



JEEViKA

An Initiative of Government of Bihar for Poverty Alleviation

**Bihar Rural Livelihoods Promotion Society
State Rural Livelihoods Mission, Bihar**



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Operational Guidelines for Selection of Pashu Sakhis for Goat AI Based Production System Piloting (GAIBPSP) under JEEViKA

1. Background

JEEViKA has significantly expanded goat-based livelihood interventions across Bihar through a network of trained **Pashu Sakhis**, who provide doorstep goat health, extension and advisory services. Their efforts have improved access to preventive healthcare, promoted scientific goat husbandry practices and contributed to enhanced goat productivity among women Self-Help Group (SHG) members.

Despite these achievements, **genetic improvement remains a major challenge** in the goat sector. Breeding continues to rely largely on uncontrolled natural mating with unselected breeding bucks, resulting in slow genetic progress and sub-optimal productivity.

To address this gap, JEEViKA has initiated a **pilot on scientific breeding** through two complementary approaches; **planned natural breeding using selected breeding bucks and Artificial Insemination (AI)**. These interventions aim to improve access to superior germplasm, strengthen planned breeding practices and enhance genetic improvement at the community level.

As part of this initiative, JEEViKA is implementing the **Goat AI Based Production System Piloting (GAIBPSP)** in selected districts of Bihar. The pilot aims to develop and test a community-based Goat AI service delivery model through specially trained Pashu Sakhis and generate evidence on its technical, operational and institutional feasibility for potential scale-up under JEEViKA.

Since Goat AI is a specialised technical service requiring advanced skills, precision and regular field engagement, the selection of competent and committed Pashu Sakhis is critical to the success of the pilot. A well-defined Operational Guidelines provide a **standardised, transparent and merit-based framework** for the selection of Pashu Sakhis to ensure uniform implementation across all pilot districts. The Guidelines also outline the procedures for preparation of the merit list, constitution of the reserve panel, approval of selected candidates, documentation, and nomination for training.

This intervention shall initially be implemented in the following five goat-intervention districts of Bihar:

- Araria
- Purnea
- Begusarai
- Patna
- Nawada

The DPCU, in consultation with the SPMU shall **identify the pilot blocks and Nodal CLF(s)** based on the availability of adequate numbers of active Pashu Sakhis and other relevant operational and feasibility parameters.

2. Objectives

The Operational Guidelines aim to establish a transparent, standardised and merit-based process for selection of Pashu Sakhis under the Community-based Goat Artificial Insemination Pilot.

The specific objectives are to:

- Standardise the selection process across all pilot districts.
- Select technically competent, motivated and field-ready Pashu Sakhis capable of delivering specialised Goat AI services.
- Ensure transparency, fairness and equal opportunity throughout the selection process.

3. Pashu Sakhi Selection and Deployment

Each pilot district shall identify and assess **15 eligible Pashu Sakhis** through the prescribed selection process. Based on the consolidated merit:

- **Top 10 candidates** shall be finally selected and nominated for Goat AI training and subsequent deployment under the pilot.
- The **next 5 candidates** in the order of merit shall constitute the **Reserve Panel** and may be considered, in order of merit, to replace candidates who withdraw, drop out, do not complete training, or are replaced due to sustained unsatisfactory performance during the pilot.

Note: Selection under the pilot shall not confer any permanent appointment or employment status. Engagement of selected Pashu Sakhis shall remain subject to the requirements of the pilot and applicable JEEViKA guidelines.

4. Eligibility Criteria

The following are the minimum common criteria that an aspiring candidate must fulfil to participate in the selection process:

- Pashu Sakhi developed under JEEViKA and should have successfully completed the GHM Phase-II training.
- She should have at least two years of satisfactory experience in goatery-related service delivery.
- She should have practical experience in promoting scientific goat husbandry and goat health management, including goat castration, vaccination, primary healthcare services and identification of common disease symptoms.
- Demonstrate community acceptance, professional conduct and good working relationships with VOs, CLFs, community members and JEEViKA field functionaries.
- Possess good communication and interpersonal skills and be willing to undertake regular field-based service delivery within the designated operational area.
- Be physically fit and willing to undergo the prescribed residential training, assessment and certification, and undertake Goat AI-related responsibilities as per programme requirements.
- Possess basic record-keeping and digital skills and demonstrate willingness to learn and adopt new reproductive technologies, including AI, and prescribed service protocols.

Fulfilment of the above criteria shall make a candidate eligible to participate in the selection process. Final selection shall be based on the prescribed assessment, merit and suitability for Goat AI service delivery.

5. Selection Process

The selection of Pashu Sakhis under GAIBPSP shall be conducted at the BPIU level through a simple, merit-based process.

- a. **Orientation:** The GAIBPSP, including its objectives, expected role of Pashu Sakhis, training requirements and service responsibilities, shall be explained to Pashu Sakhis and concerned CBO representatives through a block-level meeting.

Interested Pashu Sakhis who fulfil the prescribed eligibility criteria may submit their application in the prescribed format through the concerned VO, along with the VO's recommendation (**attached in Annexure-I**).

- b. **Screening and Assessment:** The BPIU shall constitute a Selection/Assessment Committee comprising:

- Nodal CLF Representative
- Livelihood Specialist (LHS) / Block Livestock Nodal
- Livestock Manager / YP-Livestock
- TSA representative, as an invitee, wherever required

The Committee shall verify the eligibility of applicants and conduct the prescribed written assessment and personal interview.

- c. **Written Assessment:** The written test shall be conducted in person at the BPIU to assess the candidate's technical knowledge, practical understanding and aptitude to learn Goat AI. The written test will carry 30 marks.

- d. **Personal Interview:** The personal interview shall be done to assess candidate's communication skill – her ability to interact with goat rearers and explain technical information, willingness (motivation and commitment) to undertake the responsibilities of the pilot, confidence and ability to undertake regular field-based service delivery, practical aptitude such as ability to understand and respond to basic field situations, and willingness to learn and adopt AI technology and prescribed service protocols. The personal interview will carry 20 marks.

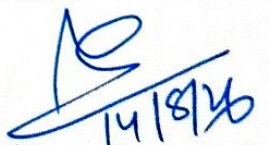
Note: The BPIU shall submit the merit list and reserve candidates list to the DPCU. Accordingly, the list of selected Pashu Sakhis shall be nominated for the Goat AI training by the Manager Livestock/YP-Livestock/In-charge. Only Pashu Sakhis successfully completing the training and certification shall be deployed for Goat AI service delivery under the pilot.

6. Timeline for selection of Pashu Sakhi for Goat AI:

By **25th August 2026**, the Livestock Manager/YP/Inc.-LS shall share the names of the Pashu Sakhis finally selected for the Goat Artificial Insemination (AI) training with the SPMU team.

Enclosure:

Annexure-1: Application Form


(Vinay Kumar Rai)
Director, BRLPS

Copy to:-

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

APPLICATION FORM / आवेदन पत्र

Community-based Goat Artificial Insemination Pilot (CGAIP) under JEEViKA
जीविका के अंतर्गत सामुदायिक आधारित बकरी कृत्रिम गर्भाधान पायलट

Application for Selection of Pashu Sakhi / पशु सखी के चयन हेतु आवेदन

To be submitted through the concerned Village Organisation (VO)

संबंधित ग्राम संगठन (VO) के माध्यम से जमा किया जाना है।

A. Applicant Details / आवेदक का विवरण

Particular / विवरण	Details / विवरण
1. Name of Pashu Sakhi / पशु सखी का नाम	_____
2. Pashu Sakhi MIS ID/ पशु सखी MIS ID	_____
3. Husband Name/Father's Name	_____
4. District / जिला	_____
5. Block / प्रखंड	_____
6. Panchayat / पंचायत	_____
7. Village / ग्राम	_____
8. Name of VO / ग्राम संगठन का नाम	_____
9. SHG Name / स्वयं सहायता समूह का नाम	_____
10. Mobile Number / मोबाइल नंबर	_____
11. Date of joining as Pashu Sakhi / पशु सखी के रूप में कार्य प्रारंभ करने की तिथि	_____
12. Training received	GHM-1 ☐ GHM-2 ☐
13. Experience as Pashu Sakhi / पशु सखी के रूप में अनुभव	_____ Years / वर्ष
14. No. of households served / सेवा प्राप्त करने वाले परिवारों की संख्या	_____ households / परिवार
15. Approx. goat population served / सेवा क्षेत्र में अनुमानित बकरी संख्या	_____ goats / बकरियाँ

B. Experience and Suitability / अनुभव एवं उपयुक्तता

1. Goat-related services provided / मेरे द्वारा प्रदान की जाने वाली बकरी संबंधी सेवाएँ:

☐ Goat Health Management / बकरी स्वास्थ्य प्रबंधन

☐ Vaccination / टीकाकरण

☐ Deworming / कृमिनाशक सेवा

☐ Castration / बधियाकरण

☐ First Aid/Primary Healthcare / प्राथमिक उपचार/प्राथमिक स्वास्थ्य सेवा

☐ Goat Husbandry Training/Advisory / बकरी पालन प्रशिक्षण/परामर्श

☐ Other / अन्य: _____

2. During your tenure as a Pashu Sakhi, in how many deworming and vaccination related drives have you participated? पशु सखी के रूप में आपके कार्यकाल के दौरान आपने कितने कृमिनाशन एवं टीकाकरण अभियानों में भाग लिया है? संख्या: _____

3. Without compromising my regular Pashu Sakhi responsibilities, I am willing to:

अपनी नियमित पशु सखी जिम्मेदारियों को प्रभावित किए बिना, मैं सहमत हूँ:

- ☐ Attend residential Goat AI training and certification
- ☐ आवासीय बकरी कृत्रिम गर्भाधान (AI) प्रशिक्षण एवं प्रमाणन में भाग लेना
- ☐ Undertake regular field-based Goat AI service delivery
- ☐ नियमित रूप से क्षेत्र में बकरी AI सेवा प्रदान करना
- ☐ Maintain prescribed service and digital records
- ☐ निर्धारित सेवा एवं डिजिटल अभिलेखों का संधारण करना
- ☐ Learn and follow prescribed Goat AI technical protocols
- ☐ निर्धारित बकरी AI तकनीकी प्रोटोकॉल सीखना एवं उनका पालन करना

C. Applicant Declaration / आवेदिका की घोषणा

I hereby declare that the information provided in this application is true to the best of my knowledge. I understand that submission of this application does not guarantee selection. I am willing to undergo the prescribed assessment, training and certification and undertake Goat AI-related responsibilities as per the requirements of the CGAIP.

मैं घोषणा करती हूँ कि इस आवेदन पत्र में दी गई जानकारी मेरी जानकारी के अनुसार सही है। मैं समझती हूँ कि इस आवेदन को जमा करना चयन की गारंटी नहीं है। मैं निर्धारित मूल्यांकन, प्रशिक्षण एवं प्रमाणन में भाग लेने तथा CGAIP की आवश्यकताओं के अनुसार बकरी AI से संबंधित जिम्मेदारियों का निर्वहन करने के लिए सहमत हूँ।

Place / स्थान: _____

Date / दिनांक: _____

Signature of Pashu Sakhi / पशु सखी के हस्ताक्षर/अंगूठे का निशान:

Name / नाम: _____

D. VO Verification and Recommendation

ग्राम संगठन (VO) द्वारा सत्यापन एवं अनुशंसा

We certify that the above applicant is an active Pashu Sakhi associated with the concerned VO and, to the best of our knowledge, has satisfactory conduct and working relations with the community. हम प्रमाणित करते हैं कि उपर्युक्त आवेदक संबंधित ग्राम संगठन (VO) से जुड़ी हुई सक्रिय पशु सखी हैं तथा हमारी जानकारी के अनुसार उनका आचरण एवं समुदाय के साथ कार्य संबंध संतोषजनक है।

VO Recommendation / VO की अनुशंसा:

☐ Recommended / अनुशंसित ☐ Not Recommended / अनुशंसित नहीं

Name of VO / ग्राम संगठन का नाम: _____

Name & Designation of VO Representative / VO प्रतिनिधि का नाम एवं पद:

Signature / हस्ताक्षर: _____

Date / दिनांक: _____

VO Seal / VO की मुहर: _____

E. For BPIU Office Use

BPIU कार्यालय उपयोग हेतु

Eligibility Screening / पात्रता की जाँच:

☐ Eligible / पात्र ☐ Not Eligible / अपात्र

Remarks / टिप्पणी:

.....
.....
.....

Verified by / सत्यापनकर्ता: _____

Designation / पद: _____

Signature / हस्ताक्षर: _____

Date / दिनांक: _____