



Strategic Decisions taken during LPPS strategic planning: 2011-2016

Facilitated by: ASK

VISION

- LPPS visualizes a situation where Pastoralism thrives and it is recognized by all for its economic, cultural and environmental importance (accepted)



OBSTACLES / CHALLENGES TO ACHIEVE VISION

- Decrease of pastureland
- Famine / Drought
- Increase in animal diseases
- Decrease in interest among the youth generation towards Pastoralism
- Change in the social mindset
- Not getting fair price from selling of animal products
- High cost of medicines
- Illegal deforestation
- Population explosion
- Industrial Pollution



STRATEGIES TO ADDRESS THE CHALLENGES

- Forming organization of the pastoralists
- Developing pastureland / grazing areas
- Ensure access to restricted grazing lands
- Advocacy to bring positive changes in the government policies
- Promotion of fodder bank to mitigate the impact of famine
- Organizing medical camps in collaboration with government veterinary department for animal treatment
- Distribution of medicines through government and also through LPPS at fair price



STRATEGIES TO ADDRESS THE CHALLENGES

- Promotion of animal products through Camel Charisma—ensure proper market of the products
- Promotion of indigenous animal treatment methods along with modern treatment
- Awareness on the cultural values of Pastoralism
- Linking environment with religious values and faith
- Bringing change in the social mindset



MISSION

- The LPPS mission is to promote the recognition of Rajasthan's unique livestock culture & heritage nationally and internationally. LPPS aims to achieve this by means of implementing the livestock keeper's rights, economic empowerment, preservation of cultural heritage and protection of the environment.



IDENTITY

- An organization promoting sustainable livestock development building on Rajasthan's traditional culture & knowledge.



ROLE

- LPPS will play the role of an IMPLEMENTING AGENCY
- It will function effectively as an implementing agency
- It will work as a mediator between community and other stakeholders
- It will advocate for the rights and responsibilities of the pastoralists & livestock keepers



APPROACH

- LPPS will adopt a RIGHT BASED and EMPOWERMENT APPROACH
- LPPS will also adopt a PARTICIPATORY APPROACH while working with community
- SERVICE DELIVERY will be adopted only in case of emergency



METHODOLOGY

- Awareness Building / Sensitization of the communities on **all** government schemes / acts / laws including forest right act, their rights and entitlements, responsibilities
- Formation of CBOs / Pos
- Linkage and Networking at local, regional, state, national and international level: pro active network with like minded organizations
- Advocacy and Lobbying at local, regional, state, national and international level
- Research, Studies and Documentation



METHODOLOGY

- Engaging with all the key stakeholders in the community and not just with the livestock keepers
- Community Participation in planning, monitoring and evaluation and capacity building of the community on the same



VALUES AND PRINCIPLES

- Respect for the entire community, including pastoralists / livestock keepers
- Protection of environment
- Respect for Culture
- Working with the entire community (not only with the pastoralists)
- Accountability
- Transparency
- Honesty and Integrity
- Equality / No discrimination on any basis
- Adaptability (with the changing context) and flexibility
- Love and Compassion for people and animals



TARGET AREA / GEOGRAPHICAL COVERAGE

- For Ground Presence: Western Rajasthan
- For right based advocacy, networking: State, National and International Level



TARGET GROUP

- All types of livestock keepers / pastoralists in the state of Rajasthan
- Socially excluded groups like Dalits, Tribal, Nomads...
- Special focus on women and youth



PROGRAM FOCUS: SADRI

- Mobilizing and organizing the pastoralists
- Capacity building of the pastoralists on treatment of the livestock
- Awareness building among livestock keepers on “all” government schemes
- Awareness building among livestock keepers on their cultural heritage
- Ensure rights of the pastoralists under Forest Right Act
- Saving pastureland / grazing land from illegal encroachment and government restrictions
- Income generation / Micro Enterprise for SHG women



INTERVENTIONS

- Meetings at village level
- Organizing pastoralists around groups
- Making them aware on government policies, acts, laws, benefits, entitlements, rules & regulations
- Awareness building on animal diseases
- Capacity building of the pastoralists on traditional and modern treatments
- Collaboration & coordination with government departments
- Sensitization of stakeholders on the cultural and environmental importance of Pastoralism : using creative and innovative methods



INTERVENTIONS

- Working with the youth in a focused manner and sensitizing them on the importance of economic, cultural and environmental importance of Pastoralism
- Building awareness on FRA & advocacy through people's organization for proper implementation of the FRA & access to rights
- Sensitization on protection and preservation of pastureland
- Linking SHG women with self employment activities



PROGRAM FOCUS: JAISALMER

- Animal Treatment and Nasal Sudhar (breed improvement)
- Conserving and protecting “Jaisalmeri” livestock breed—camel, sheep
- Development and protection of pastureland / grazing land
- Strengthening Self Help Groups: women empowerment
- Protecting the rights of the widow women from the livestock keeper communities and linking widows / needy women with income generation opportunities
- Promoting livestock keeping / Pastoralism: inclusion of other livestock keepers also, apart from camel
- Protecting and promoting the cultural heritage of



INTERVENTIONS

- Supply of **animal** medicines at Fair Price
- Prevention of animal diseases through traditional and modern treatment methods
- Awareness building of pastoralists through village level meetings on Nasal Sudhar, Government animal treatment facilities, government policies, schemes, benefits and entitlements,
- Organizing pastoralists through CBOs around their issues at different levels
- Linking pastoralists with “all” government benefits / schemes
- Capacity Building Activities including exposure
- District Level Conference on rights of the women / widows, rights of the livestock keepers



INTERVENTIONS

- Training on camel wool cutting, processing, tailoring
- Training on new technologies
- Working on the rights of the marginalized, vulnerable and excluded women
- Advocacy and Lobbying for the rights of the pastoralists, including women + development, protection and preservation of pastureland + inclusion of other animals in government Famine Code
- Removal of illegal encroachment on pastureland through people centered advocacy
- Linking pastureland with religious faith to protect the same



- Capacity building of the pastoralist community to effectively deal with famine and adopt risk reduction measures like fodder bank
- Strengthening Self Help Groups: **linking them with income generation opportunities**, training & exposure
- Recognition / honor to successful livestock keeper at village, district, state and national level
- Recognition / honor to youth livestock keeper + motivation, training and capacity building of the youth
- promotion of camel charisma
- Sensitization of stakeholders on social evils like discrimination



CAMEL CHARISMA

- Training, Production and Sell:
- Camel Dung Paper
- Camel Milk Ice cream
- Camel Wool



STAKEHOLDER ENGAGEMENT: LINKAGE AND COLLABORATION BUILDING

- Target Community: The pastoralists / livestock keeper groups
- Other Communities (non pastoralists) in the community
- PRI Institutions: Village Panchayat, Block and District Level Panchayat Samitis
- Government Departments: Animal Husbandry, Forest, Social Welfare, Revenue, Education, Health
- Media
- Like Minded NGOs



NETWORKING AND STRATEGIC ALLIANCE

- To Strengthen developmental efforts, increase technical skills and expertise in dealing social and developmental issues
- To create pressure group for advocacy
- To mobilize resources
- To work for common cause (issue) at wider level.



SUSTAINABILITY STRATEGY / RESOURCE GENERATION

- New position of “Program Manager / Coordinator” : responsible for managing program team, interacting with donors, finding opportunities for possible programs and resources, communication with external & internal stakeholders, preparation of annual report, brochure, newsletters, updating information and schemes
- Income from sell of Camel Charisma Products
- Income from sell of animal medicines
- The governing board of LPPS also can play a role in resource mobilization (reconstruction through General Meeting)
- Project proposal to donor agencies
- Resource Mobilization from the Community: Service Charges from treatment of animals



PLANNING, MONITORING AND EVALUATION SYSTEM

- Development of a “Result Based” PME system through Community Participation and using Result Based Framework for Proposal Development
- A result based Management Information System (MIS) will be developed for all the projects implemented by LPPS. This will be a detailed system with all the information needs clearly defined and required from the field level to the organizational level.
- Community participation will be ensured throughout the project cycle starting from community’ s participation in the community level situational assessment. Community members are proposed to be involved in internal monitoring and evaluations undertaken at LPPS.
- Details of the Planning, Monitoring and Evaluation system / mechanism will be decided next month during “PME Policy Development”



PRESENT NEED FOR CAPACITY BUILDING:

- Approaches to Development
- Participation / Community Participation
- Facilitation Skill
- Situational Assessment
- Self Help and Self Help Groups
- Advocacy and Lobbying
- Right to Information Act: Application of the Act and Social Audit
- Micro Planning
- Program Management and PME
- Gender
- Resource Mobilization
- Reporting and Documentation
- Forest Right Act and Other National / International Declaration related to rights of the Pastoralists
- Government Policies, Laws and Acts



STRATEGY FOR CAPACITY BUILDING

- Systematic capacity building need assessment
- Annual plan for capacity building
- Identification of external resource agencies / persons for training and exposure
- Internal capacity building
- Adequate resource allocation for internal and external capacity building
- Capacity building impact assessment
- Follow up



HUMAN RESOURCE MANAGEMENT SYSTEM

- HR policy for the organization will be developed
- Some of the important aspects that will be included in the HR policy will include:
 - Organogram / organization structure of LPPS including decision making structure both at organization level and program level
 - Detailed roles and responsibilities of all the key functionaries
 - Proper and formal system of recruitment including the details regarding sources and methods of recruitment for each level of staff.
 - Induction program including Induction manual for all including newly recruited staff
 - Wage structure to ensure salary grades as per the level of experience and skills



HUMAN RESOURCE MANAGEMENT SYSTEM

- Benefits policy including policies regarding leave, provision for social security benefit such as provident fund etc.
- Performance Appraisal systems with its linkage with increments and rewards
- Transfer policy
- Policy regarding Training & Development
- Policy regarding Volunteers
- Discipline Policy
- Gender policy
- Grievance Policy
- Disability / HIV-AIDS policy



ORGANIZATION STRUCTURE

- Will be decided during HR policy development





ASSOCIATION FOR STIMULATING KNOW HOW

