

No. M-12014/8/2006-NREGA(Part)
Government of India
Ministry of Rural Development
(MGNREGA Division)

Krishi Bhawan, New Delhi.
Dated the 25th June, 2010

CIRCULAR

Subject: Time Schedule for payment of wages to the Mahatma Gandhi NREGA workers.

Sub Section 3 of Section 3 of the Mahatma Gandhi NREGA provides that the disbursement of daily wages shall be made on a weekly basis or in any case not later than a fortnight after the date on which such work was done. In case of delay in payment, the labourers are entitled to receive payment of compensation as per the provisions of the Payment of Wages Act, 1936.

Under section 4- States are to make arrangements for the proper implementation of the Scheme. It is expected that the States have established administrative modalities for ensuring fortnightly wage payments.

The Operational Guidelines, 2008 provides that in order to avoid delays in clearance of cheques or shortage of staff in banks/post office branches or reluctance of bankers/postal authorities, State Government may discuss the matter in the State level banking coordination committee meetings and Post Master General of the State.

A well laid procedure has also been provided for payment to the Mahatma Gandhi NREGS workers by issuing a pay order/pay advise/wage list to be generated in favour of group of workers in the muster roll addressed to the Branch Manager or sub Post Master from crediting the amount soon against workers in the account of the workers and requesting him to make the payment to the workers on demand. When the amount is paid, a wage information slip may be generated for intimation of the worker. The format of the wage slip is enclosed. The amount should be disbursed to the worker on production of wage slip and the withdrawal slip by the worker or his authorized representative. No third party should be allowed to withdraw money from the bank / post office without due authorization of the worker in writing.

The reports from Press & Media, CEGC Members, Area Officers and NLMs have revealed that there is inordinate delay in payment of wages to the Mahatma Gandhi NREGS workers resulting into undue hardships to them and violation of the provisions of the Act as well.

To ensure payment of wages within a fortnight to all labourers, a flow chart with time schedule is suggested below which may be considered by the States to reduce administrative delays.

Sl. No.	Activity	Time Schedule
1.	Closing of muster roll.	6 th Day after Start of the Work.
2.	Bringing muster roll measurement book.	8 th Day
3.	(i) Entry of muster roll in MIS (ii) Generation of Pay order (consolidated as well individual)	9 th & 10 th Day

4.	(i) Submission of pay order at the block post office/bank (ii) Generation of information wage slip (iii) Transfer of pay order at the village post office/bank	11 th Day & 12 th Day
	Deposit of wages in the account of wage earners.	13 th Day
5.	Entry of disbursement of wage into MIS	16 th Day.

Suggestions for streamlining the administrative procedure to ensure wage payment within a fortnight of work done are also elicited from States so that the objective of the Act to enhance the livelihood security of the rural households is not defeated by delay in payment of wages. States are urged to review the reasons for administrative delays in wage payments and take immediate steps for remedying them. This will also help in identifying such factors affecting timely wage payments as may be related to banks and post offices to be able to coordinate such issues at Government of India level. Action taken in this regard will be reviewed in the forthcoming PRC.

(AMITA SHARMA)
Joint Secretary