

SAKSHYUM

Training of Trainers Report of Frontline Workers of Parbhani

Conducted by

Centre for Social Behaviour Change Communication (SBC³)

In Collaboration with

The Department of Women and Child Development, Maharashtra

With the support of

UNICEF, Maharashtra

November 15 to 16, 2021

District Planning & Development Committee Hall, Parbhani.

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A. Abbreviation's list:

- AWWs: Anganwadi Workers.
- ANM: Auxiliary Nurse Midwife.
- CEO: Chief Executive Officer.
- CSOs: Civil Society Organizations.
- CMPOs: Child Marriage Prohibition Officers.
- CWCs: Child Welfare Committees.
- CDPOs: Child Development Project Officers.
- DWCD: Department of Women and Child Development, Government of Maharashtra.
- DWCDO: District Women & Child Development Officer.
- DCPOs: District Child Protection Officers.
- DCPUs: District Child Protection Unit.
- ECM: Ending Child Marriages.
- IEC: Information Education and Communication.
- ICDS: Integrated Child Development Scheme.
- JJ Act: Juvenile Justice Care & Protection Act.
- KGBV: Kasturba Gandhi Balika Vidyalaya.
- LHV: Lady Health Visitors.
- MSDWCD : Maharashtra State Women & Child Development.
- NYK: Nehru Yuva Kendra.
- NRC: Nutrition Rehabilitation Center.
- NA: Not Answered.
- PHC: Primary Health Centre.
- PNMT: Pre-Natal Diagnostic Techniques.
- PRIs: Panchayati Raj Institutions.
- PCMA 2006: Prohibition of Child Marriage Act 2006.
- RMSA: Rashtriya Madhyamik Shiksha Abhiyan.
- SJPO: Special Juvenile Police Officer.
- SDG: Sustainable Development Goals.
- SHGs: Self-help Groups.
- SNCU: Special New-born Care Units.
- TOT: Training of Trainers.
- TCPCs: Taluka Child Protection Committees.
- VCPCs: Village Child Protection Committees.
- VHSC: Village Health & Sanitation Committee.
- VHND: Village Health & Nutrition Day.
- ZP: Zilla Parishad.

B. Background:

Parbhani district is the top first in the list of high child marriage prevalence of 48% of child marriages in Maharashtra as per the National Family and Health Survey 2020, hence it been selected for implementing the program of 'Ending Child Marriage'. There is total 18 district with the high child marriage prevalence i.e., 21.9% of average child marriage prevalence of the state. Women and Child Development department of Maharashtra, UNICEF and 'Centre for Social and Behaviour Change Communication' selected total 7 districts Parbhani, Beed, Solapur, Latur, Dhule, Jalgaon and Nashik for eliminating child marriages from the districts in the second phase of the program. During the COVID 19 lockdown period, a high number of incidents also registered in these districts.

Under the Ending Child Marriage Program of Training of Master's Trainers is the part of program activity which were implemented in Parbhani for with the objective of developing capacities of district administration, line departments, civil society organizations and front line workers on Ending Child Marriages (ECM), Ending Violence Against Children (EVAC) and Adolescent empowerment.

Pre-Planning of Training of Trainers:

For organizing TOT request letters had been submitted to Dy. Chief Executive Officer, Women & Child Development Department of Zilla Parishad Parbhani dated on Sept 15, 2021. Then TOT dates were finalized with the consultation with Hon. District Collector and Dy. Chief Executive Officer, Women & Child Development Department of Zilla Parishad Parbhani. Women & Child Development Department of Zilla Parishad Parbhani prepared a list of Participants for TOT in coordination with Health, Education, Panchayat, Childline, ICDS urban, District Child Protection Unit, District Women and Child Development Department of Maharashtra. A letter for participating in the TOT was sent directly to the respective department by the Women & Child Development Department of Zilla Parishad Parbhani. Then participants WhatsApp were formed and pre-registration link for TOT shared to all participants on WhatsApp group and 84 participants got registered.

Along with this Cascading manual also finalized as per the inputs by UNICEF and got it printed. And also concern required stationery as per checklist also arranged, facilitators finalized Cue sheets, schedule of TOT.

List of dignitaries also prepared with Dy. Chief Executive Officer, Women & Child Development Department of Zilla Parishad Parbhani for inaugurating TOT. The list is provided below:

- 1) Hon. Ms Aanchal Goyal, (IAS) Collector and Magistrate, Parbhani.
- 2) Hon. Mr. Shivanand Takasale, (IAS). Chief Executive Officer, Parbhani.
- 3) Hon. Mr. Jayant Meena, Superintendent of Police, (IAS). Parbhani.
- 4) Hon. Mr. Devidas Pawar, Commissioner, Municipal Corporation Parbhani.
- 5) Hon. Mr. Sanjay Kekan, Chairman, Child Welfare Committee, Parbhani.
- 6) Hon. Mr. F. K. Sheikh, Secretary, District Legal Services Authority, Parbhani.
- 7) Hon. Mr. Nishit Kumar, Director & Managing Director, SBC3, Mumbai.
- 8) Hon. Mr. Vishal Jadhav, Deputy Chief Executive Officer, Women and Child Development, Parbhani.
- 9) Hon. Ms Rupali Rangari, Child Development Project Officer (No.) Parbhani.

- 10) Hon. Mr. Kailas Tidke, District Women and Child Development Officer, Parbhani.
- 11) Hon. MR. Trimbak Pole, Education Officer (Pri) Parbhani.
- 12) Hon. Ms Asha Garud, Education Officer (Sec) Parbhani.

Basic Details about Training of Trainers:

Venue: District Planning & Development Committee Hall, Collector Office Parbhani.

Date: Nov 15 to 16, 2021.

Participants details:

Sr. No	Department/Districts	Designation	No. of Participants
1	ICDS	ICDS Supervisor	24
2	Health	LHV/ANM/Block Facilitators/NRHM- Coordinator	32
3	Panchayat	Extension officer	8
4	Education	Extension officer	7
5	DCPO and One Stop Centre	DCPO team	7
6	Police		1
7	CHILDLINE	CHILDLINE Members/Coordinators	6
8	DWCD	Protection Officer	6
9	Gram panchayat	Sarpanch	5
Total			96

Schedule Of TOT:

Below is the Schedule of two days' Training of Trainers'

दिनांक : नोव्हेंबर १५ ते १६, २०२१

जिल्हा : परभणी

सत्र नियोजन

वेळ	सत्र	कृती	प्रशिक्षक
दिवस - १			
स्वागत व परिचय			
सकाळी ०९:०० १०:००	नोंदणी, पूर्व चाचणी व नाश्ता (१० वाजे	नोंदणी, पूर्व चाचणी व नाश्ता	प्रकल्प समन्वयक आणि स्वयंसेवक

	पर्यंतच नाश्ता उपलब्ध असेल)		
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 पॉइंटप्रेझेंटेशन चित्रपट सक्षम, लाइव सिस्टर्स, डॉ. मृदुला फडके चित्रफीत	पूजा यादव
चहा ब्रेक - सकाळी ११:४५ - दुपारी १२:००			
दुपारी 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 विलाप	निशित कुमार
दुपारी १:१५- १:२५	गाणे- आशाये		सर्व सहभागी
दुपारच्या जेवणाची सुट्टी दुपारी १:२५- २:००			
दुपारी २:००- २:१०	कृती	सहभागी उपक्रम - बेलन	पूजा यादव , नंदू जाधव
दुपारी २:१० ते ३:२०	बाल विवाहाच्या विविध स्तरावर काय करायचे?	आमची उर्मिला परिचय - गट प्रक्रिया नाटिका उर्वरित आमची उर्मिला	मीनाकुमारी यादव
चहा ब्रेक - दुपारी ३:२० ते ३:३०			
दुपारी ३:३० ते ४:४५	बाल विवाह निर्मूलनासाठी - जिल्हा कृती आराखडा	पॉवरपॉइंट सादरीकरण	पूजा यादव
दुपारी ४:४५ ते ५:०५	बाल विवाह प्रतिबंध अधिनियम २००६	पॉवरपॉइंट सादरीकरण	किरण बिलोरे
सायंकाळी ५:०५ ते ५:२५	बाल न्याय (काळजी आणि संरक्षण) अधिनियम २०१५.	पॉवरपॉइंट सादरीकरण चित्रपट - व्ही.सी.पी. सी	किरण बिलोरे
सायंकाळी ५:२५ ते ५:३५	गाणे - हम होंगे कामायब		सर्व सहभागी

दिवस २			
सकाळी ९.३०-१०.००	नोंदणी व नाश्ता	(१० नंतर नाश्ता उपलब्ध नसणार)	प्रकल्प समन्वयक आणि स्वयंसेवक
सकाळी १०.०० ते १०.१०	प्रतिज्ञा		निशीत कुमार, पूजा यादव
सकाळी १०.१० ते ११.००	बाल विवाह निर्मूलनासाठी आपण काय करू शकतो	विभागानुसार गट चर्चा	पूजा यादव आणि मीनाकुमारी यादव
चहा ब्रेक - सकाळी ११ ते ११.१५			
सकाळी ११.१५ - ११.४०	बाल हक्क आणि मुलांवरील हिंसा	पॉवर पॉइंट प्रेझेंटेशन आणि द्रुत सर्वेक्षण चित्रपट- रोल कॉल चित्रपट- रोस	निशीत कुमार
सकाळी ११.४० - दुपारी १२.२०	लैंगिक अपराधापासून मुलांचे संरक्षण अधिनियम २०१२	चित्रपट- कोमल चित्रपट- हायवे (विलप) पॉवरपॉइंट सादरीकरण	निशीत कुमार
दुपारी १२.२० ते १.२०	बाल विवाह निर्मूलन प्रशिक्षण प्रवाह(Cascading Planning) - मार्गदर्शन आणि अहवाल	पॉवरपॉइंट सादरीकरण	मीनाकुमारी यादव
दुपारी १.२० ते १.३०	गाणे- हम को मन की शक्ति देना		सर्व सहभागी
दुपारचे जेवण - दुपारी १.३० ते २.००			
दुपारी 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
सायंकाळी ०४:४५ ते ०५:००	आभार व सहभागीकडून अभिप्राय	अभिप्राय फॉर्म, गट फोटो	जिल्हा प्रकल्प समन्वयक

सायंकाळी ५.०० ते ५.१०	गाणे – हिव आमूचि प्रार्थना आणि गट फोटो		सर्व सहभागी
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C. Process of Training of Trainers:

Training mainly took place in 3 parts i.e., Welcome and Inauguration, Conduction of Sessions, Feedback and Certificate distribution. The main methodology of execution of training was Sharing information and knowledge, group activity and group discussion, individual task, group presentations and demonstration.

Welcome & Inauguration:

At the beginning of the and after the registration of the Participants, Hon'ble dignitaries were welcomed by Centre of Social and Behaviour Change Communication (SBC3). Total 6 dignitaries were present to inaugurate the TOT. Dignitaries were felicitated with 'Money Plant' by SBC3, and Dy. CEO WCD Zilla Parishad Parbhani. Ms. Meenakumari Yadav, Project Head- ECM Project Provided the Brief introduction about the program and welcomed all the Dignitaries of the program on the stage.

TOT was inaugurated by Hon. Mr. Shaivanand Taksale, Chief Executive Officer, Zilla Parishad Parbhani, lighting the lamp and adoring the Savitribai Phule, Social reformer of India especially for education of Girl Children to motivate and inspire participants for ending child marriages from district.

Mr. Vishal Jadhav, Deputy Chief Executive Officer, District Women and Child Development Officer, Zilla Parishad Parbhani, Hon. Mr. Sanjay Kekan, Chairman, Child Welfare Committee, Parbhani. Ma. Mr. Kailas Tidke, District Women and Child Development Officer, Parbhani. Ma. Trimbak Pole, Education Officer (Pvt) Parbhani, dignitaries were present for the inauguration.

After the formal inauguration of the TOT, program introduction and speakers' guidance speech took place.

Context Setting:

Mr. Nishit Kumar, Founder and Managing Director of SBC3 gave the program introductory speech to all participants and dignitaries. During the speech it has been mentioned that UNICEF and SBC3 in collaboration are working on the Child Marriage issue in the Maharashtra from last three years. Social Behaviour Change Strategy has been developed for ending child marriage with thorough research.

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 birthplace is Maharashtra like Dr. Ambedkar, Jyotirao and Savitri mai Phule, Bal Gangadhar Tilak also the legendary sports person Sachin Tendulkar. But we need to think 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 42% and in Parbhani it is only 28.8%.

He mentioned that out of 100, 35 children are stunted in Maharashtra, and it is 37.6% for Parbhani. 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.

Child marriage is the biggest reason to give birth to the stunted children. It is important to End Child Marriages. It is particularly important to educate every child and provide them with 10 years of schooling. This will turn into delay in pregnancy and will be able to deliver a healthy child.

He mentioned that this TOT is a combination of Knowledge and skills for all the participants. Participants will enjoy all the sessions for 2 days.

Speakers' View:

As per the protocol flow of speeches of dignitaries took place: Concern Program was going to be inaugurated by Hon. District Collector, but due to the Minister visit Hon. The District Collector addresses participants in the afternoon session.

Mr. Sanjay Kekan, Chairman – Child Welfare Committee, Parbhani: during the speech, an issues of child protection due to critical disease, COVID 19, Child Marriage in district and the process and support system for the children impacted due to child marriage were explained. And shared that there is a need to work collaboratively.

- 1) **Mr. Kailash Tidke, District Women and Child Development Officer:** During the speech efforts by DCPU and District Women and child Development department for protecting children from Child Marriage been shared and shared that District Women and child Development department given the intimation letters to all marriage facilitators for not to participate any child marriage for facilitating the same, required collaborative efforts also highted during the speech.
- 2) **Mr Vishal Jadhav, Dy CEO – WCD Zilla Parishad Parbhani:** Speech initiated with the great contribution of Savitribai Phule in the education of girl children in India and its essence for Maharashtra. And current and potential efforts taken by WCD and District Administration for eliminating the child marriage from Parbhani District and shared the issues of Parbhani related to transport and connectivity for ensuring that all girls will be remain in the school.
- 3) **Hon. Mr. Shivanand Taksale, CEO- Zilla Parishad, Parbhani:** During the guidance speech CEO- Zilla Parishad explained the link of child marriage with the patriarchy societal structure and space of women and girls in the male dominated society. During the speech it was highlighted that patriarchal society and ideology, gender inequality, inequality, poverty, education, and health are linked together, and it is the trap for women and girls for not to achieve their goals and



dreams. And due to the lack of education among parents, poverty, connectivity and transport, accessibility of schools' nearby villages, safety of girls are also one of the main reasons for child marriages in Parbhani. And it is feared that it might be higher than 48% in the district. He clarified that it is necessary to work continuously for social awareness and prevention in the district at a fast pace. Then instructions given to participants for filling the Pre-test forms were given to them.

- 4) **Hon. Ms. Aanchal Goel, District Collector and Magistrate, Parbhani:** During the instructional dialogue / speech with the attendees. Hon. The District Collector shared that there is the



requirement of collaborative efforts from the entire district administration for eliminating the child marriages from the district. Also, we need to track the transition of girls from Primary to Secondary, Secondary to High School and So on so they can be in the main streaming of education at least till 12th class and also need to start Kasturba Gandhi Balika Vidyalaya (KGBV) so girls with the substantial risk of child marriage can be enrolled in these schools. She also mentioned that the district

Administration also needs to provide the infrastructure, transport, accessibility of schooling and also benefits of required schemes to the girls and families so we can keep away child marriages from the girls at risk. She also mentioned that the action plan for eliminating child marriages will be prepared in collaboration with all respective departments for at least three years, and it will be strictly implemented. As the rate of child marriage is likely to be more than 48% in Parbhani district, it is necessary to work for the elimination of child marriage in the district with the participation and cooperation of various stakeholders, concerned departments and political representatives/stakeholders across district and region.

After expressing the thanks note to all dignitaries for guiding and motivating participants for working enthusiastically in the district, the formal inauguration program ended.

Then all participants were instructed to complete a pre-test and asked them to submit the same.

D. Sessions' Brief:

Total 10 sessions were conducted within 2 days for sharing the information, developing knowledge and skill among children for working on the issue of child marriage in district for eliminating the same.

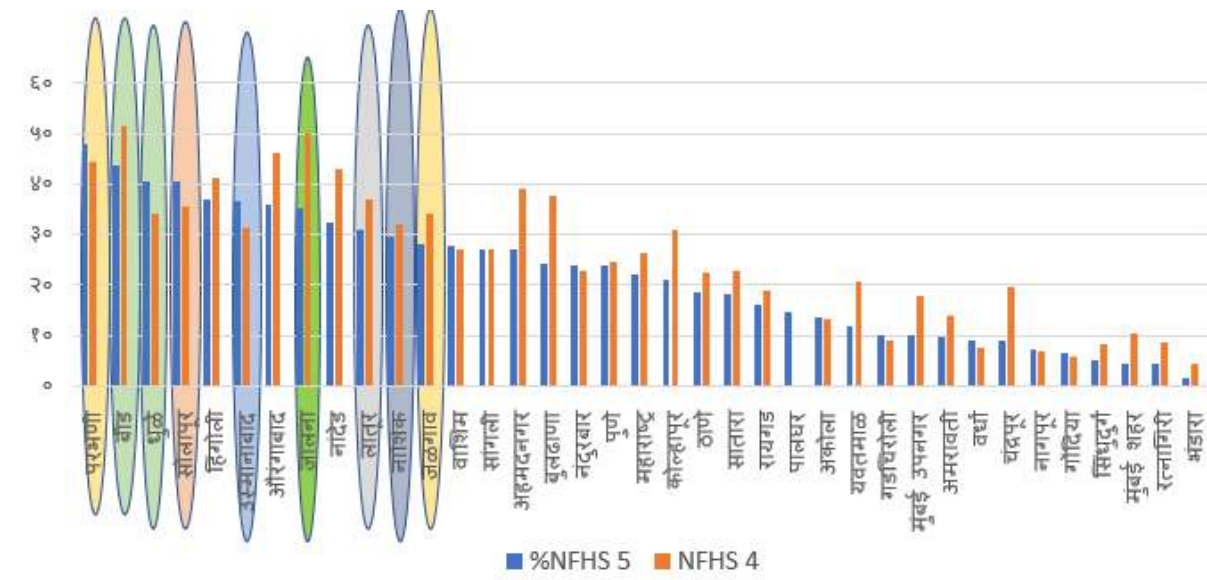
1) Child Marriage How Much ? Where ? and Impact:

Activity: PowerPoint Presentation and discussion

Facilitator: Ms. Pooja Yadav, Programme Head, ECM Maharashtra.

This PPT presentation was focused on the NFHS 5 Data showing the Maharashtra's rank in child marriage and its percentage. a. District wise percentage of the child marriage and its correlation with the Stunting of below 5 years children. b. Percentage of the girls completing 10 years of education and correlation with the increase in child marriage districts where percentage of girl child education is less than 10 years.

Scale of Child Marriage in District of Maharashtra:



Parbhani, Beed, Dule Solapur, Latur, Hingoli , Nanded, Latur, Nashik, and Jalgaon Osmanabad, Aurangabad, Jalna, are among 18 Districts with the highest percentage of child marriage as compared to Maharashtra Average. And Parbhani is toping with 48% of child marriage prevalence in the scale of child marriages prevalence in other district and the state average.

A SAKSHYUM (Sushikshit(Educated ,Anubhavi(Experienced), Kushal (Skilled),Saman(Equal), Hushar (Intelligent) , Udyamshil(Entrepreneurial) and Mukta (Free) children of Maharashtra) Movie screened for the participants for highlighting the trend, scale of child marriages in India and Maharashtra.

The main reason for child marriages in Maharashtra was identified through the research done by SBC3, UNICEF and Department of Women and Child Development of Maharashtra. Where following reason were shared:

In 16 of these 18 districts, 50% of girls do not complete 10 years of schooling. Due to drought and low yield of cash crops in agriculture, large numbers of people migrate from these districts. As there is no other support for care and protection of adolescent girls, they are forced into

marriage. Sugar contractors hire only a couple. Underage marriages are arranged for the purpose of increasing the family income.

Correlation between early marriages, stunting of children below 5 years of age, teenage pregnancy, and impact of child marriages on health, education and next generation were also discussed during the presentation.

Impact of child marriages were put forward with Dr. Mrudula Pahdake's (Advisor of UNICEF and National Health Mission) video screening for sharing information about impact and implications of child marriages with intensity and authenticity.

Key Messages:

1. Parbhani has high child marriage prevalence than the state child marriage prevalence of 21.9% .
2. 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. And as per the data of NHFS 5 the percentage of girls completing 10 years of schooling is only 28.8%.
3. 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.
4. There is the direct correlation of completion of at least 10 years of schooling on reducing the child marriage.
5. 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.
6. In the district teenage pregnancy also increased which may the direct correlation with children with stunting and wasting hence reducing the child marriage will give the better health to new-born.
7. Child Marriage violates the rights of girls, their childhood and threatens their lives. Girls are likely to experience domestic violence, create pregnancy complications and increase infant mortality. Child Marriage isolates girls from their family, friends and loved ones and it her physically, psychologically.
8. Child Marriage has a larger impact on the health care and Economic development of the country.

2) Reasons and Solutions of Child Marriages:

Activity: Facilitation of Concept Card '*Girls with Wings*'

Facilitator: Ms. Meenakumari Yadav, Project Head, ECM Maharashtra.

Concern session started with showing the concept card of 'Girls with Wings' and discussion was facilitated for identifying the possible solutions against Child Marriage. Then 2 post-it stickers were given to all participants and instructed them to write 3 major reason of child marriage in Parbhani as per their understanding while living and working in society as a human being, a mother, father, brother, sister, etc and as a responsible government officials. And asked to write 3 essential solutions for eliminating the child marriage from district. For completing this activity participants were given 5 minutes. After writing the reason of child marriage and solution for the same, participants had been instructed to stick those post-it stickers on the chart papers which are stuck on wall. After the completion of this activity, the facilitator asked to volunteer to read the major reasons for child marriages and solutions written by participants.



Key Messages:

1. Identifying the major reason for child marriages and solutions against child marriages.
2. Reviewing the reasons and potential solutions for child marriages.
3. Brainstorming on dreams, wishes, aspirations, and expectations of girls for using their high potential for self-empowerment.



3) Understanding gender roles, gender discrimination, patriarchy, and agency:

Activity: PowerPoint presentation and film screening

Facilitator: Mr. Nishit Kumar, Founder and Managing Director – SBC3.

Discussion starts with discussing the biological differences between males and females, such as the genitals and genetic differences and concludes that there is no other difference rather than this. People born either male or female, but they grew up as a man and woman which determines their behaviour as a man and woman. Gender,

gender biased role, gender stereotypes, its implications, patriarchy, and impact of patriarchy on the lives of male and female discussed with participants. Along with this required change in behaviour for bringing change and equality put forward through the screening of the short film '*Gender Equality*' to the participants. During the session behaviour change for bringing equality, gender equality related Sustainable Goals for country and Maharashtra also shared. After that, the '*Azadi*' poem of Kamala Basin screened and sung with participants to boost them.

After that, the importance of Agency- Capacity of girls and women for taking the action for pursuing their goal, decision making, collective action, political participation, leadership for women were discussed with participants. And this session ended with singing the song of '*Aashayen*'.

After the lunch break '*Belan Dance*' was performed for participants and it was followed by participants, and everyone enjoyed it.

Key Messages:

1. Gender and Sex are two different things.
2. Child learns gender roles from childhood and defines their behaviour as a boy and girl.
3. Gender Discrimination begins at home as soon as the child is born.
4. Gender equality will contribute a lot in achieving Sustainable Development Goal 2030.
5. Major reasons of the Child Marriage are widely accepted gender norms that devalues the girls.
6. Lack of Access to Education and Skills, resulted in the lack of financial independence which reduces the ability to make decisions.
7. Girls' individual identity needs to be nurtured and she should be given opportunities to develop to its full potential.

4) Stakeholders to fight child marriage:

Activity: 'Aamchi Urmila' group work and Role play.

Facilitator: Meenakumari Yadav, Project Head, ECM- Maharashtra.

Groups were formed simply reciting the number of 1 to 9 and segregated all participants in 9 groups. and segregated all participants in 9 groups and asked them to sit together and instructions were given by the facilitator for successful completion of group works. Total time of 20 minutes given for writing script, discussing the same in group and practicing the same in group if required. Also, instructions regarding motivational prizes for group and role of 9 characters, and assessors for finalizing winners were also announced. After 20 minutes all 7 groups performed, only 2 groups faced each other in managing time while preparing and presenting the role play of 'Aamchi Urmila'. It has been observed that participants had not included the clear and specific role of crucial stakeholders in role play for stopping the child marriage. But it has been revealed that their convincing and counselling efforts for parents, victim were exceptionally good in the context of legal and social support for the 'Rupa and

her family'. Mainly through the group presentations following points came forwards in the context of role of each stakeholder in stopping the child marriage.



After the group presentations, the remaining audio of 'Aamchi Urmila' played and all participants listened to it completely. Then it has been asked to participants which group given similar message or solutions for stopping child marriage through their performance where participants took the name of group no. 2

and 5 these groups performed the collective action for stopping child marriage where gram panchayat members and teachers was active in play. But no one group highlighted the role of VCPC and Gram Sevak and Anganwadi Tai in stopping the child marriage.

Then, 2 groups won the prize for best performance in the context of information, time management and acting. And also, other 9 individual prizes were also given to all 9 characters from the 'Aamchi Urmila' play, and these processes brought vibrant mode among participants.

At the end of the role play presentations of each group, the role of each stakeholder was highlighted in stopping the child marriage by facilitator.

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.

5) District Action Plan for Ending child Marriages:

Activity: Power Point Presentation on District Action Plan for Ending child Marriage and screening the film of 'Like a sister'

Facilitator: Pooja Yadav, Program Head- ECM Maharashtra.

During the discussion facilitator dragged the mind of participants on the at risks girls of child marriage, behaviour change strategy for each stakeholder, Collaborative efforts from all concern departments as 'SAKSHUM' for ending child marriages in district, collaboratively efforts in three stages i.e. Prevention, Intervention- reporting and response, Coordination and Monitoring for dealing child marriages in district where steps can be taken for before child marriage, during child marriages and after child marriage. Film been effective to share intense of child marriage on the life of girl child.

The oath had been taken by participants for giving continuous efforts in keeping girls in the mainstream of education and connecting them with different schemes.

After the song 'Hum Honge Kaam Yaab' session ended.

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.

6) Prevention of Child Marriages Act 2006:

Activity: PowerPoint Presentations

Facilitator: Kiran Bilore, Project Coordinator- ECM Maharashtra.

During the session, the facilitator 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.

Facilitator highlighted about child marriage is the non-bailable crime, Child Marriage Prohibition Officer for urban and rural are different i.e., CDPO is for urban and Gram Sevak is for rural area, nullification criterion for child marriage, support for children whose are victims of child marriage, Punishment for Child Marriages,

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 for boys before 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 a significant 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, which 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.

End of Day One

7) Juvenile Justice and Care and Protection Act 2015:

Activity: PowerPoint presentation and film screening of VCPC.

Facilitator: Meenakumari Yadav, Project Head – ECM Maharashtra.

Day two of training started with the session of Juvenile Justice Care and Protection Act 2015. Background of need of J.J. Act had been orientated to the participants stating the ratification of UNCRC by India in the year of 1992. Then for ensuring that every child will get their rights, India drafted the act, which is JJ Act in the year of 2000, and after that few amendments took place in the act till 2015 and 2021. This act ensures rights of children, hence while working with children it is crucial to understand the basic details of this act.

During the discussion with participants facilitator talked about category of children covers under JJ act, i.e. children in need and protection and Children conflict with law, Legal authorities for children in need and protection and children conflict with law that is CWC and JJB accordingly, Process for children for both categories by CWC and JJB, Structure of CWC and JJB, Child protection systems like Village Child Protection Committee, Block Child Protection Committee, District Child Protection Committee and structure and role of these committees also shared with participants.

Key Messages:

- 1) Information about child protection systems at village, block and district level.
- 2) JJ Act provides protection to Two types of Children- Children in Conflict with law and Children in need of care and protection.
- 3) 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.
- 4) The Child Welfare committee who sits in the Protection houses are responsible for taking care of the Children in need of care and protection. Juvenile Justice Board is responsible for providing the protection and rehabilitation measures for Children in conflict with law.
- 5) Anyone can produce a child in need of care and protection to the Child Welfare committee
- 6) Children affected with child marriage are children in need of care of protection.
- 7) There must be a protected environment for children, CWC ensures to provide the same function for the best interest of the child.

8) What We can do for ‘Ending Child Marriages:

Activity: Department wise Group Activity – Action plan for Ending Child Marriage.

Facilitator: Meenakumari Yadav, Project Head – ECM.

During the Session, all participants were divided in 8 groups with department wise, there were 2 groups from ICDS, 2 from Health, 1 from DV act, 1 from DCPU, police and Childline, 1 from education, 1 from Panchayat and Sarpanch.

After the segregating participants in groups; instructions for completing the group work had been given to all groups regarding time, nature of activity, etc. Total 15 minutes of time had been given to participants to discuss department specific action plan/actionable points for ending child marriage in the district and preparing the chart of the same. And instructed the group to present it within 4 minutes to all participants.



Below are the District Action Plan presented by Each department:

ICDS Group No. 1

1. Tracking of adolescent girls by Anganwadi Tai.
2. Group formation of adolescent girls.
3. Counselling of adolescent girls.
4. Parents Meetings.
5. Empowering mothers and guiding them on the diet of adolescent girls.
6. Training adolescent girls on personality development.
7. Vocational training for adolescent girls.
8. Tie-up and networking with departments and making avail benefits of different schemes for adolescent girls.
9. Health check-up of adolescent girls after every three months.
10. Arranging 'Get together of adolescent girls' and to guide them by experts.
11. Make aware adolescent girls about their rights and duties.
12. Establishing a Child protection Committee and taking information from them every month about protection issues of girl children.
13. Ensuring that all adolescent girls will be in the mainstream of education.
14. Making the available required support for adolescent girls of migrant families and families of sugar cane cutters.
15. Arranging awareness program for age at marriage.
16. Implementation of 'Beti Bachav, Beti Pado'.
17. Enhance the engagement of influential leaders from the village.
18. Accelerating the benefits of 'Mazi Kanya, Bhagyashree'.

19. Promotion of 'birth of Girl Child'.
20. Making available benefits of 'Shubhmangal Scheme'.
21. Giving information about the PCMA act and Dowry act.

ICDS Group No. 2:

1. Creating Awareness through 'Get together of Women and providing counselling.
2. Formation of a group of mothers of adolescent girls.
3. Formation of 'Tejaswini Group' and provide them counselling.
4. Sharing of impact of child marriage during home visits.
5. Survey of girls who are out of school from the age group of 11 to 18 years.
6. Formation of 'Child Protection Committee' and implementation of the same actively.
7. Formation of groups of girls as per their age and provide them counselling.
8. Identifying migrant families and making them aware about impact of child marriage.
9. Understanding the challenges of families.
10. Giving information about PCMA Act 2006.
11. Giving information about various government schemes- Beti Bachao Beti Padhao, Mazi Kanya Bhagyree, etc.
12. Giving information about the child line and its helpline number.
13. Coordination with other departments and creating awareness.
14. Skill development training for adolescents.

Health department Group No. 3

1. Preparing list of adolescent girls.
2. Health related training to adolescent girls on:
 - a. Self-hygiene.
 - b. Physical Changes during puberty.
 - c. Hygiene during menstruation.
 - d. Impact of marriage at an early age.
3. Creating awareness:
 - a. Age at marriage as physical developments didn't get complete at least 18 years for marriage.
 - b. Anaemia and its impact on children.
 - c. Complications in delivery.
 - d. Babies take birth with low weight, and they require SNCU and NRC.
 - e. Next generation takes birth with diabetes.
4. Information Sharing about: VHNSC, VHND, RKSK through parents get together.

Health department Group No. 3

1. Creating awareness about Welcoming the birth of girl child & PNDT act.

2. Complete the Vaccination of girls.
3. Breastfeeding for girl children.
4. NIPI syrup for 6 months to 5 years to avoid anaemia.
5. Information to adolescent girls about self-hygiene.
6. Information to adolescent girls about physical changes, mental health.
7. Make compulsory education for girls.
8. Making aware to girl children about domestic violence, social and sexual exploitation.
9. Meetings with adolescent girls.
10. Impact of early age marriage – sharing information with mothers.
11. Sharing information about child marriages to respective departments.
12. Preparing list of adolescent girls along with their age details.
13. Distribution of WIFS tablets.

Education Department Group no. 5

1. Child wise Tracking.
2. Accessibility of primary and secondary education within the safe territory.
3. Discussion of child marriages in 'Gram Sabha' and issues in education of children in villages.
4. Formation of Task force at village level – School Management Committee, Parents Committee, Parents Teachers Association, Youth groups, etc.
5. Enrolment needs girls in KGBV, RMSA, hostels for minority girls, 100% implementation of bus pass, attendance allowance of girl children.
6. Coordination with other departments whenever required.

ICPS & Childline Group no. 6

1. With the help of an education officer to display the information about Childline and help line number at the most prominent place in school.
2. With the help of the health department to display the information about Childline and help line number on government vehicles, at PHC, etc.
3. To conduct awareness programs in collaboration with Childline and DCPU in villages and wards.
4. Strengthening the Village Child Protection Committee (VCPC) and Taluka Child Protection Committee (TCPC).
5. Regular meeting with VCPCs.
6. Using IEC material for creating awareness like pamphlets, banners, stickers, street plays, etc.
7. Regular meetings with marriage facilitators and issuing letters to them for - like Bandwale, Caterers, Pandit, Photographers, hall owners, etc.
8. Coordination with other departments for working for the protection of children.
9. Enhance the coordination within police, CWC, DCPU, SJPU, DWCD for stopping child marriages.

Panchayat Department Group No. 7

1. Creating awareness through 'Gram Sabha' Prevention of Child Marriages.
2. To establish a committee for Preventing Child marriages in the village.
3. To conduct meetings with adolescent girls and boys.
4. To create awareness in coordination with SHGs about PCMA act 2006.
5. To make available facilities of education in the village itself.
6. Actions by CMPO for stopping child marriages in villages.
7. No benefits of government schemes of panchayat department to the family if they have conducted child marriage.
8. Creating awareness by Ward members and Sarpanch for ensuring that no child marriage will take place in their territory.
9. Counselling of families and giving benefits to them of income generation schemes.

Key Messages:

1. Each participant and departments need to contribute to formulating District Action Plan for Ending Child Marriage.
2. Accountability of the participants needs to develop towards ending child marriage from district and implementation of District Action Plan.
3. Each department needs to take responsibility of ending child marriage on their priority.
4. Clarity in the role of each department Ending Child Marriage in District.

9) Child rights & Violence Against Children:

Activity: Story of POCSO act formation, Screening of Role Call & Heera kee Khanee

Facilitator: Nishit Kumari, Founder & Managing Director – SBC3.

During the session, the facilitator discussed 'what is right? Our rights as an Indian citizen, how can we protect our rights? Also, the essence of universal declaration of human rights in protecting the rights of human beings across the world. Then also discussed the Indian constitution and its importance for protecting our rights in India. Also shared that - India became free on August 15th, 1947. And the Indian Government set up a Constituent Assembly to develop a formal Constitution for India. The Constituent Assembly developed the Constitution of India- one of the world's finest and most liberal Constitutions- The USA and the UK don't have formal written Constitutions.

On November 26th, 1949, a year after the Universal declaration of Human Rights India's Constituent Assembly finalized the Constitution and the Preamble it defined India as Secular, Socialist, Democratic Republic guaranteeing Justice, liberty, equality and fraternity to all Indians. The Constitution was adopted by the Parliament on 26th January 1950, and we celebrate that day as our Republic Day.

Then the facilitator moved towards the basic rights given by the Indian constitution as the Constitution mandates that all Indians have rights. These fundamental rights are guaranteed and in the event of anyone preventing the rights a citizen can go to Courts and the Courts will defend the Rights. This makes our country one of the world's foremost to ensure a liberal secular and adult franchise-based democracies.

Facilitator then highlighted that if adults have rights, then are there any rights for children as well? And mentioned that the concepts of rights for children were not even discussed until 1990- 30 years ago. The member countries of the UN worked together and developed the UNCRC. And it has been developed as an inclusive policy that covers all children, normal and disabled, boys and girls. UNCRC indicates the state duty bearers for ensuring that every child will have their rights and here parents, families and community are classified as caregivers. India signed the UNCRC in 1992. However, to this day the USA has not signed it and says that the rights USA gives her children are far more than UNCRC. While Rights apply to children as they are born, the Right to Life applies even to a child in the mother's womb after 20 weeks there- the parents then no longer have the right to abort the child.

After the sharing of the above information, the facilitator screened the film 'Roll Call' and shared those states are still unable to protect the rights of children in India.

During the further discussion, the facilitator shared that the Constitution of India-basic law of the country has special provisions for children. It is relevant to note that the Constitution was adopted in Jan 1950, but it was only in 2001 – 51 years later that the RTE bill was presented in Parliament and that bill took a further 8 years to pass in 2009. So, it took the State a total of 59 years to even pass a legislation to provide the framework for RTE!! Also underline the schemes which implement the directive principle is meant to be a guideline to the State in governance and policy matters. Hence, Integrated Child Development Scheme (ICDS) targeting children in 0 to 6 years arises out of Directive Principles Articles 39 (e) and 45.

After that during the discussion information about the definition of 'Child' as per different laws as different laws in India have different definitions! One would think after the JJ Act the age definitions would be rationalised across laws, but it hasn't yet happened.

At the initiation of the session about the POCSO facilitator screened the film of 'Heera Kee Kahaani' and the shared about background behind the POCSO Act passed in Rajya Sabha, and also 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.

Facilitator highlighted 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 Door darshan's DD National The first season of the show premiered on 8 May 2012 and marked the television debut of popular Bollywood actor and filmmaker Khan. The show focuses on sensitive social issues prevalent in India such as female foeticide, child sexual abuse, rape, honour killings, domestic violence, untouchability, alcoholism, and the criminalization of politics. The show appealed the general public to send SMS to the

government for passing the POCSO Act for stopping child marriage and ultimately it got passed in Lok Sabha and president of India signed the document on 14th November 2012.

In the beginning of the presentation, 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.

its basic principles to implement this like no one can keep the sexual relationship before POCSO act 2012 before the age of 18 years, features of child friendly court, child no need to prove anything, always lady PI can interact with child in civil dress, there will be the special teacher for special children, and if the accused is the responsible for protecting rights of children then punishment will be higher like relatives, police, public servant, owners, management staff, etc.

Key Messages:

1. Origin of the rights concept is in the 20th 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 inclusive police for the rights of all children.
5. Child Rights- Survival, Development, Protection and Participation of every child.
6. Responsibility for ensuring the child rights is on state, and Parents, Families and communities are classified as 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.
11. Child Sexual Abuse is an act a powerful person, on a child

12. Symptoms of abuse like difficulty in walking, unexplained injuries and change in behaviour of a child should be understood.
13. A Supportive environment and attitude should be developed for the child facing or survivor of CSA.
14. Make the child understand that this is abuse and he/she should talk about it.
15. It is not the child's fault.
16. It is important to listen to children and should not blame them.

10) Cascading:

Activity: PowerPoint Presentation on Training resource, reporting and documentation.

Facilitator: Meenakumari Yadav, Project Head – SBC3.

During the session facilitator introduced the structure of Cascading Training Module, Resource given in the pen drive, structure for documenting the process of cascading like report format, attendance, flow of cascading, etc for all departments, also all participants prepared the plan for cascading the information of training to their team members and secondary level of team members.

Key Messages:

1. Content needs to be flown at the secondary level of frontline workers.
2. Report formats and documentation for cascading the training information at each level of frontline workers from each department.
3. Orientation of Training resources and usage of it.

11) Communication:

Activity: Group Activity and Individual demonstration and PowerPoint Presentation.

Facilitator: Nishit Kumar, Founder & Managing Director- SBC3.

During the session, the facilitator discussed the required skills for Successful and Impactful communication like body posture, eye contact and face direction, body language, clothes, voice and preparation are the key aspects of successful communication. Facilitator flashed out some pictures and asked the participants when they saw the photo what they felt about the profession if the subject of the photo? Here the facilitator highlighted the importance of clothes for presenting ourselves in front of people, because anyone can prepare an image about anyone within 7 seconds when they see us, so our first impression is especially important.

Then facilitator also shared about the how people form the impression about anyone; where, Half (65%) of your total messages are communicated through your body language, Twenty-eight percent (28%) of us get the message across through our voice bar & only thirteen (13%) of the actual words we use communicate.

Facilitator called a volunteer on the stage and instructed him to present himself with different body posture and share the impact of carrying our body in a comfortable and scientific way that always enhances the impression and impacts the communication. Also shared that while communicating fig leaf position, keeping hand in pocket and folding while talking, giving attitude look, scratching the nose, ear, etc needs to be avoid and always carrying hand to front with 90% or 80% angel enhance presentation of body and it impact communication & further shared that Smile and eye contact contributes to impactful communication.

Facilitator conducted the individual demonstration activity for all participants in group with the objective of practicing the diverse ways of voice modulation/Rassa for practicing their voice with using any rhyme OR the sentencer of “मी यापेक्षा आणखी मोठ्या आवाजात बोलू शकत नाही” for impactful communication during training. During this activity, all participants practiced the way which was demonstrated by the facilitator with the Rassa of Anger, Sadness and Fear. And everyone enjoyed and understood the ways of developing the skill of voice modulation.

And session was ended with singing a Song together ‘हीच आमुचि प्रार्थना अन हेच आमचे मागणे’.

Key Messages:

1. Being a trainer, we should have proper posture, eye contact and face expressions, body language, clothes, Voice, Preparation.
2. The ways for developing voice modulation.
3. We should give good first impressions.

E. Pre-Test & Post-test Analysis:

There were almost 8 participants who have either filled only pre-tests or post- tests respectively and 6 participants have not filled the pre- and post- tests.

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 Post-Test forms
Parbhani	96	8	8	6	74	77.08%

Total 74 participants filled feedback form; all the sessions were rated between 4 & 5 marks by almost all the participants. Out 74 who filled form all participants have expressed that they are feeling confident and some instant confidence for conducting this TOT program among

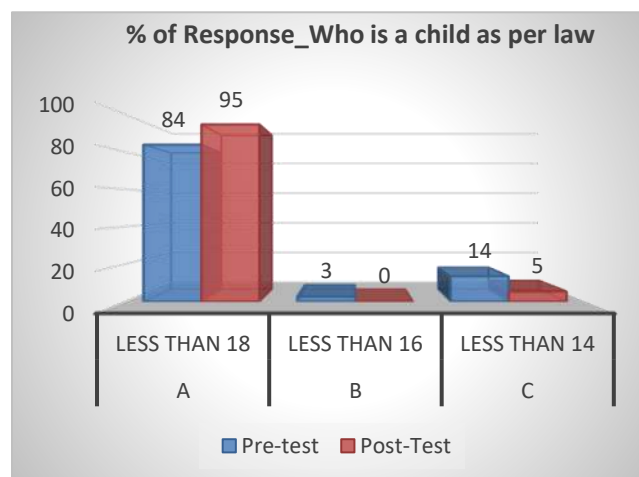
AWW/ANM, Bit Officers, Gram Sevak, Gram Panchayat Members, other team members and Aasha workers.

100% of participants rated training in the category of 'Excellent and Good'.

Comparison of responses to the pre and post-test questions: Below is the information about the responses regarding the knowledge level questions, which shows us to what extent this TOT helped to develop knowledge within participants about the subjects of TOT.

4. Who is a child as per law?

In Parbhani only 74 participants provided their pre-post test forms 84% participants were aware about the who is child as per law. It has been seen that responses has changed in the post- test and reached till 95% with the correct answer as a less than 18 years. As seen in the table above, 82% of the participants felt that a child is a person below the age of 18 years. However, at the end of the training, this proportion increased to 93%. It is significant that the proportion of participants who chose the option -below 14 years, reduced significantly in the post-test. Thus, the training inputs were able to clarify this wrong notion among the participants.

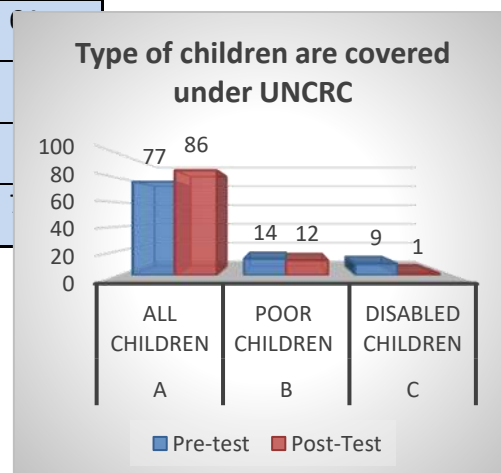


5. What is the type of children covered under the UNCRC?

# of Response Type of children are covered under UNCRC			
Ans Code	Answers Participants	Pre-test	Post-Test
A	All children	57	
B	Poor Children	10	
C	Disabled children	7	
	Grand Total	74	

participants who gave the B or C answers 10 participants change their answers after the training, i.e., Poor Children & Disabled children to All children, most of them were from the health department and ICDS Department.

Out of 74 participants, 64 participants provided the correct answers to the question after training. Out of 17

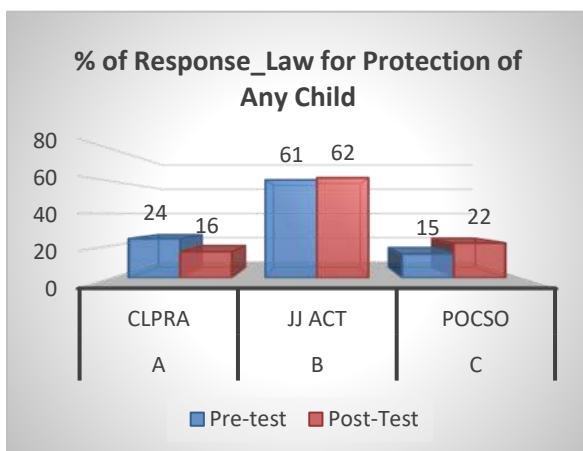


This change could be attributed to the training inputs. Given the graph also the most of (86%) it means 64/74 participants got the clarity about the types of children covered under UNRC.

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

There is only 1% increase in the awareness about the JJ Act whereas the awareness of POCSO has gone up to 7 % from 15 to 22%. 11 participant who provided the correct answers in the Pre- Test have given the A or C answers after the workshop. There is need to emphasis on the JJ Act as a Law for protection of any child. 12 participants have changed their answers from A or C to B after the workshop.

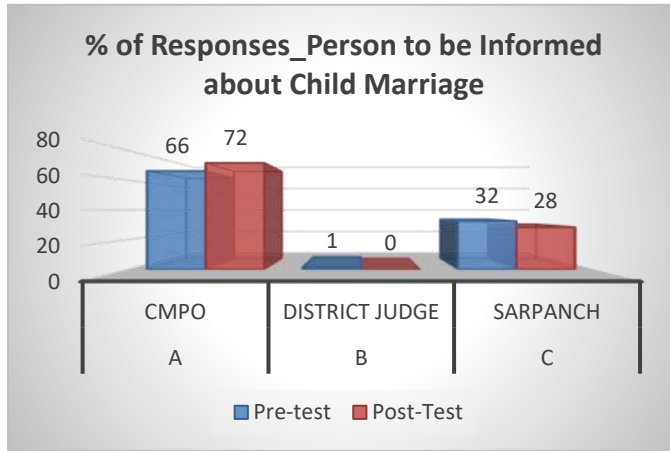
# of Response_Law for Protection of Any Child			
Ans_Code	Answers_Participants	Pre-test	Post-Test
A	CLPRA	18	12
B	JJ Act	45	46
C	POCSO	11	16
	Grand Total	74	74



The graph given beside reveals the confusion with regard to the law which provides protection to children in any situation. As seen in the graph, most (62%) of the participants responded that the JJ Act provided protection to any child in the post-test. However, many of the participants responded that POCSO provided protection to any child. This can be attributed to the fact that most of the participants did not have much information regarding POCSO. On the one hand, this indicated that they had a better understanding

of child sexual abuse and POCSO. However, this also indicated that the participants did not see child protection in its entirety and did not understand how these various laws were linked. It was also observed that a larger number of health workers changed their responses to the correct potion from pre-test to post-test as compared to ICDS workers.

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



Being the highest District of child marriage, it has found that 66 % who provided the pre-post test were about the CMPO role and that has increase to 72% awareness among

Reason of Child Marriages		
Participants	Pre-test	Post-Test
Know law	45	51
Not valued	21	21
Oppement	8	2
Total	74	74

the participants after

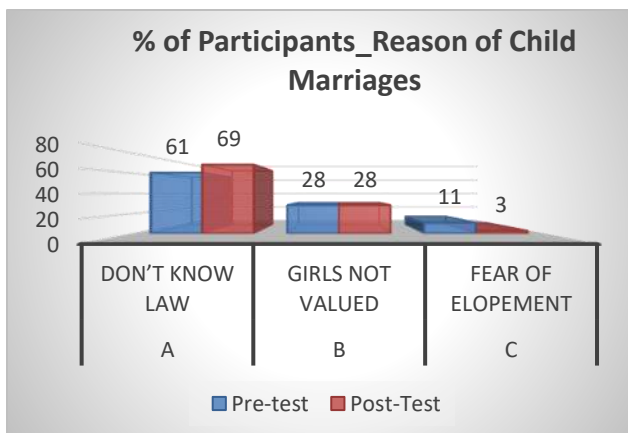
the Training. Thus still 28 % participants responded as Sarpanch as a person to be informed about the child marriage. Only 8 participants changed their answer from B or C to A.

As seen in the given graph, most of the participants, it means 53 participants were aware of the role of the CMPO. However, 4 participants revised their responses, indicating that the training had provided them with the correct information, but still there are 21 participants are still having confusion about the person needs to be informed immediately about child marriage.

# of Response_Person to be Informed about Child Marriage			
Ans_Code	Answers_Participants	Pre-test	Post-Test
A	CMPO	49	53
B	District Judge	1	0
C	Sarpanch	24	21
	Grand Total	74	74

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

Out of 74 participants 45 participants responded that the lack of knowledge about the law is less



that is the reason of child marriage, participants response for the answer A has increased after the training. 21 participants have answered that Girls not valued is the reason and these responses have remained the same. Total 8 Participants who has provided the answer C, revised their answer to A after the training.

As seen in the given graph, 69% percentage of participants who believed

that people continued with child marriage due to that ; they don't know the about the of law, which increased from 61%. However, 8% of respondents revised their pre-test responses from pre-test to post-test and changed their view by responding that many people 'Don't know Law' after the training. And there are also 3% of respondents who believes that fear of elopement is also the reason of child marriage. More participants became aware of these gender-related factors than before but were unable to contextualize it in gender-appropriate responses.

F. Feedback from Participants, Certificate Distribution & Group Photo:

During the feedback session one participant from each department shared their feedback and overall participants expressed that content was truly relevant, and it helped to bring clarity in the role of each department and as a frontline worker. Also shared that it boosted them to work eagerly for preventing child marriages in their district. Participants also shared that they felt incredibly pleased that they could meet the person who has contributed a lot for preparing the POCSO Act 2012.




After the completion of all sessions as per the schedule of TOT all participants who have completed 2 days 'Training of Trainers' certified with a certificate from Women and Child Development Department of Maharashtra, UNICEF & SBC3. Total 96 certificates were given to all participants.

Group Photo:



G. Annexures:

Annexure 1: TOT Permission Letter for all Departments



महाराष्ट्र शासन
महिला व बाल विकास विभाग, जिल्हा परिषद परभणी.
प्रशासकिय इमारतीच्या बाजूला, शिवाजी नगर परभणी-431401
email : dyceoledspbn22@gmail.com दूरध्वनी क्र (02452)231034
जाह्न/मवबाक/आस्था-3/ /2021 दिनांक :- / /2021

प्रति

- 1) उप मुख्य कार्यकारी अधिकारी (पं) जि प परभणी
- 2) जिल्हा आरोग्य अधिकारी जि प परभणी
- 3) जिल्हा महिला व बाल विकास अधिकारी परभणी
- 4) शिक्षणाधिकारी (प्रा) जि प परभणी
- 5) बाल विकास प्रकल्प अधिकारी (ना) परभणी
- 6) पोलीस उपनिरीक्षक, चाईलड लाईन परभणी
- 7) जिल्हा समन्वयक चाईलड लाईन परभणी
- 8) बाल विकास प्रकल्प अधिकारी प्रकल्प सर्व

विषय :- परभणी जिल्हा बालविवाह निमुलनाकरीता युनिसेफ-एसबीसी-3 मार्फत अग्रभागी कर्मचा-यांचे दोन दिवसीय प्रशिक्षकांचे प्रशिक्षण (TOT) आयोजना बाबत.

संदर्भ :- एस बी सी मुंबई यांचे पत्र दिनांक 24/08/2021

उपरोक्त विषयी आपणांत कळविण्यात देते की परभणी जिल्हा बालविवाह निमुलना करीता जिल्ह्यामध्ये सक्षम प्रकल्प राबविण्यात येत आहे. प्रकल्पा अंतर्गत क्षेत्रीय पातळीवर अग्रभागी काम करणा-या कर्मचा-यांचे दोन दिवसीय ऑफलाईन प्रशिक्षण (TOT) दिनांक 15/11/2021 व दिनांक 16/11/2021 रोजी आयोजित करण्यात आलेले आहे. सदर कार्यशाळेचे उद्घाटन मा जिल्हाधिकारी परभणी यांचे हस्ते होणार असून कार्यशाळेस मा मुख्य कार्यकारी अधिकारी जि प परभणी, मा पोलीस अधीक्षक परभणी व मा आवृक्त महानगर पालिका हे उपस्थित राहणार आहेत.

सदर प्रशिक्षणास क्षेत्रीय पातळीवरील 1) विस्तार अधिकारी (पं) (प्रत्येक पंचायत समिती 1 असे 9) 2) विस्तार अधिकारी (शि) (प्रत्येक पंचायत समिती 1 असे 9) 3) अंगणवाडी पर्यवेक्षिका (प्रत्येक प्रकल्पामधून 2 असे 22) 4) जिल्हा समुह संघटक राष्ट्रीय आरोग्य अभियान 5) गट प्रबंतक एकूण 31 (प्रत्येक प्रा.आ.केंद्र 1) 6) जिल्हा बाल संरक्षण अधिकारी (3) 7) संरक्षण अधिकारी 8) चाईलड लाईन अधिकारी 9) पर्यवेक्षिका (नागरी प्रकल्प) (एकूण 04.) नियडक सरपंच 1) पिंपरी (बु) ता सेलू 2) राजबाडी ता सेलू 3) गुणळी धामनगाव ता सेलू 4) धर्मापुरी ता परभणी 5) रेणाखळी ता पाथरी 6) उखळी ता गंगाखेड 7) सिगाणापुर ता परभणी 8) खोरस ता पालम

त्यानुसार वर नमुद प्रमाणे सर्व कर्मचारी/अधिकारी दिनांक 15/11/2021 व दिनांक 16/11/2021 रोजीच्या प्रशिक्षणास वेळेवर उपस्थित राहतील या बाबत आपण आपले स्तरावरून कार्यवाही करावी तसेच प्रशिक्षणास कोणताही कर्मचारी/अधिकारी गैरहजर राहणार नाही याची दक्षता घेण्यात यावी.

मा अध्यक्ष तथा जिल्हाधिकारी परभणी यांचे मान्यतेने

प्रशिक्षणाचे ठिकाण :- जिल्हा वार्षिक योजना सभागृह जिल्हाधिकारी कार्यालय परभणी

वेळ स.10.00 ते सायंकाळी 5.00

नॉडल अधिकारी तथा उप मुख्य
कार्यकारी अधिकारी जिल्हा परिषद परभणी

प्रतिलिपी :-

- 1) मा राज्य प्रमुख बाल संरक्षण युनिसेफ मुंबई यांना सविनय माहितीस्तव सदर
- 2) मा जिल्हाधिकारी परभणी यांचे स्विय सहाय्यक
- 3) व्यवस्थापकिय संचालक एस बी सी -3
- 4) बाल विकास प्रकल्प अधिकारी एवाविसेयो सेलू/परभणी-1/परभणी -2 /गंगाखेड /पाथरी /पालम यांना देवून कळविण्यात येते की आपले स्तरावरून पत्रांमध्ये नमुद प्रमाणे सरपंच यांना कार्यशाळे बाबत पत्र देण्यात यावे

Annexure 2: List of Participants from Health Department

दिनांक 15/11/2021 व दिनांक 16/11/2021 चालविवात मुक्ता फर्मिता प्रशिक्षण

घरपेक्षाया यांची यादी

अनु क्र	गट प्रत्येकनाथे नाव	प्रा आ फेडरचे नाव	मा.न.
1	श्रीमती रंजना लक्ष्मणराव धुंड	राणीसावरगाव	94233807797
2	श्रीमती म्हापा भगवानराव मुठाळ	कोडी	8275823303
3	श्रीमती रंजना उतागराव कडम	पिंपळदरी	9483645025
4	श्रीमती अर्चना बाळराव काळे	धारासूर	8668485843
5	श्रीमती अर्जुनी राधनाथ स्वामी	महासपुरी	9766126428
6	श्रीमती अर्जुनी यलगाव घडगे	आडगाव	7587525731
7	श्रीमती सत्यभामा महादेव सुरवसे	धारासूर	9011916226
8	श्रीमती शारदा यलगाव घडगे	कोसडी	8459624616
9	श्रीमती शरदाता आश्रया घोरमारे	वडार	8308914776
10	श्रीमती स्वामी दिनकर घडगे	वेल्दरी	9552316242
11	श्रीमती म्हापा यलगाव घडगे	कोल्हा	9325410506
12	श्रीमती सुनिता सुभाष फडके	रामपुरी	7057534317
13	श्रीमती जया शंकर पायकवाड	पाटोरी	7798315040
14	श्रीमती लज्जाबाई देविदास कोवळे	रावनानूर	8483837734
15	श्रीमती अर्जुनी सखाराम कोवळे	देवगा	9588600516
16	श्रीमती शारदा प्रताप घडगे	जांब	9890760753
17	श्रीमती शिरा रघुनाथ गिरे	पेडगाव	9373618414
18	श्रीमती वेन्ना अनुषा टाकुर	पिंपळी	7741912889
19	श्रीमती कालीदा जयवंत धुंड	इरी	9604961750
20	श्रीमती राधा रामप्रसाद नवघरे	हादगाव	7620320827
21	श्रीमती वर्या भिमराव गावकवाड	वाणाला	9834516527
22	श्रीमती रंजनी धनंजय कुंभार	प्राभळगाव	9637447873
23	श्रीमती मुक्ता दगडुबा काळे	पाचरगाव	8830671088
24	श्रीमती संगीता कळकेकर	धारासूर	9834030891
25	श्रीमती अनुराधा पौड	ताडकडस	8329173751
26	श्रीमती ज्योती वर्ग	फेडगाव	8390017921
27	श्रीमती शिल्पा गोरे	कावलगाव	9673189818
28	श्रीमती राधा लक्ष्मणराव खेवडे	वेल्दगाव	7620942633
29	श्रीमती लक्ष्मी कुंडलीक टाकसाळ	बालूर	9623679615
30	श्रीमती वेंकाली शरद पवार	बालूर	7083052578
31	श्रीमती प्रगती मारोतराव रंजवे	सोनपेठ	9579609411

Annexure 3: List of Participants from WCD ICDS Department

दिनांक 15/11/2021 व दिनांक 16/11/2021 यानविवाह भूक्त करिता प्रशिक्षण
पर्यवेक्षिका यांची यादी

अनु क्र	पर्यवेक्षिका यांचे नाव	प्रकार/याचे नाव	मो.न.
1	श्रीमती पी ए सोनूने	एवाविसेयो परभणी-1	9421387296
2	श्रीमती कि यु भातेराव	एवाविसेयो परभणी-1	8888154001
3	श्रीमती एस डि कांबळे(CDPO)	एवाविसेयो परभणी-2	9604282672
4	श्रीमती आर डी येले	एवाविसेयो परभणी-2	9421537978
5	श्रीमती एम डि सोने	एवाविसेयो जिनूर-1	7767836043
6	श्रीमती एस एस पाटे	एवाविसेयो जिनूर-2	7385839920
7	श्रीमती एस एन जाधव	एवाविसेयो जिनूर-2	9156081694
8	श्रीमती क एस कांबळे (CDPO)	एवाविसेयो जिनूर-2	9096681445
9	श्रीमती एम आर काळे	एवाविसेयो पुर्णा	7219117534
10	श्रीमती एस एस महाजन	एवाविसेयो पुर्णा	8390684660
11	श्रीमती एम एम कच्छवे	एवाविसेयो पालम	8600623545
12	श्रीमती आर बी परमे (CDPO)	एवाविसेयो पालम	9921099104
13	श्रीमती एस बी वाघमारे(CDPO)	एवाविसेयो गंगाखेड	9675589036
14	श्रीमती पी बी पाटीकर	एवाविसेयो गंगाखेड	9657476753
15	श्रीमती एस बी कच्छवे(CDPO)	एवाविसेयो सलू	9423689474
16	श्रीमती जे एस फुटाणे	एवाविसेयो सलू	9421062777
17	श्रीमती पी टी मुंडे(CDPO)	एवाविसेयो मानवत	9421859524
18	श्रीमती जे एस जाधव	एवाविसेयो मानवत	9422878094
19	श्रीमती एस एस मुंडे	एवाविसेयो सोनपठ	9834342442
20	श्रीमती कि डी काळे	एवाविसेयो सोनपठ	9422330435
21	श्रीमती एम बी गायकबाड (CDPO)	एवाविसेयो पाथरी	9767466733
22	श्रीमती जे पी राजुरकर	एवाविसेयो पाथरी	9890915529

Annexure 4: List of Participants from Panchayat Department

दिनांक 15/11/2021 व दिनांक 16/11/2021 यासाठीचा मूलक करीता प्रशिक्षण
विस्तार अधिकारी (पं) यांची यादी

अनु क्र	विस्तार अधिकारी यांचे नाव	तालुक्याचे नाव	मो.न.
1	श्री एस एस पवार	परभणी	9970633977
2	श्री टी डी पोट्टे	पुर्णा	9970977210
3	आर के गावकऱ्याड	पातम	9763106907
4	जे बी भालेराव	मंगळवेढ	9421868160
5	आर थो पंडीत	सोनपेठ	9637318768
6	पी एस पोतदार	पाचरी	7588155591
7	एस बी पवार	मानवत	9765135111
8	पी एन शिंदे	सेतु	9422178949
9	एस वि डोणे	जिंदूर	9423143116

Annexure 5: List of Participants from Panchayat Department

जेष्ठ शिक्षण विस्तार अधिकारी जिल्हा सेवा तांत्रिक वर्ग-3 (शिक्षण)श्रेणी -2 संवर्गातील दिनांक 01/01/2021 ची अंतिम जेष्ठता सुची
(शासन अधिसूचना दिनांक 24/05/1999/म.वि.प.शि.से.सेवा प्रवेशोत्तर परिक्षा(सुधारका) नियम 1999 आणि शासन पत्र दि. 05/08/2003 अन्वये जेष्ठता सुची)

अ.क्र.	अर्जदाराचे नाव	पदनाम	जन्म दिनांक	जी.पा.जा.	प्र.ने.दिनांक	प्रगत पाठ्यक्रम नेमणुके दिनांक	मोठा प्रवेशोत्तर परीक्षा माल/गुट दिनांक	जन्मीचा प्रमाण	नियमन
1	श्री राठोड एम. बी.	जे.शि.वि.अ.	1-Jun-70	बी.एससी.बी.एड.	4-Mar-99	4-Mar-99	Dec-99	ड.भा.प.	सरळसेवा
2	श्री रणमाळे डी. आर.	जे.शि.वि.अ.	6-Feb-66	एम.ए.एम.एड.	24-Dec-03	24-Dec-03	Dec-04	म.ज.ड.	सरळसेवा
3	श्री निलपत्रेवार डी. एल.	जे.शि.वि.अ.	4-Oct-73	एम.ए.बी.एड.	1-Mar-99	1-Mar-99	Dec-05	वि.भा.प्र.	सरळसेवा
4	श्री साबळे डी. डी.	जे.शि.वि.अ.	20-Jun-72	बी.एससी.एम.एड.	26-Dec-03	26-Dec-03	Dec-05	अनु.जमाती	सरळसेवा
5	श्री वरमळ डी. सी.	जे.शि.वि.अ.	4-Mar-75	एम.ए.बी.एड.	13-Nov-07	13-Nov-07	Dec-10	खुला	सरळसेवा
6	श्री दाधमारे जी.आर.	जे.शि.वि.अ.	3-Mar-76	बी.ए.बी.एड.	5-Jul-08	5-Jul-08	Dec-08	इ.भा.प.	सरळसेवा
7	श्री कापशीकर बी. डी.	जे.शि.वि.अ.	10-Jun-73	बी.एससी.बी.एड.	30-Sep-08	30-Sep-08	Dec-08	इ.भा.प.	सरळसेवा
8	श्री नरवाळे एम. ई.	जे.शि.वि.अ.	17-Dec-75	एम.ए.बी.एड.	26-Oct-10	26-Oct-10	नाही	अ.जा.	सरळसेवा
9	श्री कुलकर्णी गणेश विठ्ठलराव	जे.शि.वि.अ.	15-May-65	बी.एससी.बी.एड.	10-Oct-90	15-May-13	नाही	खुला	पदोन्नती
10	श्री रामचंद्र संतोष किसनराव	जे.शि.वि.अ.	17-May-63	बी.एससी.बी.एड.	28-Jul-94	15-May-13	नाही	खुला	पदोन्नती
11	श्री सगट बालाजी आबाजी	जे.शि.वि.अ.	05-Sep-65	बी.ए.बी.एड.	28-Dec-95	15-May-13	नाही	अनु.जमाती	पदोन्नती
12	श्री आम्ले सुभाष दत्तराव	जे.शि.वि.अ.	11-Dec-72	बी.ए.बी.एड.	01-Jun-13	01-Jun-13	नाही	अनु.जमाती	पदोन्नती
13	श्रीकत मुद्दकर पठाण	जे.शि.वि.अ.	15-May-83	एम.ए.बी.एड.	16-Jul-13	16-Jul-13	नाही	खुला	सरळसेवा

Command By: Commander Ch.

शिक्षण विस्तार अधिकारी (पं) यांची यादी
जिल्हा शिक्षण विस्तार अधिकारी (पं) यांची यादी

Annexure 6: Participants Registration for TOT (List has been uploaded on Google drive)

Sr No	Name	Designation	Email Address	Block	Contact No.
1	Sarika Vasant Patange	District Child Protection Unit Staff	patange434@gmail.com	Parbhani	7218952707
2	Priyanka Rajendra Shrivastav	District Child Protection Unit Staff	priyashriani@gmail.com	Selu	9011412675
3	Sharda Tukaram Mahajan (Sarpanch)	District Child Protection Unit Staff	tukarammahajan162@gmail.com	Selu	9665633166
4	Smt. Archana Gopichand Meshram	District Child Protection Unit Staff	dcpu.parbhani@gmail.com	Parbhani	8007214072
5	Milind Gautam Kamble	District Child Protection Unit Staff	milindkamble2211@gmail.com	Parbhani	9823235502
6	MILIND DNYANOBARAO SALVI	District Child Protection Unit Staff	salvimilind700@gmail.com	Pathari	9822717358
7	Amrapali Rohidas Panchpunje	District Child Protection Unit Staff	amrapalipachpunje@gmail.com	Parbhani	9697970358
8	Sopan Uttamrao Patange	Anganwadi Supervisor (ICDS)	supatange1993@gmail.com	Parbhani	9922824682
9	Maya Maroti Waghmare	Anganwadi Supervisor (ICDS)	wmaya2557@gmail.com	Human	7249712958
10	DESHMUKH RAHUL RAMESHRAO	Sarpanch dharmapuri	rahul.deshmukh675@gmail.com	Gangakhed	9527267243
11	manisha rameshroo kale	Anganwadi Supervisor (ICDS)	manisharkale7534@gmail.com	Purna	7219117534
12	Smt. Mote Sunanda Sitaram	Anganwadi Supervisor (ICDS)	patilsyogita01@gmail.com	Jintur	7385839920
13	Tanaji bajirao kadam	Block Facilitator - NRHM	tanajikadam144@gmail.com	Parbhani	9637777343
14	Vimal Govardhanrao Munde	Anganwadi Supervisor (ICDS)	vimalgmunde@gmail.com	Sonpeth	9422330435
15	Madhura Mohanrao Kachawe	Anganwadi Supervisor (ICDS)	kachavemadhura@gmail.com	Palam	8600623545

16	Chhaya Shankar chalwad	Anganwadi Supervisor (ICDS)	chhayaschalwad@gmail.com	Palam	7798315040
17	Janabai shripati phutane	Anganwadi Supervisor (ICDS)	phutanejanabai@gmail.com	Selu	9421062777
18	Janabai shripati phutane	Block Facilitator - NRHM	phutanejanabai@gmail.com	Selu	9421062777
19	Savita shripati Munde	Sarpanch	savitasmunde@gmail.com	Sonpeth	9834342442
20	Renuka Balasaheb Yorme	Block Facilitator - NRHM	renukayerme75@gmail.com	Palam	9921099104
21	Vaishali sharad pawar	Anganwadi Supervisor (ICDS)	Pawarvaishali2578@gmail.com	Selu	7083052578
22	Surnar Madneshwar Gopalrao	Anganwadi Supervisor (ICDS)	madan.surnar@gmail.com	Palam	9145001272
23	lakshmi kundlika taksal	Extension Officer - Panchayat	laxmitaksal44@gmail.com	Selu	9623679615
24	TANUJA BHIMASHANKARRA O VIDEKAR	Block Facilitator - NRHM	tanujav290566@gmail.com	Jintur	9921955243
25	Jyoti Prabhakar Rajurkar	Child line staff	jyotiprabhakarrajurkar@gmail.com	Pathari	9890915529
26	Sandeep balasaheb pawar	Child line staff	sandeep.pawar7837@gmail.com	Human	9765135111
27	Rohini Dhananjay kumbhar	Anganwadi Supervisor (ICDS)	hiwarkarswati094@gmail.com	Pathari	9637447873
28	Ananta Kishanrao Soge	Anganwadi Supervisor (ICDS)	anantasoge@gmail.com	Parbhani	8411876770
29	Krishna Dhondiram Phulari	Extension Officer - Panchayat	krishnaphulari1098@gmail.com	Parbhani	9923237819
30	Vidya Ukandrao Bhalerao	Extension Officer- Education	svidyaicds@gmail.com	Parbhani	9022632237
31	Sarlatai Nivratarao Jadhav	Block Facilitator - NRHM	snjadhav5555@gmail.com	Jintur	9075226242
32	Ramesh Kundlikrao Gaikwad	Block Facilitator - NRHM	rameshgayakwad69@gmail.com	Palam	9763106907
33	KAPSIKAR BALAJI VITHALRAO	Anganwadi Supervisor (ICDS)	brcparbhani@gmail.com	Parbhani	8275826473

34	Radha Laxman Lewade	Block Facilitator - NRHM	lradhalaxman@gmail.com	Selu	7620942633
35	Sonu Uttamrao Kadam	Block Facilitator - NRHM	sarthaksonu99@gmail.com	Gangakhe d	9403645025
36	Mote Sunanda Sitaram	Extension Officer- Education	patilsyogita01@gmail.com	Jintur	7385839920
37	Ranjana Laxmanrao Punde	Extension Officer- Education	rlpunde@gmail.com	Gangakhe d	9423807797
38	jyoti shiddhaling swami	Block Facilitator - NRHM	js8329095@gmail.com	Gangakhe d	9766126428
39	Nilpatrewar Dayatray Laxman	Block Facilitator - NRHM	dlnilpatrewar@gmail.com	Palam	9421533909
40	MUKESH BHIKULALJI RATHOD	Extension Officer- Education	brcpathri1@gmail.com	Pathari	8624972952
41	Shakuntala ashruha chormare	Extension Officer- Education	pinkychoormare@gmail.com	Jintur	8308914776
42	Archana Yadavrao Kale	Extension Officer- Education	arachanakale082@gmail.com	Gangakhe d	9822599543
43	Ganesh Vittalrao Kulkarni	Extension Officer - Panchayat	gvkulkarni2013@gmail.com	Jintur	9168326613
44	Patahn Shaukat Mubarak	Anganwadi Supervisor (ICDS)	shaukatpathan15@gmail.com	Sonpeth	8552847576
45	Gajanan Rangnathrao Waghmare	Anganwadi Supervisor (ICDS)	waghmarejintur@gmail.com	Selu	8421416500
46	Potdar Pandit Shankarrao	Anganwadi Supervisor (ICDS)	panditpotdar@yahoo.com	Pathari	7588155591
47	Nilu Haribhau chavhan	Extension Officer- Education	niluchavanicdsgkd@gmail.com	Gangakhe d	9527926444
48	Sangita Bhagvanrao Waghmare	Anganwadi Supervisor (ICDS)	sangeetagaikwad660@gmail.com	Gangakhe d	9673589086
49	Mandakini Vittalrao Soge	Anganwadi Supervisor (ICDS)	mandagore88@gmail.com	Jintur	7767836043
50	Nilpatrewar Dattatray Laxman	Block Facilitator - NRHM	dlnilpatrewar@gmail.com	Palam	9421533909

51	Pushpa Bothi	Balvantrao	Block Facilitator - NRHM	pushpabothikar@gmail.com	Gangakhe d	9657476753
52	Kamble Vithalrao	Shashikala	CDPO	kambleshshikala183@gmail.com	Sonpeth	9022805286
53	Sunita Kachave	subhash	Block Facilitator - NRHM	ssorekar1992@gmail.com	Human	7057534317
54	Sangeeta mohite	maroti	Extension Officer - Panchayat	sangitammohite@gmail.com	Purna	9834030891
55	Karuna kokne	sanghpal	Sarpanch	komalksksk10@gmail.com	Jintur	9096681445
56	Sangita kalkekar	amrutrao	Anganwadi Supervisor (ICDS)	Sangitammohite@gmail.com	Purna	9834030891
57	Nandkishor Aadte	Laxmikant	Anganwadi Supervisor (ICDS)	aadtenandkishor7@gmail.com	Palam	8669968108
58	Surnar Gopalrao	Janabai	Child line staff	madan.surnar@gmail.com	Palam	9145001272
59	Ratnamala Bele	Dnyanoba	Anganwadi Supervisor (ICDS)	ratnamalabele25@gmail.com	Parbhani	8766937523
60	Suchita Mahajan	Subhash	Block Facilitator - NRHM	suchitasmahajan@gmail.com	Purna	9022812905
61	Bharat Dhage	Murlidhar	Block Facilitator - NRHM	bharatdhage143@gmail.com	Parbhani	9766717203
62	Mangal Gaikwad	Bhivshen	Child line staff	mangalgaikwad015@gmail.com	Pathari	9767466723
63	Satyabhama Survase	Mahadev	Block Facilitator - NRHM	smsurvase1678@gmail.com	Jintur	9011916226
64	Sharda vasantrao vajir		Block Facilitator - NRHM	shardavajir39@gmail.com	Jintur	9130907804
65	Sushil Pratap Gore		Block Facilitator - NRHM	sushgore143@gmail.com	Parbhani	8862059034
66	Satyabhama Survase	Mahadev	Sarpanch renakhali	smsurvase1678@gmail.com	Jintur	9011916226
67	Vaishali Vitthal Kasar		Block Facilitator - NRHM	VSbendre.bhn@gmail.com	Jintur	9309521012
68	Meena darshrath gore		Extension Officer - Panchayat	ssorekar1992@gmil.com	Human	9325410506
69	Rahul bramharakshe	limbaji	Extension Officer - Panchayat	rahul.bramharakshe358@gmail.com	Pathari	9657331110

70	Swati Dinakar Garkal	Block Facilitator - NRHM	ghugeraneshwar@gmail.com	Jintur	95523162424
71	TUKARAM DATTARAO POTE	District Child Protection Unit Staff	potetukaram3@gmail.com	Purna	9970977210
72	Shivram Vittalrao Dhone	Anganwadi Supervisor (ICDS)	shivramdhone7@gmail.com	Jintur	9834078954
73	Jijabai Devidas Kamble	Anganwadi Supervisor (ICDS)	hanwatesmita@gmail.com	Palam	8483837734
74	Milind Dnyanobaro Salvi	District Child Protection Unit Staff	salvimiind700@gmail.com	Pathari	9822717358
75	Saroj Baliram Kachave	Extension Officer-Education	Cdposelu123@gmail.com	Selu	7021943764
76	Vidya Dnyaneshawar Danekar	Block Facilitator - NRHM	vidyadanekar@gmail.com	Parbhani	7350880498
77	Amrapali Rohidas Pachpunje	Anganwadi Supervisor (ICDS)	amrapalipachpunje@gmail.com	Parbhani	9697970358
78	RANMALE DHONDIBA RAMBHAU	Block Facilitator - NRHM	dhondibaranmale66@gmail.com	Human	9860382069
79	Archana Yadavrao Kale	Block Facilitator - NRHM	arachanakale082@gmail.com	Gangakhed	9822599543
80	Suchita Subhash Mahajan	Child line staff	suchitasmahajan@gmail.com	Purna	9022812905
81	Sangita Amrutrao kalkekar	Extension Officer-Education	sangitammohite@gmail.com	Purna	9834030891
82	Sangita Amrutrao kalkekr	Block Facilitator - NRHM	sangitammohite@gmail.com	Purna	9834030891
83	Varsha Haribhau kumbhar	Child line staff	varshakumbhar214@email.com	Parbhani	9834331979
84	Ganraj Chintaman Yarmal	Extension Officer-Education	ganrajyermal@gmail.com	Parbhani	8975950690

Annexure 6: List of Participants

Sr. No	Name	Designation	Email Address	Block	Contact No.
1	Sangeeta maroti mohite	Block Facilitator – NRHM	sangitammohite@gmail.com	Purna	9834030891

2	Vimal Govardhanrao Munde	Anganwadi Supervisor (ICDS)	vimalgmunde@gmail.com	Sonpeth	9422330435
3	Amrapali Rohidas Panchpunje	District Child Protection Unit Staff	amrapalipachpunje@gmail.com	Parbhani	9697970358
4	Ananta Kishanrao Soge	Counsellor Health Dept	anantasoge@gmail.com	Parbhani	8411876770
5	Archana Yadavrao Kale	Block Facilitator – NRHM	arachanakale082@gmail.com	Gangakhed	9822599543
6	Bharat Murlidhar Dhage	Child line Staff	bharatdhage143@gmail.com	Parbhani	9766717203
7	Chhaya Shankar chalwad	Block Facilitator – NRHM	chhayaschalwad@gmail.com	Palam	7798315040
8	Gajanan Rangnathrao Waghmare	Extension Officer – Panchayat	waghmarejintur@gmail.com	Selu	8421416500
9	Ganesh Vittalrao Kulkarni	Extension Officer – Panchayat	gvkulkarni2013@gmail.com	Jintur	9168326613
10	Ganraj Chintaman Yarmal	Extension Officer-Education	ganrajyermal@gmail.com	Parbhani	8975950690
11	Janabai shripati phutane	Anganwadi Supervisor (ICDS)	phutanejanabai@gmail.com	Selu	9421062777
12	Jijabai Devidas Kamble	Block Facilitator – NRHM	hanwatesmita@gmail.com	Palam	8483837734
13	Jyoti Prabhakar Rajurkar	Anganwadi Supervisor (ICDS)	jyotiprabhakarrajurkar@gmail.com	Pathari	9890915529
14	Jyto Datta Dhage	Block Facilitator – NRHM	-	Purna	8788288568
15	jyoti shiddhaling swami	Block Facilitator – NRHM	js8329095@gmail.com	Gangakhed	9766126428
16	Kamble Shashikala Vithalrao	CDPO	kambleshshikala183@gmail.com	Sonpeth	9022805286
17	KAPSIKAR BALAJI VITHALRAO	Extension Officer-Education	brpcparbhani@gmail.com	Parbhani	8275826473
18	Krishna Dhondiram Phulari	Team Member - Health Dept	krishnaphulari1098@gmail.com	Parbhani	9923237819
19	lakshmi kundlika taksal	Block Facilitator – NRHM	laxmitaksal44@gmail.com	Selu	9623679615
20	Madhura Mohanrao Kachawe	Anganwadi Supervisor (ICDS)	kachavemadhura@gmail.com	Palam	8600623545
21	Mandakini Vittalrao Soge	Anganwadi Supervisor (ICDS)	mandagore88@gmail.com	Jintur	7767836043
22	Mangal Bhivshen Gaikwad	Child line staff	mangalgaikwad015@gmail.com	Pathari	9767466723
23	manisha rameshrao kale	Anganwadi Supervisor (ICDS)	manisharkale7534@gmail.com	Purna	7219117534
24	Maya Maroti Waghmare	District Child Protection Unit Staff	wmaya2557@gmail.com	Parbhani	7249712958

25	Meena darshrath gore	Block Facilitator – NRHM	ssorekar1992@gmail.com	Human	9325410506
26	Milind Dnyanobarao Salvi	District Child Protection Unit Staff	salvimiind700@gmail.com	Pathari	9822717358
27	Milind Gautam Kamble	District Child Protection Unit Staff	milindkamble2211@gmail.com	Parbhani	9823235502
28	MUKESH BHIKULALJI RATHOD	Education Officer-Block	brcpathri1@gmail.com	Pathari	8624972952
29	Nandkishor Laxmikant Aadte	Panchayt Extension Officer	aadtenandkishor7@gmail.com	Palam	8669968108
30	Nilpatrewar Dattatray Laxman	Panchayat Extension Officer	dlnilpatrewar@gmail.com	Palam	9421533909
31	Sukeshana Datarao Pandit	Block Facilitator – NRHM	-	Gangakhed	8830538523
32	Patahn Shaukat Mubarak	Education Officer-Block	shaukatpathan15@gmail.com	Sonpeth	8552847576
33	Pushpa Balvantrao Bothi	Anganwadi Supervisor (ICDS)	pushpabothikar@gmail.com	Gangakhed	9657476753
34	Radha Ramprasad Nawghare	Block Facilitator – NRHM	-	Parbhani	7620320827
35	Radha Laxman Lewade	Block Facilitator – NRHM	lradhalaxman@gmail.com	Selu	7620942633
36	Rahul limbaji bramharakshe	Sarpanch	rahul.bramharakshe358@gmail.com	Pathari	9657331110
37	Rahul Ramesh Deshmukh	District Child Protection Unit Staff	-	Parbhani	9527267243
38	Ranjana Laxmanrao Punde	Block Facilitator – NRHM	rlpunde@gmail.com	Gangakhed	9423807797
39	RANMALE DHONDIBA RAMBHAU	Extension Officer – Education	dhondibaranmale66@gmail.com	Human	9860382069
40	Ratnamala Dnyanoba Bele	Anganwadi Supervisor (ICDS)	ratnamalabele25@gmail.com	Parbhani	8766937523
41	Renuka Balasaheb Yerne	Anganwadi Supervisor (ICDS)	renukayerme75@gmail.com	Palam	9921099104
42	Naina Hanumansing Thakur	Block Facilitator – NRHM	-	Parbhani	7741912889
43	Rohini Dhananjay kumbhar	Block Facilitator – NRHM	hiwarkarswati094@gmail.com	Pathari	9637447873
44	Sandeep Bendsure	Child line staff - District Coordinator	-	Parbhani	942062345
45	Sangita Bhagvanrao Waghmare	Anganwadi Supervisor (ICDS)	sangeetagaikwad660@gmail.com	Gangakhed	9673589086

46	Sarlatai Nivratarao Jadhav	Anganwadi Supervisor (ICDS)	snjadhav5555@gmail.com	Jintur	9075226242
47	Saroj Baliram Kachave	Anganwadi Supervisor (ICDS)	Cdposelu123@gmail.com	Selu	7021943764
48	Satyabhama Mahadev Survase	Block Facilitator – NRHM	smsurvase1678@gmail.com	Jintur	9011916226
49	Savita shripati Munde	Anganwadi Supervisor (ICDS)	savitasmunde@gmail.com	Sonpeth	9834342442
50	Shakuntala ashruha chormare	Block Facilitator – NRHM	pinkychormare@gmail.com	Jintur	8308914776
51	Sharda Tukaram Mahajan (Sarpanch)	Sarpanch	tukarammahajan162@gmail.com	Selu	9665633166
52	Sharda Pratap chavhan	Block Facilitator – NRHM	shardavajir39@gmail.com	Parbhani	9890760753
53	Sharda vasantrao vajir	Block Facilitator – NRHM	shardavajir39@gmail.com	Jintur	9130907804
54	Shivram Vittalrao Dhone	Panchayat Extension Officer	shivramdhone7@gmail.com	Jintur	9834078954
55	Smt. Archana Gopichand Meshram	District Child Protection Unit Staff	dcpu.parbhani@gmail.com	Parbhani	8007214072
56	Smt. Mote Sunanda Sitaram	Anganwadi Supervisor (ICDS)	patilsyogita01@gmail.com	Jintur	7385839920
57	Sonu Uttamrao Kadam	Block Facilitator – NRHM	sarthaksonu99@gmail.com	Gangakhed	9403645025
58	Suchita Subhash Mahajan	Anganwadi Supervisor (ICDS)	suchitasmahajan@gmail.com	Purna	9022812905
59	Sunita subhash Kachave	Block Facilitator – NRHM	ssorekar1992@gmail.com	Human	7057534317
60	Surnar Madneshwar Gopalrao	Sarpanch	madan.surnar@gmail.com	Palam	9145001272
61	Sushil Pratap Gore	Child line staff	sushgore143@gmail.com	Parbhani	8862059034
62	Swati Dinakar Garkal	Block Facilitator – NRHM	ghugeraneshwar@gmail.com	Jintur	95523162424
63	Tanaji bajirao kadam	Sarpanch	tanajikadam144@gmail.com	Parbhani	9637777343
64	TANUJA BHIMASHANKARRA O VIDEKAR	Anganwadi Supervisor (ICDS)	tanujav290566@gmail.com	Jintur	9921955243
65	TUKARAM DATTARAO POTE	District Child Protection Unit Staff	potetukaram3@gmail.com	Purna	9970977210
66	Vaishali sharad pawar	Block Facilitator – NRHM	Pawarvaishali2578@gmail.com	Selu	7083052578
67	Vaishali Vitthal Kasar	Block Facilitator - NRHM	VSbendre.bhn@gmail.com	Jintur	9309521012

68	Varsha Haribhau kumbhar	Child line staff	varshakumbhar214@e mail.con	Parbhani	9834331979
69	Vidya Dnyaneshawar Danekar	Anganwadi Supervisor (ICDS)	vidyadanekar@gmail.c om	Parbhani	7350880498
70	Vidya Ukandrao Bhalerao	Anganwadi Supervisor (ICDS)	svidyaicds@gmail.com	Parbhani	9022632237
71	Kalinda Jayvant Dhule	Block Facilitator - NRHM	-	Parbhani	9604961750
72	Meera Raghunatrao Shinde	Block Facilitator - NRHM	-	Parbhani	9373618441
73	Varsha Bhimrao Gaikwad	Block Facilitator - NRHM	-	Parbhani	8805140530
74	Asmita Sakharam Kambale	Block Facilitator - NRHM	-	Parbhani	9588600616
75	Kasabe Jadita Keshav	Block Facilitator - NRHM	-	Sonpeth	9557960941
76	Anuradha Bapurao Paul	Block Facilitator - NRHM	-	Sonpeth	7066949362
77	Kale M. D	Block Facilitator - NRHM	-	Pathri	8830671088
78	Datta Sheshrao Pund	Child line staff - Volunteers	-	Parbhani	8263067972
79	Radhika Girdhar bhavsar	Police - PSI	-	Parbhani	9130053206
80	Jagnnath Bhimrao Bhalerao	Panchayat Extension Officer	-	Gangakhe d	9518309016
81	Madhukar Umrikar	Panchayat Extension Officer	-	Selu	9423737637
82	R. B. Pandit	Panchayat Extension Officer	-	Sonpeth	9637318768
83	Narwade Mangesh Ekanath	Education Officer-Block	-	Jintur	9423737631
84	Diksha Mavnath Paithane	Sarpanch	-	Parbhani	9545427007
85	Shilpa Santosh Bangar	Anganwadi Supervisor (ICDS)	-	Jintur	7083509039
86	Madan Pralhad Kadam	Anganwadi Supervisor (ICDS)	-	Sonpeth	9604070251
87	Babita Tukaram Mundhe	Anganwadi Supervisor (ICDS)	-	Manwath	9890981018
88	Jayshri Jadhav	Anganwadi Supervisor (ICDS)	-	Manvat	9922314795
89	Archana Manatkar	Anganwadi Supervisor (ICDS)	-	Parbhani	8421092498
90	Sabale D.D	Extension Officer - Education	-	Purna	7385996498

91	V.P. Nagare	Protection Officer-DWCD	-	Parbhani	9405524165
92	More U.N	Protection Officer-DWCD	-	Selu	9657918583
93	D.D. Tak	Protection Officer-DWCD	-	Manvat	9960282434
94	S.S. Nagalwad	Protection Officer-DWCD	-	Purna	9683633214
95	S.D.Jawhar	Protection Officer-DWCD	-	Jintur	8605894542
96	S.S. Kale	Protection Officer-DWCD	-	Sonpeth	9422688707

Annexure 7: TOT registration form

महाराष्ट्रातील बाल विवाह निर्मूलनासाठी प्रशिक्षकांचे प्रशिक्षण (TOT) कार्यशाळा

दिनांक १५ व १६ नोव्हेंबर २०२१ रोजी जिल्हा पातळीवर बालविवाह प्रकरणांत हस्तक्षेप करणे आणि अशा असुरक्षित कुटुंबांना आणि मुलांना आधार देणे याबाबत, अंगणवाडी पर्यवेक्षिका - एकात्मिक बालविकास प्रकल्प, जिल्हा समूह संघटक/तालुका समूह संघटक/गट प्रवर्तक (राष्ट्रीय आरोग्य अभियान), विस्तार अधिकारी- (पंचायत), विस्तार अधिकारी -(शिक्षण), चाइल्डलाईन, जिल्हा बाल संरक्षण कक्ष, जिल्हा महिला व बाल विकास विभाग यांच्या सहकार्याने अग्रभागी कर्मचारी वर्गात जागरूकता वाढविण्याच्या हेतूने, महिला व बाल विकास विभाग महाराष्ट्र, यूनिसेफ आणि एस.बी.सी.३ मार्फत, जिल्हा स्तरावर जिल्हाधिकारी कार्यालय, जिल्हा नियोजन सभागृह, परभणी येथे सकाळी ९.३० ते सायंकाळी ५.३० या वेळेत दोन दिवसांचे 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:

Email*

This form is collecting emails. [Change settings](#)

प्रशिक्षण दिनांक : १५ व १६ नोव्हेंबर २०२१

प्रशिक्षण ठिकाण : जिल्हाधिकारी कार्यालय, जिल्हा नियोजन सभागृह, परभणी

महत्वाच्या सूचना

१. प्रशिक्षणासाठी नोंदणी सकाळी ९ ते १० या कालावधीत सुरू राहील. २. सर्व सहभागीसाठी ९ ते १० या कालावधीत नाष्ट्याची सोय करण्यात येईल. ३. सकाळी १० वाजेपर्यंत नाश्ता उपलब्ध राहील.
४. आपले विभागाचे विभाग प्रमुख प्रशिक्षण ठिकाणी उपलब्ध राहणार आहेत. त्यामुळे आपण वेळेवर येणे गरजेचे आहे. ५. जे कर्मचारी २ दिवस प्रशिक्षण पूर्ण करतील त्यांनाच प्रमाणपत्र, माहिती

पुस्तिका, वाचन साहित्य, पेन ड्राइव्ह देण्यात येईल. ६. विभागाकडून देण्यात आलेल्या यादीतील कर्मचारी प्रशिक्षणास उपस्थित न राहिल्यास त्यांचे नाव संबंधित विभाग प्रमुखास कळविण्यात येईल याची कृपया सर्वांनी नोंद घ्यावी. ७. ठीक सकाळी १०:३० वाजता कार्यक्रमाचे उद्घाटन जिल्हाधिकारी महोदया, मुख्य कार्यकारी अधिकारी महोदय तसेच इतर मान्यवर यांच्या उपस्थितीत होईल. ८. नोंदणीच्या वेळी आपणास प्रशिक्षण किट देण्यात येईल.

आपले संपूर्ण नाव ?(प्रमाणपत्र या नावाने तयार केले जाईल)

आपला संपर्क क्रमांक (Whatapp)

आपला नियमित वापरात असलेला ईमेल आयडी नमूद करावा.

जिल्ह्याचे नाव:

परभणी

तालुक्याचे नाव:

तालुक्याचे नाव

- ☐ सेलू
- ☐ जितूर
- ☐ परभणी
- ☐ सोनपेठ
- ☐ पाथरी
- ☐ मानवत
- ☐ गंगाखेड
- ☐ पालम
- ☐ पुर्णा

आपले पद नमूद करावे

- ☐ अंगणवाडी पर्यवेक्षिका (आय. सी. डी. एस)
- ☐ विस्तार अधिकारी- शिक्षण
- ☐ विस्तार अधिकारी- पंचायत
- ☐ जिल्हा समूह संघटक - एन आर एच एम
- ☐ जिल्हा बाल संरक्षण कक्ष कर्मचारी
- ☐ जिल्हा बाल संरक्षण कक्ष अधिकारी
- ☐ तालुका समूह संघटक - BCM(एन आर एच एम)
- ☐ गट प्रवर्तक -एन आर एच एम
- ☐ जिल्हा महिला व बाल विकास विभाग कर्मचारी
- ☐ चाइल्ड लाईन कर्मचारी
- ☐ इतर

आपण दिव्यांग असल्यास कृपया इथे नमूद करावे

☐ होय

☐ नाही

आपला खालील कोणत्या दिवशी उपवास आहे

☐ १५ नोव्हेंबर (सोमवार)

☐ १६ नोव्हेंबर (मंगळवार)

☐ दोन्ही दिवशी उपवास आहे

☐ दोन्ही दिवशी उपवास नाही

आपण कोविड लस घेतली आहे का ?

☐ पहिला डोस घेतला आहे

☐ दोन्ही डोस घेतले आहे

☐ एकही डोस घेतला नाही.