

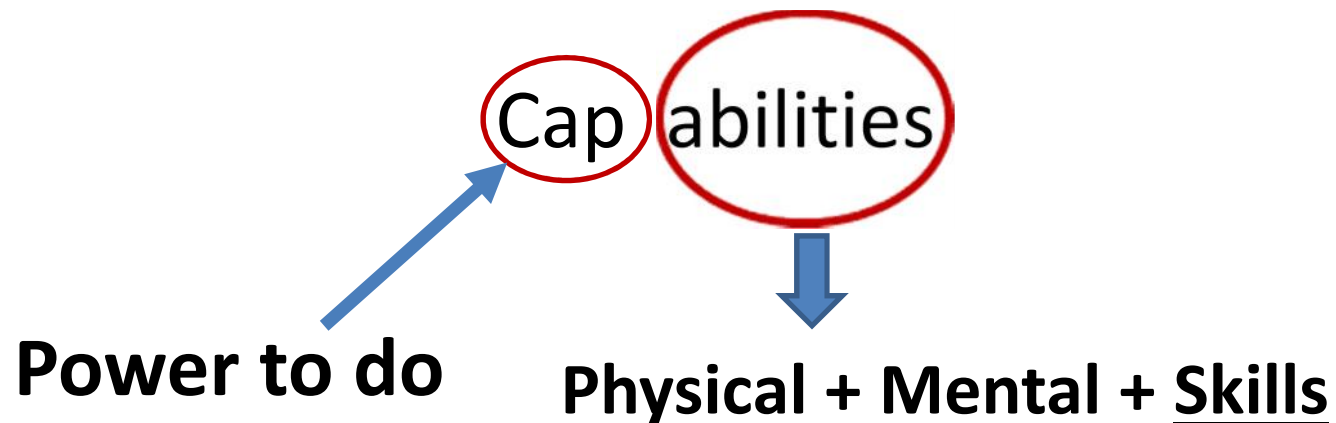
**“ ACHIEVING SUSTAINABLE RURAL LIVELIHOOD  
THROUGH  
FINANCIAL INTERVENTION AND SKILLING INDIA  
WITH SPECIAL REFERENCE TO THE  
NORTH EASTERN REGION”**

How do you define **livelihood**?

What is the role of **skill** in livelihood?

# The livelihood equation

**Capabilities + assets + activities** which people utilize to make living = Livelihood



# **A glance into the skilling efforts in India**

05-03-2016

UGC-SAP DRS1 National Seminar,  
Tezpur University

# National Skill Qualification Framework ( NSQF )

NSQF organizes all qualifications according to a series of levels of knowledge, skills and aptitude. These levels, graded from one to ten, are defined in terms of learning outcomes which the learner must possess regardless of whether they are obtained through formal, non-formal or informal learning.

## What is expected of NSQF implementation?

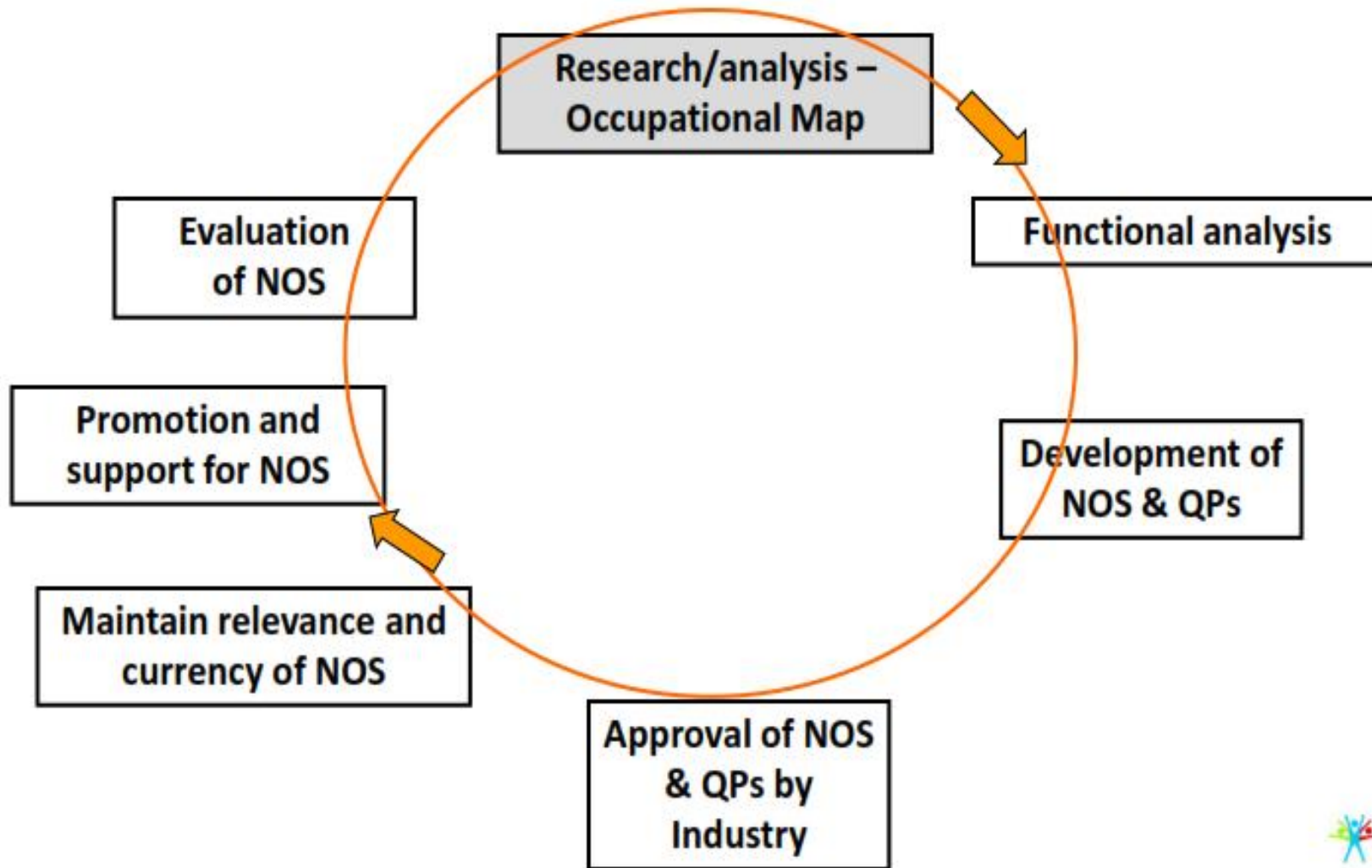
- Mobility between vocational and general education by alignment of degrees with NSQF.
- Recognition of Prior Learning (RPL), allowing transition from non-formal to organised job market.
- Standardised, consistent, nationally acceptable outcomes of training across the country through a national quality assurance framework.
- Global mobility of skilled workforce from India, through international equivalence of NSQF.
- Mapping of progression pathways within sectors and between sectors.

# What is Occupational Standard ( OS) and Qualification Pack ( QP )?

Occupational Standard (OS) describes what individuals need to do, know and understand in order to carry out a particular job role or function.

A set of OS, aligned to a job role, is called Qualification Pack (QP).

# KEY STAGES IN THE DEVELOPMENT OF NOS







N · S · D · C

National  
**Skill Development**  
Corporation

**NOS**  
NATIONAL OCCUPATIONAL STANDARDS

[www.nsdcindia.org](http://www.nsdcindia.org)

# **Skilling Community Animal Health Workers for sustainable livestock development**

Dr.M.Islam Barbaruah  
Director, Vet Helpline India Pvt Ltd  
Consultant,  
Agriculture Skill Council of India

A able livestock farmer have:

- Physical Abilities e.g. Handling the animal
- Mental Abilities ( Ability to think, judge etc.)
- Skills e.g. Milking

&

He earns his livelihood by utilizing animals ( **Asset** )  
and doing farming ( **Activities** )

*How do you add power ( The 'Cap' ) to his/ her  
abilities to make him or her 'capable'?*

**What is the role of Community Animal Health Worker in the context of livestock based livelihood?**

**Why do we need Community Animal Health Workers?**

## Adequacy of Veterinary Services in South Asia: Country Ranking in terms of personnel per Sq. Km

Country	Number of Personnel	Number Per Square Km	Rank
Sri Lanka	3484	0.0616	1
Pakistan	12850	0.0531	2
Bhutan	793	0.03734	3
<b>India</b>	<b>120098</b>	<b>0.036526</b>	<b>4</b>
Maldives	2	0.0169	5
Bangladesh	8872	0.016	6
Nepal	14275	0.0067	7

Calculated from 2012 OIE data, report of planning commission.

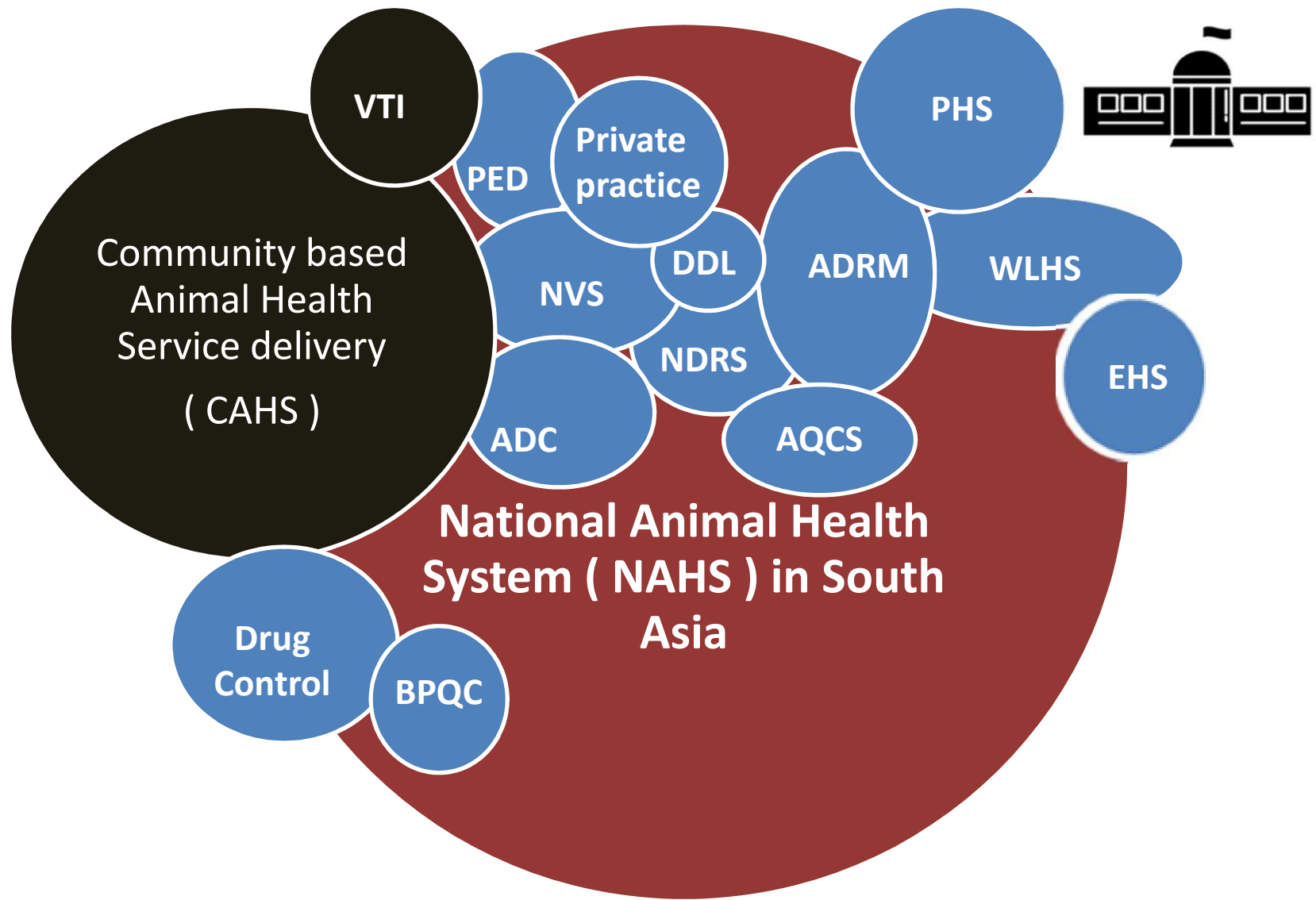
# The “Last mile problem” in veterinary Service Delivery



Capacity development at community level with **participation of private actors** is the best solution to address the “Last mile problem”

Proportion of rural people who live beyond 2 km (typically equivalent to a 20-minute walk) of an all-season road in India is 39%. ( 2007-08 )

**Administrative Framework**



# LIMITED INTEGRATION OF CAHS with NAHS

**What are the key issues of debate for integrating CAHW or private veterinary services for farm animals to NAHS?**



## 5 A's of Service Delivery in the context of private services:

- Availability
- Accessibility
- Acceptability
- Adequacy
- Affordability



"YOU SHOULD HAVE CALLED ME SOONER."

One of the biggest concern is the adequacy of services.

Will the private animal health worker focus on preventive care?

# The debate on public health and conservation threat:

- Control of contagious and Zoonotic diseases
- Food Safety
- Drug Resistance
- Animal Welfare
- Fertility of breeding animals

# **The achievement of our policy advocacy related Animal Health Workers**

Tangible output?

Budget?

Change in Law?

# Development of NOS for Para-professionals



QUALIFICATIONS PACK - OCCUPATIONAL STANDARDS FOR AGRICULTURE & ALLIED INDUSTRY



### What are Occupational Standards(OS)?

- OS describe what individuals need to do, know and understand in order to carry out a particular job role or function
- OS are performance standards that individuals must achieve when carrying out functions in the workplace, together with specifications of the underpinning knowledge and understanding

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### Introduction

#### Qualifications Pack- Animal Health Worker

**SECTOR:** AGRICULTURE AND ALLIED  
**SUB-SECTOR:** Agriculture Allied Activity  
**OCCUPATION:** Livestock Health Management  
**REFERENCE ID:**AGR /Q4804  
**ALIGNED TO:** NCO-2004/NIL

**Animal Health Worker:** An Animal Health Worker also known as Community Animal Health Worker / Community Resource Person (Veterinary ) or Livestock Service Provider is a person selected from his/her own community to provide a set of "Minor Veterinary services" required for a given job role as per the provision of Indian Veterinary Council Act ( No.52 of 1984 ). He / she works under indirect or distant supervision of registered veterinarian, under over-all monitoring of any registered development / private / producer led agency.

**Brief Job Description:** An Animal Health Worker provides preventive health care, assistance in contagious disease control and basic first aid services to farm animal and poultry, mostly in the outdoor setting. He / she also play a role in veterinary extension, disaster management and other environmental, public health related services.

**Personal Attributes:** An Animal Health Worker should have a mind for science, belongingness to the community, compassion for animals, good leadership, communication and observation skills. He / she should be physically strong and have manual dexterity to perform on the job.

# Developed QPs based on job role

- Veterinary Field Assistant or Livestock Assistant ( Majority work in outdoor setting )
- Veterinary Clinical Assistant ( Majority work in indoor setting e.g. Hospitals, Pet clinics, laboratories )
- Animal Health Worker / Livestock Service Provider ( The Last mile delivery )
- Artificial Insemination Technicians

# Declaration of NSQF level for Animal Health Workers.

<b>LEVEL</b>	<b>Process required</b>	<b>Professional knowledge</b>	<b>Professional skill</b>	<b>Core skill</b>	<b>Responsibility</b>
Level 3	person may carry out a job which may require limited range of activities routine and predictable	Basic facts, process and principle applied in trade of employment	recall and demonstrate practical skill, routine and repetitive in narrow range of application	Communication written and oral, with minimum required clarity, skill of basic arithmetic and algebraic principles, personal banking, basic understanding of social and natural environment	Under close supervision Some Responsibility for own work within defined limit.

# Recognition of AHW QP under PMKVY and Training of Master Trainers



05-03-2016

UGC-SAP DRS1 National Seminar,  
Tezpur University



# Comparison of standards with other countries

Unit Title in India	Performance Criteria in India	Unit Title in UK	Performance Criteria in UK	Comments	Degree of match - %
Implementing regular preventive animal health care program	PC1. use point of care / field data collection	Ensure the health and well-being of livestock ( This NOS is for a AHW who works in organized relatively large farm setting. Indian AHWs are required to work in community and unorganized farming situations)	P1. monitor the physical condition, behaviour and	Covered under PC3 and PC4	100%
	PC2. ensure species / population or sample / geographical / specific area coverage for data collection as per given instruction.		P2 handle livestock in a manner which complies with relevant legislation, minimises any likelihood of stress and injury, and maintains their health and well-being	Not explicit in this NOS but are referred under NOS related to Control and Handling of Animals ( AGR/N4801 )	75%
	PC3. regularly collect and submit health, production and breeding data related to attended individual / herd of animals to appropriate authority on time as per given		P3 provide livestock with sufficient and effective opportunities to move, and maintain physical functioning	Not in this NOS but can be inferred from best practices under NOS AGR/N4808 Ref.PC1	75%
	PC4. undertake appropriate action which is just for a farmer / client as far as preventing occurrence of preventable known disease(s) in his / her animal / farm is /are concerned.		P4 promote and maintain the appropriate health and welfare standards for different livestock species according to codes of practice where required	Covered under KA1 and SA3	100%
	PC5. take only such actions / use product / follow procedure which is prescribed in the guideline for the scheduled diseases (s).		P5 seek advice from the appropriate person where you are unsure about the behaviour/condition of the livestock and the action to be taken	Not explicit but knowledge of supervisory structure in mentioned under various other NOS Ref.KA2 under Veterinary First Aid NOS ( No.AGR/N4805)	75%
	PC6. create future demand for preventive services by appropriately communicating the risk.		P6 maintain suitable levels of hygiene and bio-security	Not explicit but can be inferred from KB2 of NOS AGR/N4807 Assisting government agencies in animal disease control.	75%
	PC7. Ensure high rate of voluntary compliance of bio-security norms.		P7 carry out all work in accordance with relevant environmental, health and safety legislation and animal health and welfare legislation, risk assessment requirements, codes of practice and company policies	Partially covered under KA1 and KA2	70%

## What next ?

Secondary legislation and administrative framework under Indian Veterinary Council Act'1984 at state level to register and monitor animal health workers.

thank  
thank  
you!

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