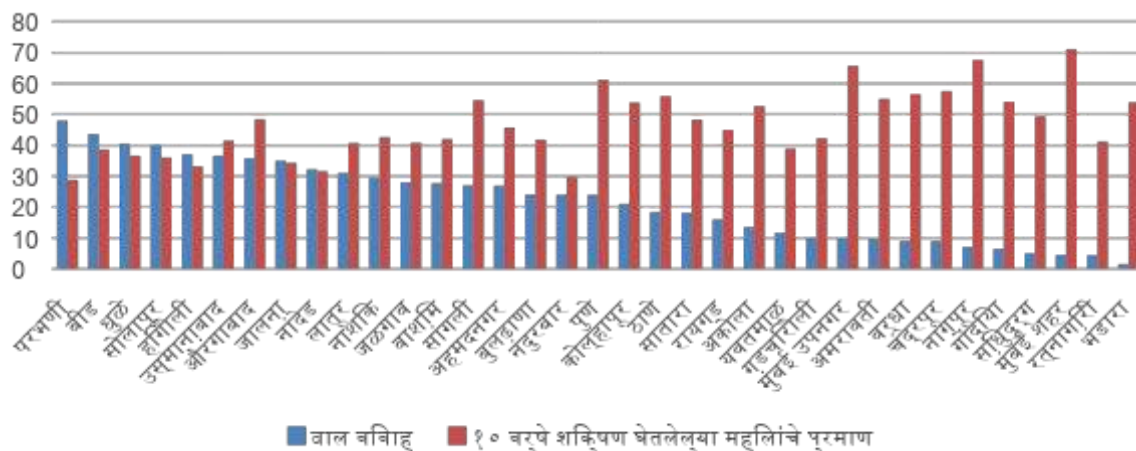
| क्र | जिल्हा      | बालविवाहाचे प्रमाण |
|-----|-------------|--------------------|
| १   | भंडारा      | १.५                |
| २   | गोंदिया     | ६.५                |
| ३   | नागपूर      | ७.१                |
| ४   | रत्नागिरी   | ४.४                |
| ५   | सिंधुदुर्ग  | ५.०                |
| ६   | वर्धा       | ९.०                |
| ७   | अमरावती     | ९.८                |
| ८   | चंद्रपूर    | ९.०                |
| ९   | मुंबई शहर   | ४.५                |
| १०  | मुंबई उपनगर | १०.०               |
| ११  | गंधारिचोली  | 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         | पारंपारिक |
| ११- २१.९%          | पारंपारिक |
| २१.९% पेक्षा जास्त | पारंपारिक |



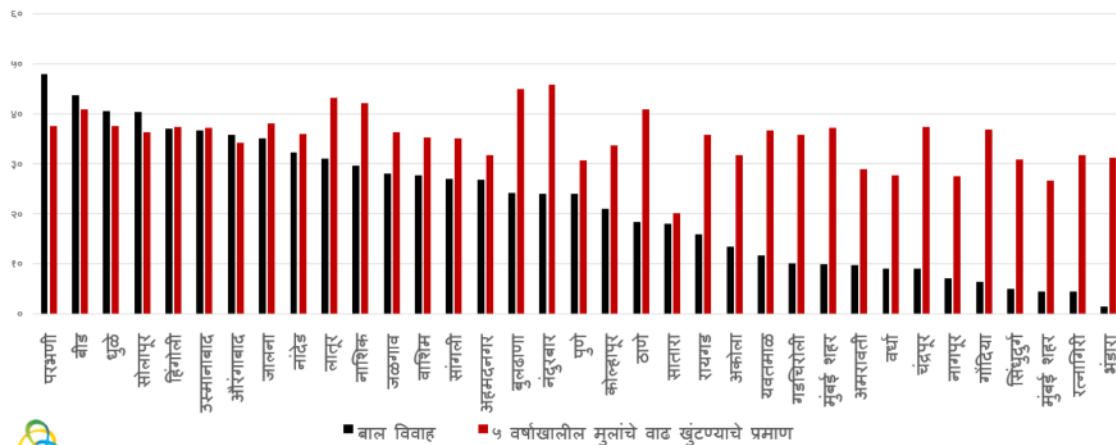
Girls completing 10 years of education District wise Presentation:



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) Dhule rates of child marriage are much higher than the state average of 21.9%
- 3) Concern is out of 36 districts 18 districts are having the higher rate of child marriage. Out of which 16 districts have less than 50% of the girls who achieve 10 years of schooling. Marathwada lacks the tendency of sending their girl child to get the education in another district or taluka. There are droughts, crop failures and migration contributing factors for increasing the rate of child marriage.
- 4) 13 Districts have high rates of stunting. adolescent girls lack the capacity to hold the child in her pelvic bone since her body is not fully developed, she is also a victim of anemia and low BMI. Mothers with these complications have shown the result of delivering a child with a low weight. The child may become stunted and wasted. Thus, direct correlation can be observed indicating that reducing child marriages will also ensure better health for children.
- 5) Figures showing girls completing 10 years of education crosses 40% the impact on Child Marriage starts showing but strongly impacts the CM when grows beyond 50%. This also holds true for the 5 districts. Unless every effort is made to ensure that 50% or more girls complete at least 10 years of their schooling, we will not be able to make significant changes in the ending practices of child marriages.

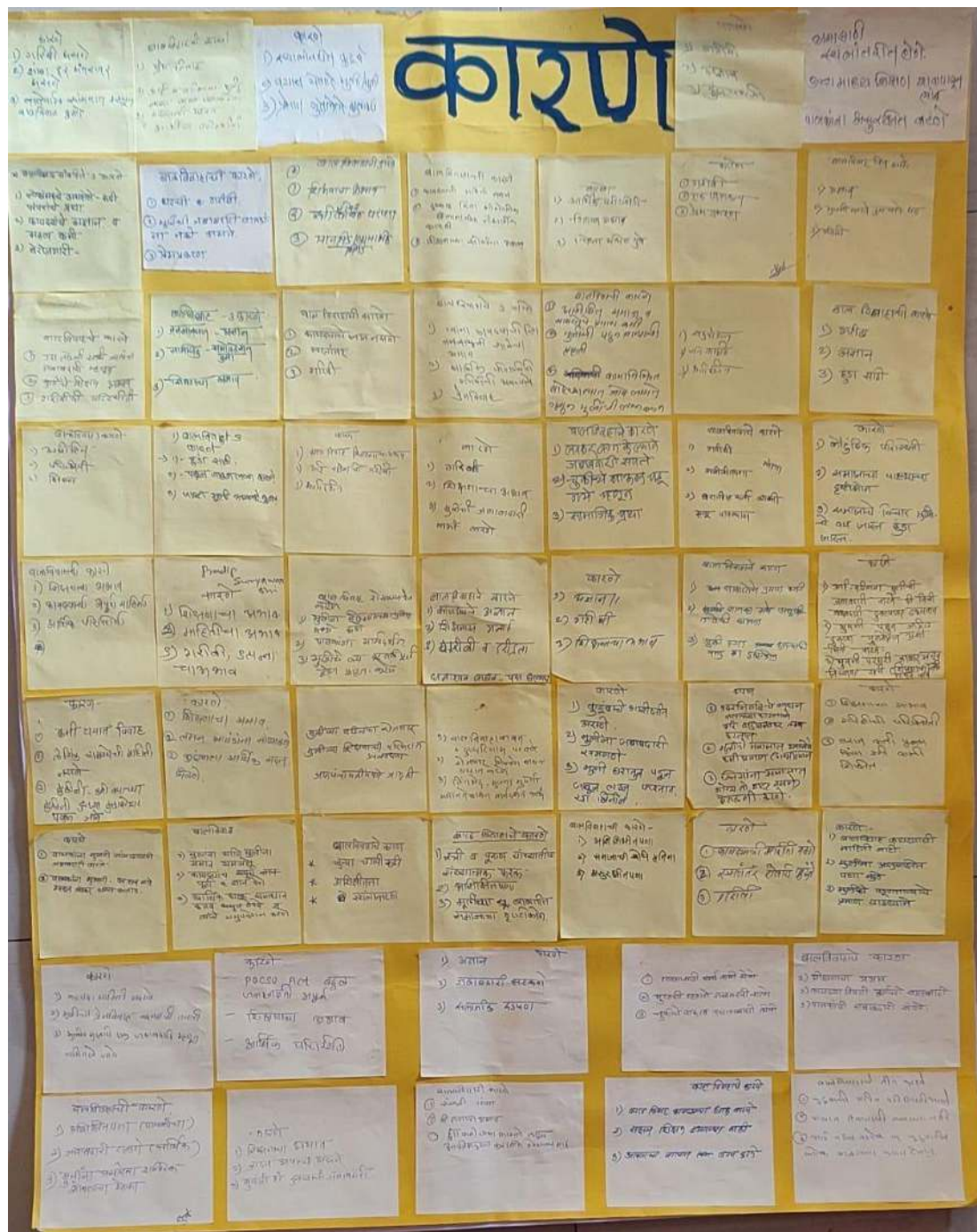
- 6) Child Marriage robs girls of their childhood and threatens their lives. Girls are likely to experience domestic violence, create pregnancy complications and increase infant mortality. Isolation of a girl child impacts her physically, psychologically.
  - 7) Child Marriage has a larger impact on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

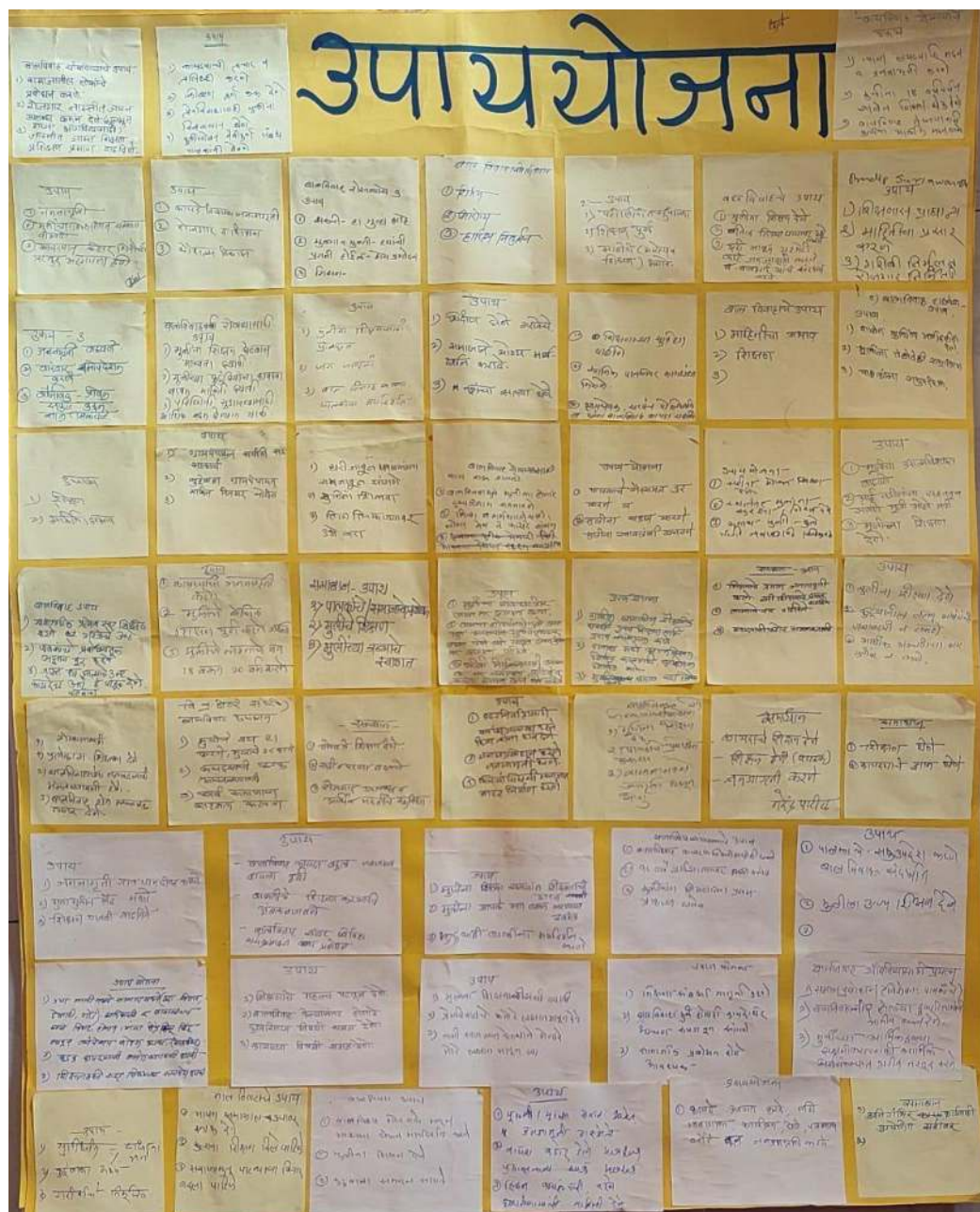
**Facilitator : Meenakumari Yadav**

### **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 marriage.



Reasons for Child marriage written by different participants



Solution of Child marriage written by different participants

After the Reasons/Beliefs provided by Participants, **Meenakumari Yadav**, explained how Child marriage issue has various dimensions- Economic, Social and Cultural. She further explained the correlation between safety and Security of a woman being linked to her sexuality. Violence against the women and children are taking place in all settings: at home, school, child care institutions most of the time someone known to the

child is an abuser. It is equally important to think beyond the sexuality of the girl child and focus on her overall development.

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

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



Following questions were asked to the Trainers.

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

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

- 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 : Meenakumari Yadav**

**Step 1:** Participants were divided into 9 groups and each group was asked to write the second half of the play and enact it. Participants were encouraged to play different roles as stakeholders and discuss what role they should play to prevent the Rupa's marriage. Following are some prominent points talked about in play enacted by various groups:

Total 64 participants registered in ToT google form. 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 Yadav**

### **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 Dhule 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: Meenakumari Yadav

8 Groups were formed from six departments/organizations participating in TOT. Health Dept.- 3 Groups, ICDS- 2 Groups, Education, Rural Dept, Childline Team & Taluka Protection Officers- 1 group each.

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

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

- i. Survey of out-of-school girls, holding meetings to bring them into the stream of education.
- ii. Counseling on women's meetings and children's rights.
- iii. Public Awareness at Parents Meeting (Regarding Prevention of Child Marriage)
- iv. Establishment of Village Child Protection Committee.
- v. Survey of Migrant and Orphaned Adolescent Girls
- vi. Monthly nutrition guidance for adolescent girls with BMI.
- vii. Establishment of Balika Mandal.
- viii. To pass resolution against child marriage in Gram Sabha.

#### **2) Health:**

- i. Adolescent boys and girls meeting.
- ii. Meeting of mothers and women.
- iii. Counseling of citizens during Gram Sabha.
- iv. Distribution of SANITARY PAD and IFA tablets.
- v. Celebrating Adolescent Health Day.
- vi. Counseling during monthly meetings of parents of teenage girls.
- vii. Regular home visits through Asha.

#### **3) Education:**

- i. Women Parents Meet.
- ii. Health check up of girls.
- iii. Organizing lectures and various competitions.
- iv. To appoint one female teacher in each school.
- v. To bring girls into the stream of education by conveying the plans of the government to the people.

vi. Asha, Anganwadi Tai and the Education Department together to create awareness.

4) Rural:

- i. Keeping a register of girls in the age group of 12 to 15 years.
- ii. Awareness of Child Marriage Prevention Act 2006 through Gram Sabha, Mahila Sabha, Ward Sabha, Mahila Sabha and passing a resolution to prevent child marriage in Gram Sabha.
- iii. Regular review by Child Protection Committee, School Management.
- iv. To create awareness among the tribal nomadic workers.
- v. Giving understanding to component mandap caterers Bhatji photographer for child marriage.
- vi. Establishment of Village Child Protection Committees in every village.

5) Protection- Childline team and Taluk Protection Officers:

- i. Awareness about the rights of children of prostitutes, awareness about the rights of migrant children.
- ii. Seating up Taluka Child Protection Committee, to ensure setting up and effective working of VCPC.
- iii. Holding open house events. Understanding all the elements related to marriage (Caterers, Mandap, Bhatji, Photographer etc.)
- iv. School counseling, Wall-posters, reviews of irregular school children.
- v. To create special awareness through street drama posters.
- vi. To create awareness in rural and urban areas by providing information about Child Marriage Prevention Act 2006 (Gram Panchayat, Nagarpalika, Mahanagarpalika)

**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 Lok Sabha 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 Bhatt's "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 warned by her parents to be aware of the outsiders 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:

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

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

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

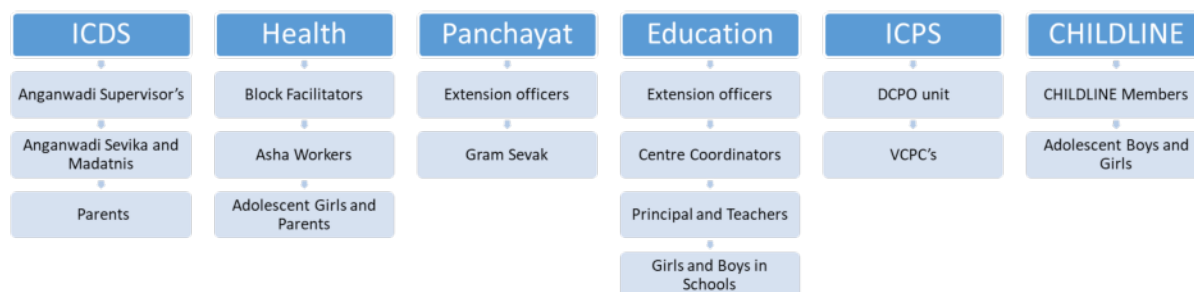
This session ended with Hum Ko Man Ki Shakti Dena song.

Lunch Break:

**Session 4: Cascading Planning**

Facilitator: Meenakumari Yadav

In this session, Structure/flow of Cascading was explained to the master trainers. With this, they were also guided in how to use flip books and pen drives 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 men, but it has been found that women were more presentable and thoughtful while doing the actions and experiments. Voices of some women were a little low, and they were finding it difficult to look at and speak a simple sentence in front of the forum.

After the Session Feedback forms were distributed to the participants.

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

### **Feedback Quotes:**

Ms. Priti Sanap , ICDS department, shared her view in the following words, “Anganwadi Sevika is a person who works at the grassroots level at the village level and also works closely in the society. Therefore, Anganwadi workers are given different responsibilities and they carry out them properly. Child marriage can definitely be eradicated through Anganwadi workers. Indeed, this training will be very useful while working in society”.

Shri Bhimrao Garud , Panchayat Extension Officer, shared that, “We will work with the education department to ensure that no girl is out of school. We will also fully cooperate in the elimination of child marriage. We will do proper planning at school level on how to complete the education of girls. Let's counsel girls and parents. Let's strengthen the school management committee.

Ms. Rohini Nandre, Education Extension Officer, expressed his view as, "When I came to know about the training, I thought about our role in the subject of women child development, so I did not want to come to the training, but when the training was over, I realized that education really has to do with child marriage. The Department of Education has the biggest role to play in preventing child marriage. Therefore, the education department will definitely make efforts to bring out-of-school girls in the stream of education and to provide education till 12th standard.

Shri. A.P.Mahale , Panchayat Extension Officer, was quoted as Gramsevak is the child marriage prevention officer himself in child marriage eradication, so this training has become very important for us as we can train all Gramsevak at taluka level to curb child marriage at village level.

Photos:



Hon.Jalaj Sharma,(IAS) District Collector, Dhule



**Hon.Pravinkumar Patil (IPS) SP Dhule**



**Participating Aamchi Urmila Role play Activity**



Participants Enjoying the Energizer





**Group Activity Discussion**

**Department wise District Action Plan Presentation Photos:**



**SBC<sup>3</sup>**

CENTRE FOR  
SOCIAL AND BEHAVIOUR CHANGE  
COMMUNICATION



**unicef**

for every child

बाल विवाह निमूर्तन नियोजन कृती आराखडा 01 गट  
राष्ट्रव्यापी बाल विकास अभियानाच्या - प्रकल्प -

| सर्वेक्षण  | कृती  | उपाययोजना   |
|--|---|---|
| 1) शालाबाह्य मुलींचे सर्वेक्षण करणे.                                     | - गृहभेट,<br>- किशोरी बँक ठेणे.<br>किशोरी व पालक                  | - शालाबाह्य किशोरी मुलींना शिक्षणाच्या प्रवाहात आणणे.   |
| 2) स्थलांतरित व अनाथ किशोरी मुली सर्वेक्षण                               | - ग्रामसभा, पंचायत समिती सभा, बालसंरक्षण समिती सभा<br>- महिला सभा | - समुपदेशन, मुलींना प्रशिक्षण व जीवनकौशल्य शिक्षण   |
| 3) वय - 9 ते 9.5 वर्षे वयोगटातील मुलींच्या / मुलांच्या पालकांच्या बैठका. | - बाल ग्रामसभा / बालसंरक्षण समिती सभा                             | - लालकांच्या हक्कांविषयी समुपदेशन व माहिती VCPD माध्यमातून<br>- समुपदेशन - बालविवाह दुष्परिणामां<br>- कायदेशीर, कौशल्य शिक्षक, आणि डॉक्टर शिक्षक<br>आयोजन करणे.<br>- गावपातळीवर विविध विभागांशी समन्वय ठेवणे. |
| 4) गाव पातळीवर बालविवाह निमूर्तनासाठी नियमित पाहपुरावा करणे.             |   |   |

**\* बाल विवाह रोखण्यासाठी विभाग प्रमाणे उपाय योजना \***

| शिक्षण   | ग्रामपंचायत  | आदिवासी विकास   |
|--|--|---|
| 1) महिला पालक मेळावा.                                  | 1) ग्रामपंचायत स्तरावरील सभा                                       | 1) आ. वि. मार्फत आगळास्तरावर विद्यार्थीनींचे सभा घेऊन समुपदेशन करणे.  |
| 2) मुलींची आरोग्य संपादणी.                             | 2) वार्ड सभा 3) मासिक सभा  | 2) विद्यार्थीनी पालकांचे समुपदेशन करून बालविवाहात असलेले दुष्परिणाम प्रशिक्षणाचे महत्त्व बालभजरी, आरोग्य यावर काम करणे. |
| 3) व्याख्यान व विविध स्तरांचे आयोजन                    | 4) महिला सभा 5) बाल सभा  | 3) ग्रामसभा   |
| 4) प्रत्येक शाळेत 9 महिला शिक्षिकांची नेमणूक           | 2) ग्रामपंचायत भेदनाप्रमाणे सवा.क.वारी 90.1. तर सुट (95.1)         | 4) ग्रामपंचायत भेदनाप्रमाणे सवा.क.वारी 90.1. तर सुट (95.1)  |
| 5) शाळाबाह्य विद्यार्थ्यांना शालेय प्रवाहात आणणे.      | 3) 9.2 ते 9.5 वयोगटातील मुलींचे शक्तिर ठेपणे                       | 5) 9.2 ते 9.5 वयोगटातील मुलींचे शक्तिर ठेपणे  |
| 6) किशोरी मेळावे                                       | 4) बालविवाहकाठी असणाऱ्या दारु, भजी, अणू, केस, वाजणी (सं. थाणा समज) | 6) बालविवाहकाठी असणाऱ्या दारु, भजी, अणू, केस, वाजणी (सं. थाणा समज)  |
| 7) शासनाच्या योजना लोकरक्षिका मार्फत समाजात पोहचवणे.   | 5) आदि. श. क. यांच्या अ. सुटोड बस कुमभार जवजावती                   | 7) आदि. श. क. यांच्या अ. सुटोड बस कुमभार जवजावती  |
| 8) आदि, अंगणवाडी, व शिक्षकांनी एकत्रित नियोजन आनंदीकरण | 6) व्ही. सी. पी. सी. कमिटी स्थापन करणे.                            | 8) व्ही. सी. पी. सी. कमिटी स्थापन करणे.   |
| 9) व्यावसायिक शिक्षणावर भर                             |  |   |
| 10) एनव्हेकचे विषय                                     |  |   |



- ३) वातविवाह संदर्भित प्रचार प्रमिष्टि कला
- ४) VCPe गानान व अछरात स्थापन कुरगे
- ५) VCPe समूहन वात विवाह कायदवन्धि प्रचार प्रमिष्टि कला
- ६) वातविवाह कायदवा बाबत वृत्तान्त, डाकाअवार्गन, अन्विष्ट मुन्त्र गान्वा, साहिन प्रचार व प्रसार कुरगे
- ७) प्रत्येक गावातील वर विवाह प्रसिद्धा अर्थिकादि (छात्रमेवक) व अहमदीद भंगनबादी मे मुम्त्र सेविका आन. वात विवाह शांचविद्याबाबत सामाजी प्रसिसा देगे.
- ८) गावाबाधुप वालकाने शांकन गिर्वाणने प्रमाण पात्रिनि व ल्हेना
- ९) वालकमेवक कथिचयि काम कुराया- भव शांस्विक, सामाजिक सैरशा, अन्वर्गणि
- १०) वलमेवक आशाने
- ११) ग्रामपेनाचक, नगरपाहिका, नगर परिषद आम्हणे सग्रा सेकन व पैका छेडक
- १२) वाल विवाह प्रनिषेठ २००८ भंगनान कायदवन्धि अंमकवकावर्गि कुरगे
- १३) विवाह मंदभांग मोशाना ल्वि एल्केनैना वात विवाह कायदवन्धि माहिती देगे (कुईस, ग्रामा, मेगावर्गि (फोटोशाअ, वॉडवा, डिनेवादे)

▲ शाळेच्या प्रचारात - मुलां-मुलींना आवाक्यात आणणे - प्रत्येकालाही अवसर  
व - वंनर IEC मेसिजवर - चौकाला व - ग्रामचर्मण, पावतागड विडायींग  
आपणच पाहणे - प्रचार करणे

▲ सर्व सरकारी उर्मचारी यांची गावघानकीवर मदत होणे.  
- वरकर - समा घडणे जायती उडणे.  
- निवड - स्तराकीत - कुर्वशाळा - लाडुडा विद्युत सेवा - प्राथिडरवा  
व महिले वाढविषय एडगिन माहिती देणे.

▲ मोबाइल - SMS - Call ने जनाजायती उडणे.

▲ किशोरीशक्ती योजना.

▲ माझी कन्या मायझी, जवजायती


|                                |  |
|--------------------------------|--|
| - योगेडा जायव - संरक्षण अडिडरी | } सर्व<br>परिवर्तित<br>राडामि व विडाय<br>सेवा योजना<br>प्रकल्प - बुळे, शिवपुर<br>माझी, पिळकर दळि |
| - वरिगना नोखणे - निजिगी यामय   |  |
| - मंजिना पाडरी - नमन केडणे     |  |
| - पदपाळ पाडुळे - येसा ओडणी     |  |
| - कु - हि आमेर                 |  |
| - एम अर - पडिग                 |  |
| - एम एम - पारीड                |  |
| - एम एम - पावरा                |  |

2) આણા કે કાર્યક્ષમા અંગતિ = વ્યવસ્થા  
કાર્યક્ષમા, જાદીને દ્વારે જાલકિવાદ પ્રાગવ્યા વિચી  
જાદીરની કાલ્યાણ પદ્ધતિ



Group Photo of Participants in Dhule

Annexure 1: Letter for TOT's to all respective departments of Districts.

|  |   |  |
|--|---|--|
| <b>जिल्हा महिला व बाल विकास अधिकारी कार्यालय, अंतर्गत<br/>जिल्हा बाल संरक्षण कक्ष, धुळे.</b>   |   |  |
|  <p>महिला व बाल विकास<br/>WOMEN &amp; CHILD DEVELOPMENT</p> | <p>पत्रव्यवहाराचा पत्ता -<br/>५२ जयहिंद कॉलनी, सुधा<br/>हॉस्पिटल समोर, देवपुर धुळे<br/>४२४००२</p> | <p>फोन क्रमांक : ०२५६२-२२४७२९<br/>E-mail- depudhule@gamil.com<br/>महिला हेल्प लाईन क्र. १०९१ व चाईल्ड हेल्प लाईन क्र. १०९८</p> |

जा.क्र. जिबासंकधु/लेखा/बा.वि.वि TOT/प्र.कार्य/३९२/२०२१-२२ धुळे. दिनांक - २५/१०/२०२१

**महत्वाचे**  
प्रति,

- १) उपमुख्य कार्यकारी अधिकारी (ग्रामपंचायत) जि.प.धुळे.
- २) जिल्हा कार्यक्रम अधिकारी, (बा.क) जि.प.धुळे.
- ३) जिल्हा आरोग्य अधिकारी, जि.प.धुळे.
- ४) जिल्हा महिला व बाल विकास अधिकारी, धुळे.
- ५) जिल्हा समन्वयक, चाईल्ड लाईन धुळे.
- ६) बाल विकास प्रकल्प अधिकारी, नागरी धुळे.

**विषय :-** धुळे जिल्ह्यात बाल विवाह निर्मुलनासाठी युनिसेफ- एसबीसी मार्फत अग्रभागी कर्मचाऱ्यांच्या दोन दिवसीय प्रशिक्षकांचे प्रशिक्षण (TOT) आयोजना बाबत..


**संदर्भ :-** १) आयुक्त, महिला व बाल विकास, आयुक्तालय महाराष्ट्र राज्य पुणे यांचे पत्र क्र.८०६ दि. ३०/०७/२०२१  
२) सेंटर फॉर सोशल अँड बिहेवियर चेंज कम्युनिकेशन, मुंबई यांचे दि. ०६ ऑगस्ट २०२१ रोजीचे पत्र

उपरोक्त संदर्भित विषयान्वये, महिला व बाल विकास विभाग, युनिसेफ आणि एसबीसी ३ यांच्या संयुक्त विद्यमाने जिल्ह्यात बालविवाह निर्मुलनासाठी "सक्षम" प्रकल्प राबविण्यात येत आहे. प्रकल्पांतर्गत जिल्हास्तरावर क्षेत्रीय पातळीवरील अग्रभागी कर्मचाऱ्यांचे दोन दिवसीय ऑफलाईन प्रशिक्षकांचे प्रशिक्षण (TOT) घेण्यात येणार आहे. सदर प्रकल्पाच्या प्रभावी अंतर्लब्धतावणीसाठी क्षेत्रीय पातळीवरील १) विस्तार अधिकारी (पंचायत) २) अंगणवाडी पर्यवेक्षिका एकात्मिक बाल विकास सेवा योजना प्रकल्प, ३) विस्तार अधिकारी (शिक्षण) शिक्षण विभाग, ४) जिल्हा समूह संघटक, राष्ट्रीय ग्रामिण आरोग्य अभियान, आरोग्य विभाग ५) तालुका समूह संघटक / गटप्रवर्तक - राष्ट्रीय आरोग्य अभियान, आरोग्य विभाग ६) जिल्हा बाल संरक्षण कक्ष - महिला व बाल विकास विभाग, ७) संरक्षण अधिकारी (क), ८) चाईल्ड लाईन अधिकारी कर्मचाऱ्यांसाठी दोन दिवसीय प्रशिक्षण कार्यशाळेचे आयोजन करण्यात आले आहे. तरी सोबत जोडलेल्या यादीप्रमाणे अधिकारी / कर्मचारी यांना प्रशिक्षणासाठी वेळेत उपस्थित राहणेबाबत आपल्या स्तरावरून लेखी निर्देश देण्यात यावेत. कोणीही प्रशिक्षणास गैरहजर राहणार याची दक्षता घ्यावी.

**प्रशिक्षणाचे ठिकाण :-** नवीन जिल्हा नियोजन स्थळावर  
जिल्हाधिकारी कार्यालय, धुळे

दिनांक - २८/१०/२०२१ व २९/१०/२०२१  
वेळ: सकाळी ९.३० ते ५.०० वाजता

प्रत- मुख्य कार्यकारी अधिकारी, जिल्हा परिषद धुळे यांना उचित कार्यवाहिस्तव अग्रप्रेषित.

  
 जिल्हा कुत रल तथा  
 जिल्हाधिकारी, धुळे.

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Briefcase DEVA/DCPU ACCOUNT SECTION/General.doc

## Annexure 2: Registration Form for TOT

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

दिनांक ----- ते ----- फेब्रुवारी २०२१ रोजी जिल्हा पातळीवर बालविवाह प्रकरणांत हस्तक्षेप करणे आणि अशा असुरक्षित कुटुंबांना आणि मुलांना आधार देणे याबाबत, पर्यवेक्षिका - एकात्मिक बालविकास प्रकल्प, विस्तार अधिकारी 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: TOT letter by Panchayat Dept & List of Participants by Education department :

**जिल्हा परिषद, धुळे**  
(ग्रामपंचायत विभाग)

दुरध्वनी क्रमांक :- 02562-237472 ई-मेल :- dy.ceo.zpdhule@gmail.com

जा.क्र. धुजिप/ग्रा.पं/आस्था-१/ १४० /२०२१ दिनांक-२५/१०/२०२१

**बाबत:-** १) मा.अध्यक्ष जिल्हा कृत दल तथा जिल्हाधिकारी, धुळे यांचे कडील पत्र जा.क्र.जिबासंकधु/लेखा/बा.वि.वि.TOT/ प्र.कार्य/३९२/२०२१-२२ धुळे दिनांक-२५/१०/२०२१

**आदेश**

उपरोक्त संदर्भान्वये धुळे जिल्ह्यात बाल विवाह निर्मुलनासाठी युनिसेफ-एसबीसी मार्फत अग्रभागी कर्मचा-यांच्या दोन दिवसीय प्रशिक्षकांचे प्रशिक्षण (TOT) आयोजन केले आहे. महिला व बाल विकास विभाग, युनिसेफ आणि एसबीसी-३ यांच्या संयुक्त विद्यमाने जिल्ह्यात बालविवाह निर्मुलनासाठी "सक्षम" प्रकल्प राबविण्यात येत आहे. प्रकल्पांतर्गत जिल्हास्तरावर क्षेत्रीय पातळीवरील अग्रभागी कर्मचा-यांचे दोन दिवसीय ऑफलाईन प्रशिक्षण (TOT) घेण्यात येणार आहे. सदर प्रशिक्षणास खालील प्रमाणे तालुकानिहाय विस्तार अधिकारी (ग्राप) यांना प्रशिक्षणास उपस्थित राहाणे बाबत गटविकास अधिकारी यांनी दिनांक-२७/०८/२०२१ रोजी कार्यालयीन वेळे नंतर कार्यमुक्त करण्यात यावे.

| अ.क्र. | तालुका   | कर्मचा-यांचे नांव पदनाम         | मोबाईल नं. | प्रशिक्षणाचा दिनांक व वेळ  | प्रशिक्षणाचे ठिकाण                                    |
|--------|----------|---------------------------------|------------|----------------------------|---|
| १      | धुळे     | श्री.बी.बी.गरुड वि.अ. (ग्राप)   | ९९६०२९३८८७ | २८/१०/२०२१ ते २९/१०/२०२१   | नवीन जिल्हा नियोजन सभागृह जिल्हाधिकारी कार्यालय, धुळे |
| २      | साक्री   | श्री.ए.पी.महाले वि.अ. (ग्राप)   | ९८६०३७५२१० | वेळ सकाळी ९.३० ते ५.०० वा. |   |
| ३      | शिरपुर   | श्री.आर.झेंड.मोरे वि.अ. (ग्राप) | ९४२०५३६८४८ |                            |   |
| ४      | शिंदखेडा | श्री.एस.एच.मोरे वि.अ. (ग्राप)   | ८३२९९८६२१७ |                            |   |

सदर प्रशिक्षणासाठी वेळेत उपस्थित राहावे व प्रशिक्षणास गैरहजर राहणार नाही याची दक्षता घ्यावी.

उपमुख्य कार्यकारी अधिकारी (ग्राप)  
जिल्हा परिषद, धुळे

प्रत:- गट विकास अधिकारी, पंचायत समिती, धुळे/साक्री/शिरपुर/शिंदखेडा यांना पुढील कार्यवाहीसाठी रवाना.  
प्रत:- मा.अध्यक्ष जिल्हा कृत दल तथा जिल्हाधिकारी, धुळे यांना माहितीस्तव सविनय सादर

उपमुख्य कार्यकारी अधिकारी (ग्राप)  
जिल्हा परिषद, धुळे

D:/2020-21/Adesh

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विषय :- धुळे जिल्ह्यात बाल विवाह निर्मूलनासाठी युनिसेफ-एसबीसी मार्फत अग्रभाषी कर्मचा-यांना दोन दिवसीय प्रशिक्षकांचे प्रशिक्षण बाबत.

| अ.क्र. | नाव                           | पदनाम व कार्यालय                                  | मो.क्र.    | शेरा |
|--------|-------------------------------|---|------------|------|
| १.     | श्रीम. रोहिणी दत्तात्रय नांदे | शिक्षण विस्तार अधिकारी,<br>पंचायत समिती, धुळे     | ९४२३३६९४९९ |      |
| २.     | श्रीम. सुनिता शिवाजी भामरे    | शिक्षण विस्तार अधिकारी,<br>पंचायत समिती, साक्री   | ९८९०३४९८०५ |      |
| ३.     | श्री. दिपक सुरेश सोनवणे       | शिक्षण विस्तार अधिकारी,<br>पंचायत समिती, शिंदखेडा | ९८२२२६९४४० |      |
| ४.     | श्री. एकनाथ बाबुराव आव्हाड    | शिक्षण विस्तार अधिकारी,<br>पंचायत समिती, शिरपूर   | ९५५२६५३३६  |      |

#### List of Participants in Dhule District TOT

| SAKSHYUM Ending Child Marriage Training of Trainers |                            |            |                               |
|---|----------------------------|------------|-------------------------------|
| Department: Panchayat Raj Department                |                            |            |                               |
| District: Dhule                                     |                            |            |                               |
| Date: 28th & 29th 2021                              |                            |            |                               |
| 1   | Sudam Himmat rao More      | 8329186217 | Extension Officer (Panchayat) |
| 2   | A.P.Mahale                 | 9404089392 | Extension Officer (Panchayat) |
| 3   | Bhimrao Baburao Garud      | 9960293887 | Extension Officer (Panchayat) |
| 4   | Raju Zaga More             | 9420536848 | Extension Officer (Panchayat) |
| SAKSHYUM Ending Child Marriage Training of Trainers |                            |            |                               |
| Department: Education Department                    |                            |            |                               |
| District: Dhule                                     |                            |            |                               |
| Date: 28th & 29th 2021                              |                            |            |                               |
| 5   | Sunita Shivaji Bhamare     | 9890349805 | Extension Officer (Education) |
| 6   | Dipak Suresh Sonavane      | 9822269440 | Extension Officer (Education) |
| 7   | Eknath Baburao Aavhad      | 9552653336 | Extension Officer (Education) |
| 8   | Ms Rohini Dattatray Nandre | 9423369499 | Extension Officer (Education) |
| SAKSHYUM Ending Child Marriage Training of Trainers |                            |            |                               |
| Department: Health Department                       |                            |            |                               |
| District: Dhule                                     |                            |            |                               |
| Date: 28th & 29th 2021                              |                            |            |                               |
| 9   | Sarita Ravsaheb Patil      | 9049617159 | DCM (NRHM)                    |
| 10  | Sarita Khandu Pahadi       | 9607833165 | BCM (NRHM)                    |
| 11  | Pradip Satish Suryawanshi  | 7972896464 | BCM (NRHM)                    |

|   |                             |            |                               |
|---|-----------------------------|------------|-------------------------------|
| 1   |                             |            |                               |
| 2   | Suhas Anil Chavan           | 8766738277 | BCM (NRHM)                    |
| 1   |                             |            |                               |
| 3   | Kokila Pradip Jadhav        | 9284559963 | BF (NRHM)                     |
| 1   |                             |            |                               |
| 4   | Sharda Ramkrishna patil     | 8605686670 | BF (NRHM)                     |
| 1   |                             |            |                               |
| 5   | Patil Pratibha Dileep       | 9503711066 | BF (NRHM)                     |
| 1   |                             |            |                               |
| 6   | Charushila Sambhaji Salunke | 9403423172 | BF (NRHM)                     |
| <b>SAKSHYUM Ending Child Marriage Training of Trainers</b>  |                             |            |                               |
| <b>Department: Education Department Tribal Development</b>  |                             |            |                               |
| <b>District: Dhule</b>                                      |                             |            |                               |
| <b>Date: 28th &amp; 29th 2021</b>                           |                             |            |                               |
| 1   |                             |            |                               |
| 7   | Shri. A.R.Patil             | 9404970264 | Extension Officer (Education) |
| 1   |                             |            |                               |
| 8   | Shri. Sachin B.Chaudhari    | 9923463944 | Extension Officer (Education) |
| 1   |                             |            |                               |
| 9   | Shri.Vijay M. Bhadgaonkar   | 8308835236 | Asst.Project Officer          |
| 2   |                             |            |                               |
| 0   | Shrimati. J.P.Deore         | 7796289393 | Extension Officer (Education) |
| <b>SAKSHYUM Ending Child Marriage Training of Trainers</b>  |                             |            |                               |
| <b>Department: Women &amp; Child Development Department</b> |                             |            |                               |
| <b>District: Dhule</b>                                      |                             |            |                               |
| <b>Date: 28th &amp; 29th 2021</b>                           |                             |            |                               |
| 2   |                             |            |                               |
| 1   | V.S.Patil                   | 7588947655 | Supervisor                    |
| 2   |                             |            |                               |
| 2   | Nirmala Dudha Rathod        | 9421473236 | Supervisor                    |
| 2   |                             |            |                               |
| 3   | Durga Atmaram Valvi         | 8806752701 | Supervisor                    |
| 2   |                             |            |                               |
| 4   | Kamal dilip Bhamare         | 9403261302 | Supervisor                    |
| 2   |                             |            |                               |
| 5   | M.R.patil                   | 8275589469 | Supervisor                    |
| 2   |                             |            |                               |
| 6   | Sayabai Chhotiram Kokani    | 8999167523 | Supervisor                    |
| 2   |                             |            |                               |
| 7   | Suman dayaram kokani        | 8766881762 | Supervisor                    |
| 2   |                             |            |                               |
| 8   | Sunita mansaram more        | 9422445876 | Supervisor                    |
| 2   |                             |            |                               |
| 9   | Sunita Ravindra Khairnar    | 8275563837 | Supervisor                    |
| 3   |                             |            |                               |
| 0   | VIMAI MALSING pawara        | 7776869072 | Supervisor                    |
| 3   |                             |            |                               |
| 1   | Anita Rangrav Patil         | 9890527843 | Supervisor                    |

|  |                            |            |                             |
|--|----------------------------|------------|-----------------------------|
| 32   | Dipali Ashok Desle         | 9423476403 | Supervisor                  |
| 33   | Dipali Pratap Hivrale      | 9673034572 | Supervisor                  |
| 34   | Priti Eknath Sanap         | 8459488573 | Supervisor                  |
| 35   | Maya Madhukar Nagpure      | 9421001361 | Supervisor                  |
| 36   | Sangita Gulabrao Torwane   | 9405872629 | Supervisor                  |
| 37   | Sangita Sudam Padvi        | 9404185277 | Supervisor                  |
| 38   | Surekha Tulshiram Bhamare  | 9545347495 | Supervisor                  |
| 39   | Shrimati.P.K.Patil         | 9373228577 | Supervisor                  |
| <b>SAKSHYUM Ending Child Marriage Training of Trainers</b>       |                            |            |                             |
| <b>Department: Women &amp; Child Development Department DCPU</b> |                            |            |                             |
| <b>District: Dhule</b>   |                            |            |                             |
| <b>Date: 28th &amp; 29th 2021</b>                                |                            |            |                             |
| 40   | Satish Vinayak Chavan      | 9403581305 | DCPO                        |
| 41   | Yogesh Atmaram Dhangar     | 9405171793 | DCPU Team Member            |
| 42   | Trupti Rajendra Patil      | 9673543682 | PO IC                       |
| 43   | Dipak Vasant Randhe        | 8149477534 | DCPU Team Member            |
| 44   | Jagdish Devidas Zire       | 8149481805 | Counsellor                  |
| 45   | Devendra Vishvnath Mohan   | 8007474669 | PO NIC                      |
| 46   | Ashwini Vijayrao Desle     | 9405514102 | DCPU Team Member            |
| 47   | Devendra Nathu Patil       | 9579413797 | Outreach worker             |
| <b>SAKSHYUM Ending Child Marriage Training of Trainers</b>       |                            |            |                             |
| <b>Department: Women &amp; Child Development Department</b>      |                            |            |                             |
| <b>District: Dhule</b>   |                            |            |                             |
| <b>Date: 28th &amp; 29th 2021</b>                                |                            |            |                             |
| 48   | Rakesh Baburao Nerkar      | 9372227210 | Protection Officer (Junior) |
| 49   | Savita Dattatray Pardeshi  | 9403465104 | Protection Officer (Junior) |
| 50   | Yogesh Bhimsing Jadhav     | 9158763691 | Protection Officer (Junior) |
| 51   | Chandrikiran Ramrao Sisode | 7057051726 | Protection Officer (Junior) |

|   |                            |            |                            |
|---|----------------------------|------------|----------------------------|
| 5   |                            |            |                            |
| 2   | Archana Vijay Patil        | 8806268674 | Supritendent Dhule         |
| 5   |                            |            |                            |
| 3   | Saarpa Devla Valvi         | 9403103922 | Vidhi Sallagar             |
| <b>SAKSHYUM Ending Child Marriage Traning of Trainers</b> |                            |            |                            |
| <b>Department: Police Department</b>                      |                            |            |                            |
| <b>District: Dhule</b>                                    |                            |            |                            |
| <b>Date: 28th &amp; 29th 2021</b>                         |                            |            |                            |
| 5   |                            |            |                            |
| 4   | Meena H. Tadv              | 7719075422 | API Bharosa Cell SP Office |
| 5   |                            |            |                            |
| 5   | Suvarna P. Mahajan         | 7507510049 | PSI SP Office Dhule        |
| 5   |                            |            |                            |
| 6   | Manoj Narayan More         | 9420602465 | API                        |
| 5   |                            |            |                            |
| 7   | Sangita Kailas Chaudhari   | 9923685365 | Head Constable Women       |
| 5   |                            |            |                            |
| 8   | Bhayshi Mangilal Pavra     | 9923634729 | Police Constable Women     |
| 5   |                            |            |                            |
| 9   | Sapna Kisansing Jadhav     | 9922413237 | Police Constable Women     |
| <b>SAKSHYUM Ending Child Marriage Traning of Trainers</b> |                            |            |                            |
| <b>Department: Childline 1098</b>                         |                            |            |                            |
| <b>District: Dhule</b>                                    |                            |            |                            |
| <b>Date: 28th &amp; 29th 2021</b>                         |                            |            |                            |
| 6   |                            |            |                            |
| 0   | Ajay Jagan Takate          | 9595956734 | Center Coordinator         |
| 6   |                            |            |                            |
| 1   | Sukhalal Somanath Gaikawad | 9422101594 | Team Member                |



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## TOT Participant Registration Sheet



नौदणी पत्रक

सक्षम -बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण

जिल्हा :

विभाग : धुळे जिल्हा 10/18/21

|    |                   |                |                               |                       |               | 28/10/21 | 29/10/21 |
|----|-------------------|----------------|-------------------------------|-----------------------|---------------|----------|----------|
| 22 | अजय लज्जा नाकटे   | 959595<br>6754 | takateajay<br>@gmail.com      | center<br>coordinator | DHULE<br>DIST |          |          |
| 23 | सुखल राजनाथ गाफकर | 9422101594     | Sukhalajgaikwad<br>@gmail.com | Team<br>Member        | Dhule<br>Dist |          |          |
| 24 |                   |                |                               |                       |               |          |          |
| 25 |                   |                |                               |                       |               |          |          |
| 26 |                   |                |                               |                       |               |          |          |
| 27 |                   |                |                               |                       |               |          |          |
| 28 |                   |                |                               |                       |               |          |          |
| 29 |                   |                |                               |                       |               |          |          |



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सक्षम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण

जिल्हा : **फुले**

विभाग : **सं. जि. प्र. वा. (संरक्षण कार्यवली क.)**

जिल्हा महिला व बाल विकास विभाग, अहमदनगर, २०२०

| क्रमांक | नाव                     | मोबाईल क्र | ईमेल                   | पद     | तालुका | दिनांक<br>28/10/2024<br>(स्वाक्षरी) | दिनांक<br>29/10/2024<br>(स्वाक्षरी) |
|---------|-------------------------|------------|------------------------|--------|--------|-------------------------------------|-------------------------------------|
| 1       | राकेन बाबुराव नेरकर     | 937222740  | raakhenkar@gmail.com   | पुस्तक | लाही   | <i>[Signature]</i>                  | <i>[Signature]</i>                  |
| 2       | योगेश भिमचंन नाथ        | 912876368  | yogeshjadhav@gmail.com | पुस्तक | लाही   | <i>[Signature]</i>                  | <i>[Signature]</i>                  |
| 3       | सायबा देवदास वकवी       | 9409103422 | sarapavak@gmail.com    | पुस्तक | लाही   | <i>[Signature]</i>                  | <i>[Signature]</i>                  |
| 4       | अश्विनी दत्त-राज पुरोही | 9893065106 |                        | पुस्तक | लाही   | <i>[Signature]</i>                  | <i>[Signature]</i>                  |
| 5       | राहुलविमल रामराव मोरोडे | 7157057726 | rdpawar16@gmail.com    | पुस्तक | लाही   | <i>[Signature]</i>                  | <i>[Signature]</i>                  |
| 6       | अर्चना विजय पाटील       | 9806265674 | arunabernade@gmail.com | पुस्तक | लाही   | <i>[Signature]</i>                  | <i>[Signature]</i>                  |
| 7       | Dr. Sudam Radhwal       | 917003286  | sudamradhwal@gmail.com | पुस्तक | लाही   | <i>[Signature]</i>                  | <i>[Signature]</i>                  |
| 8       | राजेश राजू पुर          | 992355     | rajeshpur@gmail.com    | पुस्तक | लाही   | <i>[Signature]</i>                  | <i>[Signature]</i>                  |

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सक्षम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण

जिल्हा : **फुले**

विभाग : **पोलीस विभाग**

जिल्हा महिला व बाल विकास विभाग, अहमदनगर, २०२०

| क्रमांक | नाव               | मोबाईल क्र | ईमेल                 | पद  | तालुका | दिनांक<br>28/10/2024<br>(स्वाक्षरी) | दिनांक<br>29/10/2024<br>(स्वाक्षरी) |
|---------|-------------------|------------|----------------------|-----|--------|-------------------------------------|-------------------------------------|
| 20 1    | सुलोचना पी. महाजन | 7507510649 | sulochanap@gmail.com | PSI | लाही   | <i>[Signature]</i>                  | <i>[Signature]</i>                  |
| 20 2    | मिना. एच. मडकी    | 9219075522 | minamh@gmail.com     | API | लाही   | <i>[Signature]</i>                  | <i>[Signature]</i>                  |
| 20 3    |                   |            |                      |     |        |                                     |                                     |
| 20 4    |                   |            |                      |     |        |                                     |                                     |
| 20 5    |                   |            |                      |     |        |                                     |                                     |
| 20 6    |                   |            |                      |     |        |                                     |                                     |
| 20 7    |                   |            |                      |     |        |                                     |                                     |
| 20 8    |                   |            |                      |     |        |                                     |                                     |
| 20 9    |                   |            |                      |     |        |                                     |                                     |
| 20 10   |                   |            |                      |     |        |                                     |                                     |
| 20 11   |                   |            |                      |     |        |                                     |                                     |



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सक्षम -बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण

जिल्हा : धुळे

विभाग : पोलीस, जिल्हाधिकारी कार्यालय, धुळे

29/10/2021

|    |                       |                |   |                             |               |          |          |
|----|-----------------------|----------------|---|-----------------------------|---------------|----------|----------|
| 1) | अश्विनी बालास कोहर्ले | 99236<br>85365 | - | महिला<br>शालीय<br>हस्ताक्षर | धुळे          | 25/10/21 | 29/10/21 |
| 2) | अमरजि अंगारवाल पावर   | 992363<br>4720 | - | महोको                       | धुळे          | 25/10/21 | 29/10/21 |
| 3) | अपना क्रिशनसिंग गोडव  | 992241<br>3237 | - | महोको                       | AHTU<br>Dhule | 25/10/21 | 29/10/21 |
| 4) | मनीषी गो.म.म. गो.     | 992060<br>2465 | - | महोको                       | AHTU<br>Dhule | 25/10/21 | 29/10/21 |

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जिल्हा : धुळे

विभाग : आरोग्य विभाग - Project Office 2

29/10/21

|    |                    |            |                             |          |        |          |          |
|----|--------------------|------------|-----------------------------|----------|--------|----------|----------|
| 30 | श्री ए.आर. पांडे   | 9404972264 | Chaitanya.81111@gmail.com   | मि.कि.ख. | र-आ.की | 25/10/21 | 29/10/21 |
| 31 | अ.स.धिन श्री.चोपरी | 9923463944 | Chaudhary.sachin@gmail.com  | मि.नि.अ. | र-आ.की | 25/10/21 | 29/10/21 |
| 32 | अ.विजय एस.अडगोवकर  | 8308835236 | Vijaybhadragadkar@gmail.com | मि.नि.अ. | र-आ.की | 25/10/21 | 29/10/21 |
| 33 | सोम.जे.मो.देवरे    | 7796289393 | —                           | मि.नि.अ. | र-आ.की | 25/10/21 | 29/10/21 |
| 34 | हरी                |            |                             |          |        |          |          |
| 35 |                    |            |                             |          |        |          |          |
| 36 |                    |            |                             |          |        |          |          |
| 37 |                    |            |                             |          |        |          |          |



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जिल्हा : **धुळे**  
विभाग : **आरोग्य विभाग (NRHM)**

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| अनुक्रमांक | नाव                  | मोबाईल क्र | ईमेल                   | पद  | तालुका  | दिनांक<br>२८ ऑक्टो २१<br>(स्वाक्षरी) | दिनांक<br>२९/१०/२१<br>(स्वाक्षरी) |
|------------|----------------------|------------|------------------------|-----|---------|--------------------------------------|-----------------------------------|
| 1          | प्रमिला प्रमोद पाटील | 9503711066 | smrilekha131@gmail.com | BF  | शिंगूर  | <i>[Signature]</i>                   | <i>[Signature]</i>                |
| 2          | सुखस अनिम - मरहटा    | 8766738271 | Sukhasdhar83@gmail.com | BCM | प्रसूर  | <i>[Signature]</i>                   | <i>[Signature]</i>                |
| 3          | प्रदीप सतीश कुमारे   | 7372896464 | Pradipkumar@gmail.com  | BCM | रंगली   | <i>[Signature]</i>                   | <i>[Signature]</i>                |
| 4          | सविता रमेश पाटील     | 960783865  | savitapatil@gmail.com  | BCM | कोरगाडी | <i>[Signature]</i>                   | <i>[Signature]</i>                |
| 5          | सविता शारदा पाटील    | 9049617119 | savitashirda@gmail.com | BCM | धुळे    | <i>[Signature]</i>                   | <i>[Signature]</i>                |
| 6          | हार्दिक संधी साबळे   | 7030694802 | haryadhi@gmail.com     | BF  | रंगली   | <i>[Signature]</i>                   | <i>[Signature]</i>                |
| 7          | शरदा रामलाल पाटील    | 8605696670 | shardapatil@gmail.com  | BF  | कोरगाडी | <i>[Signature]</i>                   | <i>[Signature]</i>                |
| 8          | कोकीका प्रदिप जाधव   | 923455990  | kohikajadhav@gmail.com | BF  | कोरगाडी | <i>[Signature]</i>                   | <i>[Signature]</i>                |

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जिल्हा :  
विभाग :

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|    |                          |                          |                        |      |  |                    |                    |
|----|--------------------------|--------------------------|------------------------|------|--|--------------------|--------------------|
| 14 | अश्विनी पी. दिवसे        | 9643034572               | ashwinipatil@gmail.com | ICDS |  | <i>[Signature]</i> | <i>[Signature]</i> |
| 15 | एम.एम. नागपुरे           | 9421001361               | mmnagpure@gmail.com    | ICDS |  | <i>[Signature]</i> | <i>[Signature]</i> |
| 16 | अमली डी. ए. रेवळे        | 9423471403               | amali.dhale@gmail.com  | ICDS |  | <i>[Signature]</i> | <i>[Signature]</i> |
| 17 | अमली पी. डी. पाटील       | 9373228577               | amali.patil@gmail.com  | ICDS |  | <i>[Signature]</i> | <i>[Signature]</i> |
| 18 | अमली रमेश पाटील          | 940015242                | amali.ram@gmail.com    | ICDS |  | <i>[Signature]</i> | <i>[Signature]</i> |
| 19 | अमली संधी गुणबाबत लोखंडे | 7109340865<br>9405872629 | amali.sandhi@gmail.com | ICDS |  | <i>[Signature]</i> | <i>[Signature]</i> |
| 20 | अमली                     |                          |                        |      |  |                    |                    |
| 21 |                          |                          |                        |      |  |                    |                    |



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सक्षम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण  
जिल्हा : धुळे  
विभाग : मात्र. सी. डी. डी.  
Mob. No. पद पद पद

| क्र. | नाव                          | मोबाईल क्र. | पद         | ता. 28/10/21 | ता. 29/10/21 |
|------|------------------------------|-------------|------------|--------------|--------------|
| 6    | श्रीमती सुनिता सन्साराप मोरे | 9422445876  | Supervisor | Supervisor   | Supervisor   |
| 7    | श्रीमती सुनिता सन्साराप मोरे | 9890527823  | Supervisor | Supervisor   | Supervisor   |
| 8    | श्रीमती सुनिता सन्साराप मोरे | 9306752701  | Supervisor | Supervisor   | Supervisor   |
| 9    | श्रीमती सुनिता सन्साराप मोरे | 88888884    | Supervisor | Supervisor   | Supervisor   |
| 10   | श्रीमती सुनिता सन्साराप मोरे | 954584      | Supervisor | Supervisor   | Supervisor   |
| 11   | श्रीमती सुनिता सन्साराप मोरे | 9603261     | Supervisor | Supervisor   | Supervisor   |
| 12   | श्रीमती सुनिता सन्साराप मोरे | 8999167523  | Supervisor | Supervisor   | Supervisor   |
| 13   | श्रीमती सुनिता सन्साराप मोरे | 963284      | Supervisor | Supervisor   | Supervisor   |

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**नौदणी पत्रक**

सक्षम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण  
जिल्हा : धुळे  
विभाग : ICDS - महिला व बाल कल्याण

| अनुक्रमांक | नाव                   | मोबाईल क्र.    | ईमेल | पद        | तालुका              | दिनांक<br>28 सप्टेंबर 21<br>(स्वाक्षरी) | दिनांक<br>29 सप्टेंबर 21<br>(स्वाक्षरी) |
|------------|-----------------------|----------------|------|-----------|---------------------|---|---|
| 1          | सुनिता रविंद्र रवेंदर | 82755<br>63837 |      | मंडळीक    | धुळे-ICDS<br>(धुळे) | Shikhar                                 | Shikhar                                 |
| 2          | सुनिता रविंद्र रवेंदर | 9421473236     |      | पंचायतिका | धुळे-ICDS           | Shikhar                                 | Shikhar                                 |
| 3          | सुनिता रविंद्र रवेंदर | 8275583169     |      | पंचायतिका | धुळे-3              | Shikhar                                 | Shikhar                                 |
| 4          | सुनिता रविंद्र रवेंदर | 777688882      |      | पंचायतिका | धुळे-3              | Shikhar                                 | Shikhar                                 |
| 5          | सुनिता रविंद्र रवेंदर | 7588947655     |      | पंचायतिका | धुळे-3              | Shikhar                                 | Shikhar                                 |



**SBC<sup>3</sup>**

CENTRE FOR  
SOCIAL AND BEHAVIOUR CHANGE  
COMMUNICATION



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

**नौदणी पत्रक**

सक्षम -बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण  
जिल्हा : **धुळे**  
विभाग : **शिक्षण विभाग**

**unicef**  
for every child

| अनुक्रमांक | नाव                       | मोबाईल क्र | ईमेल                       | पद         | तालुका   | दिनांक<br>28/10/2021<br>(स्वाक्षरी) | दिनांक<br>29/10/2021<br>(स्वाक्षरी) |
|------------|---------------------------|------------|----------------------------|------------|----------|-------------------------------------|-------------------------------------|
| 1          | दिवक सुरेश सोनवणे         | 9822269440 | Kailash.Sonawale@gmail.com | विद्यार्थी | शिंदखेडा | <i>[Signature]</i>                  | <i>[Signature]</i>                  |
| 2          | श्रीम. लोहिणी नांदे       | 9423369499 | rohini.nandhe25@gmail.com  | विद्यार्थी | मुळे     | <i>[Signature]</i>                  | <i>[Signature]</i>                  |
| 3          | श्री. एकनाथ बाबुराव कावळे | 9552653736 | eknath.vhadkar@gmail.com   | मि. वि. अ. | शिंदखेडा | <i>[Signature]</i>                  | <i>[Signature]</i>                  |
| 4          | श्रीम. सुनिवा शिपणी मसारे | 9890349805 | sunita.shirani@gmail.com   | वि. वि. अ. | साक्षी   | <i>[Signature]</i><br>29/10/2021    | <i>[Signature]</i><br>29/10/2021    |
| 5          |                           |            |                            |            |          |                                     |                                     |

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

**नौदणी पत्रक**

सक्षम -बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण  
जिल्हा : **धुळे**  
विभाग : **पंचायत विभाग**

**unicef**  
for every child

| अनुक्रमांक | नाव                       | मोबाईल क्र | ईमेल                     | पद          | तालुका           | दिनांक<br>28/10/2021<br>(स्वाक्षरी) | दिनांक<br>29/10/2021<br>(स्वाक्षरी) |
|------------|---------------------------|------------|--------------------------|-------------|------------------|-------------------------------------|-------------------------------------|
| 6          | मि. राजू बाबुराव गळड      | 9960293817 | rajul.phimare@gmail.com  | वि. अ. (अप) | मुळे             | <i>[Signature]</i>                  | <i>[Signature]</i>                  |
| 7          | सुखाम हंमंतराव मोरे       | 8329186217 | suhasmohare79@gmail.com  | वि. अ. (अप) | पंच. म. शिंदखेडा | <i>[Signature]</i>                  | <i>[Signature]</i>                  |
| 8          | राजू इरगा मोरे            | 9420568457 | mail202544@gmail.com     | वि. अ. (अप) | पंच. म. शिंदखेडा | <i>[Signature]</i>                  | <i>[Signature]</i>                  |
| 9          | श्रीम. सुनिवा शिपणी मसारे | 9890349805 | sunita.shirani@gmail.com | वि. वि. अ.  | पंच. म. साक्षी   | <i>[Signature]</i>                  | <i>[Signature]</i>                  |
| 10         | श्री. ओ. पी. महांले       | 9404081392 | omkarnale94@gmail.com    | वि. अ. (अप) | पंच. म. साक्षी   | <i>[Signature]</i>                  | <i>[Signature]</i>                  |
| 11         |                           |            |                          |             |                  |                                     |                                     |
| 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

### 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 तार्ईसाठी 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 सटका 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)

- 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 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:

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.

Thank You...