

# SAKSHYUM

## Training of Trainers Report of Frontline Workers of Jalgaon

*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, DWCDO, 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, DWCDO, 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 13/10/2021 & 14/10/2021)

### **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/1x1-yvUY1xs3GtRkMBaESQmicT4uQ4dt4g3PfZp3fC8Q/edit> link for Jalgaon district. Total 105 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 Jalgaon Districts for the frontline workers. The schedule of the TOT is presented in the Table Below:

Sr. No	District	Location and Venue	Date
1	Jalgaon	District Planning Hall, District Collector Office, Jalgaon	13 <sup>th</sup> and 14 <sup>th</sup> October 2021

#### b. TOT Structure:

The Training of Trainers Program was held in the Jalgaon district. The ToT programs were focused on providing training to Master Trainers of the ICDS ,Health, Education, Panchayat Departments for imparting the knowledge and skills to the AWW, ASHA, Gram Sevak, Teachers 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	20	20
2	Health	10	22	32
3	ICPS/DCPO	16	8	24
4	Panchayat	11	4	15
5	Education	10	5	15
6	Childline 1098	4	3	7
7	NGO	1	0	1
8	University Students	0	0	0
9	Volunteer	2	1	3
10	Other's	0	0	0
	<b>Total</b>	<b>54</b>	<b>63</b>	<b>117</b>

#### d. Participants Designation:

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

- a. District Collector, CEO's, ZP President, CWC President &Members, Dy.CEO WCD, DWCD Officers, DCPO's were present for the Inauguration.

##### 2) Master Trainers :

- a. ICDS Department : ICDS Supervisors  
b. Health Department : Community Health workers, DCM (District Community Mobilizer) BCM (Block Community Mobilizer) BF( Block Facilitator)NRHM  
c. Education Department : Extension Officers  
d. Panchayat Department: Extension Officers

- e. DCPO Unit: Protection officers, Legal advisors, Social workers, outreach workers
- 3) **Civil Society Organizations:** NGOs active in Jalgaon, CHILDLINE 1098 District Level Partners-Coordinator, Team member and Counsellor
- 4) **Volunteers for support in the TOT:**
- a. NYK District level team
- b. CHILDLINE 1098 Volunteers

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

**Duration of the Program: 2-day TOT Program.( Morning 10.00 am to 5.00 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: १३ ऑक्टोबर २०२१

जिल्हा: जळगाव

वेळ	सत्र	कृती	प्रशिक्षक
सत्र नियोजन			
दिवस – १			
स्वागत व परिचय			
सकाळी ०९:०० १०:००	नोंदणी, पूर्व चाचणी व नाश्ता (१० वाजे पर्यंतच नाश्ता उपलब्ध असेल )	नोंदणी, पूर्व चाचणी व नाश्ता	प्रकल्प समन्वयक आणि स्वयंसेवक
सकाळी १०:०० -११:००	उदघाटन आणि स्वागत	उदघाटन आणि स्वागत, पूर्व चाचणी फॉर्म	सूत्रसंचालन - जिल्हा प्रकल्प समन्वयक प्रमुख पाहुण्यांचे स्वागत
सकाळी ११ – ११:४५	बाल विवाह – व्याप्ती आणि परिणाम	पॉवर पॉइंट प्रेझेंटेशन चित्रपट सक्षम, लाइकसिस्टर्स, डॉ. मृदुला फडके चित्रफीत	पूजा यादव
११.४५ -१२.००	चहा ब्रेक		



सकाळी १२ ते १२.३०	बाल विवाहाची कारणे आणि समाधान	संवाद कार्ड सुलभीकरण व पोस्टेड चिटकवणे	मिनाकुमारी यादव,	
दुपारी १२:३० -१.१५	लिंग आधारित भूमिका, लिंगभेद, पितृसत्ताक पद्धत, एजन्सी आणि संमती	चित्रांवर आधारित चर्चा, कमला भसीन क्लिप	निशीत कुमार	
दुपारी १.१५-१. २५	गाणे- आशाये		सर्व सहभागी	
दुपारी १.२५-२:००	दुपारच्या जेवणाची सूट्टी			
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		पॉवरपॉईंट सादरीकरण	पूजा यादव
दुपारी ४.४५ ते ५.०५	बाल विवाह प्रतिबंध अधिनियम २००६		पॉवरपॉईंट 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 आणिमीनाकुमारी यादव	
सकाळी ११ ते ११.१५	चहा व नाश्ता ब्रेक			
सकाळी 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	निशित 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	दूपारचे 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
दुपारी 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 गट 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 focused 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- Jalgaon, 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.
Jalgaon	99

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:**

There were 114 participants in the Training but 10 pre-post tests of the Participants were not able to be administered due to the representatives of different departments participating during the training and leaving early due to various reasons like meetings or other commitments.

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
Jalgaon	114	0	5	10	99	86.84210526

Departments	Jalgaon	
	Total No of Participants	Pre- and post- test
ICDS	20	19
ICPS/DCPU	24	20
Health	32	28
Panchayat	15	11
Education	15	15
Others (Childline, Local NGO, Volunteers, students etc.)	11	6
<b>Total</b>	<b>117</b>	<b>99</b>

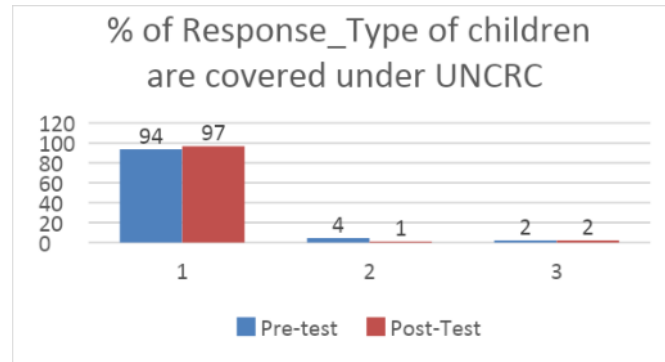
**1. Knowledge regarding the definition of a child:**

Jalgaon has been an aware participant about the child definition as per law, out of 94 almost 81 people have given the right answer as a child definition as per law is 18 years. Out of 15 people ICDS, education department, Health Department who have given the definition as less than 14 years have changed their

answer in the post test as less than 18 years. Whereas 3 participants from Health, ICDS and ICPS have given the answer as a C and B, this may be because of the hurry to fill up the feedback form.

## 2. Knowledge of UNCRC:

94% were aware of the UNCRC, 3 % of participants have revised their answers after the training.

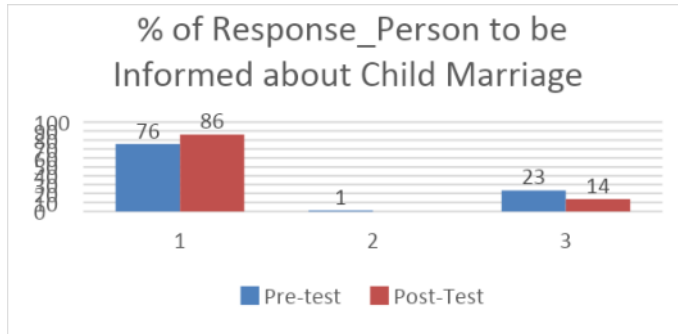


## 3. Children who need protection due to any situation, are provided support under which law?

% of Response_Law for Protection of Any Child			
Ans_Code	Answers_Participants	Pre-test	Post-Test
A	CLPRA	15	3
B	JJ Act	67	54
C	POCSO	18	43
Grand Total		100	100

67 % participants have responded to the JJ Act as a major act for the protection of any child, whereas after the workshop only 54 % participants have responded to the JJ Act. Whereas there is a sharp increase from 18 % to 43% after the workshop. Since there is a possibility that the participants were not aware about the Act, the impact of the POCSO session can be seen from the answers. It is confusing for some of the participants to chose between the protection and protection from sexual abuse, since the POCSO ac defines the physical and sexual abuse in detail. Since 22 participants have changed their answers from B to C after the session.

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



The response to the question on who should be informed regarding a child marriage also indicated a better understanding of the process of handling child marriage situations. 86% participants responded correctly in the post-test as against 76% in the pre-test. This indicates a better understanding of the PCMA and the designated persons under this law, who are responsible for intervening in child marriage situations.

#### 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	66	81
B	Girls not valued	15	5
C	Fear of elopement	13	8
Grand Total		94	94

66 % Participants in Jalgaon responded that major reason for the child marriage is awareness about the law, but it is noticeable that 15% participants responded that girls are not valued has come down to 5 % and fear of elopement from 13 % to 8 % have come down. 64 participants out of 94 % continued to give the same response as low awareness about the law is a reason. It has found that the Gender session was not being properly understood by the participants since the girls not valued or Fear of Elopement has come down after the training.

## Training of Trainers Program Reports- District Wise

### Jalgaon TOT program

- Venue : District Planning Hall, Collector Office Jalgaon
- Date: 13<sup>th</sup> and 14<sup>th</sup> October 2021
- Participants: 117

Sr. No.	Department	Designation	Total Number
1	Women & Child Development	Anganwadi Supervisor	20
2	Health	DCM-NRHM	1
		BCM-NRHM	15
		BF-NRHM	16
3	ICPS/DCPO	Team	24
4	Panchayat Department	Extension Officer	15
	Education	Extension Officer	15
4	Childline 1098 and other	Team	12
	<b>Total</b>		<b>117</b>

### **Welcome and Inauguration:**

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

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

Mr.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 Books by SBC3 team, WCD office staff.

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



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

He started his speech by mentioning that Maharashtra is Ranked Number 1 in the GDP in India, we have stock market, film industry, major technology hubs and various industries here in Maharashtra. We are blessed with the thoughts of legends whose birth place is Maharashtra like Dr. B.R. Ambedkar, Jyotiba and Savitribai Phule, Bal Gangadhar Tilak and the legendary sports person Sachin Tendulkar. But we need to think about why there is a higher literacy rate in Kerala, 75% of girls in Kerala are completing their 10 years of schooling and in Maharashtra the percentage of girls completing 10 years of schooling is only 46.7%.

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

He mentioned that in Maharashtra out of 5, 1 Marriage is Child Marriage. Child marriage is the biggest reason to give birth to the stunted children. It is important to End Child Marriages. It is very important to educate every child, and provided with 10 years of schooling, if the girl child is educated, she can earn and make decisions for herself and also regarding her marriage at the right age. This will turn into delay in pregnancy and will be able to deliver a healthy child.

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

### **Speakers View :**

Hon'ble Mr.Abhijeet Raut, District Collector Jalgaon, Mr.Pankaj Ashiya CEO ZP, women and Child Development, Jalgaon, Hon'ble Mr.D.K.Raut, Deputy CEO, WCD, ZP, Hon'ble Mr. Vijaysingh Pardeshi DWCD, Jalgaon were present for the Inauguration Ceremony.

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

Although the rate of child marriage in Jalgaon district is 28%, it is higher than the state. Therefore, if all the departments work together, child marriage can definitely be reduced to zero. The Hon'ble Collector is very sensitive about this issue. I testify that the Department of Women and Child Development will do its utmost for their support. Vijay Singh Pardeshi District Women and Child Development Officer said that Gramsevak and police should be involved in this program and we should do better in future.

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.

#### iv. Sessions brief :

##### **Session 1: Scale of Child Marriage**

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

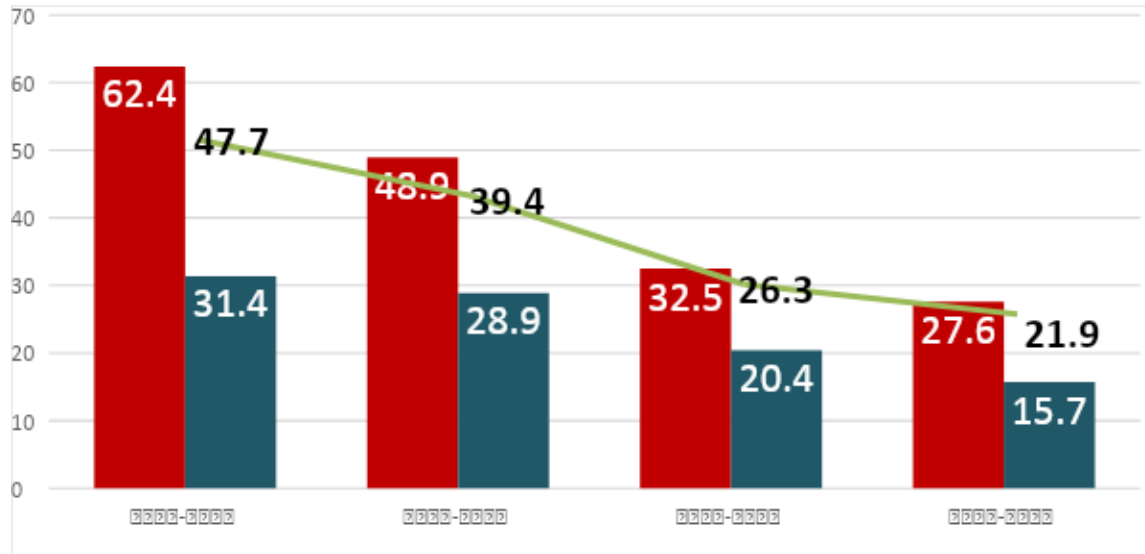
**Facilitator: Ms. Pooja Yadav**

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

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

- A) District wise percentage of the child marriage and its 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%



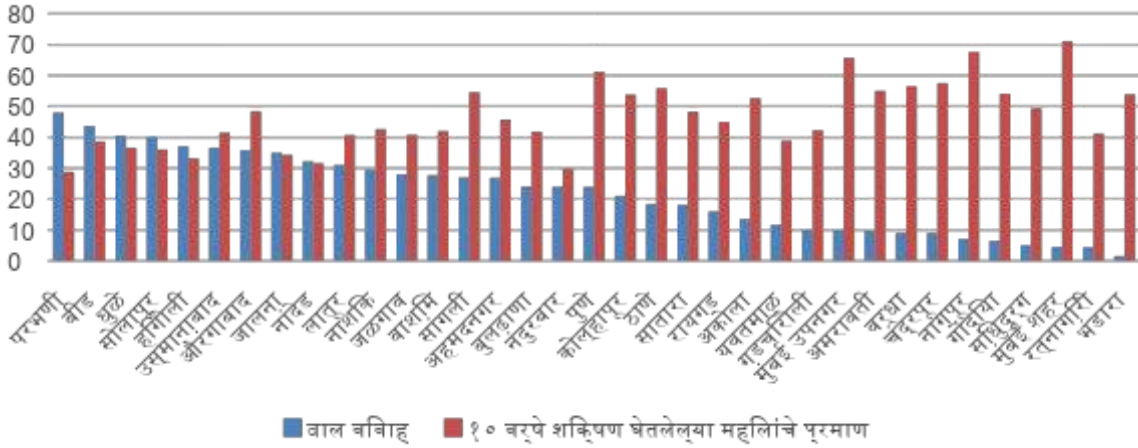
## महाराष्ट्रातील बालविवाहांची जिल्हांवर व्याप्ती (NFHS-५)

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	गंधारोली	१०.१
१२	अकोला	१३.५
१३	रायगड	१६.०
१४	ठाणे	१८.४
१५	यवतमाळ	११.७
१६	कोल्हापूर	२१.०
१७	सातारा	१८.१

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

१०% पर्यंत	
११- २१.९%	
२२- २९.९%	
३०- ३९.९%	
४०- ४९.९%	
५०- ५९.९%	
६०- ६९.९%	
७०- ७९.९%	
८०- ८९.९%	
९०- ९९.९%	
१००%	

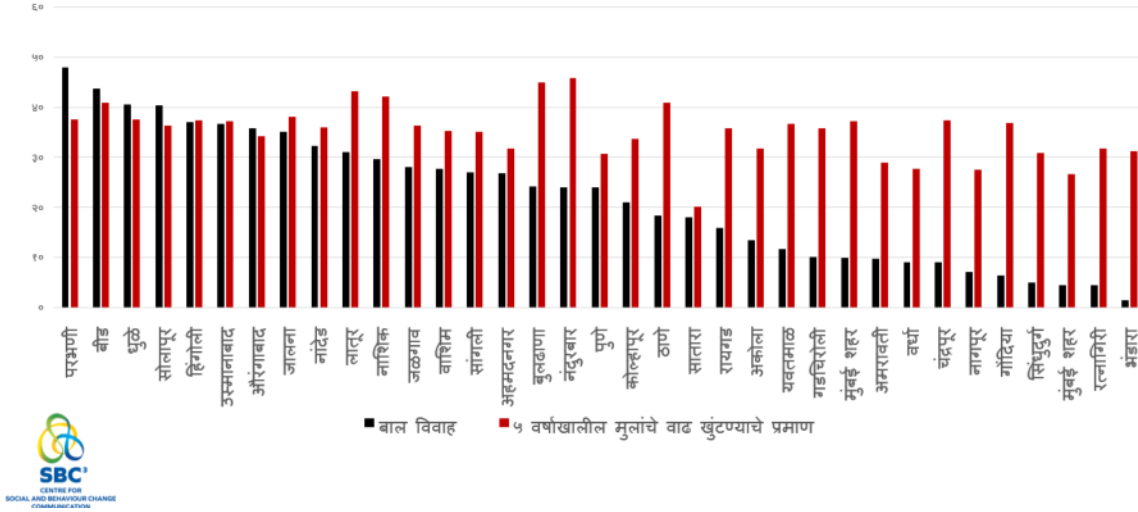
Girls completing 10 years of education District wise Presentation:



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



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



### Key Messages:

- 1) Trend of Child Marriages in Maharashtra from 1998 to 2020, shows that it has reduced to nearly 1/5<sup>th</sup>. However, this has taken a long time and we need to act now to end child marriages in Maharashtra.
- 2) Jalgaon rates of child marriage are much higher than the state average of 21.9%
- 3) Concern is out of 36 districts 18 districts are having the higher rate of child marriage. Out of which 16 districts have less than 50% of the girls who achieve 10 years of schooling. Marathwada lacks the tendency of sending their girl child to get the education in another district or taluka. There are droughts, crop failures and migration contributing factors for increasing the rate of child marriage.
- 4) 13 Districts have high rates of stunting. adolescent girls lack the capacity to hold the child in her pelvic bone since her body is not fully developed, she is also a victim of anemia and low BMI. Mothers with these complications have shown the result of delivering a child with low weight. The child may become stunted and wasted. Thus, direct correlation can be observed indicating that reducing child marriages will also ensure better health for children.
- 5) Figures showing girls completing 10 years of education crosses 40% the impact on Child Marriage starts showing but strongly impacts the CM when grows beyond 50%. This also holds true for the 5 districts. Unless every effort is made to ensure that 50% or more girls

complete at least 10 years of their schooling, we will not be able to make significant changes in the ending practices of child marriages.

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

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

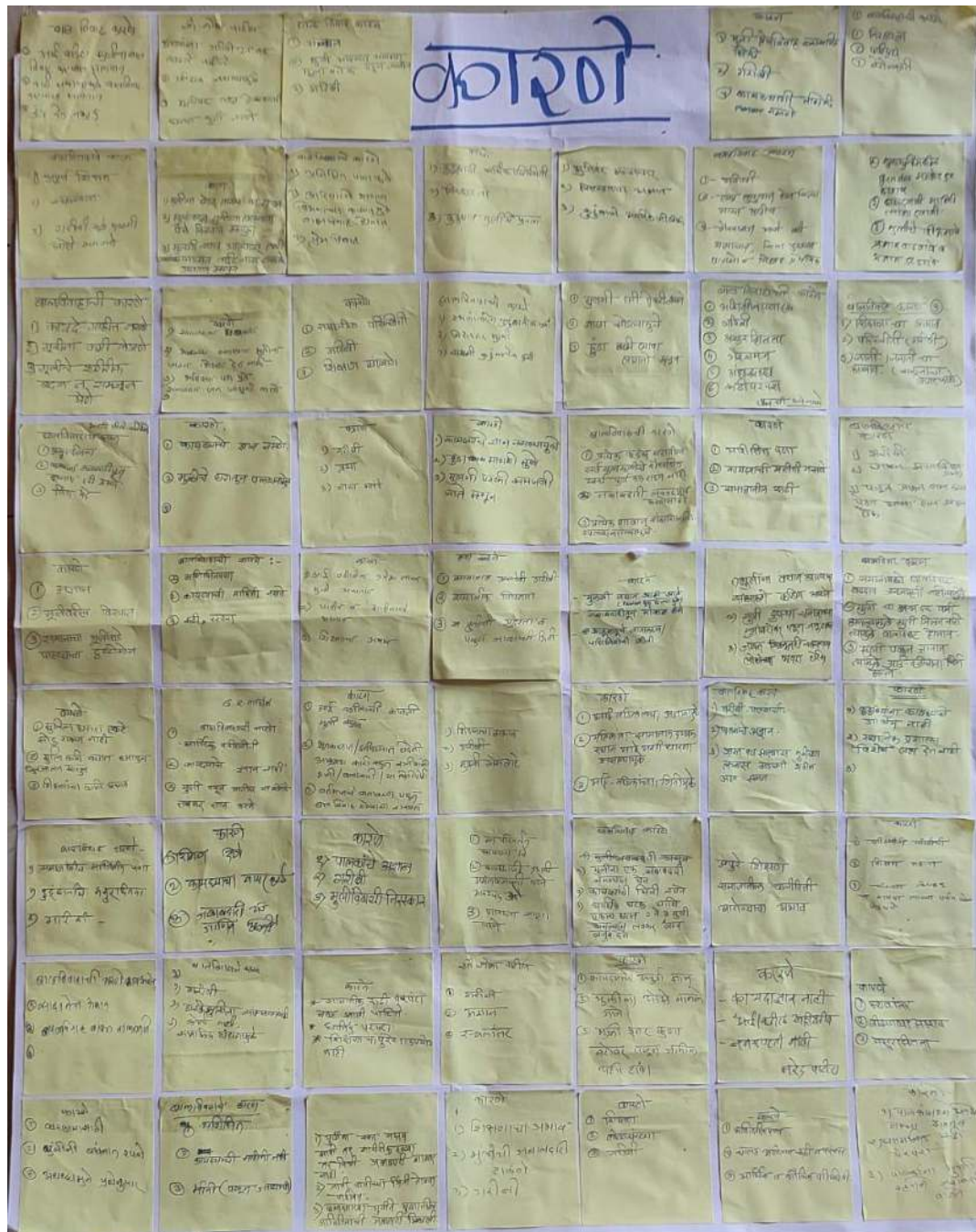
## **Activity 2: Child Marriage Stakeholders and their roles**

**Facilitator : Meenakumari Yadav**

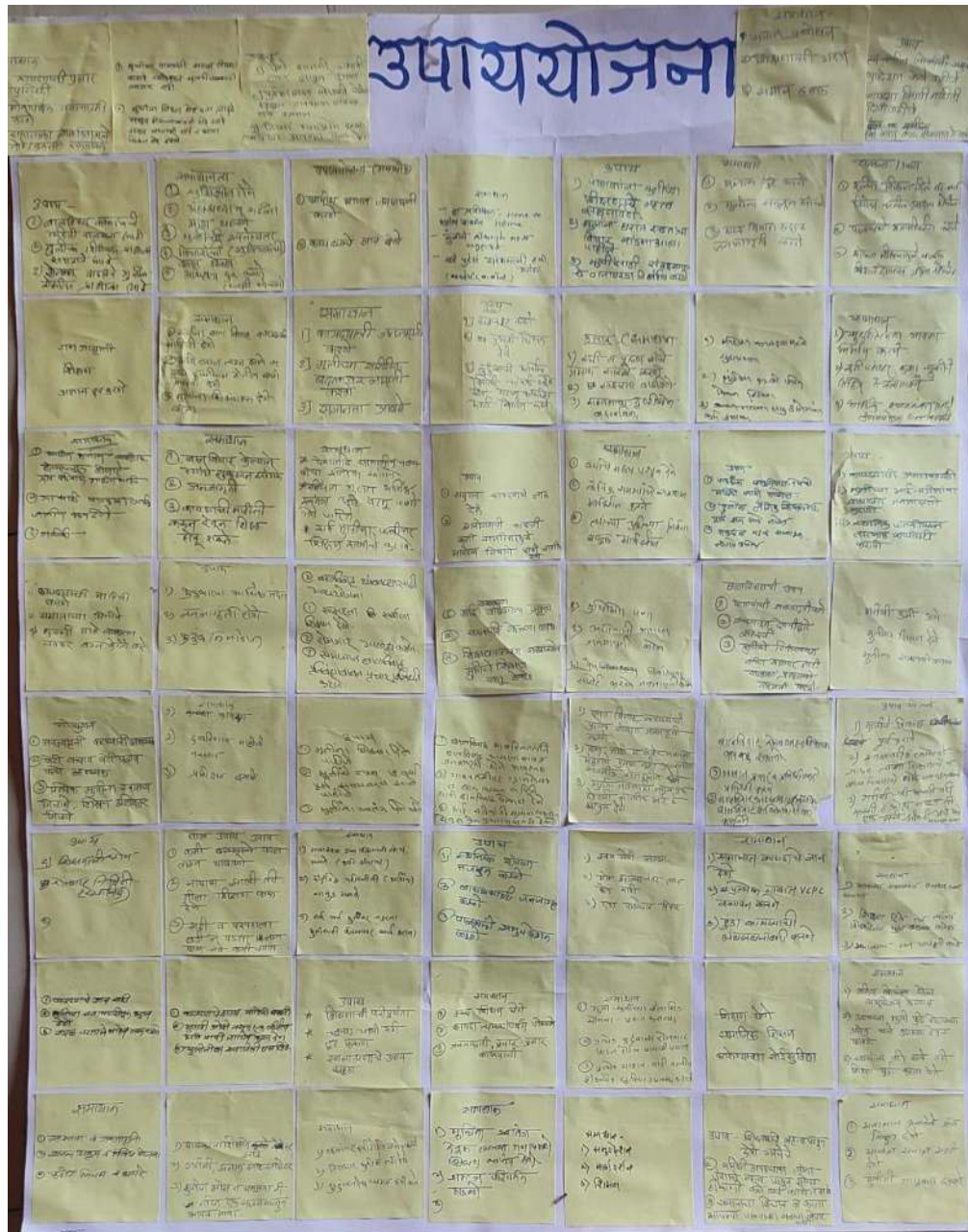
### **Brief about the session :**

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

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

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

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

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

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

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

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

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

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

**Key Messages :**

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

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

Lunch Break:

**Session 3: Stakeholders to fight child marriage**

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

**Facilitator : 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:

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 Jalgaon district Child Marriage Free by 2030....

## Day 2:

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

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

Time: 15 min

Facilitator: Kiran Bilore

#### **Key Messages:**

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

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

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

Facilitator: Pooja Yadav

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



Facilitator: 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 Jalgaon District. Following are the recommendations by each Department;

1) ICDS:

- i. To guide the monthly meeting of teenage girls.
- ii. Public Awareness at Parents Meeting (Regarding Prevention of Child Marriage)
- iii. Effective implementation by setting up Village Child Protection Committee
- iv. Surveying and counseling out-of-school girls.
- v. Monthly nutrition guidance for adolescent girls with BMI.
- vi. Establishment of Balika Mandal.
- vii. To pass resolution against child marriage in Gram Sabha.
- viii. Counseling for gender equality.

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. Publicity through gender street health drama
- vi. Celebrating Adolescent Health Day.
- vii. Counseling during monthly meetings of parents of teenage girls.
- viii. Regular home visits through Asha.

3) Education:

- i. Establishment of Kishori Manch at village level.
- ii. Empowering parents.
- iii. Stopping school dropouts.
- iv. Providing separate educational facilities for girls.
- v. Complaint / question box at school.
- vi. The Gram Panchayat should provide separate funds for the school.
- vii. Arranging rallies of School students highlighting the issue.

4) Rural:

- i. 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.
- ii. Regular review by Child Protection Committee, School Management.
- iii. Displaying banners/posters in public places, about PCMA 2006.
- iv. Increasing awareness by method of Dawandi (Local method to inform people about any important issue/news/rule, etc.)
- v. Making it mandatory for all the Marriage hall owners to give information about marriage taking place to Gram Panchayat and further CMPO to ensure that marriage planned is not CM.
- vi. Counseling through social and caste panchayats.
- vii. Increasing awareness about Childline 1098 among children
- viii. Awareness about 1 lakh fine and 2 years education in case of child marriage.

5) Protection- Childline team and Taluk Protection Officers:

- i. Seating up Taluka Child Protection Committee, to ensure setting up and effective working of VCPC.
- ii. Meetings of village committees like Gram Panchayat, Child Protection Committee, School Management Committee, Self Help Group, Youth Circle, Adolescent Girls etc. every two months.
- iii. Display of 1098 and 100 number at public places
- iv. School counseling, murals, posters, reviews of irregular school children.
- v. Public Awareness in Gram Sabhas - Street plays & Posters
- vi. Support of Peoples representatives in the Campaigning to end child marriage is essential, and thus should be ensured.
- vii. Arranging training sessions in collaboration with NGOs to Social organizations in the village

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

Facilitator: Nishit Kumar

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

Child Sexual Abuse. Due to this the court was not providing any major punishment to the perpetrators of child sexual abuse before.

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

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

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

## **Key Messages:**

### *Understanding Child Sexual Abuse:*

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

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

*Understanding the PCMA:*

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

- 3) Punishments :

**Penetrative sexual assault:**

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

**Aggravated penetrative sexual assault:**

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

**Aggravated sexual assault:**

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

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.

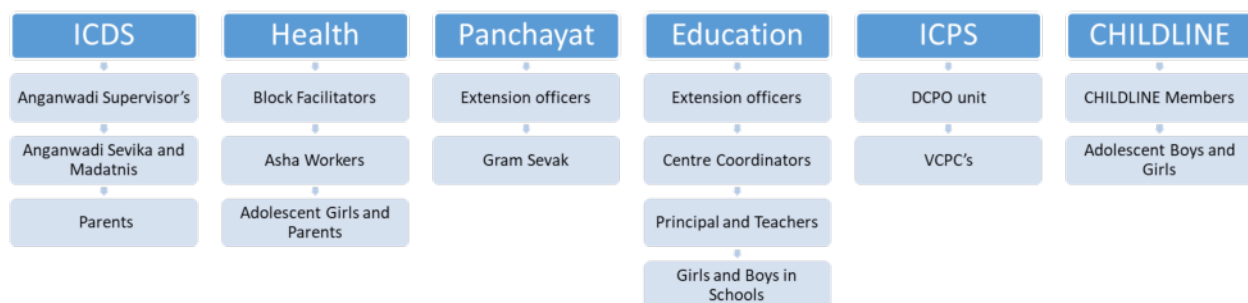
This session ended with Hum Ko Man Ki Shakti Dena song.

### 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 drive for the cascading sessions they are going to take for their subordinates at local level. A brief about documentation and mechanism of reporting was given to Master Trainers and were also asked to mention their individual planning for cascading the two days training given to them.



## **Session 5: Communication Skills:**

Facilitator: Nishit Kumar

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

### **Key Messages:**

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

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

### **Discussions and Observations:**

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

Women are considered more shy than 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. Kalpana Bhangale, ICDS department, shared her view in following words, “ This 2 day training was very important for me. I had never received such training before. I will definitely benefit from this training by training our Anganwadi workers at the village level. Anganwadi workers visit every house and interact with the parents, so it will definitely be beneficial. We will all work together to ensure that there is no child

marriage in our beat. Because Anganwadis have to deal with various problems at the village level. Getting the right information through training will make the job easier”.

Shri T.P.More, Panchayat Extension Officer, shared that, “I was suddenly sent to this two day training because I didn't want to because I saw a lot of training till today but today's training was very funny and I got the complete information here. The Gram Panchayat is an important link in the village to reach out to the people through the Gram Sabha”.

Shri. Kishor Vaykole, Education Extension Officer, expressed his view as “When I realized that there was training, I thought about our role in the subject of women child development, so I did not want to come for training but when the training was completed I realized that education is really related to 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 into the stream of education and to provide education till 12th standard”.

**Photos:**



**Hon.Abhijeet Raut,(IAS) District Collector, Jalgaon**





**Hon.Pankaj Ashiya (IAS) CEO ZP Jalgaon**



**Participating Aamchi Urmila Role play Activity**





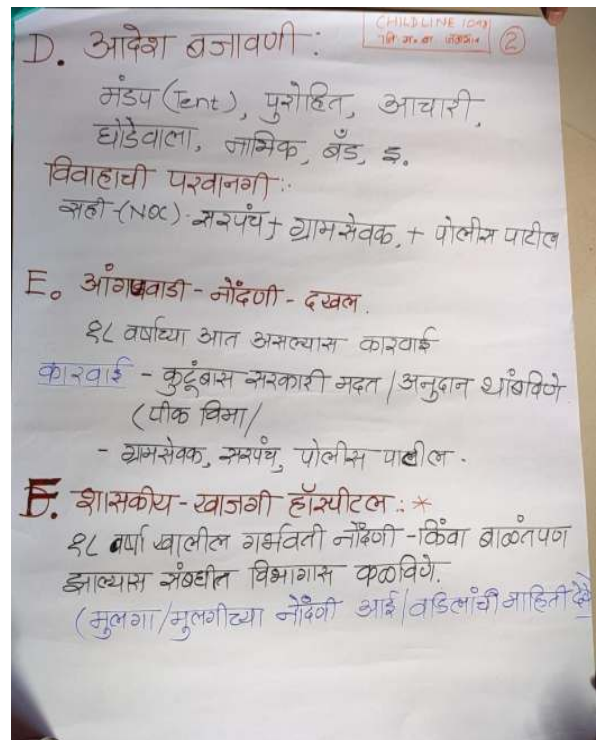
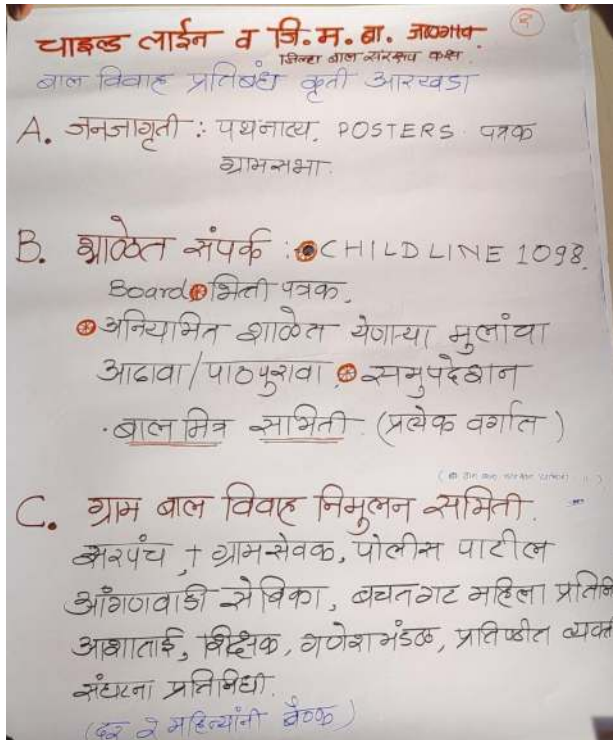
Participants Enjoying the Energizer





**Group Activity Discussion**

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





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# ICDS

## बाल विवाह शान्तिविद्याशाली प्रतिबंधात्मक उपस्थ

- 1) किशोरी मुर्तीया दूर महा होनाया संसेम प्रशसि मार्गस्थि.
- 2) पालक संसेम जनजाधुनी (बाल विवाह प्रतिबंधाशाली)
- 3) ग्राम बाल संस्थान समिती गठित करुन त्यान प्रभावी समलवजाली.
- 4) शालाबाह्य मुर्तीये आमंशक करुन आमपदेशन कुणे.
- 5) किशोवशीत मुर्तीया B7 I काहून (दूर महा) पोफापोवशीमार्गस्थि.
- 6) किशोवशीत मुर्तीया जीवन संस्थान कि कुणे व आमम समंसे.
- 7) ग्राम संसेम बाल विवाह प्रतिबंधाशाली बाल-
- 8) वसिक्त संस्क - शालात कुणे.
- 9) विनयमानता मायाशि आमपदेशन कुणे.

- 10) CBE કાર્યક્રમમાં જનગણમની.
- 11) ભયોક્ષણ કાર્યક્રમમાં જનગણમની. લૅંગિક શિક્ષણ દેવો.
- 12) શિક્ષણને મદત્ત પહોંચાડે.
- 13) ગૃહભેદી દેવો.
- 14) બેટી વચ્ચે બેટી પઠાઓ - જનગણમની.
- 15) કિશોરી મુલોના કિલ્લા વિદ્યાપ્રાધિક્ષણ યોજના મદત્તને કાર્યક્રમ યોજાઈ માગિશ્વર કુળો.

**लालविवाह**  
**प्रतिबंध करण्यासाठी**  
**आरोग्य विभागाची भूमिका**

① आरोग्याचे संभाषण धोके  
② वैयक्तिक आनुवांशिक धोके (HIV/STD)  
③ जन्ममा होणे  
④ स्पर्कर गर्भधारणेमुळे मूलूचा धोका

**आरोग्य विभागाची भूमिका**

① किशोरवयीन मुला-मुलींची बैठक  
② माता व माहिती बैठक  
③ ग्रामसमवेदन नगरिकांचे समुपदेशन



④ सॅनिटरीपॅड व IFA गोळ्या पुरवणे  
⑤ पध्नाय व त्वसिद्धी  
⑥ लिंगभेद  
⑦ आरोग्य विषयक शिक्षण  
⑧ AHD (किशोरवयीन आरोग्य दिवस)  
⑨ RKSK  
⑩ Peer Educator  
⑪ आशा सेविका माफिन गृहभेदी  
दरम्यान समुपदेशन  
⑫ किशोरवयीन मुलांचा पावठांचे माहिती समवेदन  
समुपदेशन व मार्गदर्शक



Group Photo of Participants in Jalgaon



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

 महाराष्ट्र शासन,  
महिला व बाल विकास विभाग,  
जिल्हा महिला व बाल विकास अधिकारी  
कार्यालय, जळगाव 

मध्यवर्ती प्रशासकीय इमारत दुसरा मजला, आकाशवाणी केंद्राजवळ, जळगाव पि.नं. ४२५००१  
फो.नं. ०२५७, २२२८८२८, Email ID- dwcwjai@gmail.com

जा.क.जि.बा.सं.क.अ.ज/वा.वि.नि. TOT प्र.कार्य. २०२०-२१ ४२५८/ दिनांक-०९/१०/२०२१

महत्वाचे  
प्रति,

१. उपमुख्य कार्यकारी अधिकारी (ग्रामपंचायत) जि.प. जळगाव
२. जिल्हा कार्यक्रम अधिकारी, मबावि, जि.प., जळगाव.
३. जिल्हा आरोग्य अधिकारी, जि.प., जळगाव.
४. शिक्षण अधिकारी प्राथ/माध्य, जि.प., जळगाव.
५. जिल्हा महिला व बालविकास अधिकारी, जळगाव
६. जिल्हा समन्वयक, चाइल्ड लाईन, जळगाव.
७. बालविकास प्रकल्प अधिकारी, नागरी जळगाव/मुसावळ.

विषय : जळगाव जिल्ह्यातील बालविवाह निर्मूलनासाठी युनिसेफ \_एसबीसी<sup>३</sup> मार्फत अग्रभागी कर्मचाऱ्यांच्या दोन दिवसीय प्रशिक्षकांचे प्रशिक्षण (TOT) आयोजन बाबत.

संदर्भ : १. मा. आयुक्त, महिला व बाल विकास, आयुक्तालय महाराष्ट्र राज्य, पुणे यांचे पत्र क्र. ८०६ दि. ३०.०७.२०२१.

२. सेंटर फॉर सोशल अँड विहेवियर चेंज कम्युनिकेशन, मुंबई यांचे पत्र दि. ०६ ऑगस्ट २०२१.

उपरोक्त संदर्भित विषयान्वये, महिला व बाल विकास विभाग, युनिसेफ आणि एसबीसी<sup>३</sup> यांच्या संयुक्त विद्यमाने जिल्ह्यात बालविवाह निर्मूलनासाठी "सक्षम" प्रकल्प राबविण्यात येत आहे. प्रकल्पांतर्गत दि. १३ व १४ ऑक्टोबर २०२१ दरम्यान जिल्हास्तरावर क्षेत्रीय पातळीवरील अग्रभागी कर्मचाऱ्यांचे दोन दिवसीय ऑफलाईन प्रशिक्षकांचे प्रशिक्षण (TOT) घेण्यात येणार आहे. सदर प्रकल्पाच्या प्रभावी अंमलबजावणीसाठी 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 ग्रामीण आरोग्य अभियान, आरोग्य विभाग ५) तालुका समूह संघटक/ गटप्रवर्तक- राष्ट्रीय ग्रामीण आरोग्य अभियान, आरोग्य विभाग ६) जिल्हा बाल संरक्षण कक्ष - महिला व बाल विकास विभाग ७) संरक्षण अधिकारी कनि. ८) चाइल्डलाईन 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 नाही याची दक्षता घ्यावी.

प्रशिक्षणाचे ठिकाण: जिल्हा नियोजन सभागृह, जिल्हाधिकारी कार्यालय जळगाव  
दिनांक : १३ व १४ ऑक्टोबर २०२१  
वेळ: ९:३० सकाळी ते सायंकाळी ५:०० वा.

अध्यक्ष,  
जिल्हा कुती दल तथा,  
जिल्हाधिकारी, जळगाव

• प्रत: मुख्य कार्यकारी अधिकारी, जिल्हा परिषद जळगाव यांना उचित कार्यवाहीस्तव अप्रेषित.

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
  -

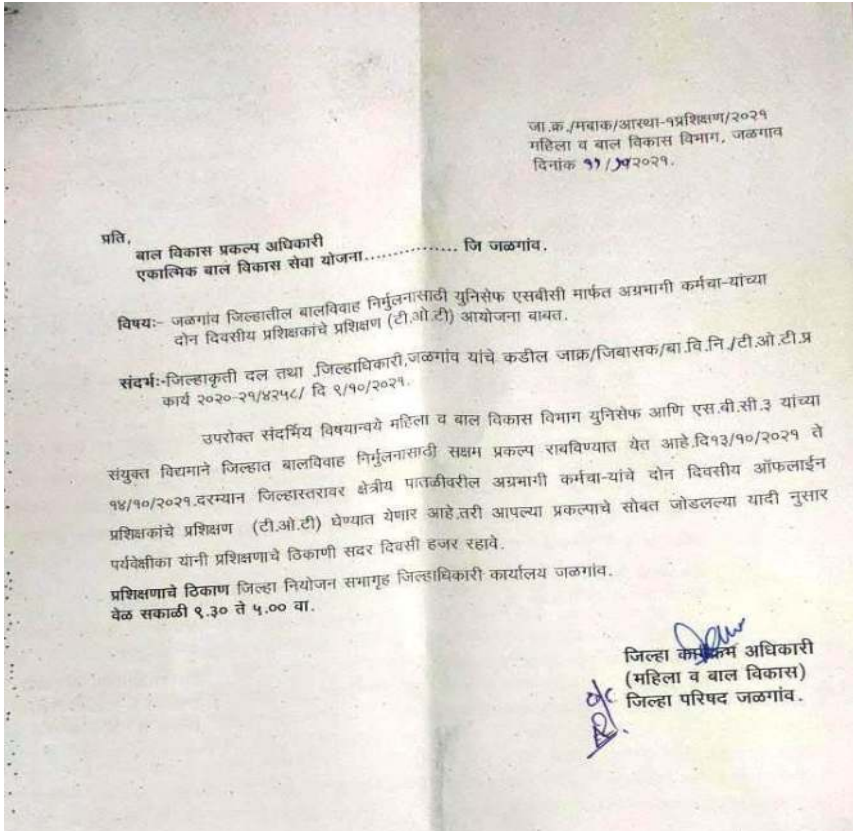


8. मागील १५ दिवसात आपल्याला काही आरोग्य विषयक समस्या जाणवल्या आहेत का ? (Any medical issues faced in last 15 days).
  - a. खोकला Coughing
  - b. सर्दी Cold
  - c. श्वासनाच्या समस्या Breathlessness
  - d. ताप Fever
9. आपण दिव्यांग आहात तर कृपया इथे नमूद करावे:
10. आपण कोविड लास घेतली आहे का?
  - a. पहिला डोस घेतला आहे.
  - b. दोन्ही डोस घेतले आहे.
  - c. एकही डोस घेतला नाही.

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

Jalgaon :

1) ICDS for TOT program :



**Women and Child development dept Zilla Parishad Jalgaon**

Sr.No	Name of Block	Name of Sector	Name of Supervisor	contact No.
1	Amalner	Dheku	Premata Aabaji Patil	8830623876
2	Bhadgaon	Girad	Sarita Bapu Shejwal	7775007696
3	Bhusawal	Kurha	Shobha Jadhav	8850140195
4	Bodwad	Yevoti	Smt.Sanghamitra Shankarrao Sonar	9420813263
5	CHALISGAON 1	DAHIWAD	SUNITA RANGRAO CHAVAN	9423419283
6	CHALISGAON 2	TARWADE	VISHAKHA BALWANT NIKAM	7588011571
7	Chopda 1	Chahardi	Smt. Ratnabal Vishnu Surve,	8888129099
8	Chopda 2	Dhanora	JAYMALA DASHARATHA SHIRSATH	9403569867
9	DHARANGAON	PIMPRI	Sau.Rekha Bharat Tayde	7057818873
10	Earndoi	Pimpalkotha	Smt. Vijaya Fakira Badgujar -	8600888762
11	Jalgaon R	Bhadli	Smt.D.S.Umare,	9765489636
12	Jamner-1	wagari	B.T.BHISE	9689129839
13	Jamner-2	NERI BU.	SHILA S PATIL	7756085789
14	Muktainagar	kuhra	kALPANA vilas tayde	
15	Pachora	kurhad	Nanda Shejawal	7588947631
16	Parola	CHORWAD	ALKA BHILA PATIL -	9834954456
17	Raver 1	Rasalpur	smt-S.C.Magar	9860025753
18	Raver 2	Chinaval	Sarita Dadarav Dadmal	9921408931
19	Yawal	Hingona	KALPANA SATISH BHANGALE	9561517320

जिल्हा आरोग्य अधिकारी - (०२५७) २२२९५९३  
ई-मेल  
DHO - dhojalgaon@gmail.com  
dhojalgaon@rediffmail.com  
NHM - dpmjal1@gmail.com  
जा.क./आरोग्य/एनएचएम/आशा/आरआर/२३५-१४२/२०२१  
आरोग्य विभाग, जिल्हा परिषद जळगाव.  
दिनांक - ११/१०/२०२१

प्रती,  
तालुका आरोग्य अधिकारी...सर्व,  
वैद्यकीय अधिकारी.....प्रा.आ.केन्द्र सर्व  
जिल्हा जळगाव.

विषय :- जळगाव जिल्ह्यातील बालविवाह निर्मूलनासाठी युनिसेफ-एसबीसी मार्फत अग्रभागी कर्मचा-यांना दोन दिवसीय प्रशिक्षकांचे प्रशिक्षणासाठी (TOT) पाठविण्याबाबत...

संदर्भ :- मा.अध्यक्ष जिल्हा कृती दल तथा, जिल्हाधिकारी, जळगाव यांचे दिनांक ९ सप्टेंबर २०२१ रोजीचे पत्रान्वये

उपरोक्त संदर्भास विषयान्वये, आपणास कळविण्यात येत आहे की, महिला व बाल विकास विभाग, युनिसेफ आणि एसबीसी३ यांच्या संयुक्त विद्यमानरिते जिल्ह्यात बालविवाह निर्मूलनासाठी सक्षम प्रकल्प राबविण्यात येत आहे. प्रकल्पांतर्गत दि. १३ व १४ ऑक्टोबर २०२१ या दिवशी जिल्हास्तरावर क्षेत्रीय पातळीवरील अग्रभागी कर्मचा-यांचे दोन दिवसीय ऑफलाईन प्रशिक्षकांचे प्रशिक्षण जिल्हा नियोजन सभागृह, जिल्हाधिकारी कार्यालय, जळगाव येथे वेळ ९.३० ते ५.०० वाजेपर्यंत आयोजित केलेल असून आपल्या अधिनस्त खालिल कर्मचा-यांना प्रशिक्षणास उपस्थित राहण्याचे आदेशित करावे.

Sr. No.	Name of district	Name of Block	Name Of Post	Name of DCM/BCM/BF	Contact No. of DCM/BCM/BF
1	Jalgaon	Jalgaon	DCM	Pravin Dhanraj Jagtap	9561488602
2	Jalgaon	Amalner	BCM	Smt Milan Sahebrao Patil	9730908987
3	Jalgaon	Bhusawal	BCM	Shri.Rajshree Govinda Sonawane	9763853864
4	Jalgaon	Bodwad	BCM	Milind Sitaram Naphade	9767536175
5	JALGAON	CHALISGAON	BCM	CHETAN PRAMOD GANGELE	9655896539
6	Jalgaon	Chopda	BCM	Sagar Suresh Shimpi	9689364568
7	Jalgaon	Dharangaon	BCM	Suni Eknath Patil	9551755437
8	Jalgaon	Jalgaon	BCM	Dipak Baliram Devgire	9156038855
9	Jalgaon	Jamner	BCM	Pradip Himmatrao Patil	8605479303
10	Jalgaon	Muktaingar	BCM	Pratibha Balu Sontakke	7709631591
11	Jalgaon	Pachora	BCM	Hari Dagadu Shirsath	9755529539
12	Jalgaon	parola	BCM	Dipashri R.Patil	9765754936
13	Jalgaon	Raver	BCM	Shri. Prashant Prakash Narwade	8080315406

14	Jalgaon	Yawal	BCM	Thakur Pratibha Dattu	9730709573
15	Jalgaon	Amalner	BF	Smt.Seema Lalitrao Khairnar	7588067159
16	Jalgaon	Bhadgaon	BF	Sunita Vinod Patil	9860533953
17	Jalgaon	Bhadgaon	BF	Mrs Asha Mango Mahajan	9890535628
18	Jalgaon	Bhusawal	BF	Pritee Rajendra Chaudhari	9503604254
19	Jalgaon	Bodwad	BF	Rupali Subhash Mahajan	9765680281
20	JALGAON	CHALISGAON	BF	SUVARNA SUBHASH PATIL	9689397989
21	Jalgaon	Chopda	BF	Chandrakala Bhagwan Patil	8275590591
22	Jalgaon	Dharangaon	BF	Dhanashree Amol Badgujar	7020108369
23	Jalgaon	Erandol	BF	Manisha anil patil	7756858860
24	Jalgaon	Erandol	BF	Vijaya sachin deshmukh	7719891509
25	Jalgaon	Jalgaon	BF	Jyoti Shravan Attarde	7498557703
26	Jalgaon	Jamner	BF	Rekha Ravindra Tayde	9834697677
27	Jalgaon	Muktaingar	BF	Sitabai Ramkrushna Tayde	8766974243
28	Jalgaon	Pachora	BF	Smt.Pratiksha Rajendra Kshirsagar	7709023943
29	Jalgaon	parola	BF	shrimati-Swati R.Sapkale	9593962661
30	Jalgaon	Raver	BF	Dipali Jitendra Kolambe	8657752829
31	Jalgaon	Yawal	BF	Surekha Kiran Dhangar	9975750312

प्रत माहितीस्तव

- १) मा.अध्यक्ष जिल्हा कृती दल तथा, जिल्हाधिकारी, जळगाव
- २) मा.मुख्यकार्यकारी अधिकारी, जिल्हा परिषद, जळगाव

जिल्हा आरोग्य अधिकारी,  
जिल्हा परिषद, जळगाव





जिल्हा परिषद जळगांव  
(ग्राम पंचायत विभाग)

Email: dycegovjalgaon@gmail.com

दुरध्वनी क्रमांक :- ०२५७ २२२९९९०

दिनांक :- ११ / १० / २०२१

जाक्र/ग्राप/विअ./आरआर/८५/२०२१

प्रति,

गट विकास अधिकारी,  
पंचायत समिती, ..... (सर्व)

विषय :- जळगांव जिल्ह्यातील बालविवाह निर्मूलनासाठी युनिसेफ -एसबीसी ३ मार्फत अग्रभागी कर्मचाऱ्यांच्या दोन दिवसीय प्रशिक्षकांचे प्रशिक्षण (TOT) आयोजन बाबत.

संदर्भ :- म.अध्यक्ष, जिल्हा कृती दल तथा, जिल्हाधिकारी, जळगांव यांचेकडील पत्र क्र. जिबासंकअज/बा.वि.नि. TOT प्र.कार्य २०२०-२१/१२५८ दि.०९/१०/२०२१

उपरोक्त संदर्भित विषयांमध्ये महिला व बाल विकास विभाग, युनिसेफ आणि एसबीसी ३ यांच्या संयुक्त विद्यमाने जिल्ह्यात बालविवाह निर्मूलनासाठी "सक्षम" प्रकल्प राबविण्यात येत आहे. प्रकल्पांतर्गत दि. १३ व १४ ऑक्टोबर २०२१ दरम्यान विस्तार अधिकारी यांचे जिल्हास्तरावर खालील कर्मचाऱ्यांचे दोन दिवसीय प्रशिक्षण कार्यशाळेचे आयोजन करण्यात आलेले आहे.

मुद्रा क्र	तालुका	नाव	पद
१	अमळनेर	श्री ए बी राणे	विस्तार अधिकारी (ग्रा.पं.)
२	भडगांव	श्री टी पी मोरे	विस्तार अधिकारी (ग्रा.पं.)
३	बोदवड	श्री आर बी सपकाळे	विस्तार अधिकारी (ग्रा.पं.)
४	मुसावळ	श्री यु पी पाटणकर	विस्तार अधिकारी (ग्रा.पं.)
५	चोपडा	श्री एस टी मोरे	विस्तार अधिकारी (ग्रा.पं.)
६	चाळीसगांव	श्री के एन माळी	विस्तार अधिकारी (ग्रा.पं.)
७	घरणगांव	श्री जी. एल. बोरसे	विस्तार अधिकारी (ग्रा.पं.)
८	एरंडोल	श्री आर एस सपकाळे	विस्तार अधिकारी (ग्रा.पं.)
९	जळगांव	श्री एन डी डाके	विस्तार अधिकारी (ग्रा.पं.)
१०	जामनेर	श्री ए एस पालवे	विस्तार अधिकारी (ग्रा.पं.)
११	पाचोरा	श्री डी बी सुरवाडे	विस्तार अधिकारी (ग्रा.पं.)
१२	पारोळा	आर डी इंगळे	विस्तार अधिकारी (ग्रा.पं.)
१३	मुक्ताईनगर	श्री आर एल जैन	विस्तार अधिकारी (ग्रा.पं.)
१४	रावेर	श्री दिपक संदानशिव	विस्तार अधिकारी (ग्रा.पं.)
१५	यावल	श्री एच एन तडवी	विस्तार अधिकारी (ग्रा.पं.)

गट विकास अधिकारी, पंचायत समिती, यांनी वरील विस्तार अधिकारी यांना प्रशिक्षणासाठी वेळेत उपस्थित राहणेबाबत आपल्यास्तरावरून निर्देश देण्यात यावेत. तसेच कोणीही प्रशिक्षणास गैरहजर राहणार नाही याची दक्षता घ्यावी.

प्रशिक्षणाचे ठिकाण :- जिल्हा नियोजन सभागृह, जिल्हाधिकारी कार्यालय जळगांव

दिनांक :- १३ व १४ ऑक्टोबर २०२१

वेळ :- ९:३० सकाळी ते ५:०० वा सायंकाळी

(दि.रा.सीखंडे)

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

प्रत :- म.अध्यक्ष, जिल्हा कृती दल तथा, जिल्हाधिकारी, जळगांव यांना माहितीस्तव सविनय सादर.

प्रत :- जिल्हा महिला बाल विकास अधिकारी, जळगांव यांना माहितीसाठी.

List of Participants in TOT- Jalgaon

SAKSHYUM Ending Child Marriage Training of Trainers			
Department: Women & Child Development Department			
District: Jalgaon			
Date: 13th & 14th 2021			
Sr.No	Name	Mobile No	Designation
1	Vijaya Fakira badgujar	8600888762	Supervisor
2	Bharti Bhise	9689129839	Supervisor
3	Sunita Rangrao Chavan	९४२३ ४१ ९२८३	Supervisor
4	Durga Subhash Umre	9765489636	Supervisor
5	Vishakha Balwantrao Nikam	7588011571	Supervisor
6	Sarita Dadarao Dadmal	9921408931	Supervisor
7	Kalpna Satish Bhangale	9561517320	Supervisor
8	Sau sanghamitra shankarrao sonar	9420813263	Supervisor
9	Chitralekha Manohar Patil	9422571671	Supervisor
10	Shobha Ramesh Patil	9923364284	Supervisor
11	S.B.Shejwal	7775007696	Supervisor
12	Sonali dinkar Desai	9423980845	Supervisor
13	Nanda Asaram Sonavane	9673972714	Supervisor
14	Sapna Milind Salunke	9028104534	Supervisor
15	Premlata Aabaji Patil	9881738126	Supervisor
16	shobha shashikant jadhav	9860807606	Supervisor
17	Pramila P Pawara	8999972280	Supervisor
18	Nanda Ishwar Kotwal	7620368854	Supervisor
19	K.V.Tayde	9860834844	Supervisor
SAKSHYUM Ending Child Marriage Training of Trainers			
Department: Health Department			
District: Jalgaon			
Date: 13th & 14th 2021			
20	Pravin D Jagtap	9561488602	DCM (NRHM)
21	SUNIL EKNATH PATIL	9561755437	BCM (NRHM)
22	Pratibha Balu Sontakke	7709631591	BCM (NRHM)
23	Milind Sitaram Naphade	9767536175	BCM (NRHM)
24	Thakur Pratibha Dattu	9730709573	BCM (NRHM)
25	Chetan Pramod Gangele	9665896539	BCM (NRHM)
26	Prashant Prakash Narwade	8080315406	BCM (NRHM)
27	Sagar Suresh Shimpi	9689364568	BCM (NRHM)
28	Dipak Baliram Devgire	9156038855	BCM (NRHM)
29	Sagar Suresh Shimpi	9689364568	BCM (NRHM)
30	Pradip Himmtrao Patil	8605479303	BCM (NRHM)
31	Rajshri Govida Sonavane	8766844391	BCM (NRHM)
32	Hari D Shirsath	9765529539	BCM (NRHM)
33	Dipshri R.Patil	9765754936	BCM (NRHM)

34	Suvarna subhash patil	9689397989	BF (NRHM)
35	Surekha kiran Dhangar	9975750312	BF (NRHM)
36	Pratiksha Rajendra Kshirsagar	7709023943	BF (NRHM)
37	Pritee Rajendrakumar Chaudhari	9503604254	BF (NRHM)
38	Chandrakala Patil	8275590591	BF (NRHM)
39	VIJAYA SACHIN DESHMUKH	7719891509	BF (NRHM)
40	Sitabai Ramkrushna Tayde	8766974243	BF (NRHM)
41	Dhanshri Badgujar	7020108369	BF (NRHM)
42	Manisha Anil Patil	7756858860	BF (NRHM)
43	Ku Rupali subhash Mahajan	9765680281	BF (NRHM)
44	Dipali Jitendra Kolambe	8657752829	BF (NRHM)
45	Sunita Vinod Patil	9270660475	BF (NRHM)
46	Jyoti Shravan Attarde	7498557703	BF (NRHM)
47	Lata Madhav Sushir	9766148299	BF (NRHM)
48	Asha Mango Mahajan	9890535628	BF (NRHM)
49	Seema Lalitrao Khairnar	7498161350	BF (NRHM)
50	S.D.Sonavane	9595962661	BF (NRHM)

**SAKSHYUM Ending Child Marriage Training of Trainers**

**Department: Panchayat Raj Department**

**District: Jalgaon**

**Date: 13th & 14th 2021**

51	Umesh Prabhakar Patankar	9767559406	Extension Officer (Panchayat)
52	Ramesh Bhaskar Sapkale	9423189090	Extension Officer (Panchayat)
53	SANDANSHIV Dipak Baburao	9881788009	Extension Officer (Panchayat)
54	Tanaji P More	9766077796	Extension Officer (Panchayat)
55	Kailas Narhar Mali	9423916097	Extension Officer (Panchayat)
56	Sanjay tulshiram More	9423913536	Extension Officer (Panchayat)
57	Anil Bhaskar Rane	8378083708	Extension Officer (Panchayat)
58	Gokul Laxman Borse	9420113965	Extension Officer (Panchayat)
59	Ravindra shaligarm sapkale	9096760469	Extension Officer (Panchayat)
60	Ashok sudhakar Palve	9403328886	Extension Officer (Panchayat)
61	Rajesh Ingle	9511631490	Extension Officer (Panchayat)
62	Tadavi Habib Nabab	9890177391	Extension Officer (Panchayat)
63	Dhake Nilkanth Digamber	8806870136	Extension Officer (Panchayat)
64	Sunil babulal patil	8329808791	Extension Officer (Panchayat)

**SAKSHYUM Ending Child Marriage Training of Trainers**

**Department: Education Department**

**District: Jalgaon**

**Date: 13th & 14th 2021**

64	Sudhakar Gajare	7588822992	Extension Officer (Education)
65	Vishvnath Dhanke	9766938502	Extension Officer (Education)
66	Pratima Suresh Sanap	9422561434	Extension Officer (Education)
67	Ganesh Bhaskarao Patil	9423069397	Extension Officer (Education)
68	Kishor Vaykole	7057154153	Extension Officer (Education)
69	Govinda Ramchandra Mistri	9420789166	Extension Officer (Education)



70	Pavba Dharma Dhangar	9595235475	Extension Officer (Education)
71	Ramesh Pundlik Dusane	7219739165	Extension Officer (Education)
72	Saroj Ramkrishna Gaikwad	9271458778	Extension Officer (Education)
73	Jitendra Mahajan	7057681272	Extension Officer (Education)
74	Padmakar Ashok Patil	9420211264	BEO Pratinidhi
75	Ramchandra Suresh Wankhede	9021156034	Kendra Pramukh
76	Dipak Ravindra Patil	9823263656	Kendra Pramukh
77	Jagatding D. Patil	9096931252	Extension Officer (Education)
78	Ghanshyam D. Jadhav	9595052547	Visay Sadhan Vyakti
<b>SAKSHYUM Ending Child Marriage Training of Trainers</b>			
<b>Department: Women &amp; Child Development Department DCPU</b>			
<b>District: Jalgaon</b>			
<b>Date: 13th &amp; 14th 2021</b>			
79	Yogesh Mukkavar	8308177811	DCPO
80	Gayatri Satish Akolkar	9689234210	DCPU Team Member
81	Shrikant Tulshiram Nile	8007986557	DCPU Team Member
82	Vaishali Patil	7249118161	DCPU Team Member
83	PAWAN SATISH RATHOD	9834883005	DCPU Team Member
84	Sambhaji Rathod	8888036719	DCPU Team Member
85	Chetan Prakash patil	9763058243	DCPU Team Member
86	KOMAL PRAVIN TAYADE	8408841743	DCPU Team Member
87	Yogita Subhash Chaudhari	9860036634	DCPU Team Member
88	Pandurang Dilip Patil	7350414768	DCPU Team Member
89	Akash Marathe	9511782726	DCPU Team Member
90	Adv. Manoj vijay mane	9503754007	DCPU Team Member
<b>SAKSHYUM Ending Child Marriage Training of Trainers</b>			
<b>Department: Women &amp; Child Development Department</b>			
<b>District: Jalgaon</b>			
<b>Date: 13th &amp; 14th 2021</b>			
91	Milind Madhukar Jagtap	9822218651	Protection Officer (Junior)
92	Pratik Jagdish Patil	9881169333	Protection Officer (Junior)
93	Ashish prabhakar pawar	7875202581	Protection Officer (Junior)
94	Mahendra Aatmaram Beldar	8693875656	Protection Officer (Junior)
95	Prashant Vikas Tayade	9421708292	Protection Officer (Junior)
96	Sudarshan Anandrao Patil	7588646690	Protection Officer (Junior)
97	Vishal Prakash Thosare	8805123302	Protection Officer (Junior)
98	Raju Shivaji Bagul	9011361853	Protection Officer (Junior)
99	Chandrashekhar Sapkale	9890091943	Protection Officer (Junior)
100	Urmila R Bachhav	8983137631	Protection Officer (Junior)
101	Prashant Vikas Tayade	9421708292	Protection Officer (Junior)
<b>SAKSHYUM Ending Child Marriage Training of Trainers</b>			
<b>Department: Childline 1098</b>			
<b>Date: 13th &amp; 14th 2021</b>			
102	SANJIVANI HIRAMAN SAVALE	7721893391	Childline 1098 Team Member
103	Rushali Joshi	942385713	Childline 1098 Team Member

104	Rohan Pralhad Songada	9921472766	Childline 1098 Team Member
105	Bhanudas Yewalekar	9226882730	Coordinator
106	Kunal Shukl	8275519674	Childline 1098 Team Member
107	Narendra Balu Patil	9273537432	NGO Member

### Participants Attendance

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संघम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण

जिल्हा : रत्नागिरी

विभाग : child line

क्र.सं.	नाम	फोन नं.	पदा	जिल्हा	संस्थान	नोंदणी	हजेरा
20	BHANDAS YEWALEKAR	9226882730	Coordinator	Salgaon	Salgaon		
21	Mrushali Joshi	942318375	Counselor	Salgaon	Salgaon		
22	Rohan Songada	9921472766	Team member	Salgaon	Salgaon		
23	Sanjivani Hiranjan Savale	9273537432	Team member	Salgaon	Salgaon		
24	Kunal Devdas Shukla	8275519674	Team member	Salgaon (U)	Salgaon (U)		
25	Nargis Amal Tawari	7988316153	Team member	Salgaon	Salgaon		
26	Ratna Gangaram Chaudhari	9273537432	Team member	Salgaon	Salgaon		
27							
28							
29							
30							

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संशम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण

जिल्हा : जळगाव

विभाग : **ICPO**

क्र.	नाव	मोबाईल क्र.	ईमेल	पद	तालुका	दिनांक 13/01/2021 (स्वाक्षरी)	दिनांक 14/10/2021 (स्वाक्षरी)
9	पी.टी. लामडे	9441708731	Pratikshini@icpo.org	मुल्लमपेठा	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
10	राम. उ. बेलेदास	8693815555	makosai1991@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
11	कमला दे. निळे	8007096055	shrikeshniw@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
12	डामिनी र. वच्छाव	892437654	ना.स. वच्छाव	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
13	प्रमि. न. पाटील	398160333	म.स. वच्छाव	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
14	प्रेमिणी सुभाष-सोडारी	986003634	स. उ. क. सोडारी	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
15	प्रमि. न. पाटील	830117777	pratikshini@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
16	नरेंद्र व्हाळे पार्ले	927353433	narinder@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
17	सुभाष-सोडारी	9834581642	सुभाष-सोडारी@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
18	वि. प्र. डोकरे	88192822	vikram@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
19	सुभाष-सोडारी	981361853	सुभाष-सोडारी@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
20	सी. आकाश म. मारो	931188728	akashmaro@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
21	Atul Anurag Shende	989833660	anuragshende@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
22	मनिष मदनकर	982208651	madanmishra@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
23	Chendrabhukhar Sapkar	984091943	chendrabhukhar@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>

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संशम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण

जिल्हा : जळगाव

विभाग : **जिल्हा बाल संरक्षण कक्षा (ICPO)**

अनुक्रमांक	नाव	मोबाईल क्र.	ईमेल	पद	तालुका	दिनांक 13/01/2021 (स्वाक्षरी)	दिनांक 14/10/2021 (स्वाक्षरी)
1	अड. मनोज विजय मोन	950375555	manojvijaymon@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
2	सुभाषी शिवाजी रावडे	988903633	sushashi@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
3	पांडुरंग दिव्या पार्ले	9850414768	paandurang@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
4	सुदेशीन पार्ले पार्ले	7588646690	sudeshin@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
5	पवन सतीश रावडे	9834883005	pavansatish@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
6	जायत्री सतिश डोकरे	9850414768	jayatri@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
7	प्रमल प्रविण नायडे	7020160813	pramalnayade@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
8	वैमली मल्हाड पार्ले	749118161	vaimali@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
9	मराडो पार्ले	740418852	marado@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>
10	नेमन प्रमल पार्ले	98376358243	neeman@gmail.com	जळगाव	जळगाव	<i>[Signature]</i>	<i>[Signature]</i>

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जिल्हा :

विभाग :

31	Ashu Mahgo Mahaj	983058568	B.F.	Bhawal	Bhawal	Bhawal
32	Sunila Vinod Patti	98603215	B.F.	Bhawal	Bhawal	Bhawal
33	Patti					
34						
35						
36						
37						

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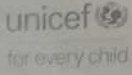
सक्षम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण

जिल्हा :

विभाग : **आरोग्य विभाग (NRHM)**

20	Chandankala B. Patti	827550050	Dy. Patti	Chandankala	Chandankala	Chandankala
21	Pratiksha Rajendra Patil	770304843	B.F.	Varkhadi	Pattankar	Pattankar
22	Pravin D. Jastup	9561488602	DCM	Z.P. Jalgaon	Jalgaon	Jalgaon
23	Manisha Ajil Patti	928432643	B.F.	Patti	Patti	Patti
24	सिद्धांत दिग्विजय शिंदे	8766974243	B.F.	Chopda	Chopda	Chopda
25	खडार सुरेश शिंदे	9683364568	BCM	Chopda	Chopda	Chopda
26	Hari D. Shirsath	976572952	BCM	THO Patti	Patti	Patti
27	ent. Milan S. Patti	976050887	BCM	THO Patti	Patti	Patti
28	श्री दिपेशी R. Patti	9765750936	BCM	THO Patti	Patti	Patti
29	S.D. Sonawane	95930266	BF	Manjari	Patti	Patti
30	Chandani Patti	700104303	BF	Manjari	Patti	Patti



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संलग्न - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण

जिल्हा :

विभाग : **आरोग्य विभाग (NRHM)**

9	Seema Lalit Rao Khairnar	74981625801@gmail.com	BF	मातृ व शिशु आरोग्य केंद्र	<i>[Signature]</i>	<i>[Signature]</i>
10	Prashant Prakash Namade	8080915906 thuramur@gmail.com	BCM	Raver	<i>[Signature]</i>	<i>[Signature]</i>
11	Rajshree Gavinda Sonawane	8766844391 tmo bhushan@gmail.com	BF	Ravur	<i>[Signature]</i>	<i>[Signature]</i>
12	Dipak Baliram Durgare	5156085855 dipakdurgare@gmail.com	BCM	Sajgaon	<i>[Signature]</i>	<i>[Signature]</i>
13	Pratibha Balu Sontakte	7709631591 thuramur@gmail.com	BCM	M. Nagar	<i>[Signature]</i>	<i>[Signature]</i>
14	Madhvi Suresh Rakhade	9767536755 madhvi@gmail.com	BCM	Bodwad	<i>[Signature]</i>	<i>[Signature]</i>
15	Paraship Himmat Rao Patil	8665479333 thuramur@gmail.com	BCM	Tamner	<i>[Signature]</i>	<i>[Signature]</i>
16	Dhanshi A. Badgajkar	7020108369 sonwal Phc	BF	sonwal	<i>[Signature]</i>	<i>[Signature]</i>
17	Vijaya Sadan Deshmukh	7719891509 Ringangam Phc	BF	Ringangam	<i>[Signature]</i>	<i>[Signature]</i>
18	Jyoti Shrawan Attende	7498557703 kanakda Phc	BF	kanakda	<i>[Signature]</i>	<i>[Signature]</i>
19	Lotu Madhav Sushir	9760742824 Wakad Phc	BF	Paldhi	<i>[Signature]</i>	<i>[Signature]</i>

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जिल्हा : महाराष्ट्र  
विभाग : आरोग्य विभाग (NRHM)

अनुक्रमांक	नाव	मोबाईल क्र	ईमेल	पद	तालुका	दिनांक 13/10/2021 (स्वाधरी)	दिनांक 14/10/2021 (स्वाधरी)
1	मोहन प्रमोद शिंदे	9685836553	CP3403@rediffmail.com	BCM	सावित्री	<u>Pr...</u>	<u>Pr...</u>
2	श्रीमती सुवर्णा सुभाष पिरा	968333746	BS20045610@gmail.com	BF	सावित्री	<u>S...</u>	<u>S...</u>
3	सुषमा शिरण दानगर	997575057	Shirwadhangar@gmail.com	BF	सावित्री	<u>Shirwadhangar</u>	<u>Shirwadhangar</u>
4	श्रीमती प्रिती राजेंद्र चौधरी	983602547	priti@rediffmail.com	BF	सावित्री	<u>Pradhe</u>	<u>Pradhe</u>
5	रुपाली सुभाष मराठे	976568022	rupali@rediffmail.com	BF	सावित्री	<u>Rupali</u>	<u>Rupali</u>
6	श्रीम. दिवाली जिनंद केकर	965775200	divali@rediffmail.com	BF	सावित्री	<u>Divali</u>	<u>Divali</u>
7	श्रीम. जनिता दत्त डाकर	975070573	janita@rediffmail.com	BCM	सावित्री	<u>Janita</u>	<u>Janita</u>
8	मुनिल ए. पाटील	956197337	munil@rediffmail.com	BCM	सावित्री	<u>Munil</u>	<u>Munil</u>

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

नाव	मो. नं.	ईमेल	पद	तालुका	13/10/2021	14/10/2021
9. सौ. एस. सी. शिंदे	777500696		पंचायतिका	सावित्री	<u>S...</u>	<u>S...</u>
10. श्रीमती वि. सी. शिंदे	968114834		—	सावित्री	<u>Shinde</u>	<u>Shinde</u>
11. सौ. सीता संजय शिंदे	9420813263		—	सावित्री	<u>Shinde</u>	<u>Shinde</u>
12. सौ. मोना रमेश पाटील	93233664284		—	सावित्री	<u>Patil</u>	<u>Patil</u>
13. श्रीम. मेनका दिनेश देवई	9423490845		ICDS supervisor	सावित्री	<u>Devi</u>	<u>Devi</u>
14. श्रीम. शिवाजी मंगेश पाटील	930290083		—	सावित्री	<u>Patil</u>	<u>Patil</u>
15. सौ. विजया लक्ष्मी शिंदे	968114834		—	सावित्री	<u>Shinde</u>	<u>Shinde</u>
16. श्रीमती लंका श्यामसुख सोनवणे	967897014		—	सावित्री	<u>Sonawane</u>	<u>Sonawane</u>
17. श्रीमती वसुधा शिंदे	9028101524		—	सावित्री	<u>Shinde</u>	<u>Shinde</u>
18. श्रीमती प्रेमाश्रिता बाजीपा	980173836		—	सावित्री	<u>Bajipat</u>	<u>Bajipat</u>
19. सुमिता रंगराज चव्हाण	884341443		—	सावित्री	<u>Chavan</u>	<u>Chavan</u>
20. सौ. वी. श्यामलदे	968114834		—	सावित्री	<u>Shyamalde</u>	<u>Shyamalde</u>



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**नौदणी पत्रक**

संघ - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण  
जिल्हा :  
विभाग : **ICDS**

अनुक्रमांक	नाव	मोबाईल क्र	ईमेल	पद	तालुका	दिनांक 13/10/2021 (स्वाक्षरी)	दिनांक 14/10/2021 (स्वाक्षरी)
1	सौ. कल्पना रमेशा भुंगारे	950157320	kshamalekalpana@gmail.com	परिक्षिका	रायल	KSB	KSB
2	सौ. शोभा शशिनाथ आधर	986031766	shobha.jadhav253@gmail.com	-	मुबारक	ESB	ESB
3	श्रीमती प्रमिला पी. पलर	8999972288	pramila.palr@gmail.com	-	नागरी	ESB	ESB
4	श्रीमती वंदे ईश्वर फौजवार	762036884	bandeishwar@gmail.com	-	पाचरा	NE-Rodhu	NE-Rodhu
5	श्रीमती डी. एम डमरे	9765489636	damarenm@gmail.com	परिक्षिका	गडगांव	ghumare	ghumare
6	श्रीमती - के. व्ही. नायडे	9860834844	Kaparnatnayade@gmail.com	परिक्षिका	मुकादिनागर	Kayale	Kayale
7	श्रीमती - एस. डी. कुसम	924408231	sandipkusham@gmail.com	परिक्षिका	वेष्टर-2	petma	petma
8	श्रीमती विद्या फकिरकुसुम	8600888762	viyafakir@gmail.com	परिक्षिका	खंडाव	petma	petma
9	आशिष प. पठार	7875202581	ashish.pawar65@gmail.com				

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संघ - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण  
जिल्हा : **नांदेड**  
विभाग : **शिक्षण विभाग**

अनुक्रमांक	नाव	मोबाईल क्र	ईमेल	पद	तालुका	दिनांक 13/10/2021 (स्वाक्षरी)	दिनांक 14/10/2021 (स्वाक्षरी)
1	श्री. किशोर नामदेव बापमोळे	9099989933	kishorwankhede@gmail.com	परिक्षिका	भुसावळ	ESB	ESB
2	श्री. वृक्षिका रमेशा भुंगारे	941122854	visukha@gmail.com	परिक्षिका	मुमईना	ESB	ESB
3	श्री. पद्मावती भद्राजी परिल	9420211204	padmakar2@gmail.com	परिक्षिका	बोडवड	ESB	ESB
4	सौ. प्रमिला सुरेशासायब	9422561424	pramila.surashasayb@gmail.com	परिक्षिका	पं.म. नळगाव	ESB	ESB
5	श्री. एम. महापल	707681212	em.mahapal@gmail.com	परिक्षिका	चाकीरगाव	ESB	ESB
6	श्री. रामचंद्र सुरेश नायक	902156054	govindar.chandrasekar@gmail.com	परिक्षिका	पं.म. राव	ESB	ESB
7	श्री. व्ही. सी. शंकर	9766938502	shankarvishal@gmail.com	परिक्षिका	सावत	ESB	ESB
8	श्री. डी. टी. शिंदे	954523547	shinde.dti@gmail.com	परिक्षिका	शिंदे	ESB	ESB

**SBC<sup>3</sup>**  
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सक्षम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण  
जिल्हा : जळगाव  
विभाग : शिक्षण विभाग

क्र.	नाव	मोबाईल क्र.	ईमेल	पद	तालुका	दिनांक 13/10/2021 (स्वाक्षरी)	दिनांक 14/10/2021 (स्वाक्षरी)
9	बिप्लव रविंद्र पाटील	9823263656	biplav.patel1234@gmail.com	कें. प्र.	चोपडा		
10	जगदलिंग डी. पाटील	9046931252	jagadling.d.patel@gmail.com	रसमेश	चोपडा		
11	मी. रमेश प्रेमिक डामे	7218739167	ramesh.premik@gmail.com	शामने	चोपडा		
12	एच. आर. सायक्युड	927145878	h.ar.saiyad@gmail.com	शिबिअ	चोपडा		
13	डॉ. धनंशाम लोनेकर दाखन	9595052547	ghanasham.jadhav@gmail.com	विभागाध्यक्ष	चोपडा		
14	अर्पिता दाखन	752543435	arpita.dakhn@gmail.com	जु. प्र.	चोपडा		
15	Ganika Ramkumar Mitha	34078011	ganika22.ganika@gmail.com	पारोड	चोपडा		
16	Chetesh Prakash Patil	9763058243	chetanprakashpatil@gmail.com	जु. प्र.	चोपडा		
17							
18							
19							

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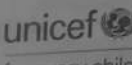
नौदणी पत्रक

सक्षम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण  
जिल्हा : जळगाव  
विभाग : पंचायत विभाग

अनुक्रमांक	नाव	मोबाईल क्र.	ईमेल	पद	तालुका	दिनांक 15/10/2021 (स्वाक्षरी)	दिनांक 14/10/2021 (स्वाक्षरी)
1	एन डी. लो	930005666		वि. अ. (पं.)	जळगाव		
2	डी. पी. वेदान्त	98878665		वि. अ. (पं.)	जळगाव		
3	एन डी. लो	952309333		वि. अ. (पं.)	जळगाव		
4	एच. एन. लो	9890177391		वि. अ. (पं.)	जळगाव		
5	आर. डी. लो	9511831990		वि. अ. (पं.)	जळगाव		
6	जी. एल. वेरगे	9420113965		वि. अ. (पं.)	जळगाव		
7	के. एन. माळी	9423916097		वि. अ. (पं.)	जळगाव		
8	डी. पी. लो	9766077796		वि. अ. (पं.)	जळगाव		















  
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सक्षम - बाल विवाह निर्मूलन प्रशिक्षकांचे प्रशिक्षण  
जिल्हा : अकोला  
विभाग : पंचायत विभाग

9.	ए.एस. पावळे	9403328886	वि.स. (अस)		
10.	ए.बी. शिंगे	8378080708	वि.स. (अस)		
11.	आर.एस. साठगे	9412438799	वि.स. (अस)		
12.	एस.बी. पांडे	8329808791	वि.स. (अस)		
13.	सु.पी. पाटील	9767559406	वि.स. (अस)		
14.	आर.बी. साठगे	9423890900	वि.स. (अस)		
15.	एस.बी. साठगे	8329808791	वि.स. (अस)		
16.					
17.					
18.					
19.					

सक्षम प्रशिक्षकांचे प्रशिक्षण  
पूर्व-चाचणी फॉर्म

नाव: \_\_\_\_\_

हुद्दा: \_\_\_\_\_

दिनांक: \_\_\_\_\_

जिल्हा आणि तालुका: \_\_\_\_\_

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



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 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 तुम्हला वाटते का? असे असल्यास, ज्या गटाला तातडीने प्रशिक्षणाची गरज आहे अशा एका गटाचे नाव सुचवा:

---

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

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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...**