

No. FFE-A(B)2-1/2017-Loose
Government of Himachal Pradesh
Department of Forests (A-Section)

From

The Addl. Chief Secretary (Forests) to the
Government of Himachal Pradesh

To

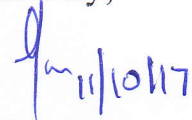
The Pr. Chief Conservator of Forests (HoFF)
Himachal Pradesh, Talland Shimla.

Dated : Shimla-171002, the 11th October, 2017.

Subject: - Deployment/adjustment of Motivators (Part- time).
Sir,

I am directed to refer to your letter No. HPMHWDP/
Motivators/4801 dated 28.09.2017 on the subject cited above and to say that
the Government has approved the policy for Motivators (Part time) engaged in
the Externally Aided Project(s) which are on culmination stage and their
further deployment/adjustment in the upcoming Externally Aided Project(s).
The said policy as per Annexure-A is enclosed herewith for information and
further necessary action.

Yours sincerely,



(D.C. Rana)

Encls. As above

Special Secretary (Forests) to the
Government of Himachal Pradesh
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e-mail:dc.rana04@nic.in

Endst. No. As above. Dated shimla-171002, the October, 2017.

Copy is forwarded to the Chief Project Director, Himachal
Pradesh, Mid Himalayan Watershed Project Solan, District Solan, H.P.
alongwith copy of policy as approved by the Govt. for similar necessary
action.

Special Secretary (Forests) to the
Government of Himachal Pradesh.

ANNEXURE-A

Policy for Motivators (Part Time) engaged in the Externally Aided Project(s) which on culmination stage and their further deployment/ adjustment in the upcoming Externally Aided Project(s)

1. Introduction

There are various externally aided projects across the State either on culmination stage or in pipeline like HP Mid Himalayan Watershed Development Project, Integrated Development Project for Source Sustainability and Climate Resilient Rainfed Agriculture, HP Forests for Prosperity etc. Motivators, especially the females, have been engaged at Village Panchayat level to create awareness and motivate the village communities about the activities being conducted by projects which are already operational.

Generally one Motivator for each Panchayat has been engaged in the existing project(s) subject to maximum of two on part time basis exclusively for the project period. Initially engagement by the concerned Panchayats was agreed for a period of one year subject to extension depending upon the performance. The remunerations were paid from the funds allotted to the Panchayats by the Project(s) as Grant-in-Aid. Most of these Motivators have been deployed by the Panchayats covered under HP Mid Himalayan Watershed Development Project.

2. Procedure Adopted for Deployment at Panchayat Level

These Motivators were engaged by following a well defined procedure by these Project(s). For example, under the HP Mid Himalayan Watershed Development Project, the terms & conditions, selection procedure and job description was approved by its Executive Committee. The details are reproduced as under:

(a) Terms and conditions of their Engagement

- (i) He/she should be resident of the concerned Panchayat. In case eligible candidate is not available within the panchayat, the candidates from the contiguous panchayat within the jurisdiction of Watershed Development Coordinator can be considered.

(ii) The candidate should be in the age group of 18 -45 years with 5 years relaxation to SC/ST as on the date of engagement.

(iii) Minimum educational qualification is Matric.

(b) Selection Procedure adopted

- (a) The post will be widely publicised in the Gram Panchayat at least fifteen days before the date of interview.
- (b) The candidates should apply to the President Gram Panchayat within the specified period.
- (c) The Gram Panchayat will short list a panel of 5 eligible candidates.
- (d) The Selection committee will comprise of the followings:-
 - Concerned Divisional Watershed Development Officer - Chairman
 - Concerned Block Development Officer -Co -Chairman
 - Project Coordinator (to be nominated by concerned DWDO)- Member Secretary
- (e) Interview will be conducted on a date, place and time to be notified by the Selection Committee.

(c) Job Description of Motivators was as under:-

They were primarily responsible for assisting multisectoral team & the Facilitators in:

- a) Creating awareness of various project activities in the panchayat.
- b) Mobilizing community for adopting participatory approaches of the project.
- c) Group formation of SHGs/UGs.
- d) Dissemination of various project programme to communities.

(d) Remuneration

Different project(s) have been paying different remuneration to these Motivators depending upon their availability of budget. For example, in HP Mid Himalayan Watershed Development Project, a consolidated sum of Rs. 500/- per month was initially given by the Panchayat from the Grant- in -Aid provided to the concerned Gram Panchayat. This amount was increased from time to time. At the closure of this Project, a sum of Rs. 2200/- was given.

(e) Scope of adjustment of Motivators in upcoming externally added project.

The area of jurisdiction of these motivators was only within their respective Panchayats undertaken for treatment under project(s). The Panchayats to be undertaken in the upcoming Project(s) like the Integrated Development Project for Source Sustainability and Climate Resilient Rainfed Agriculture, HP Forests for Prosperity etc is different from the Panchayats already undertaken for treatment under existing project(s). Moreover, the Panchayats so selected in the upcoming project(s) will prefer to post the Motivator(s) of their own Panchayat or the adjoining Panchayats only. Therefore, there is less scope of their adjustment in the new Project(s).

These part time Motivators have been representing to the Government time and again to secure their services and take them in the society mode. This demand isn't justified and acceptable as the part time Motivators were never engaged by the department or society. They were engaged by the concerned Gram Panchayats or the Watershed Development committee. Hence, at best they can be considered for engagement in new EAPs depending upon the requirement of the Gram Panchayats/village level Committees or Societies in new projects and their nearness thereto.

5. Maintenance of database by HP Natural Resource Management Society

In view of their work experience gained during their engagement, the HP Natural Resource Management Society will maintain the database of these Motivators but they will not be employees of this society. If they are required in new projects, their services will be utilized and preferred as per selection procedure already laid down by the new upcoming project/projects where their services are required and subject to the condition that the concerned Gram Panchayat/village level Committees or Societies agree to take them.

6. Guidelines for their further deployment in the upcoming Externally Aided Project(s) would be as under:-

1. The **Resource Management Society** will maintain the database of all the Motivators who worked in different Gram Panchayats under various External Aided Project(s) areas of the State i.e. HP Mid-Himalayas Watershed Development Project/Swan River Integrated Watershed Project/Indo-German Changar Eco-Development Project.
2. The Motivators shall be offered work at the level of Panchayat under the upcoming Externally Aided Project(s) purely on part time basis (Efforts will be made to place them in their own Panchayats or adjoining Panchayats).
3. On deployment, they will be given minimum wages/honorarium as last drawn by them during their earlier engagement. The Project(s) can offer more wages through Grant-in-Aid to the Panchayats, if budget permits and the project rules provide for higher wages.
4. No financial aid will be given from the State Exchequer and State will not bear any liability with respect to their deployment at the level of Panchayats/ village Society or Committee.
5. They can apply for new post(s) in the upcoming Project(s) on the basis of their work experience.
6. These motivators shall be given priority while imparting training under these Project(s) for their skill up gradation.
7. These motivator may also be offered further deployment in the Externally Aided Project(s)/domestic projects in other departments like HP Rural Development Department, etc.