



JEEVIKA

An Initiative of Government of Bihar for Poverty Alleviation

Bihar Rural Livelihoods Promotion Society State Rural Livelihoods Mission, Bihar



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Policy Note on Pashu Sakhi

1. Background

Bihar Rural Livelihoods Promotion Society (BRLPS), which has been designated as the State Rural Livelihoods Mission, has mandate to mobilize, empower and promote livelihoods for 1.5 crore rural poor families through 10 Lakh sustainable SHGs under 65000 Village Organizations (VO) and 1600 Cluster Level Federations (CLF). Livestock is one of the sources of livelihood to the SHG members and provide supplement to agriculture sector which has its own limitations-like lack of sufficient agricultural land to sustain, particularly in the draught prone, hilly, tribal and other remote areas where crop production on its own may not be capable of engaging them fully. Being the 3rd largest goat population state, Bihar contributes about 8.99% of India's total goat population. The state is also a habitat of 42.6% people below poverty line. Hence, there is a tremendous scope of goat farming to meet up the large gap between demand and supply of meat.

A major constraint facing the goat rearing sector in Bihar is the high mortality and morbidity of goat flocks, primarily on account of disease spread. With the objective of enabling last mile delivery of preventive health services, a cadre of community-based women animal health workers – *Pashu Sakhis* - are to be promoted as village level entrepreneurs, providing a range of preventive health services (e.g. vaccination, deworming) and extension support to goat rearers to improve goat management and rearing practices. Hence, there is a need of **Pashu Sakhi**, a village based trained women who can support the Goat rearing SHG members to enhance best practices /knowledge through regular training & monitoring and also provide first aid services to Goats.

2. Selection of Pashu Sakhi

The Pashu Sakhi will be identified and selected by the Nodal VO/Nodal PG. She will provide her services to 100-120 SHG households covering 300-500 Goats.

3. Eligibility Criteria

Only female candidates would be eligible to become a Pashu Sakhi. In order to become a Pashu Sakhi, a candidate must fulfill the following eligibility criteria:

1. She should have strong willingness to serve the goat rearers and to work in consultation and supervision of a qualified Veterinary Doctor.
2. She should have a good communication skill: good listener and vocal speaker and willing to travel for training and provide required support to goat rearers.

3. She should be at least 18 years old and belong to a SHG household from the same or adjacent village. Preference can be given to Single woman, vulnerable woman or to those with grown up child.
4. She must be able to read, comprehend, write and do basic arithmetic calculations. (Educational qualification should be at least standard 8th Pass.)
5. She must be physically fit to handle goats, field work, carry out trainings and demonstrations.
6. She should be aware of the local goat rearing practices and its challenges.
7. She should be either familiar or able to learn about green fodder for Goats, different Goat breed, Goat disease symptoms and local preventive measures, Goat Housing and Goat Marketing.

4. Job Responsibilities of a Pashu Sakhi

Pashu Sakhis will provide preventive goat health care support to goat rearers to improve productivity of goats. She will also be responsible for provide handhold support to the goat rearer of Goat producer group regarding goat health, management practices and women's empowerment.

Key responsibilities

Handhold support in production and procurement Planning:

Pashu Sakhi will provide information on different types of Breed and its characteristics. She will also facilitate goat rearers in procurement of goats having high productive trait.

Training and Demonstration support:

Pashu Sakhi will provide training to Goat rearers on Feed management, House Management, Health Management, etc. She will also demonstrate best practices of House and feed management like Low-Cost Goat House, Low cost Feeder, Azolla Farming, Moringa Plantation etc. She will also establish Kid Nursery (*As per earlier approved policy note on Goat Producer Groups*) to demonstrate best practices.

First-Aid and other preventive measure support:

Pashu Sakhi will provide only preventive health care services to goat rearers (specifically preventive measures like: vaccination to reduce disease occurrence, deworming as per prescribed schedule, castration of bucks and first-aid services) at their doorsteps. Against all these services, she will charge a service fee from goat rearers and that will be finalized in consultation with the VO and PG. Any curative service provided by Pashu Sakhi is not allowed. Immediate action for her removal as Pashu Sakhi will be taken by VO/PG in case of any curative treatment is provided by Pashu Sakhi. With further investigation other action can also undertaken against Pashu Sakhi doing so.

Input supply support:

Pashu Sakhi will produce Pashu Dana, Pashu Chaat, Herbal supplements, and Herbal medicine and will be sold to goat rearers on payment basis (Rate will be decided by the Nodal VO/Nodal PG).

Marketing support:

- Update the market information to PG members on buying price of good quality goats and bucks of different breeds & selling prices, of goats in different local markets.
- Pashu Sakhis will facilitate goat rearers to improve negotiation skill for buying and selling of goats through prior weighing of goats.
- To facilitate collective sale by goat producer groups to benefit from economies of scale.

Book-keeping & Monitoring of production support:

- She will update all registers of Goat producer group (GPG).
- She will conduct fortnightly/monthly meeting of GPG (As per the policy note on Goat Producer Group, Ref No: BRLPS/Project/463/13/1042 dated 31.05.2017).
- She will visit households every week and provide periodic reports at PG/VO.
- She will attend VO meeting on monthly basis & discuss the progress of PGs and submit the report of completed month & plan for the next month.
- She will do data collection and entry for MIS as and when needed.
- She will provide handhold support to PG members to record data & calculate cost-benefit of investments.
- She will also help in data collection for baseline survey of Goat rearers and further periodic survey for Impact assessment.

In future, service of Pashu Sakhi may be utilized for providing services to HHs for other livestock interventions introduced in the village.

5. Selection Methodology

The Village Organization/ Producer group will discuss in the VO/PG meeting about the selection of Pashu Sakhi based on the eligibility criteria mentioned earlier. The potential interested candidates from SHG households will submit their profiles/CVs to VO/PG. Nodal PG/ Nodal VO with support of Project staff will screen the applications and subsequently conduct an interview. Based on the performance in the test and interview, the Nodal PG/Nodal VO will do the final selection. The entire selection process must be recorded in the minutes books of Nodal PG/Nodal VO. The information and profile of selected Pashu Sakhi will be sent to the Nodal VO/Nodal PG after selection. Nodal VO/Nodal PG will maintain a database of all Pashu Sakhis working in its area and would send a copy of the Pashu Sakhi profile to BPIU and DPCU.

6. Training and Capacity Building Program for Pashu Sakhi

Before formally taking on the role of Pashu Sakhi in the villages, the selected Pashu Sakhi will be trained in 3 Phases of total 15 days residential training (5 days in each phase) on Goat Breed and its specification, Goat Body and its behavior, Feed Management, Health Management, House management, Diseases Prevention Measure, Castration, Marketing, etc. Detailed course curriculum is attached in annexure -II. Technical support from M/S AKF, M/S The Goat Trust, and other similar agencies working in Small Ruminant based Livelihood promotion will be hired to train the Pashu Sakhis on specialized technical inputs based on the needs of PGs/VOs.



7. Honorarium of Pashu Sakhi

The service charge of Pashu Sakhi will be provided by the Nodal PG/ Nodal VO based on the monthly performance report of Pashu Sakhi duly signed by the Office Bearer of Nodal PG/ Nodal VO. The Pashu Sakhi must have a bank account as all payments to Pashu Sakhi will be transferred in her bank account only. The honorarium of Pashu Sakhi is divided into two parts:

Fixed Honorarium	1 st Year: Rs.1000 2 nd Year: Rs. 750 3 rd Year: Rs. 500 4 th Year: Nil
Task Based Incentive	This will be based on activities performed at field level. Note: Activity wise service fee is mentioned in annexure -I

The fixed honorarium and tasked based incentive to Pashu Sakhi will be given upto 3 Years from project as mentioned above. It is expected that from 4th year she will be capable enough to earn money from her service fees by providing different services to Goat Rearers.

8. Performance Appraisal and Grading of Pashu Sakhis

The performance of Pashu Sakhi will be reviewed on monthly basis by OB members in VO/PG meeting. VO/PG will appraise the performance of Pashu Sakhis based on the activities undertaken and output achieved. A sample field visit should also be done by the OB members to validate the work of Pashu Sakhi. Grading of Pashu Sakhi will be done on quarter basis at Nodal VO/Nodal PG level.

9. Pashu Sakhi as a resource person

The selected (best performing) Pashu Sakhis can also be used as a resource person/Trainer of trainers (ToT) for adoption/dissemination of practices or interventions other than defined area of operation. The Pashu Sakhi would be eligible for honorarium in addition to her payment as per details provided below:

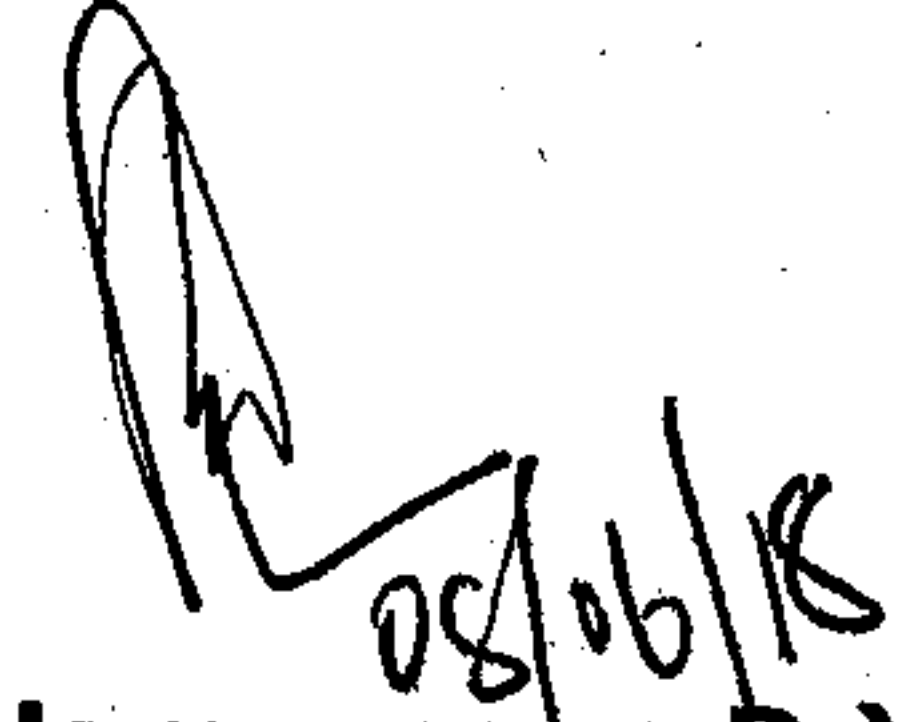
Payment details of Pashu Sakhi as CRP/Training resource

S. No.	Location	Honorarium per day	Remarks
1	At block level within the block	250 per day	Food (or Rs. 100 per day for food) has to be arranged by BPIU
2	At block level within the district other than own block	350 per day	Food (or Rs. 100 per day for food) and stay(if any) to be arranged by respective BPIU/DPCU
3	Outside district	400 per day	Food (or Rs. 100 per day for food) and stay to be arranged by the respective BPIU/DPCU

Various points covered in the policy note are subject to modification on basis of practical experiences.

Enclosures:

1. Annexure I
2. Annexure II



(Balamurugan D.)
Chief Executive Officer
-cum-
State Mission Director

For Distribution

1. Director/OSD/AO/CFO/PC/PS/PO
2. All SPMs and PMs
3. All DPMs/In Charge, All Thematic Managers/In charge, All YPs.
4. All BPMs
5. IT Section.

Task Based Incentive for Pashu Sakhi

Sl. No.	Activity	Rate	Mode
1	Goat Rearers Survey	Rs. 10/HH	Jeevika
2	First Aid Treatment of Goats	Rs. 10/Goat	Community
3	De-Wormed	Rs. 5/Goat	Community
4	Vaccination	Rs. 8/Goat	Community
5	Castration	Rs. 30/Goat	Community
6	Insemination by Buck	Rs. 20/Insemination	Community
7	Weighing of Goats	Rs.5/Goat	Community
8	Removal of External Parasite	Rs. 5/Goat	Community
9	No. of Goat Rearers started using Feeding Truf/ hanging fodder/ Watering Truf	Rs. 25/HH	Jeevika
10	Construction of Azzola Pit	Rs. 20/HH	Jeevika
11	Construction of Goat Shed	Rs. 50/HH	Jeevika
12	Training of Goat Rearers (In a batch of minimum 30 HHs)	Rs. 100/Batch	Jeevika
13	No. of Case study prepared (Payment to only shortlisted case by Livestock Manager will be done)	Rs. 20/Case Study	Jeevika



Training course curriculum – Phase 1

Section	Topic	Details
Introduction of Goat Rearing to Pashu Sakhi	Importance of Goat Rearing in rural area	Economic and social importance of goat rearing with specific reference to Bihar. Basic Knowledge of Goat Rearing. Characteristics of goat meat, milk, skin, faeces, etc.
	Role of Pashu Sakhi in goat rearing in rural area	Why Pashu Sakhi is needed? Tasks to be done by the Pashu Sakhi. Potential remunerations/Earnings of Pashu Sakhi. Other actors working in the same field & future prospects of Pashu Sakhi.
	Goat Behaviour	Normal grazing, eating, rumination, sitting behaviour of goat
	Goat from outside and inside	External and internal part of Goat
Goat Housing	Importance of housing for goat	Explain how goat house protects goat from extreme weather, reduces infection and disease spread and the importance of good housing to improve goat production and productivity
	Factors to be considered while making goat house	Goat sitting behaviour, temperature, sun shine, rain, humidity, air flow, predators, theft, cost, ease of feeding and giving water and cleaning of the shed. Dos and Don'ts in goat shed establishment.
	Locally suitable model of goat housing	Use a goat house model to explain the height of goat bed from ground, wall, roof, ramp etc. Calculate the cost of making different goat house model.
	Hygiene, sanitation and bio security in goat housing	Importance of cleaning, disinfection and fumigation: Knowledge of Isolation & Quarantine and its importance. Dos and don'ts of goat housing.
Goat Feeding	Main nutrients in goat feed	What does goat eat and what it contains? Carbohydrate, protein, fat, vitamins, minerals and water and their importance in goat feeding. Hygiene practices in feeding and giving drinking water
	Main component of goat feed	Green (grass, fodder), Dry (Hay, straw etc.), and feed. Proportion of each part in feed to make balance feed.
	Making of goat feed	Preparing goat feed using locally available materials
	Mineral block feeding in goat	Explain the importance of mineral block feeding, mineral block preparation. Costing of mineral block, and explanation of how this can be another service that Pashu Sakhi provide.
Goat Feeding	Importance of roughage feeding in goat	Explain rumination process and importance of rumination in digesting grass, fodder and dry roughage like straw
	Locally available green for goat	Locally available grass, fodder and dry roughages to be used for feeding goat. Also explain toxic factor if found in any locally available fodder and forage
	Azolla feeding in goat	Explain the importance of Azolla feeding and cultivation. Have a goat rearer who is already feeding Azolla to explain the benefits she/ he has seen while feeding Azolla. Precautions to be taken while constructing the Azolla pond to avoid it becoming a cesspool for mosquitos. Quantity of Azolla suitable for each goat.
Goat Breeding	Different breeds of goat	Meat, milk, meat & milk and other breed types: Breed locally suitable and available and their characteristics
	Basics of breed improvement	Selection and crossing; their importance, Disadvantages of inbreeding and methods to stop it Knowledge and limitations of Artificial Insemination
	Buck management	Selection, characteristics of a good breeding buck, scientific method of selection of good breeding buck and exchange of buck.
	Goat breeding cycle and natural breeding	Puberty, onset of heat, Oestrus cycle, pregnancy, weaning, flushing Signs of heat and right time to get buck service
	Castration	Importance of castration, correct age at which castration is to be done and practice using Burdizzo castrator. Dos and Don'ts of castration.

Training course curriculum – Phase 2

Section	Topic	Details
Health Status of Goat	Healthy vs sick goat	<ul style="list-style-type: none"> • Signs and symptoms of healthy and sick goat • Normal body temperature and respiration in healthy goat
	Temperature and respiration in healthy goat	<ul style="list-style-type: none"> • Temperature taking • Respiration counting
Prevention and Control of Goat Diseases and Health Problems	Causes of goat diseases	Infectious: Bacteria, virus, fungus, protozoa, internal and external parasites Non-infectious: e.g. tympani
	Zoonotic diseases	Meaning of zoonosis, zoonotic diseases from goat including Brucellosis and their prevention
	Main bacterial disease of goat and their prevention	HS and Enterotoxaemia, their prevention using vaccination
	Main viral disease and their prevention	PPR, Goat Pox and FMD and their prevention by vaccination
	Main protozoal disease and their prevention	Coccidiosis and Babesiosis and their prevention
	Main diseases caused by internal parasites	Round worm, tape worm, liver fluke. Importance of regular faecal examination to diagnose the disease and deworming using right medicine at right time. Importance of changing de-wormer to avoid anthelmintic resistance.
	Main diseases caused by ectoparasites	Lice, ticks, fleas, and mange and their control, including household remedies.
	Vaccination calendar and vaccination	Locally useful vaccination calendar for goat, handling of vaccine and practice of vaccination, cold chain maintenance, Safe handling & disposal of vaccines, needle, syringe
	Control of common health problems in goats	Tympani, diarrhoea, constipation, wound, epistaxis, dermatitis, mastitis, lameness, fracture, horn fracture: control and management, Dog bite cases in goats-Discussion on its post bite vaccination
	Retention of urine	Retention of urine and its management. Prevention of urinary stone in castrated male goats
General management of Goat	Herbal and local medicines	Basic knowledge about various herbal drugs: locally available materials& its use for prevention and treatment of diseases
	Care and management of pregnant doe	Housing separately, feeding, assistance during kidding. Care and management of dystocia and retention of placenta
	Care and management of young kid	Naval chord trimming, colostrum feeding & its importance, bottle Feeding of kids, Creep Feeding, preventive measures to check kid mortality
	Care and management in different seasons	Care and management of goats in various extreme weather conditions like summer, winter and rainy season
	Care and management of growing male kids for meat production	Weaning, castration, feeding, regular weighing, regular faecal examination and deworming,
Field Demonstration	Deworming in goat	Medicine identification, use and dose calculation. Using FAMACHA to know need of deworming, Importance of changing de-wormers regularly.
	Estimate age by dentition	Dentition and ageing
	Hoof trimming	Importance and practicing
	Identification of goat	Tagging/ painting of hooves and horns for identification. Why identification is important.
Equipment used in goat health and management		Use, care and management of thermometer, needle, syringe, castrator, hoof trimmer, feeder, waterer, cool box, drenching gun etc.



Training course curriculum – Phase 3

Section	Topic	Details
TOT	Main points of TOT	Training of Trainers (TOT) for Pashu Sakhi
	Presentation by Pashu Sakhi and TOT for Pashu Sakhi	Pashu Sakhi Work and Goat Feeding (TOT exercise -1) Goat housing, Breeding and care and management of breeding buck (TOT exercise - 2) Health management and general Management (pregnant does, Kid) (TOT exercise - 3)
Goat Marketing & Goat Rearing Entrepreneurship	Goat selling for different purposes	Selling for meat; selling for female breeding stock; selling for male breeding stock (buck); culling of unproductive goat. Demand of different purpose goat in market and price
	Determining the price of selling goat	Weighing for meat purpose and calculating the price on per kilo basis. Compare it with ad hoc price
	Selling goat for special market	Competitive price during different festivals
	Goat rearing entrepreneurship	Investment and return calculation in goat rearing
Government schemes for Goat Farming	Insurance	Insurance of goats & its importance Community insurance models.
	Loan	Loan for goat keepers- Venture Capital Scheme, Government supported scheme including Jeevika on goat rearing, Banks and SHGs
Financial management of Goat Keeping	Book Keeping	Keeping records to trace investment and gain from goat keeping
	General Accountancy	Financial record keeping and simple analysis to know profit loss
Goat Market Study	Goat market Study	Visit a local goat market; learn the selling and buying practice; visualize the good and bad sides; find out best marketing strategy for the goat kept by goat rearer

