

JEEVIKA

Rural Development Department, Government of Bihar

Bihar Rural Livelihoods Promotion Society State Rural Livelihoods Mission, Bihar



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Date: 09 .12 . 2025

CRP-Pashu Sakhi Policy

"A Participatory Peer Learning Approach to Enhancing Technical Competence, Innovation, and Advanced Goat Husbandry in Bihar"

A. Background / Introduction

The Pashu Sakhi Policy (Reference No. BRLPS/Project/463/13/Vol-II/795, dated 08/06/2018) mandates the engagement of Community Resource Persons (CRP-Pashu Sakhi) to systematically address the large-scale requirements of field-based technical training, handholding, and field-level support for Pashu Sakhis.

Goat-based livelihoods in Bihar have evolved into a proven, women-centric model that strengthens income generation and household economic resilience for resource-poor rural households. Under this intervention, JEEViKA (BRLPS) has developed a cadre of trained women livestock service providers — Pashu Sakhis, who deliver essential animal health services and promote improved goat husbandry practices. Over 7,500 Pashu Sakhis currently serve more than 8 lakh households, constituting a robust community-based service ecosystem supporting goat-based livelihoods.

CRP-Pashu Sakhis will be deployed to address the growing demand among Pashu Sakhis for structured field-level technical training and improved service quality. They will provide coordinated technical guidance, continuous handholding support, and systematic oversight to ensure effective service delivery and sustained improvements in livestock management.

B. Role and Purpose of CRP-Pashu Sakhi

CRP—Pashu Sakhis will provide structured field-level training, technical support, and continuous guidance to Pashu Sakhis. Their primary role is to strengthen the adoption of improved goat-rearing practices, resolve field-level challenges, and ensure consistent service quality. By doing so, they will strengthen community-based livestock services and contribute to more sustainable goat-based livelihoods.

Expected Tasks of CRP-Pashu Sakhi

- Field-based Training & Technical Support Provide structured field-level training, technical guidance, and handholding support to Pashu Sakhis based on identified training needs.
- Technical Support in Goat Health Interventions Assist in key GHM interventions such as vaccination, deworming, castration, weight monitoring, primary aid, balanced nutrition, and ensure adherence to technical protocols.
- 3. Strengthen Use of IEC & Training Tools Build the capacity of Pashu Sakhis to effectively use IEC materials, training tools, and demonstration methods.
- Data and Record Management Support Support accurate collection, validation, and updating of service-related data, including reporting through the PS app.



- 5. **Enhancing Community Coordination and Trust** Facilitate effective coordination of Pashu Sakhi activities and strengthen their acceptance and credibility within SHGs, VOs, and the wider community.
- 6. **Promotion of Improved Goat Farming Practices** Promote improved goat-rearing practices and facilitate their sustained adoption among households through Pashu Sakhis.
- 7. Enterprise & Business Development Support Assist and guide Pashu Sakhis in strengthening their livestock enterprises through business planning, input management, product marketing, and improved market linkages to enhance income and enterprise growth.
- 8. **Performance Review & Activity Monitoring** Support activity planning, performance monitoring, and review processes, and report inactive Pashu Sakhis to designated officials.

C. Eligibility & Selection Process

1. Eligibility Criteria

A candidate should preferably meet the following criteria to qualify as a CRP-Pashu Sakhi:

- Active Pashu Sakhi with completed GHM Phase–II training.
- Preferably serving at least 120 households for one year or more.
- Consistent average monthly earning of INR 3000 or more at least for over the last 3 months.
- Regularly practicing key GHM services such as vaccination, deworming, castration, health check-ups, and primary animal health care.
- Participation in a minimum of three vaccination and deworming campaigns.
- No reported complaints at SHG, VO, CLF, or community level.

2. Selection Process

- The LHS or Nodal Officer prepares a preliminary list of eligible candidates based on past performance and observations (Annexure I).
- Collects application forms from the identified candidates, along with the concerned VO's recommendation and approval (Annexure II).
- Shortlisted candidates undergo written and verbal interview, conducted by the BPM and the LHS or Nodal Officer, or other nominated official.
- The recommended list, along with copies of applications will be submitted to the DPM for approval.
- Upon approval, the selected candidates become eligible to enroll in the CRP-Pashu Sakhi training.

3. Exceptional Scenario for Existing CRP-Pashu Sakhis

- If any CRP-Pashu Sakhis have already been selected and have participated in activities such as orientation sessions or training or any drive, the BPM should preferably formalize their engagement by:
 - Submitting the list of such candidates along with copies of their approved application forms (Annexure II), and
 - o Providing a formal declaration confirming and authenticating their selection as CRP-Pashu Sakhis for approval by the DPM, and informing the SPMU accordingly (Annexure III).

4. Discontinuation of CRP-Pashu Sakhi Engagement

- The BPM, in consultation with the Livestock Manager, may discontinue a CRP-Pashu Sakhi's engagement for poor performance, irregularity, or misconduct, and shall inform the DPCU and SPMU.
- A CRP—Pashu Sakhi can also voluntarily withdraw from the role by submitting a written request to the BPM, clearly stating the reasons for withdrawal.



D. CRP-Pashu Sakhi Training & Capacity Building

A three-day residential training will be conducted at the district level for newly selected CRPs.

Training Module Structure

1. Goat Health Management

 Hands-on training on vaccination, deworming, castration, nutrition, disease identification and management, primary treatment, goat housing, and marketing.

2. Pashu Sakhi Enterprise Development

Orientation on the Pashu Sakhi business model: enterprise approach, business potential at household-level (for a 3-5 goat herd), income-enhancement strategies, and business planning.

3. Communication and Facilitation Skills

Training on effective communication, community engagement, and facilitation techniques.

4. Record-Keeping and Reporting

Training on the use of activity registers, progress reports, monitoring tools, and digital reporting (PS App).

5. Market Orientation

Orientation on input and output markets, and market linkage opportunities.

6. Roles and Responsibilities of CRP-Pashu Sakhi

 Detailed briefing on CRP—Pashu Sakhi roles, responsibilities, training standards, and activity-based tasks.

7. Visioning and Long-Term Planning

 Visioning exercises to help CRPs understand long-term goals, expected outcomes, and their contribution to strengthening the livestock service ecosystem.

E. Operational Guideline and Management

1. Deployment Structure and Team Composition

- The BPM assigns CRP-Pashu Sakhis as individuals or in teams, depending on ground requirements and demand from Pashu Sakhis.
 - A CRP-Pashu Sakhi may work with 4-5 Pashu Sakhis and
 - A team of two may jointly support 8–10 Pashu Sakhis.
- Deployment of CRP—Pashu Sakhis is results-driven and guided by a clear action plan, informed by CRP support assessments (Annexure IV).
- CRP—Pashu Sakhis, as resources of BPIU and DPCU, are deployed and engaged to meet ongoing and future programme needs.

2. Logistical Support and Approvals

- The BPM ensures all necessary logistical arrangements (including conveying clear message to CMs and field team for their support) for effective field implementation.
- The BPM submits CRP deployment proposals to the DPM/authorised DPCU official for approval.
- The BPM and DPM will keep the SPMU informed of deployment plans and seek guidance as required.

3. Launching/Piloting of the CRP-Pashu Sakhi Initiative

A six@day work plan for initiating the CRP—Pashų Sakhi drive is provided in Annexure V.

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 BPIU/DPCU may adapt this plan during the launching/piloting phase based on block or district requirements and local field conditions.

4. Record-Keeping

 CRP—Pashu Sakhis must maintain daily activity records and submit reports in the prescribed formats (Annexure VI).

5. Field Monitoring, Review, and Coordination

- The LHS/Nodal Officer and BPM at the BPIU will provide regular field monitoring, technical support, and on-site guidance to the CRP-Pashu Sakhi team.
- To strengthen daily coordination, the BPM may assign one Community Coordinator (CC) to support the LHS/Nodal Officer. The designated CC will act as the key contact for field communication and facilitation of the CRP-Pashu Sakhi drive.
- Monthly reviews will be conducted at the BPIU level and quarterly reviews at the DPCU level to track progress, identify gaps, and plan corrective measures.
- Dedicated WhatsApp groups (block & district-level) will be established to streamline communication, share field updates, and enable timely feedback among CRP—Pashu Sakhis and officials.
- Under the supervision of the DPM and guidance of the SPMU, the Livestock Manager will coordinate between BPIU, DPCU, and SPMU, serving as the primary district-level focal point for the CRP—Pashu Sakhi drive.
- Progress reporting will adhere to JEEVIKA's standard protocols and any additional requirements issued by the SPMU.

6. CRP Pashu Sakhi Fees & Entitlements

CRP—Pashu Sakhis will be remunerated as per the provisions of the Pashu Sakhi Policy (Ref: BRLPS/Project/463/13/Vol-II/795) and the Internal CRP Policy (Ref: BRLPS/Project—M&E/1593/19/3259, dated 19/11/2025). Payments will be processed by the DPCU upon submission of the Resource Fee Claim Form, as prescribed in *Annexure VII*, along with the required supporting documents and the recommendations of the BPIU.

CRP Pashu Sakhi Fee Structure

Work Location	CRP Fee (Per Day / Per Person)	Food & Lodging* (Per Day / Per Person)	Food* (Per Day / Per Person)	Travel Support
Intra-block (within block)	₹ 540	₹ 200	₹ 100	Within block: Actual
Intra-district (within district)	₹ 540	₹ 200	₹100	 Travel to assigned block HQ (to & fro): Actual Within block: Actual
Inter-district (within project area)	₹ 540	₹ 200	₹100	 Travel to assigned district & block HQ (to & fro): Actual Within block: Actual



Terms and Conditions

- Food and Lodging Support: A CRP—Pashu Sakhi is entitled to food and lodging support as prescribed in the office order (Ref: BRLPS/Project—M&E/1593/19/3259, dated 19/11/2025).
- Food Allowance (Without Lodging): If lodging support is not availed, the CRP—Pashu Sakhi shall be entitled to a food allowance of ₹100 per day per person.
- Travel Support: The CRP-Pashu Sakhi is entitled to travel support as specified in the table above.

7. Provision for Medical Aids and Miscellaneous Expenditure

- Medical Aids & Equipment: CRP—Pashu Sakhi may purchase basic medical items (e.g., bandages, cotton, syringes, needles, antiseptic such as Betadine, gloves, etc.) as required.
- Reimbursement: Expenses for such items can be reimbursed by the concerned VO(s) aligned to the CRP–Pashu Sakhi, <u>subject to the availability of miscellaneous funds as per office order (Ref: BRLPS/Proj-LS/463/13/4110, dated 26/03/2021).</u>

(Himanshu Sharma)
CEO cum mission director, BRLPS

Copy to:

- 1. OSD, Director, AO
- 2. All PCs, All SPMs, All PMs
- 3. DPMs/All Thematic Managers/All BPMs
- 4. Concerned file

Annexure I

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CRP—Pashu Sakhi Application Form । सीआरपी पश् सखी आवेदन प्रपत्र

Applicant's Brief Profile | आवेदिका का संक्षिप्त विवरण

Details विवरण	Filled Information / भरा हुआ विवरण
CRP Pashu Sakhi Name सीआरपी पशु सखी का नाम	AND THE PROPERTY OF THE PROPER
Age / Date of Birth आयु / जन्म तिथि	
Educational Qualification शैक्षणिक योग्यता	
Husband/Father's Name पति/पिता का नाम	
Pashu Sakhi ID No पशु सखी पहचान संख्या (ID)	
VO Name वीओ (VO) का नाम	
Month/Year of Joining as Pashu Sakhi पशु सखी के रूप में जुड़ने का माह/वर्ष	
Email ID । ईमेल आईडी	
Number of HHs Served । सेवा प्रदत्त परिवारों की संख्या	
Goat Population (Number) । बकरी आबादी (संख्या)	
Phone Number । फोन नंबर	
Address: Village / Block / District Name पता: गाँव / प्रखंड / जिला का नाम	
Training Received (Yes / No) प्राप्त प्रशिक्षण (हॉ / नहीं)	GHM1 – GHM2 – GHM Refresher – A Help –

Applicant's Declaration / आवेदिका की घोषणा

I am applying to serve as a CRP—Pashu Sakhi. I understand the role and responsibilities, and I have the full support of my husband and family for this work. I am willing to travel within the assigned area and perform my duties responsibly.

में सीआरपी-पशु सखी के रूप में कार्य करने के लिए आवेदन कर रही हूँ। मैं इस कार्य की भूमिका और जि़म्मेदारियों को समझती हूँ, और मुझे अपने पति तथा परिवार का पूर्ण सहयोग प्राप्त है। मैं निर्धारित क्षेत्र में यात्रा करने और अपनी ज़िम्मेदारियाँ निभाने के लिए तैयार हूँ।

My Village Organization (VO) has no objection to my application. They have approved my candidature and permitted me to serve as a CRP-Pashu Sakhi, providing technical guidance and handholding support to other Pashu Sakhis and women goat-rearers.

मेरे ग्राम संगठन (VO) को मेरे आवेदन पर कोई आपित नहीं है। उन्होंने मेरी उम्मीदवारी को स्वीकृति दी है और मुझे सीआरपी-पशु सखी के रूप में सेवा देने की अनुमित दी है, तािक मैं अन्य पशु सिखयों और महिला पशुपालकों को तकनीकी मार्गदर्शन एवं सहयोग प्रदान कर सकूँ।

If selected, I will continue my primary responsibilities as a Pashu Sakhi without compromising the quality or regularity of my services. I will also take on additional tasks as a CRP-Pashu Sakhi and work with full dedication to fulfill my duties.

यदि चयनित होती हूँ, तो मैं पशु सखी के रूप में अपनी प्राथमिक जिम्मेदारियों को गुणवता और नियमितता से बिना किसी समझौते के जारी रखूँगी। साथ ही, मैं सीआरपी-पशु सखी के रूप में अतिरिक्त कार्यों को स्वीकार करूँगी और अपनी जिम्मेदारियों को पूर्ण निष्ठा से निभाऊँगी।

The Village Organization certifies that it has no objection to the candidature of [Name]. Her application is approved, and she is permitted to serve as a CRP-Pashu Sakhi, subject to final selection and approval.

Name and Signature of VO President / Secretary

ग्राम संगठन (vo) की स्वीकृति टिप्पणी

ग्राम संगठन यह प्रमाणित करता है कि [नाम] की अभ्यर्थिता पर कोई आपित नहीं है। उनका आवेदन स्वीकृत किया जाता है तथा उन्हें अंतिम चयन एवं अनुमोदन के अधीन सीआरपी-पशु सखी के रूप में सेवा करने की अनुमति प्रदान की जाती है।

ग्राम संगठन अध्यक्ष / सचिव का नाम एवं हस्ताक्षर

For Office Use / कार्यालय उपयोग हेतु

Recommendation by BPIU / बीपीआईयू द्वारा अनुशंसा

The candidate's application has been verified. We have interviewed her, conducted the field assessment, and consulted the concerned VO/CLF, who have given their consent. Based on her performance and suitability for the role, we recommend her deployment as a **CRP-Pashu Sakhi**.

अभ्यर्थी के आवेदन का परीक्षण कर लिया गया है। हमने उनका साक्षात्कार एवं फील्ड मूल्यांकन किया तथा संबंधित VO/CLF से सहमित प्राप्त की है। उनके प्रदर्शन और उपयुक्तता के आधार पर, हम उन्हें सीआरपी-पशु सखी के रूप में नियुक्त करने की अनुशंसा करते हैं।

Interview Panel Member Name साक्षात्कार पैनल सदस्य का नाम	Signature हस्ताक्षर
1.	
2.	
3.	

Date / दिनांक:

BPM Name & Signature (बीपीएम नाम एवं हस्ताक्षर) Date: Annexure III

Sample Declaration by BPM

से से से प्राप्त के से		Block	Д Name:	पशु सखी प्र	पशु सखी प्रशिक्षण एवं सीआरपी समर्थन आवश्यकता मूल्यांकन प्रपत्र Block Name: Assessment Date:	सीआ Name:	包	प्तमर्थन	आव	श्यक	ता मू Assess	ल्यांक ment C	न प्रपत्र ate:	ഥ					
भीषीयम साम एवं हरनाक्षरः	क्रम सख्या	पशु सखी का ताम	गाँव नाम	वी.भी (VO) का तास	मोबाइल नंदर	आस तीप रूरेक्क प्राप्नीग तमीह (आस ६ कियमी)	(जाम ६ नियमी)	(स्/नस्) कृभिनाशक दवा	(रिन्\रि) एऽकाष्ट्रीक	त्राना क्रिश्रण तैयार करना एव केचना (हों/नहीं)	(व्रै) नोज्ञा उप प्रमादश्न	स्वास्थ्य मूल्याकत (शरीर का	प्राच्पट रुकेन छए प्राच्पट कसिशाप	अस्य पशु स्वास्थ्य प्रबंधन सेवाएँ	त्रह्मीयास गिक्षिय ∖कठकं कधीाञ्चसा (क्रिन∖र्जे) ान्त्रक	(전사대원)	कि कि कि निर्मा प्राप्ति कि कि कि कि निर्मा कि कि कि कि निर्मा कि	ई कष्ठश्रास १४६१ विशासी (विन्र्रोत्र)	है कावश्वास (विकास) गायश्वास है। (हैंग्निस्
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Launching of the CRP-Pashu Sakhi Initiative

Proposed Six-Day Work Plan for CRP Pashu Sakhi

Step 1: Orientation & Planning (Day 1)

- Conduct an introductory meeting (preferably aligned with the Pashu Sakhi review meeting) involving the BPM, Livelihood Specialist/Nodal Officer, and, if required, the Livestock Manager.
- Review the field context, key priorities, and operational requirements to establish a common understanding.
- Assess the performance, challenges, and training needs of each Pashu Sakhi, and identify those requiring additional field training and handholding support.
- Prepare individual action plans for each Pashu Sakhi and consolidate them into an overall CRP—Pashu Sakhi activity plan (Annexure IV).

Step 2: Field Interventions & Technical Support (Day 2 & 3)

- Meet Pashu Sakhi(s) to understand field challenges, income levels, and training needs; reinforce GHM practices — on key aspects housing, health, nutrition, breeding, and marketing.
- Explain the Pashu Sakhi's business potential at the household level (for a 3–5 goat herd) using the prescribed worksheet.
- Demonstrate standard procedures, tools, and use of IEC materials through community meeting.
- Provide practical field-level technical training (e.g., vaccination, deworming, castration, etc.)
 during household visits.
- Support preparation of monthly activity plans and income-enhancement strategies.

Step 3: Follow-up & Capacity Strengthening (After 2-3 weeks | Day 4, 5 & 6)

- Review progress and identify operational gaps or challenges.
- Provide targeted on-site technical support and handholding based on identified gaps.
- Conduct household visits for hands-on demonstrations.
- Promote improved practices through meetings with women goat-rearers and community members.
- Assist Pashu Sakhis in preparing three-month business / activity plans and incomeenhancement strategies.
- Provide remote guidance as required during the post-drive period.

Daily Activity Register – CRP Pashu Sakhi | दैनिक गतिविधि रजिस्टर – सीआरपी पशु सखी

CRP Pashu Sakhi Profile Page | सीआरपी पशु सखी प्रोफ़ाइल पृष्ठ

Detail विवरण	Information / जानकारी
CRP Pashu Sakhi Name नाम	
CRP-PS ID No सीआरपी पशु सखी आईडी संख्या	No. of the second secon
VO Name वीओ का नाम	
CLF Name सीएलएफ का नाम	
Date of Joining सीआरपी के रूप में जुड़ने की तिथि	
No of Pashu Sakhis Served सेवा प्रदत्त पशु सखी संख्या	
Mobile No मोबाइल नंबर	
Email ID ईमेल आईडी	

Daily Work Report Form (Sample Page) दैनिक कार्य विवरण फॉर्म (नमूना पृष्ठ)

	. ~ .	
Date	। दिनांक:	
Date	I ILGUIIGI.	

Instructions | निर्देश

- A brief description of daily activities performed by the CRP Pashu Sakhi should be recorded in the table below.
- For each activity, clearly mention the summary of work, location (village/hamlet/block), and time (start and end).
- सीआरपी पशु सखी द्वारा प्रतिदिन किए गए कार्यों का संक्षिप्त विवरण निम्न तालिका में दर्ज किया जाए।
- प्रत्येक गतिविधि के अंतर्गत कार्य का सार, स्थान (गांव/टोला/प्रखंड), तथा समय (प्रारंभ एवं समाप्ति)
 स्पष्ट एवं सुसंगत रूप से उल्लेखित होना चाहिए।

Sr. No.	Activity Summary	Name of Assisted Pashu Sakhi	Location	Time (Start– End)
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				

- If activities exceed 10, use an additional page.
- यदि गतिविधियाँ 10 से अधिक हों, तो अतिरिक्त पृष्ठ का उपयोग करें।

Daily Remarks / Special Observations दैनिक टिप्पणियाँ	ँ / विशेष अवलोकन
Signature of CRP Pashu Sakhi सीआरपी पशु सखी का हस्ता	क्षर
Date दिनांक	
Verified by LHS / Nodal एलएचएस / नोडल द्वारा सत्यापित	
• Name नाम:	
• Signature हस्ताक्षरः	
• Date दिनांक:	
• Date दिनांक:	

Note | नोट

- This form must be completed at the end of each working day.
- All activities should be recorded briefly, accurately, and in chronological order.
- Fill the form neatly and submit it to the concerned office within the stipulated time.
- यह फॉर्म प्रत्येक कार्य दिवस के अंत में भरना अनिवार्य है।
- सभी गतिविधियों का विवरण संक्षिप्त, सटीक और समयानुसार दर्ज करें।
- फॉर्म को साफ-सुथरे ढंग से भरें और निर्धारित समय पर संबंधित कार्यालय में जमा करें।

Annexure VII CRP Pashu Sakhi — Fee Claim Form सीआरपी पशु सखी — शुल्क प्रपत्र

Month/Year माह/वर्षः/	
-------------------------	--

1. General Information | सामान्य विवरण

Detail विवरण	Information / जानकारी
CRP-PS Name सीआरपी पशु सखी का नाम	Control of the Contro
Mobile Number । मोबाइल नंबर	
CRP-PS ID No सीआरपी पशु सखी ID नंबर	
No of Working Days कार्य दिवसों की संख्या	
VO Name ग्राम संगठन का नाम	
CLF Name CLF का नाम	
No of PSs Served लाभार्थी पशु सखी संख्या	
Block ब्लॉक	
District जिला	

2. Daily Work Details | दिनवार कार्य विवरण

Summary of field activities performed by CRP Pashu Sakhi | सीआरपी पशु सखी द्वारा क्षेत्र में किए गए कार्यों का

Date देनांक	Name of Assisted Pashu Sakhi सहायता प्राप्त पशु सखी का नाम	Work Description कार्य का विवरण	Remarks टिप्पणी

Attach additional pages if entries exceed the given space । अधिक प्रविष्टियों हेतु अतिरिक्त पृष्ठ संलग्न करें।

3. Fee Claim Details । राशि विवरण

Date	Resource Fee Amount	*Food & Lodging Expenses	*Food Expenses	Travel Expenses – to & fro (Actual Exp.)	Institutional Fee Contribution	Total Claim Amount	Remark
दिनांक	कार्य राशि	*भोजन एवं आवास खर्च	*भोजन खर्च	यात्रा ट्यय – आने एवं जाने (वास्तविक खर्च)	संस्थागत शुल्क योगदान (VO ₹50 & CLF ₹25 प्रति दिन)	कुल राशि	टिप्पणी
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support' f	for a given day	(In wor Support: A CRP- 7. Both cannot b	ds अक्षर -Pashu Sal	ர் <i> ச்</i> khi may claim) port' or 'B ² - food
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मैं यह प्रमा	ाणित करता/क	रती हूँ कि उपरोत्त	क्त विवरण	मेरे द्वारा किए	गए कार्यों पर 3	गधारित, सत्य ए	वं पूर्ण हैं। यदि कोई
ज्ञानकारी 3	भसत्य पाई जात	नी है, तो मैं उत्तरदा	यित्व स्वी	कार करूंगा/करं	जी।		
		CR	P-PS Nar	ne सीआरपी	पशु सखी का ना	मः	
				Sign	ature । हस्ताक	नरः	
						कः	
							Page I 16

Verification & Recommendation सत्यापन एवं अनुशंसा

Remarks टिप्पणी:	
	(LHS / Nodal Name & Signature)
	(एलएचएस / नोडल का नाम एवं हस्ताक्षर)
	Date दिनांक:
Remarks टिप्पणी:	
(BPM Name & Signature)	
(ब्लॉक अधिकारी का नाम & हस्ताक्षर)	
Date दिनांक:	