

Leader. The PIA will be at liberty to either earmark its own staff exclusively for this work, or engage fresh candidates including retired personnel, or take people on deputation from government or other organizations. The establishment charges for the WDT shall be subject to the limits prescribed in Annexure-I and debited to the Watershed Development Projects. The WDT shall be located in the PIA/Block headquarters/any other small town nearest to the cluster of selected villages. The appointment of the WDT must be completed within a period of two months from the date of nomination of PIA, failing which the ZP/DRDA shall have the right to cancel the nomination of the PIA and attach the villages to some other PIA.

### **Self-Help Groups**

31. The PIA shall constitute Self Help Groups (SHGs) in the watershed area with the help of WDT. These Groups shall be homogenous groups having common identity who are dependent on the watershed area such as agricultural labourers, landless persons, women, shepherds, scheduled castes/scheduled tribes persons. Around 50% of villagers i.e. who are directly or indirectly dependent on the watershed, should generally be enrolled as members of at least one Self-Help Group. Separate Self-Help Groups should be organised for women, scheduled castes, scheduled tribes etc.

### **User Groups**

32. The PIA shall also constitute User Groups (UGs) in the watershed area with the help of WDT. These Groups shall be homogenous groups, who may be most affected by each work/activity and shall include the persons having land holding within the watershed areas. Each UG shall consist of the persons who are likely to derive direct benefits from a particular watershed work or activity. The UGs should actually take over the operation and maintenance of the completed community works or activities on common property resources.