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Government of India
Ministry of Rural Development
Department of Rural Development
(RL Division)

7th Floor, NDCC II Building,
Jai Singh Road, New Delhi – 110001
Dated: 27th April, 2020

To

The SMDs/CEOs,
All Rural Livelihood Missions of States / UTs.

Sub: Advisory on Engagement of Community Resource Persons in Farm Livelihood Promotion (FLH-CRPs).

Madam / Sir,

I am directed to say that enhancement of capabilities and creation of social capital around community is one of the key livelihoods intervention strategy in DAY-RNLM. This capability enhancement, innovation happens with guided supports to individual Mahila Kisans from within the community under a non-threatening microenvironment provided by various community institutions and peers.

2. The task is heavily challenging in such socio-cultural, religious and economic diversity in rural India with a given varied agro-climatic and logistic conditions.

3. In absence of any existing rural livelihood extension service delivery architecture, DAY NRLM has been to develop such service delivery system that can reach out to every village 24X7 which is community centric and completely relies on community to community learning process through Community Resource Person (CRP) in the form of Krishi Sakhi, Krishi Javik Sakhi, Pashu Sakhi, Matsya Sakhi, Van Sakhi, Krishi Udyog Sakhi among other such community cadres. Bringing in uniformity, maintain a minimum standard of such service delivery architecture is another set of challenge.

4. Thus, the Ministry has approved a guideline on engagement of CRPs in farm livelihood promotion outlining the process of selection, grooming, nesting, with well-defined roles & responsibilities, reporting and monitoring system. The Advisory on Engagement of Community Resource Persons in Farm Livelihood Promotion (FLH-CRPs) is enclosed herev ith for further necessary action.

Yours faithfully,

Ameeng

(H. R. Meena)

Deputy Secretary in Government of India

Encl: As above.

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28/04/2020*



2020

**[ADVISORY ON ENGAGEMENT OF
COMMUNITY RESOURCE PERSONS IN
FARM LIVELIHOOD PROMOTION (FLH-
CRP)]**

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Advisory on Engagement of Community Resource Persons in Farm Livelihood Promotion (FLH-CRPs)

Farm Livelihoods Interventions under DAY-NRLM:

Deendayal Antyodaya Yojana – National Rural Livelihoods Mission (DAY-NRLM), is a centrally sponsored flagship programme of the Ministry of Rural Development, Government of India. It aims at eliminating rural poverty through promotion of multiple livelihoods for each rural poor household. Launched in June 2011, the Mission seeks to reach out to 8-10 crore rural poor households by 2023-24.

More than half of the India's rural population are dependent directly or indirectly on agriculture and its allied activities. In forest and forest fringe areas, the tribal depends largely on forest based livelihoods. Besides, a wide range of rural enterprises of different size including self-employment, augment the diversity in livelihoods of rural poor.

DAY-NRLM promotes Agro Ecological Practices (AEP) with a focus on the Mahila Kisan, with the eventual aim of turning the village into an intervention unit. Intervention with AEPs have resulted in well-diversified farming systems considering local ecology, marked with low cost of cultivation, higher recycling of bio-mass, adoption of sustainable agriculture practices (in situ moisture conservation, INM, azolla, NADEP, seed treatment and preservation, NPM etc.), cultivation of vegetables as additional cash crop, and moving towards organic certification, aggregating marketable surplus and regular supply to market to facilitate the increase in net income to the Mahila Kisans.

Interventions in Non-Timber Forest Produces (NTFP) have been taken up through collection of NTFPs from natural forest by adopting sustainable harvesting practices, regeneration of resources and cultivation/production of NTFPs like medicinal plants, tasar, lac etc. followed by sorting, grading, short term storage, value addition and collective marketing of these NTFPs.

Livestock is a key income source for poor across country where women play a larger role. Better livestock management practices are promoted as a universal intervention along with both AEP as well as NTFP interventions. The program promotes - improved livestock management practices to reduce the mortality and morbidity in small ruminants and poultry birds through improved feed and breed management, preventive healthcare, ethno-veterinary practices, better housing etc. The objectives of the sustainable livestock practices is to move towards organic thus supporting in organic farming.

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Focus of the livelihoods interventions are to provide improved technology, aggregation, value addition, and establishing market linkages to realize better price to producers, as well as collective enterprises, through promotion of need based Producers' Institution (PGs and PEs).

The intervention strategy of DAY-NRLM for Livelihood promotion is focused on - strengthening these key livelihoods of rural poor with the objectives to diversify livelihood portfolio of rural poor, ensure food and nutrition security, assure incremental income stream throughout the year, reduce cost of production and creation of social capital. Over the years it's been experienced that there is a need to promote more and more social capital on farm livelihoods, which would support promotion of diversified livelihood portfolio of the poor and its collectives.

Farm Livelihoods Community Resource Persons (FLH CRPs):

The Mission has endeavored to create a strong network of CRPs to ensure last mile delivery of services and to support the community in adoption of livelihood best practices. The core strategy for skill building revolves around a community driven decentralized extension architecture where best practitioners from the community are identified and trained to become trainers for others and the extension service providers at village level.

This network of livelihoods community resources person supports the implementation of the farm livelihoods interventions under DAY NRLM which primarily covers following activities:

1. Promotion and strengthening of Agro Ecological Practices
2. Promotion and strengthening of Improved Livestock practices (also fisheries)
3. Promotion and strengthening of NTFP based livelihoods
4. Promotion and strengthening of value chains for improved market access and post farm gate activities

Need for a Farm Livelihood CRP Policy in DAY-NRLM:

As mentioned above, the key livelihoods intervention strategy in DAY-NRLM is to enhance capability of individual Mahila Kisan and /or their aggregates to access schemes and entitlements, credit, market and augment livelihood assets. It is been experienced that the said capability enhancement happens through experiential learning on 'doing things differently' by individual Mahila Kisan where its aggregations (PGs, PEs, SHGs, VO, CLF etc.) promoted by DAY-NRLM creates the necessary facilitating micro-environment to individual SHG member. This task, seems to be heavily challenging in such socio-cultural, religious and economic diversity in rural India with a given varied agro-climatic condition. Creation of due customized and localized evidences and its last mile extension, door-step delivery of

services to individual SHG member is one of the pathway DAY-NRLM has adopted to address the challenge.

This requires a huge extension service delivery architecture and in the absence of a structured uniform extension system in place the biggest challenge to DAY NRLM has been to develop such service delivery system that can reach out to every village 24X7 DAY NRLM has now built a service delivery architecture which is community centric and completely relies on community to community learning process – Community Resource Person (CRP) in the form of Krishi Sakhi, Krishi Javik Sakhi, Pashu Sakhi, Matsya Sakhi, Van Sakhi, Krishi Udyog Sakhi among other such cadres.

Village based/local early adopters, the best practitioner women farmers/entrepreneurs with extension motivation in their respective domains (agriculture, livestock NTFP, enterprise etc.) have been found to be able to deliver such extension services following participatory extension methodologies like Farmers Field School / Pashu Pathsala / Producers Groups etc. Over last few years they have become an essential component of farm livelihoods implementation strategy and played key roles in a lot of innovations and quick scaling up.

Thus, framing an advisory outlining the protocol for selection, grooming, nesting, with well-defined roles & responsibilities and monitoring of such resourceful extension service providers from the local community or Community Resource Persons (CRPs) to serve fellow SHG members of her village, is one of the current requirement in the programme. This would also provide support to universalize and achieve the objectives of farm livelihoods promotion under DAY-NRLM.

Types of Farm Livelihood CRPs:

As mentioned earlier, the CRPs are local early adopters, means they are receptive enough to try and adopt new practices in their own household / farm, learn and gain confidence to convince others to do the same. Thus CRPs needs to be specialized viz. agriculture, livestock, NTFP, value chain etc.

A list of such CRPs with respective farm livelihoods domain has been presented below:

Domain	Name of the CRPs
Agriculture	Krishi Sakhi
Organic Farming	Krishi Jaivik Sakhi
Livestock	Pashu Sakhi
NTFP	Van Sakhi
Fisheries	Matsya Sakhi
Value chain	Krishi Udyog Sakhi

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It is experienced that in most of the rural SHG households, agriculture and livestock are common livelihoods activities adopted. Similarly in forest areas common activities in rural household are livestock and NTFP. On the other hand, promotion of organic farming is the natural graduation from the existing agro-ecological practices.

It is also advised to consider one CRP playing multiple roles, wherever it is possible, to rationalize the number of CRPs and ensure better service delivery, besides the sustainability of CRPs. Some of the examples may be - merging the task of Krishi Sakhi and Pashu Sakhi; Van Sakhi and Pashu Sakhi; Krishi Sakhi may be graduated to Krishi Jaivik Sakhi or to Krishi Udyog Sakhi, so on and so forth. Due care should be taken to avoid any delay in service delivery or affect on quality of services due to using single CRP for multiple roles.

Functions of Farm Livelihood CRPs:

The CRPs are the cutting edge, village based, last mile extension workers. There are certain common roles that all different types of farm livelihood CRPs have to play along with some domain specific roles that they have to perform with selected Mahila Kisans.

Common roles, periodicity and time required for all kinds of farm livelihood CRPs are as follows:

Yearly: A livelihood CRP has to spend about 7 – 10 days in a year in preparation, conducting the livelihood assessment exercise, consolidation and follow up for comprehensive livelihood assessment exercise, yearly revisiting plan and various convergence works – MGNREGS, Livestock department, Forest department etc. The CRP may also participate in Gram Sabha.

- a. *Conduct comprehensive livelihood assessment, gap analysis and plan preparation exercise:* After initial training and subsequent handholding supports from SRPs, all the CRPs of a village together have to conduct the exercise with participation from all the SHG members as well as their male counterparts at the very beginning after selection of the village. The plan may be presented before the VO and consolidated at block level which the CRPs have to revisit every year. The exercise will kick start the engagement of different CRPs with respective Mahila Kisans (MKs) and village as a whole.

One important role of CRP in this regard will be to assess the credit needs of Mahila Kisans for livelihoods activities. Further she will play a facilitative role with respective SHG meetings to ensure the credit needs of mahila kisans are addressed through CIF or SHG bank Linkage.

- b. *Convergence:* The CRPs will play very important role in convergence with MGNREGA and other line departments. They will be orienting the MKs in participation of Gram Sabha for individual livelihood assets, follow up with Panchayat, update block staff on progress and draw further supports. They will organize community and co-ordinate with the Animal Husbandry department for

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organizing animal health camps and other veterinary services. Co-ordinate with the other departments like Forestry, Horticulture, Fishery etc.

- c. *Identification of Mahila Kisans*: Based on the criteria fixed by the SRLM and the village planning exercise, the CRPs will identify the MKs for various interventions – AEP, Organic, Livestock, NTFP. Besides they will also identify MKs for PGs, LGs, FFS / PPS and other fora.

Quarterly: A livelihood CRP has to spend on an average about 7 to 8 days in a quarter to participate in training programme and organizing field visits (internal and external).

- d. *Attending training programmes*: The Livelihood CRPs has to participate in various trainings and capacity building events (as described later in this document) for about 20 days in a year to enhance her own skill, knowledge and awareness.
- e. *Organize and facilitate in field visits (internal & external)*: The livelihood CRPs also have to organize field visits, village meetings for external and internal visitors and SRLM staff as well.

Monthly: A livelihood CRP has to spend minimum about 2 to 3 days in a month for conducting FFS/PPS and attending monthly review meeting.

- f. *Conducting FFS / PPS*: The CRPs will act as facilitator in Farmers Field School or Pashu Pathsala and trigger the process of experiential learning of new practices. Such event will take place fortnightly during peak season and monthly in lean months. A separate guidelines been issued on the process of conducting FFS/PPS
- g. *Collection of field data*: The CRPs will support the SRLM in collection of all data at village level as well as at individual MK level this includes one-time and periodic MIS data (MK profiling, Asset Profiling, periodic progress), data related to input requirement, production estimation, vaccination, de-worming, NTFP collection, baseline information, impact study etc.
- h. *Mobile based MIS*: The CRPs also operate mobile application based MIS software to capture and upload village level data on static and dynamic related to profiling, planning and periodic progress data and would update data as and when required.
- i. *Attending review meeting*: The Livelihood CRPs have to participate in VO livelihood sub-committee meeting once in a month for planning and review of her performance.

One critical role of a CRP is to ensure that livelihoods issues are discussed in the SHG meetings (Das sutra) and she may participate some of the SHG meetings to facilitate the discussions.

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Daily: A livelihood CRP on an average will spend 10 days in a month in peak season to visit individual farm / field of about 10 households daily to provide on field support in adoption of practices, field training / demonstration, collection of households data / information / survey / MIS data / on-line data entry/identification of MK/asset profiling etc..

- j. *Capacity building of Mahila Kisans:* Enhancement of skill, awareness and knowledge on various improved practices promoted by DAY NRLM on key livelihood activities is one of the critical role CRPs have to play. This primarily includes on-field practice based skill trainings, field experimentation, mutual learning through extension methodology of Farmers Field School / Pashu Pathsala etc. Exposure visit to best practices within or nearby villages, on-field concept trainings using flip charts, short videos are other methods the CRPs will use to bring in the transformation among the SHG women to become Mahila Kisan.
- k. *Continuous on-field support in adoption of practices:* In addition to conducting training and capacity building events for the MKs, the CRPs will be available to each and every MKs for any technical, knowledge and logistic supports at any time during adoption of the improved practices.
- l. *Maintenance of records:* Maintenance of books of records assign to her including "a Diary of her day to day work"

The domain specific roles that the CRPs will be playing are as follows:

Name of the CRPs Key roles to perform

Krishi Sakhi	Concept seeding at Vo level, conducting farmers field school (FFS), on-field training of Mahila Kisans (MKs) on various agro-ecological practices, promotion of Agri-nutri garden, crop calendar preparation, soil sample collection, managing a Custom Hiring Centre (CHC). They may run an NPM shop, seed bank also. Can also act as village level extension agent of other departments Agriculture, Horticulture, AMTA etc.
Pashu Sakhi	Conducting Pashu Pathsala, on-field training of MKs on various improved livestock rearing practices promoted by DAY-NRLM, organizing animal vaccination camp, animal health camp, ensure periodic de-worming, supply of mineral bricks and selection of male for breeding besides veterinary first aid service. They can also act as village level extension agent of Animal Husbandry Department.
Van Sakhi	Concept seeding and scaling up best practices on collection, processing and marketing of NTFP which includes: On-field training of MKs on various improved NTFP practices (collection/rearing/ cultivation) promoted by DAY-NRLM, act as village level extension agent of Forestry Department, support targeted households for scientific cultivation/rearing of tasar, lac etc. Database and management of plantation, grainage house, procurement/processing

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Name of the CRPs	Key roles to perform
Matsya Sakhi	<p>centre, supply of quality inputs, rearing. Support producers' groups in business operations such as production estimation, procurement, storing, primary processing and market linkage.</p> <p>On-field training of MKs on various improved fisheries promoted by DAY-NRLM. They can also act as village level extension agent of Fishery Department.</p>
Krishi Udyog Sakhi	<p>Seeding and scaling-up value chain interventions in the specific location which includes:</p> <p>Identification of potential commodities for farm-gate value addition, promotion of producers' collectives, aggregation and market linkages, identification of potential producers for formation of Producer Groups (PGs), help in business plan preparation, capacity building of producers on harvest and post-harvest management of relevant commodities being dealt by the producers group, act as the Manager of a PG for all day to day business operations of the PG, periodically appraise the VO on status of PG through VO livelihood sub-committee, maintenance of books of records of the Producers collective, may support Producers' Enterprise in management of procurement centres in the village.</p>

Number of Livelihood CRPs:

A Livelihood CRP can support / facilitate a maximum of 80 to 100 households of a village or all the households of a village whichever is less. Thus depending on the number of SHG members (households) of a VO/primary federation of SHGs may have one or more than one livelihood CRPs.

Selection of Farm Livelihood CRPs:

Selection of right kind of SHG member as a CRP will be one of the most important activities. A good CRP is a huge asset for the program and so a lot of care should be taken while selecting a CRP. The CRP selection process has been kept very objective so that transparency is ensured in the selection process.

A list of selection criteria as mentioned below, may be adopted by the State Missions (SRLMs) with due customization, without compromising the spirit and purpose. However, the SRLMs would have to orient their staff regarding identification and selection criteria for the CRPs.

- a. A CRP has to be a member of SHG, essentially not a loan defaulter.
- b. She should be minimum 8th standard pass in case of Krishi Sakhi, Pashu Sakhi, Matsya Sakhi and Van Sakhi whereas in case of Krishi Udyog Sakhi it should be minimum 8th standard pass with good numerical skill.
- c. She should be a best practitioner of concerned domain - Agriculture, Livestock, Fisheries, NTFP, value chain (participant), for at least 2 years.

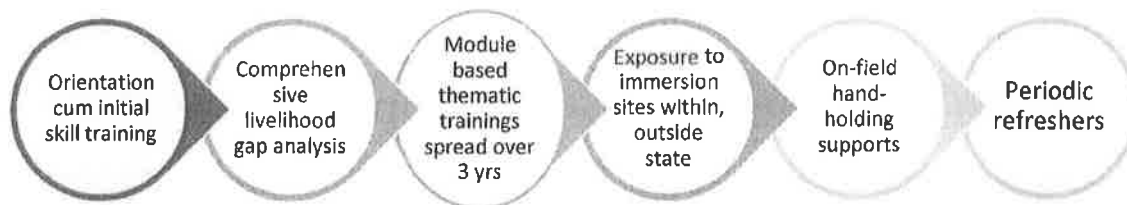
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- d. She should be a good learner, able to acquire and practice skills of facilitation, maintain good interpersonal relationship with her fellow SHG members.
- e. She should have good articulation and narration skills.
- f. She should be physically fit enough to be able to travel within and outside her village, be ready to stay overnight (if required) outside her village for training and exposure purposes.
- g. She should have high extension motivation that means it is not income or power but reaching, helping and benefiting fellow SHG members without expectation of any direct virtual / material returns from them is the primary source of motivation.
- h. She should not be selected from among the office bearers or from member of any sub-committee of the VO or CLF.
- i. She should be a resident of the same village / Panchayat.

For selection of CRPs, the SRLM will orient the VO-Livelihood sub-committee on the above criteria, which in turn will generate and forward the names of potential CRPs to the SRLM. The SRLM will take a call based on the criteria from among the potential candidates as identified by the VO LH sub-committee and recommend the name to the VO. After the selection, each CRP will undergo training and capacity building events. While selecting CRPs it should be made clear to everybody involved in the selection process of CRP that it is not an employment to the SRLM of any nature.

Training and capacity Building of Farm Livelihood CRPs:

The key social capital creation strategy in DAY-NRLM is the investment on capacity building of each and every Mahila Kisan through CRPs. Each CRP (in batches) should undergo step-by-step comprehensive capacity building stream as shown below:



A. Orientation on DAY-NRLM livelihood and specific skill training:

1. Just after selection, all CRPs has to compulsorily undergo an induction-cum-orientation session on roles and responsibilities, reporting, monitoring, payments, livelihoods promotion under DAY-NRLM etc. conducted by the SRP.
2. This will be followed by initial skill trainings by m-CRP or SRPs/NRPs on specific practices so that immediately after attending the event, the CRPs can first adopt in her farm and find agenda to engage with other MKs.

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3. Simple but effective practices on non-chemical seed treatment, plant nutrition management (composting, green manuring etc.), NPM (preparation of decoctions and concoctions with locally available materials), de-worming, vaccination, hygiene, survey for potential for a PG, host plants available etc. are some of the examples of such specific practices.
- B. Comprehensive livelihood gap analysis:** This exercise helps in assessing livelihoods scenario of the village and identifying gaps in the on-going livelihood activities and supports to frame the livelihood intervention plan at village as well as at individual MK level. The CRPs initially should participate in such exercise under the guidance of SRPs subsequently they become capable to conduct the same independently in their villages. During this phase the livelihoods CRPs has to collect the base line data.
- C. Compulsory module based thematic trainings:** DAY-NRLM has already developed a comprehensive training module consisting of conceptual, classroom practical as well as field practical to enhance knowledge, skill and awareness on a wide range of aspects required by a Krishi Sakhi and Pashu Sakhi to function effectively.
- (a) Apart from other skills, special emphasis has been given to sharpen the skill of facilitation so that CRPs become able to conduct FFS / Pashu Pathsala.
 - (b) For Krishi Sakhi the training is spread over three years with a total of 55 days duration in 8 modules.
 - (c) Similarly for Pashu Sakhi it is a total of 42 days' duration in 7 modules.
 - (d) The details of the training curriculum for Krishi Sakhi and Pashu Sakhi are available in our portal (www.mksp.gov.in).
 - (e) The thematic trainings will be conducted by the SRPs with initial supports from NRPs.
- Similar training modules for Krishi Jaivik Sakhi, Krishi Udyog Sakhi and Van Sakhi in under process.
- D. Periodic refresher:** In addition to orientation and basic thematic training, the CRPs will undergo half-yearly refresher trainings to update strategy, knowledge, skill, and technology and market trend. Such refresher can be conducted by local resources, m-CRPs, SRPs depending on the need assessment and topics to be updated.
- E. Exposure to immersion sites:** Immersion sites may be a household, village or a cluster of villages, KVK where any improved farm practice, enterprise, value-chain intervention has been operating for some time. Exposure to immersion site is on the principle of 'seeing is believing', this will help the CRPs to stretch their imagination on new technologies,

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practices and skills. Exposure to CHC is to be conducted especially where a CHC is to be established.

- F. On-field hand-holding support: It has been found that training and exposure are not sufficient to groom a CRP, they need continuous on-field handholding supports to enhance their facilitation skill, clear doubts and confusions under the guidance of SRPs, m-CRPs, and SRLM staff.

Certification of Farm Livelihood CRPs:

Internal Certification: At the end of every module of thematic training, there will be assessment of performance. The successful CRPs in each training module will be issued with a certificate, which will be the qualification for participating in the next training module.

Third Party Certification: In addition to the internal certification stated above, the performance of each CRP will also be assessed by a third party (presently National Institute of Agricultural Extension Management or MANAGE, Hyderabad for Krishi Sakhi and Pashu Sakhi) accordingly the certificate will be issued to successful candidates.

Deployment of Farm Livelihood CRPs:

SRLMs will select, train and deploy CRPs at respective community organizations as mentioned below:

Name of CRPs	Nested with the following community institutions
Krishi Sakhi	Village Organization (VO)
Pashu Sakhi	Village Organization (VO)
Van Sakhi	Village Organization (VO)
Matsya Sakhi	Village Organization (VO)
Krishi Udyog Sakhi	Producers Group (PG) or PG promoting organization such as CLF

CRPs are not an employee of SRLM, rather it is one of the service providers and an associate of the respective community institutions (VO or PG). The livelihood sub-committee of VO acts as interface between the CRP and VO which facilitates the work environment, assigns tasks, monitor the progress, evaluate the performance and recommend for payment against the volume and quality of service provided. In case of Krishi Udyog Sakhi, the PG will pay but in other case the payment of CRPs will be routed through VO.

Monitoring of FLH CRPs:

The assessment of performance of CRP is to be done at three different levels:

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- (a) At community level, the respective community organization where the CRP is nested, will assign tasks, assess the quality and volume of tasks performed, accordingly recommend for payment against the tasks.
- (b) The data captured through transaction based livelihood MIS will also help in monitoring the task accomplishment by the CRPs – number of FFS conducted, number of MKs trained by CRPs, number of MKs adopted practices etc.
- (c) The dedicated livelihood staff of SRLM at all levels, particularly the block level staff will extend necessary support to the CRP to review the performance of CRPs taking inputs from the MKs, VO leaders during field visits, MIS data and analysis of CRP reports.

Each CRP has to compulsorily maintain a daily diary of her day to day activities performed and key achievements which will be presented during above reviews.

Performance assessment of FLH CRPs:

Based on the above monitoring system, performance of each CRPs will be assessed periodically by the community organization (VO, PG etc.) with support from Sf.LM. Special attention (training, exposure, on-field supports) may be given to the poor performing CRPs and wherever necessary such CRPs may be replaced with a fresh selection.

Payment of honorarium to FLH CRPs:

Honorarium structure: The SRLM may adopt similar honorarium structure as applicable to other community cadre in the state. The amount of honorarium of a particular CRP is to be fixed by the SRLM. Honorarium will preferably have two components, a fixed amount, in addition to task linked variable payment system and efforts should be made at least in case of Pashu Sakhi that she gradually moves into a totally task based variable payment system. Honorarium of the CRPs may also be linked to the level of the module passed by the respective CRPs. As the CRP graduates, the honorarium should be linked with their levels. There should not be any discrimination across cadres and across themes in terms of paying honorarium.

Mode of payment: It is important to mention here that payment of honorarium to CRPs must be routed through the community organization, where the CRP is nested. Payment of honorarium preferably should be through direct bank transfers to their respective bank accounts and cash payments should be avoided completely.

Sources of fund and sustainability: Initially, the honorarium to CRPs may be booked in SRLM IBCB budget (AAP, MKSP, NRETP, Value Chain projects etc.) and later their honorarium may be borne by the hosting community organizations (VO, PG) out of its earnings. During this period different avenues to be created for different types of CRPs. Payment out of NRLM budget to livelihoods CRPs should be reduced on a tapering manner.

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Krishi Sakhi (KS) and Krishi Jaivik Sakhi:

It is unlikely that small and marginal farmers will pay for services provided by the KS. To ensure their financial sustainability after the project period revenue streams for them may be explored. Plan may be prepared in such manner that she earns from multiple income streams. Following options may be looked into as possible revenue streams for the Krishi Sakhi:

- (a) *Agri-entrepreneurs*: The KS may be trained and supported to become agri-entrepreneurs like nursery owner, NPM shop owner, seed bank owner, village level aggregator/collection agent of produces, purchase of cow-dung its conversion and sale as vermi-compost, small processing unit (de-husking, de-oiling, mini dal mil' etc.), retail shop of organic produce etc. The KS may raise a small nursery in her backyard for vegetables/moringa etc and sale the same to MKs for agri-nutri-garden (ANG). She can set up a NPM shop and sale the concoctions to other villagers. Many such opportunities can be explored where the KS can become an agri-entrepreneur.
- (b) *Service charge*: Krishi Sakhi may be trained to run the Custom Hiring Centres and a part of - hiring charges collected from CHC machineries may be used to pay for the KS. If any other community assets are being managed by KS, part of the generated revenue may be used to pay KS.
- (c) *Convergence*: Once the MKs are trained by the KS, majority of them have adopted improved practices, the KS may be linked with ATMA as Farmers Friend / Agriculture department / horticulture department if opportunities come as village level extension worker.
- (d) *Graduation*: Some of the KS and Krishi Jaivik Sakhi may be graduated to become Krishi Udyog Sakhi.

The well performing CRPs who have successfully completed the module based training program may also graduate as master CRP with higher responsibilities.

Master CRPs (m-CRPs) are the experienced Krishi Sakhis selected from among the pool of CRPs based on certain criteria and selection process. Master CRPs are those who have excelled in their role as CRP and have demonstrated ability in quick scaling up. They are among the best practitioners, skillful, undergone training and applied improved practices in their own farm, thus are confident on the impacts of the improved practices in agro ecology to help others to adopt similar practices. Master CRPs are exclusive pool, trained and groomed by the State Resource Persons (SRPs) and National Resource Persons (NRPs). They are the trainers' pool and are deployed for capacity building /skill trainings and continuous on-field handholding supports to the CRPs of her state. They may also be deployed to other states, on demand from that state for the same purpose. Several states have already

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developed cadre of mCRP on AEP who are supporting other states in scaling up AEP interventions in other states. Considering the success of mCRP strategy the National Unit is in the process of issuing a separate guideline on selection criteria, process of selection, grooming, deployment etc. on master-CRPs.

Pashu Sakhi (PS):

For Pashu Sakhi, the following options can be explored for their sustainability beyond the project period.

- (a) *Service charge*: From the very beginning, the livestock rearers (MKs) may be encouraged to pay for their services – vaccination, de-worming, first aid type of treatments, supply of feed and mineral bolus, arranging for vet-doctors in case of emergency etc. A PS may charge a lump sum amount for a particular service that includes the cost of medicine as well as their own service.
- (b) *AI technician*: Some of the Pashu sakhis in convergence with Department of Animal Husbandry may be trained in artificial insemination (AI) technique thus becoming the torch bearer for breed improvement in her operational area.
- (c) *Vet-entrepreneur*: The PS may also be encouraged to set up small livestock enterprises like hatchery or day-old-chick (DoC) rearer (mother unit), kid nursery, small scale broiler farming etc. to generate her income.
- (d) *Supplier of fodder seed*: PS services may be utilized for promoting production of fodder crop among the farmers. The seed for the same can be obtained in convergence with Department of Animal husbandry.
- (e) *Service charge*: PS may also get a part of her honorarium out of managing a livestock unit owned by her VO. For example a pig breeding unit.
- (f) *Convergence*: The PS may be linked with livestock department (efforts towards this has been initiated) as village level extension worker to join in the campaign of 'FMD and Brucellosis free India' and other similar government programmes. The Animal Husbandry department may utilize the services of Pashu Sakhi against a pre-determined service fee.

Van Sakhi:

Van Sakhi acts as Manager of the NTFP PG. For *tasar* it is Tasar Vikas Samity (TVS), similar is the case for other NTFPs. Initially the honorarium may be paid from the project fund, once the PG starts its full operation, the honorarium of Van Sakhi should come out of surplus generated from the business of PG.

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Krishi Udyog Sakhi:

They are the Managers of the PG. After initial support from SRLM, as soon as the business of PG starts functioning in scale, the honorarium of Krishi Udyog Sakhi should come out of the profit generated from the business of the PG.

It is extremely important to mention here that in a VO, the number of CRPs will be nested from all verticals (IB&CB, FI etc.), the SRLM need to rationalize the honorarium / earning of CRPs across all verticals.

