

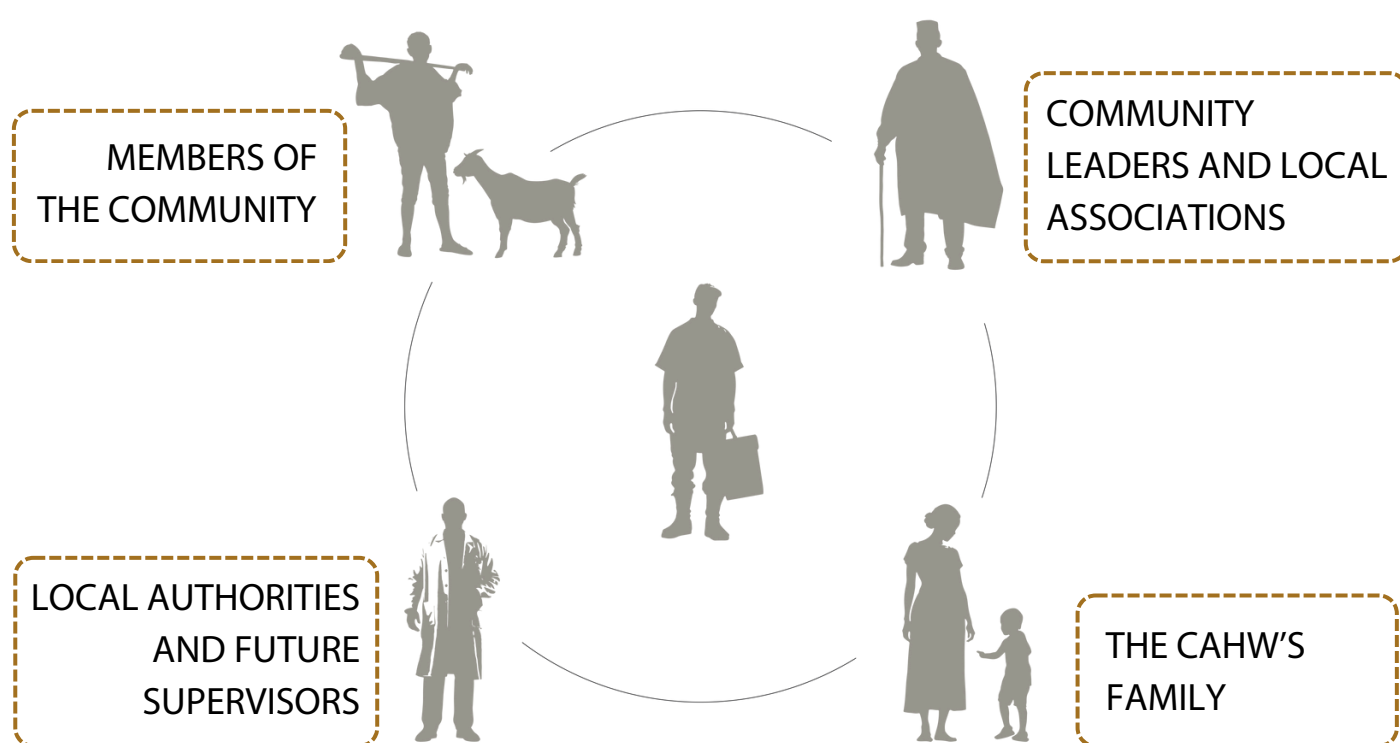
## PILLAR 3

### SELECTING THE RIGHT CAHW CANDIDATES

The process of selecting CAHWs must be **transparent, participative and adapted to local customs**. Identifying the right person can take time, as this requires building a relationship of trust between the community and the programme.

#### Promoting **social acceptability** of future CAHWs

➡ **Selection criteria should be decided and approved by local stakeholders.** It is important to involve:

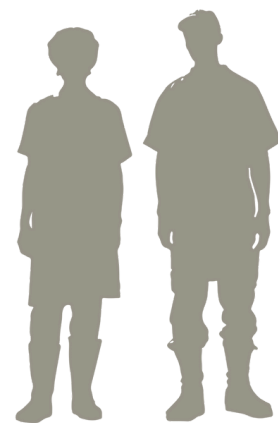


#### Defining **selection criteria**

➡ Consider **core criteria**, that ideally need to be defined for all CAHWs at national level, and **additional criteria or 'attributes'** that will be specific to the local context and needs.

The most commonly used criteria are:

- Preferably a livestock keeper
- Recognised and respected by the community
- A resident of the community
- Motivated
- Dedicated and committed
- Available
- Willing and able to travel long distances
- Stable in the community



**A low level of literacy should not be an obstacle** to the selection of highly motivated and trustworthy CAHWs, as long as the training methods, memory aids and activity monitoring tools are adapted.

#### Women and CAHW programmes

Women have proven to be excellent CAHWs in many situations. However, social norms still pose an obstacle to their sustainability as CAHWs as they are in charge of domestic chores, have limited ability to travel, etc.

➡ **A gender sensitive CAHW programme is not just about the ratio of women to men trained:**

**it must consider the construction of the whole system** (communities, livestock keepers' associations, local authorities, markets, etc.)

**and**

**include activities aimed at reducing gender inequalities and stereotypes that hinder women's success as CAHWs.**



This infographics is extracted from VSF International's **Handbook for planning and managing CAHW programmes**:

➡ <http://vsf-international.org/handbook-cahw-programmes/>

