

<b>RECOMMENDATIONS ON EQUITY &amp; SOCIAL SECURITY</b>				
<b>Name of the working group</b>	<b>Recommendations</b>	<b>Financial implication</b>	<b>Amendment in Law Law/ Schedule</b>	<b>Ministry's Views</b>
Specific needs of Special Groups	15-20 workers should be organised as a labour groups and SHG in a Mission Mode and federated at village level A facilitator should be assigned to each group of 15 – 20 farmers in this regard. The SHG group leader's capacities need to upgraded in the activities such as land and animal husbandry including Integrated Farming Systems, Non-	No		<p>The Ministry agrees with the suggestion subject to consultation with the State Government.</p> <p>This can be done through convergence with NRLM</p>

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	pesticide management practices, etc.			
Specific needs of Special Groups	Provident Fund Scheme for workers who participated for 30 days in a year	Yes		- This will need consultation with the Ministry of Labour & Employment. The Ministry on the other hand is going in for insurance and insurance-cum-savings schemes.

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Specific needs of Special Groups	Separate SB account to get the wage amount	Yes		- This provision already exists in schedule II para 31.
Specific needs of Special Groups	1. Advance payment of wages in the advanced stages of pregnancy, 2. 30 days maternity leave may be considered	Yes	Schedule II no such facility mentioned	- This is not possible as wages have to be paid for work done u/s 3 (2) - Schedule II does not mention such a facility.

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Specific needs of Special Groups	Workers with 65 yrs of age treated as 'aged'.	Yes		<ul style="list-style-type: none"> <li>- The authority to do this is not stipulated under MGNREGA, and so existing system of identifying old persons may be adhered to</li> <li>- However, MGNREGA is open to all and age is not a criterion</li> </ul>
Specific needs of special groups	Relaxation of actual length of time to be 5 1/2 hours.	Yes	Schedule I, para 8	<ul style="list-style-type: none"> <li>-</li> <li>- Since the Act does not make any such exemption Ministry of law and labour will have to be consulted</li> </ul>

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Specific needs of special groups	Certification of disability either by a doctor and fellow workers or GP	Yes		The authority to do this is not under MGNREGA It would be desirable to adhere to established procedures in this
Specific needs of Special Groups	Travel allowance of 10 percent for initial distance of 0.5 km to 5 km and 20 percent for above 5 kms.	Yes	Amendment to Act Schedule II, Para 14	- .This has financial implications and if a person is unable to walk it may not be desirable for that person to do hard manual labour..

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Specific needs of Special Groups	Need for expanding the permissible works so as to meet their requirements such as provision of drinking water / potable water, sanitation facilities, rural connectivity, education and health systems	Yes		- The Ministry agrees with the suggestion. However, these will need to be taken up in convergent mode.

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Specific needs of Special Groups	MGNREGS in convergence mode should take up construction of anganwadis, overhead tank, individual and community toilets in SC/ST habitations and residential schools at taluk level. Part of the labour cost in the case of individual toilets may be met from MGNREGS wage bill.	Yes	Schedules I, Para 1	<ul style="list-style-type: none"> <li>- The Ministry agrees with the suggestion. However, these proposals will need to be examined on individual basis.</li> <li>- Mainly through convergence where unskilled labour may be charged to MGNREGA</li> </ul>

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Specific needs of Special Groups	Tribals in forest areas should be given degraded scrub forest lands within the forest area to develop them through afforestation programmes under JFM concept (through VSS /VFC/ FPC/EDC) in order to increase the forest cover and bio-diversity and long term land use rights to them.	No		- This will have to be done through convergence with JFMS and FRA, which is under process

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Specific needs of Special Groups	Access to CPR. CPRs to be used for providing backward linkages with land development schemes	No	coordination with Revenue/other Deptts	- This cannot be considered under MGNREGA.
Specific needs of Special Groups	MGNREGS works should convert surplus lands which are barren or of poor quality so as to make them fit for cultivation or any other productive purpose (grazing).	No	Convergence with Agriculture deptt	- These activities are already part of Act but the choice of work depends on PRIs
Specific needs of	STs using	No	coordination with	- This decision cannot be

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Special Groups	government land to be treated as tenants (LWE)		Revenue/other Deptts	made under MGNREG
Specific needs of Special Groups	All the SC/ST MGNREGS workers should be graduated to semiskilled and skilled level in a specified time period by converging with NRLM and other self employment and job oriented programme. At least one worker in the households who participated for more than 75 days	No		<ul style="list-style-type: none"> <li>- The Ministry agrees with the suggestion. .</li> <li>- This can be done through convergence with NRLM</li> </ul>

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	under MGNREGA should be provided with such opportunity.			

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Specific needs of Special Groups	At least 20-25 days of work additionally to SC/ST	Yes	Schedule II,para 5	Subject to economic capacity as per section 3 (4).

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Specific needs of Special Groups	To minimise the vulnerability of widows, deserted and separated women, they should be treated as separate units and job card be provided with. Separate identification and job card for single as well as dependent women residing with family members, should be issued for their livelihood security.	Yes	Section 2, (f)	- This will have to be examined legally and financially.

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Specific needs of Special Groups	crèche facility should be provided in convergence with ICDS to ensure safety of children; this would also provide the poor children's access to nutritious food and non-school education	Yes		<ul style="list-style-type: none"> <li>- Facilities on work site may be provided as indicated in schedule II 27,28</li> <li>- ICDS may take care of village crèche</li> </ul>

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Specific needs of Special Groups	ANM to provide vaccination at the worksite itself to the children of women wage seekers or at Anganwadi and also to pregnant and lactating mothers who come for work.	No		<ul style="list-style-type: none"> <li>- The Ministry agrees with the suggestion.</li> <li>- This is already part of ANM's job</li> </ul>

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Specific needs of Special Groups	Women friendly works like horticulture and nurseries may be taken up and preference should be given for pregnant, lactating and aged women.	No	Convergence with NHM and Forest	- This may be taken through NRLM convergence

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Specific needs of Special Groups	Women friendly tools have to be made available to women, to ensure the productivity on par with men besides minimizing health hazards caused by the heavy and man friendly tools	Yes	Convergence with Institute for improved farm implements.	<ul style="list-style-type: none"> <li>- The Ministry agrees with the suggestion.</li> <li>- An advisory may be issued to the States</li> </ul>

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Specific needs of Special Groups	Trolleys be used for bringing water to worksites to reduce drudgery	Yes		<ul style="list-style-type: none"> <li>- The Ministry agrees with the suggestion.</li> <li>- This may be taken within 6% of administrative expenditure</li> </ul>
Specific needs of Special Groups	Collection of non timber forest produce and processing( eg. Leaf plate making, de seeding and de- fibrin of the tamarind manually) may be considered as permissible activity under the MGNREGS	No	Schedule I, para 1	<ul style="list-style-type: none"> <li>- MGNREGA is for unskilled manual labour. The recommended activity is commercial, therefore not permissible</li> </ul>



<b>RECOMMENDATIONS on INDIVIDUAL LAND and PERMISSIBLE WORKS</b>				
<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there any amendment required in the Law</b>	<b>Ministry's view</b>
Individual Land	List of the permissible works on individual lands must be expanded and linked with other allied activities (e.g., productivity of livestock, fisheries and homesteads)	Yes		Law offers unskilled work. Livestock, fisheries etc. are not included in the definition of unskilled work.  Where unskilled labour is needed that maybe brought under NREGA through convergence
Specific needs of Special Groups	Preference to women friendly works, women friendly tools , more works like (NTFP processing etc.) may be considered as permissible works. 50 % reservation for women in mates selected	No		Whereas the Ministry agrees that development of women friendly tools should be encouraged, processing activities cannot be defined as unskilled works. As far as reservation for women as mates is concerned, it can be issued as an advisory to the State Governments.

Specific needs of Special Groups	Public places should be taken into priority and included in the shelf of projects	No		States would be advised to identify works from within the list which are PwD friendly.
Specific needs of Special Groups	Expanding the scope of works to drinking water, sanitation, housing, anganwadis, community residential schools etc.	Yes		This can only be done through convergence. The material cost would be borne by other schemes and the unskilled labour cost would be borne under MGNREGS
Individual land	Investment per acre or beneficiary must be activity based and with a cap while overall limit be brought down to realistic	Yes		This will need to be discussed with the State Governments, the Ministry of Agriculture & Coop. and the Committee headed by Dr JS Samra on Convergence.
Individual land	Need based personnel and administrative costs approach rather than uniform systems	Yes		The Ministry agrees with the suggestion. Instructions may be issued to the States to address the issue within the 6% administrative cost.
Individual land	A facilitator should be assigned to each group of	Yes		The Ministry agrees with the suggestion.

	15 – 20 farmers. The SHG group leader’s capacities need to be upgraded in the activities such as land and animal husbandry including Integrated Farming Systems, Non-pesticide management practices, etc.			A planning advisory may be issued to the States to undertake the activity through convergence with NRLM
Specific needs of Special Groups	The land owned by the PwDs be given preference in the execution of MGNREGA individual works	Yes		This has already been subsumed in the existing eligible categories of MGNREGA
Individual Land		Yes	Schedule to be amended	Act is for those who are willing to do unskilled labour (including farmers) and schedule I should not be amended
Specific needs of Special Groups	Provision of soil and water conservation works on SC/ ST land should be extended to lands owned by women of BPL category too	Yes		This as already been subsumed under BPL category in MGNREGA Schedule I,Para 1
Individual land	Allocation of 50 percent of	Yes	Schedule I, Para 1	This is not possible since

	fund for Land Development			the allocation are based upon Labour Budget which is demand driven
	In case of SC/ST farmers owning small holdings (< half an acre) allowing each of them to have a farm pond may not be viable in which case, a group approach can be adopted sharing the land loss and benefits by the group. Further, these small holdings have to be consolidated on a cluster approach and developed through cooperative farming or community farming mode.	Yes		Cooperative forming is already a belated policy of the Government. This, however will need to be taken up by the States on a voluntary basis
Specific needs of Special Groups	Collection of non timber forest produce and processing( eg. Leaf plate making, de seeding and de-fibrin of the tamarind manually)	Yes		The recommended activity is a commercial activity which cannot be permitted under MGNREGA. However, it may be undertaken through SGSY

Specific needs of Special Groups	Works like nurseries, vermi compost production and vegetable garden can be considered as permissible activity for enhancing women participation	Yes		The recommended activity is a commercial activity which cannot be permitted under MGNREGA. However, it may be undertaken through SGSY
Specific needs of Special Groups	A suitable shelf of works and opportunities may be created for the semi-skilled PwDs having soft and traditional skills and crafts like computer, carpentry, masonry etc	Yes	Preamble, and Section 3.	Act is for unskilled manual labour, Schedule II, Para 1.2,. Activities, as recommended can be undertaken through convergence
Specific needs of Special Groups	Works that facilitates accessibility and barrier free entry to all public places like schools, PHCs, water sources, parks etc., should be undertaken on priority and may be included in the shelf of projects	Yes		This is not specific to MGNREG. All schemes are bound to do this for PwD
P &E	Specific works identification based on agro-ecological conditions.	No		The Ministry agrees with the suggestion. A Planning advisory may be issued to

	2. Strengthening institutional capacities of GP. Special set of guidelines for coastal, water-logged, desert and hill areas.			the States.
Individual land	Works on individual lands to include soil fertility enhancement and soil deficiency correction, tank soil and organic manure application and vegetation growth. In addition and as essential link, activities to enhance productivity of livestock, fisheries, homesteads and of humans must be included in permissible works.	Yes		
Individual land	Along with soil improvement measures, livestock development in terms of genetic improvement, feed availability, quality and storage, improving grazing lands, provision of water	Yes		

	for livestock, upgrading cow shed, development of fingerlings, platforms for drying crops etc must be added to the list of permissible works			
Individual land	To increase household food and nutrition and incomes, homesteads infrastructure development offers good scope and opportunity and calls for inclusion.	Yes		Spirit of act is about Natural Resource Management.
Individual land	Laying pipes from the improved tanks or water bodies to the lands of beneficiaries by pumping arrangements invests in providing assured protective water supply to at least one acre to all SC, ST and SF farmers			
Individual land	Investment per acre or beneficiary must be activity based and with a cap while overall limit be brought down to realistic	Yes		This will need to be discussed with the State Governments, the Ministry of Agriculture & Cooperative and the

	levels. A cap of Rs 50000 for individual beneficiaries and no cap on investments for overall water resource development and management.			Committee headed by Dr JS Samra on Convergence.
Individual land	A Committee of the NAEC Council to list out works in areas where works options are limited and to submit a report within four months.			This is not provided under law. The Gram Sabha has to select works. U/s 13,14,15 powers belong to PRIs, DPC. Schedule I para 4 State Council has power to decide preferred works for different areas based on their ability to create durable assets.

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Capacity Building	Replacement of the word "Administrative Expenses" by "Capacity Building Expenses"  Anchoring Management structure in a Council Secretariat  Independent Society at the State level	No	Section 22.1c	This is not possible as it requires change in law
		Yes		Technical Secretariat may be set up
		Yes		Independent Society at State level exists for MGNREGA It is expected to perform this function. SIRDs should be

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				further strengthened
	Setting up of "Strengthening Policy research and evaluation systems (PERS)"	Yes		<p>An independent committee has been set up at NIRD, Hyderabad headed by Shri BN Yugandhar.</p> <p>The Ministry is in the process of operationalising NIRD, Jaipur,</p>

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				which will institutionalize this.
T & A	Constitutions of Directorate of Social Audit as apex body for conduct of Social Audit in the state, independent of implementing agencies. Equiped with Technical Wing to inquire into MGNREGA accounts, other financial records at all levels & examine quality of works	Yes	Notification dated 31st December - 2009S3000 (E) regarding Schedule I,13(b)	A model for a Social Audit Directorate could be drawn up. States could adopt/adapt this and the Ministry would evolve a financing pattern on a gradual declining

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				reimbursement basis.
P &E	Setting up of District Level Technical Committee	Yes		A Technical cell may be set up within 6% of the Administrative budget. The Ministry agrees with the suggestion of technically strengthening the

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				district The Ministry is going for reorganisation of the DRDA to fulfill the function of technical support
Specific needs of special groups	Separate cell at district and state level to monitor the enforcement of rights and entitlement of SC/ST workers	Yes		There are already institutions existing to this effect., therefore this may not be necessary,
Specific needs of special groups	<ul style="list-style-type: none"> <li>• A district or state level resource group be formed for capacity building of SC/ST wage workers as well as the SC/ST members of Gram Panchayats</li> </ul>			. This may not be necessary, State MGNREG Society may do this. SIRDs

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				already exist
Capacity Building	Village Development Clusters ( for every 30 villages or 1/3rd of block or 15,000 hectare)Professional Facilitation Teams(PFTs)	Yes	Section 16.1	PO/GP strengthening may be considered within 6%
	Harnessing NGO capacities in mobilisation, Micro planning, Building PRI capacities and support in implementation	Yes		The Ministry agrees with the suggestion. An Advisory to States may be issued

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P &E	Establishment of Village Cluster for Development (VCD) at the level of population unit of 40,000-50,000 or covering an area upto 150 sq.kms. (Section 4 of the report)	Yes	Section 16.1	There is no such level with statutory authority in the Act. However, in terms of administrative arrangements, this will need to be consulted with the States.

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P &E	Additional staff for implementation of MGNREGS at GP level , VCD office and at block office level.1. One EGA and Community mobilizer ( in all 2000 backward blocks) at GP level. 2. The GPs which have more than 6000 population shall be provided with one Administrative Assistant to EGA. 3. 7-8 technical specialists at VCD office. 4. Full time dedicated Programme Officer at block level	Yes		Technical strengthening of GP within 6% already under consideration

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Capacity Building	Linking MGNREGS performance with the salaries and non-monetary awards of contract benefits would lead to better accountability of contract staff	No		While this is a good suggestion, a detailed exercise would have to be done in identifying performance indicators Consultation with states would be needed.
Capacity Building	States should adopt a scientific and unbiased process in recruitment and selection of professionals	Yes		States could be advised to evolve an HR policy

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Capacity Building	Development of Human Resource Policy for contractual staff by each state	Yes		Needs further examination in view of financial implications
Specific needs of Special groups	1. Exclusive staff at block and district level to mobilise and look after the needs of PwDs 2. NGOs and CSOs may be engaged to mobilise PwDs. 3. Payment of Rs.3 per person day towards mobilisation of PwD	Yes		Part of state's 6%

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Specific needs of Special groups	Strengthening of ITDAs with professionals to assist the tribal community 2. Strengthening of formal and informal institution in tribal areas.	Yes		This would be the responsibility of Tribal Affairs Ministry. However, States would be advised to coordinate with the Tribal Development Department's resources for better focus on MGNREGA. The Ministry has also set up an Expert Group to focus on MGNREGA in tribal areas

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Specific needs of Special groups	1.Awareness on PESA, Forest Rights Act and MGNREGA to enhance the participation 2. Engage a facilitator for 15-20 farmers in LWE areas	Yes		<ol style="list-style-type: none"> <li>1. Activities for awareness generation may be taken up within 6%</li> <li>2. Facilitators for farmers will have to part of agricultural extension services.</li> </ol>
Individual Land	Trained and dedicated staff for orienting on agricultural practices to be deployed	Yes		This should be part of agricultural extension services.

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Capacity Building	Recruitment of local youth with class XII as Technical Assistants	No		The Ministry agrees with the suggestion. The Ministry is already working on the concept of Village Engineers. States can be advised

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Capacity Building	Setting up of Project Facilitation Team (PFT) at the cutting edge of implementation (at sub-block level) Strong four member PFT would train the GPs, mobilise the workers to participate in planning process, oversee the execution of works and monitor the projects	Yes		PO office may be strengthened
P &E	One mate for every 30 workers	Yes		The present norms are sufficient. There is not need for a change which will only add to non-works expenses

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P &E	Listed 17 responsibilities to PIA.	No		This will need to be consulted with CAPART and the Ministry of Panchayati Raj. Clarity on roles should be governed by statutory functions
P &E	Additional functions to GP to ensure the livelihood security to every poor household	No	Section 16	Ministry is already in the process of setting up the National Rural Livelihood Mission where there are strong livelihood components.

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Capacity Building	Harnessing IT systems to monitor and to redress grievances	Yes		The Ministry agrees with the suggestion. This is already being done. and can be strengthened
Capacity Building	Integration of Biometrics and UID- enabled IT application layer for MGNREGA	Placing the Real Time online muster roll, work attendance and measurements	Yes	This is already in process
	Wage payment through Banking Correspondent model	Yes		This has already been initiated. MOU has been signed between UIDA and MRD to capture biometric data base of workers to be authenticated on hand held devices.

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		Yes		This is under consideration
Capacity Building	Setting up of ICT/GIS enabled asset management system	Yes		This has been initiated with an expert group to look at the ongoing GIS work based on watershed in some states, based on which a national strategy of GIS will be evolved
T & A	MIS forms are the primary system of recording and there is no need for post-transaction data entry; (b) the MIS automatically generates alerts on account of deviations/ failures.	Yes		This is already being done

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T & A	Janta Information System (JIS)	Yes		This is already in process
Wages	Gradual introduction of technology starting with States which are better prepared	Yes		The bio-metric based ICT enabled processes will be introduced and States will implement it in a phased manner.
P & E	50% of annual budget proposed by PIA to be released in first six months of fiscal year. 2. Uniform fund release system for all categories of PIAs	No		The Ministry is working out a Core Accounting System wherein these issues will get sorted out.
P & E	Revision of job card proforma to enable entry of names of all members of the households regardless of age	No	Schedule II, para 1	The job cards should have only names of adults ecause only they are eligible for MGNREG work. It has been

<b>RECOMMENDATIONS ON MANAGEMENT ISSUES</b>				
<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's views</b>
				noticed that if job cards have minor names, then minors also have reported for work
P &E	DPC must proactively monitor the delays in commencement and completion of approved works	No		MGNREG MIS captures performance that generates alerts for DPC monitoring
P &E	Rate list for commonly consumed material components prepared by DPC			The Ministry may issue an advisory to the States
P &E	A dashboard of indicators must be included in MIS	No		This is already there in the MIS

<b>RECOMMENDATIONS ON MANAGEMENT ISSUES</b>				
<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's views</b>
P &E	Enhancement of administrative cost from 6% to 8% and this 6 % to be spent below the block level.	Yes		This has financial implications and will need consultation with Finance
P &E	Budget outlay need to be increased to Rs.68000 crores with a Wage :Material of 60:40	Yes		The Budget is demand based and if any additional funds are required beyond the gross budget allocation, then this is made available by the Ministry of Finance.
Wages	Arrangements for the flow of funds should be urgently reviewed by a separate Expert Group.	No		Submission of financial proposal on-line based on MIS is being introduced and this will bring complete

<b>RECOMMENDATIONS ON MANAGEMENT ISSUES</b>				
<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's views</b>
				Transparency in fund processing and fund flow.

<b>RECOMMENDATIONS ON NUMBER OF DAYS OF EMPLOYMENT</b>				
<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's View</b>
Specific needs of Special Groups	20-25 days additional employment	Yes	Schedule II, Para 5	Financial implications have to be examined as per section 3(4) This issue can only be taken up when a saturation point is reached and bulk of the workers start using 100 days of employment

Specific needs of Special Groups	365 days of employment in LWE areas and 150 days of employment in DP areas during the natural calamities per HH	Yes	Schedule II, Para 5	As above The Planning Commission has already constituted a Committee to consider such issues.

**RECOMMENDATIONS ON PLANNING**

<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's View</b>
Individual land	<p>Approach to shift from land development to land husbandry with implementation being a set of cascading activities spread over a timeframe of two, three and four years. To tie-together various interventions for land husbandry, each project should be developed with a Farming Systems Approach, as seen in the BAIF Wadi programme funded by the Ministry of Tribal Affairs.</p>	No	<p>Yes. Act only guarantees unskilled work on demand. Farming activities may be based on MGNREG activities, but MGNREG directly targets unskilled manual labour, and not agriculture, for which agricultural schemes exist.</p>	<p>It would be desirable to adopt such an approach through convergence guidelines</p>

**RECOMMENDATIONS ON PLANNING**

<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's View</b>
P & E	Separate Shelf of Projects in GP to be prepared and maintained by each PIA. Shelf of projects should have sufficient works to meet the demand for at least two years	No	Section 16.3	The shelf of projects should be prepared as per section 16 of the Act
Individual land	Begin with contiguous land patches of the poor and bring the beneficiaries at center.	No	Guidelines required	The Ministry agrees with the suggestion. An Advisory on planning can be issued to the States

## RECOMMENDATIONS ON PLANNING

<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's View</b>
Specific needs of Special Groups	Land development of SC/ST and other farmers should be done in a comprehensive project mode to ensure formation of productive assets yielding regular income and employment to the household. Each household should be given a work identification number and all the tasks necessary for making the land productive should be taken up in (sequential) time-bound manner	No		The Ministry agrees with the suggestion. It can be incorporated with the Planning guidelines to be issued.

**RECOMMENDATIONS ON PLANNING**

<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's View</b>
Specific needs of Special Groups	Community resource persons, the line departments, KVKs and NGOs with relevant expertise should be associated with the preparation of household specific land development plan (tree based planning, horticulture, integrated farming system, land husbandry, agro forestry systems, pisciculture, livestock management etc).	No		The Ministry agrees with the suggestion and this can be part of Advisory on Convergence

## RECOMMENDATIONS ON PLANNING

Name of the working group	Recommendations	Whether any financial implication	Is there an amendment required in the Law	Ministry's View
Specific needs of Special Groups	GIS based resource mapping would facilitate in better identification and preparation of developmental plan. Watershed based planning need to be adopted for effective rejuvenation of natural resources.	No		The Ministry agrees with the suggestion. Process has already been initiated with an expert group on GIS to study the state's watershed based GIS for MGNREGA to evolve a national strategy
Specific needs of Special Groups	DPC/PO should commit resources over the project period for development of the lands of the SC/ST. Wherever irrigation is feasible at least one acre of SC/ST land should be provided with assured irrigation in the next 2-3 years.	No		The Ministry agrees with the suggestion <b>through convergence</b>

**RECOMMENDATIONS ON PLANNING**

<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's View</b>
Specific needs of Special Groups	Participatory planning process to prepare area development plan 2. GIS based resource mapping for identification of works.3. Watershed based planning for rejuvenation of Natural Resources 4. Adequate time to officials, for developing GP plan using PRA techniques 5. Consolidation of land development plan with district. agriculture plan	No		The Ministry agrees with the suggestion. The Ministry has already set up committees for convergence on the issue of watershed, GIS etc.

## RECOMMENDATIONS ON PLANNING

<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's View</b>
P & E	The GP must prepare a base year labour budget on the basis of a survey of job card holders within the GP, eliciting information on the seasonal demand for labour from each job card holder. This must then be verified by the Gram Sabha. The GP in this task may be assisted by the VCD team. This annual plan will be of rolling nature.	Yes		The Ministry agrees with the suggestion. This can be incorporated in the advisory on planning

**RECOMMENDATIONS ON PLANNING**

<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's View</b>
Specific needs of Special Groups	All the GP plans should have activity mapping of agriculture production cycle and seasonality and demand for employment	No	Guidelines required	The Ministry agrees with the suggestion. Consultation with the MoPR would also be necessary. This can be part of advisory on planning
Individual land	Strengthen community say in works envisaged in the Act through authenticated and verifiable registering of community choices.	No		The Ministry agrees with the suggestion. The Act already has the provision of a gram sabha
	ADD BIO (Agreed Development Design to Build Incubate Operate) approach for certain integrated work types pilots of one per district.	Yes		This will have to be examined further and this may be attempted through convergence

**RECOMMENDATIONS ON PLANNING**

<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's View</b>
	Farmer confidence on works deliverance and on time through written agreement	No		This may be done through convergence with Agricultural development programmes
Specific needs of Special Groups	Decision and choice of work and location be given to PwD and aged.	No		The Ministry agrees with the suggestion. However, the Gram Sabha will have to take cognizance of such needs and approve them as a part of the Labour Budget.

**RECOMMENDATIONS ON PLANNING**

<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's View</b>
Individual land	Information dissemination on options in land development,, Exposure visit to successful farms by beneficiary leaders , & understanding linkages among soil health activities, Vetting of development proposal and building in the ideas of the women in the household.	Yes		The Ministry agrees with the suggestion. It can be done through convergence with agricultural extension services and advisory on planning can be issued
Individual Land and Special Needs group	MGNREGS individual land and natural resource development must be an integral part of the District Agriculture Plan.	No		The Ministry agrees with the suggestion. An Advisory on convergence can be issued.

## RECOMMENDATIONS ON PLANNING

Name of the working group	Recommendations	Whether any financial implication	Is there an amendment required in the Law	Ministry's View
P & E	The labour material ratio is to be maintained at 60:40 across all works at the block level (Section 12 of the report). 2. Relaxation of this ratio in hill states	No	Point 2, needs amendment to Act	This should be maintained at the district level.
P & E	Quick transition to a system of sanctioning of works and work execution based on work orders 2. The GP and other PIAs are empowered to 'start' works by issuing work orders.	No		The Ministry agrees with the suggestion. This can be issued As an advisory on planning
P & E	PO may revise estimates after enquiring the reasons non-execution of work. PO must take action against PIA after verification, if PIA is not able to execute the work.	Yes		Revision of Estimate should be before a work starts to avoid artificial inflations.

**RECOMMENDATIONS ON PLANNING**

<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's View</b>
P & E	Templates for making estimates on the basis of choice of interventions. 2. Prepare a large menu of works	No		The Ministry agrees with the suggestion and may issue a Planning advisory
P & E	Immediate revision of cost estimates as per the revision of <b>minimum wages</b> and prices of material	Yes		The wage rate is notified U/S 6(1) of the Act and is not linked with minimum wages
Specific needs of Special Groups	Mapping of NREGS activities with agriculture production cycle	No		The Ministry agrees with the suggestion and this may be done through convergence with agricultural programmes

## RECOMMENDATIONS ON PLANNING

Name of the working group	Recommendations	Whether any financial implication	Is there an amendment required in the Law	Ministry's View
Specific needs of Special Groups	Comprehensive development of SC/ST land in a project mode . 50 % budget shall be earmarked for SC/ST land development 3. Reservation of ownership or user right on the community assets to women and landless SC/STs	No	Amendment to Act / Order to be issued	<p>The Ministry partly agrees with the suggestion. Exercise has already commenced with in convergent mode for saturating the lands of the SC/ST. Land Reforms beneficiaries and the lands settled under the FRA.</p> <p>Law does not allow 50% reservation Land ownership issues are not within MGNREGA purview</p>
Specific needs of Special Groups	Separate ward sabhas in SC/ST hamlets	No	Section 16(3)	There is need for consultation with the Ministry of Panchayati Raj that whether such separate

## RECOMMENDATIONS ON PLANNING

Name of the working group	Recommendations	Whether any financial implication	Is there an amendment required in the Law	Ministry's View
				ward sabhas are in consonance with the Act.
Specific needs of Special Groups	At least 50 % common property users should be women.	No		This cannot be decided under MGNREG
Specific needs of Special Groups	Soil water conservation works should be extended to the lands of BPL women.	No		This is already part of Act under Schedule I, Para 1.
Specific needs of Special Groups	Suitable shelf of works for PwDs and aged.	No		The Ministry agrees with the suggestion. Planning advisory can be issued

## RECOMMENDATIONS ON PLANNING

Name of the working group	Recommendations	Whether any financial implication	Is there an amendment required in the Law	Ministry's View
Specific needs of Special Groups	Small holdings can be developed through cooperative farming	No		This can be done through convergence with agricultural programmes and an advisory can be issued to States
Individual land	Works to receive equal and independent attention in personnel, planning, training, review, management, time and financial provisions.	No		The Ministry agrees with the suggestion. Planning advisory may be issued to the States
Individual land	Shift from land development to land husbandry with cascading activities spread over two to four years	No	Notifying land husbandry in schedule	The Ministry agrees with the suggestion and this may be done through convergence with agricultural programmes

## RECOMMENDATIONS ON PLANNING

<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's View</b>
Individual land	Works must address the underlying causes for low productivity with choice of what must be done on the treated land wresting with the farmer.	No		The Ministry agrees with the suggestion. Planning advisory may be issued to the States
Individual land	Design and practice the participatory planning process	No		The Ministry agrees with the suggestion.
Individual land	Development of specific productivity enhancement plans on the basis of discussion on choice of works, exposure visits, information on soil health, incorporation of ideas of women	Yes		The Ministry agrees with the suggestion and this may be done through Convergence

**RECOMMENDATIONS ON PLANNING**

<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's View</b>
Individual land	Integration of MGNREGA works with Natural Resource development and management	No		The Ministry agrees with the suggestion. Permissible activities in Para 1, Schedule 1 pertain to natural resource management. In addition, Convergence with agriculture programmes will add further value
Individual Land	A committee to be constituted to develop norms, measurement yardsticks, out turn and parameters for financial integrity.	Yes		This may be done by States as this is part of state's function under section 4 and para 7 schedule I,

**RECOMMENDATIONS ON PLANNING**

<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's View</b>
Individual Land	A Committee of the CEGC Council to list out work in areas where work options are limited and to submit a report within four months.			This is not the function of CEGC. This will have to be identified by the village community through the institution of Labour Budget

<b>RECOMMENDATIONS ON TRAINING ISSUES</b>				
<b>Name of the working group</b>	<b>Recommendations</b>	<b>Rationale Whether any financial implication</b>	<b>Is there any amendment required in the Law</b>	<b>Ministry's views</b>
<b>Workers</b>				
P & E	Graduation to semi skilled and skilled in convergence with NRLM Priority should be given to SC/ST in skill trainings in convergence with SC/ST corporation and other line departments. Literate workers could be trained as Mates, Technical Assistants and Social Auditors Formation of resource group at district and state level to build the capacities of SCs/STs	Yes		Since the Act is for unskilled manual works, this may be done through convergence with NRLM
P & E	IEC activities should reinforce education and action.	Yes		IEC activities within 6% Administrative cost can be undertaken.
P & E	Graduation of all disabled to skilled status Preference for the post of Mates/GRS and TA shall be given to PwDs	Yes		Since the Act is for unskilled manual works, this may be done through convergence with NRLM.

				An Advisory could be issued to States on preference to PwD for mates and GRS.
	1. Special awareness drive for minority women. 2. Skill oriented training programme for inclusion of the minorities.	Yes		The Ministry agrees with the suggestion.
P & E	Formation of wage seeker in SHGs and federate them at village level 2. Capacity building of these SHGs on various thematic areas	Yes		The Ministry agrees with the suggestion. However, the Act is for unskilled manual work, this may be done through convergence
P & E	The wage seekers whose lands are taken under comprehensive land development activities should be trained in the interventions to be undertaken on their land.	Yes		The Ministry agrees with the suggestion. However, the Act is for unskilled manual work. This may be done through convergence with NRLM or agriculture programmes.
P & E	Farmer should be exposed and trained in drought prone coping mechanism modern agriculture and allied sectors through KVKs	Yes		The Ministry agrees with the suggestion. However, the Act is for unskilled manual work. This may be done through convergence

				with NRLM or agriculture programmes.
P & E	Training to educated youth as Community facilitators	Yes		The Ministry agrees with the suggestion. Community mobilisation may be taken up within 6%.
<b>Management agencies and Personnel</b>				
Capacity Building	Setting up Organisational structure for training			
	Identification of larger role of CSOs in mobilisation, capacity building and support to village communities	Yes		Act section 2 (g) defines possible role for NGOs If states want to use CSOs they have the authority to do so at their level.
Capacity Building	Creation of National MGNREGA Training and Support Organisation (NMTSO)	Yes		This may be taken with NIRD and Ministry is already providing

					resource support to NIRD Jaipur Chapter.
Capacity Building		Setting up of State MGNREGA Training and Support Organisation (SMTSO)	Yes		It is not possible to agree with the suggestion. The existing network of training, technical and educational institution and CBOs are sufficient to undertake the task.
Capacity Building		Setting up of State MGNREGA Training and Support Organisation (SMTSO)	Yes		It is not possible to agree with the suggestion. The existing network of training, technical and educational

					institution and CBOs are sufficient to undertake the task.
		Setting up of District MGNREGA Training and Support Organisation (DMSTO)	Yes		The Ministry is already contemplating setting up a District Centre in each District which will inter-alia take up capacity building for MGNREGA personnel and beneficiaries. Not specifically for MGNREG
Capacity Building		20 day training programme followed by another 20 days / 30 day Foundation course followed by 20 days refresher module	Yes		The Ministry agrees with the suggestion. However, the period of training may vary and the

					States shall be given flexibility.
		Estimation of training costs and collaboration with RUDSETI	Yes		The Ministry agrees with the suggestion
Capacity Building	Identification of National Centres for Excellence for Community Learning		Yes	Provision 13-17	PRIs are constitutional bodies and therefore cannot become mission. The Act already has provisions for decentralization (provisions from 13-17), the technical support to the Gram Panchayats is under formulation. Since the Gram Sabha meetings are determined by States, they

				may be advised.
				The Ministry agrees with the suggestion.
Capacity Building	Identification of role of SIRDs in awareness creation		Yes	The Ministry agrees with the suggestion.
Capacity Building	Setting up an Expert Group to consider the feasibility of reforms for NIRD		Yes	The Ministry agrees with the suggestion. An Expert Group headed by Dr YK Alagh has already been set up.
Capacity Building		Specific capacity building recommendation from North East	Yes	NIRD in North East may undertake this.
		More extension training centers in Arunachal Pradesh	Yes	These are general capacity building issues and should be examined separately

					rather than under MGNREG.
		Better networking of SIRDs and ETCs and NIRD-NERC through video conferencing	Yes		These are general capacity building issues and should be examined separately rather than under MGNREG.
	Provision of alternate sources of power in remotely located training centres		Yes		This is not part of MGNREG mandate.
	Short duration course to POs on "The theory and practices of Development and MGNREGA"		Yes		The Ministry agrees with the suggestion.
Individual Lands	re-orient senior officials of the equal importance to works as assets, training must enlarge include inputs on works planning, social capital building, land husbandry, sustainable agriculture, convergence of services and market dynamics.		Yes		States may be advised-But training should be mainly on MGNREG processes

**RECOMMENDATIONS ON TRANSPARENCY AND ACCOUNTABILITY**

<b>Name of the working group</b>	<b>Recommendations</b>	<b>financial implication</b>	<b>Whether Amendment to Act/Schedule</b>	<b>Ministry's Views</b>
<b>T &amp; A</b>	<b>Frame work social audit</b>			
	<p>Formulation Model social audit rules. The state governments may be asked to form their own rules. These state rules may be vetted by the MoRD and placed before the CEGC to ensure that they subscribe to the standards contained in the model rules</p>	<p>No</p>		<p>i. Framing rules for Social Audit falls within domain of the State Government which is entrusted with the implementation of the programme U/S 4 of the Act. Hence, it is the State Government which is competent to act in this manner.</p> <p>ii. The Committee has already submitted Model Rules which could be circulated to States for adoption with or without changes.</p> <p>iii. The Model Rules framed by the States have to be within the ambits of the Act and the Schedules.</p> <p>iv. Law Ministry to be</p>

				<p>consulted</p> <p>v. Ministry cannot vet the State rules on social audits as power to make social audit rules resides with the State u/s 23(3)</p>
	<p>Constitutions of Directorate of Social Audit as apex body for conduct of Social Audit in the state, independent of implementing agencies. To have Technical Wing to inquire into MGNREGA accounts, other financial records at all levels &amp; examine quality of works</p>	<p>Yes</p>		<p>AP has established an independent and autonomous body under the name of Society for Social Audit, Accountability and Transparency (SSAAT) which is responsible for facilitating conduct of Social Audit by the rural poor. The Commissioner, Rural Development of the State enters into an MoU with SSAAT for conduct of Social Audit on the basis of a calendar prepared for the same. The Government is bound to act on the findings of Social Audits. Till so far discrepancies/ misappropriations to the tune of Rs.88 crores have been deduced in the State of Andhra Pradesh and more than 4600</p>

				<p>officials have been proceeded against it. In rest of the country, the Social Audit is being conducted by the Gram Sabha presided over by the Sarpanch and all put together have not detected irregularities even at any significant scale. On the other hand, there have been any number of complaints from some of the areas which are not getting captured through the Social Audit process.</p> <p>-The Directorate of Social Audit may be set up by States on a Reimbursement Model with Central assistance for the next 5-8 years and to be handed over to the State Government.</p>
Capacity Building	Social Audit by MKSS	Yes		Social audits have been institutionalized in the Act itself. However, the role of organizations such as MKSS,

				<p>with a lot of expertise in the subject, can only be in capacity building of the members of the Gram Sabha as per law.</p> <p>Involving credible CSOs may be part of model rules</p>
lack of trained capabilities	Build Capacity, make SA an inclusive, informed process	Yes		-This can become part of the model rules
T&A	the mandatory assembly of the Gram Sabha held every six months for this purpose may be called the 'Social Audit Forum'			This may be called the Social Audit Gram Sabha instead of Social Audit Forum since Act mentions gram, sabha not social audit forum

T & A	Social Auditors trained by Directorate of SA to facilitate SA in GP other than their own and read out the SA findings in SA Gram Sabhas	No		<p>Facilitation and training may be provided for in model rules</p> <p>Facilitation may include training in social audit processes, scrutiny and analysis of the documents, presentation of the results before the Gram Sabha preparation of reports, recording of proceedings of social audit and capacity building of the Village community to conduct continuous social audit and vigilance monitoring.</p>
T & A				<p>i. Section 17 of the Act provides “ The Gram Sabha shall monitor the execution of works within the Gram Panchayat. 2) The Gram Sabha shall conduct regular social audits of all the projects under the Scheme taken up within the</p>

	<p>Revised formulation of Schedule 1-13 (b), Social Audit Forum shall be an open and inclusive forum to encourage broad based public participation. Any individual or association of individuals shall be allowed to participate, testify and place their observations on record. However, they will have no voting rights</p>	<p>No</p>	<p>Gram Panchayat. 3) The Gram Panchayat shall make available all relevant documents including the muster rolls, bills, vouchers, measurement books, copies of sanction orders and other connected books of account and papers of the Gram Sabha for the purpose of conducting the social audit.”</p> <p>ii. Provision 13(b) (ix) of Schedule I provides “ the Social Audit shall be open to public participation. Any outside individual person apart from the Gram Sabha shall be allowed to attend the Social Audit as observers without intervening the proceedings of the Social Audit.” According to this provision, participation in the social audit being conducted by the Gram Sabha for any person, who is not a member of that Gram Sabha except as a spectator is prohibited by these provisions</p>
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			<p>iii. Gram Sabha as provided under Article 243 (b) of the Constitution means “a body of persons registered in the electoral rolls relating to a village comprised within the area of Panchayat at village level”. Article 243 (A) further provides: “A Gram Sabha may exercise such powers and perform such functions at the village level as the Legislature of a State may, by law, provide.” In other words, a Gram Sabha comprises the registered voters from that Panchayat and stands to exercise such powers and functions as may be delegated to it by the State Legislature.</p> <p>iv. The basic objective of a social audit is to ensure public accountability in the implementation of projects, laws and policies. One simple form of social audit is a public assembly where all the details</p>
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				<p>of a project are scrutinized. However, 'social audit' can also be understood in a broader sense, as a continuous process of public vigilance. However, as per the law, no institution other than the Gram Sabha is recognized and therefore "Social audit Forum" cannot be created.</p> <p>iii. Earlier the practice had been that in the State of Rajasthan Social Audit was being conducted with the aid of MKSS in different Panchayats. The Hon'ble Jaipur High Court have decided on the basis of the Provision 13(b) (xi) that active participation of any outside agency in the process of Social Audit would be against the provisions of the Act and its Rules so much so that even the participation of Minister (RD) or the Secretary (RD) in the Social Audit process would be against the afore provisions.</p>
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				<p>iv. The Government of Andhra Pradesh have come out with the National Rural Employment Guarantee Scheme-AP Social Audit Rules, 2008 under the powers conferred by Section 32 (1) of the Act read with Section 23 (3). v. It has, therefore, become necessary that the Social Audit must develop into effective instrument.</p> <p>Therefore, it is proposed to suitably amend 13(b) of Schedule I. It is further proposed to circulate the draft model Social Audit Rules to the States which they can notify under Section 32 (2) read with Section 23(3) with / without modification. Model rules may make the suggestion and states may decide in the manner of adoption as Article 243 A of the Constitution defines Gram Sabha and States have power to determine the functioning of</p>
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				Gram Sabha in their State Panchayati Raj Acts
	<p>Social Audit Forum Gram Sabha shall not be chaired by any one who is involved in the implementation of MGNREGA, including the Gram Panchayat Sarpanch (President etc.) as the Gram Panchayat is the main implementing agency.</p>	No		<p>i. Articles 243(b) and 243(A) of the Constitution do not provide that the Gram Sabha meeting will be chaired by the Sarpanch. Section 17 also does not make provisions to this effect. However, the Panchayat Acts of the State contain provisions to the effect that the Gram Sabha meetings shall be presided over by the Sarpanch of the Panchayats.</p> <p>ii. The model rules circulated also contain provision to the effect that the periodic Gram Sabha organized to undertake social audits shall select its own chairpersons other than the Sarpanch. It is for the State to accept or modify this provision. States may adopt/ modify their PRI</p>

				Acts
T & A	Block social audit public hearing	No		There is no provision in the Act for social audit at the Block level
T & A		Yes		This has been provided for in the model rules as a reimbursement model

	Allocation of adequate funds (say 0.5 percent of total MGNREGA funds) to social audit directorates			
T & A	Follow up action on social audit forum	No		in the model rules.

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<b>Draft Rules for MIS</b>				
<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Whether amendment to Act/Schedule and instruction to be issued or not</b>	<b>Ministry's Views</b>
<b>T&amp;A</b>			No need of amendment or to issue any circular.	This is already provided in Schedule II Para 2 [vide amendment S.O.802(E)] & Para 20 and Schedule I Para 13 (a) [vide amendment S.O.3000(E) dated 31 <sup>st</sup> December, 2008] under heading of Proactive Disclosure and Schedule.

	<p>All MRs duly signed by the workers, job cards (with daily measurements), worksite board outlining the quantum of work required, SoR/BSR in simplified language along with cost estimate and persondays of employment to be generated etc should be disclosed. The responsible functionaries to disclose worksite information are Jr.Engineer/Asst.Engineer,GR S/Implementing agency</p>			
T & A		Yes		This is already provided under Para 15, 16 (vide amendment S.O.3000 (E) dated 31 <sup>st</sup> December, 2008 ) and PARA

	<p>Proactive disclosure at GP level by building Janata Information System (JIS). The JIS should contain MRs of ongoing work(s) and all registers, annual action plan, work orders, weekly reports, inspection reports, audit reports, DSR, details of</p>			<p>17  Schedule 1 Para 13(a) (vide Amendment S.O 3000 (E) dated 31stDecember, 2008) provides for proactive disclosure and seeks to place all information on Mahatma Gandhi NREGA in public domain through the website for Mahatma Gandhi NREGA apart from other means of proactive disclosure.</p>
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	members of VMC, M-Books, work allocation lists, current roster of work applications and summary sheets of individual measurements. The Sarpanch is responsible to disclose periodically. This information can be disclosed through transparency walls, transparency board, worksite boards, notice boards, printed material, worksite booklets and in the form of CDs, information Kiosks, Help line (land line and Mobile phone), SMS, Website and TV Advertisements			
	The MGNREGA transparency rules shall ensure as specified in law that "all accounts and records relating to the Scheme shall be made available for public scrutiny. The time limit for consolidation and updation of information shall ensure the correct and relevant information.	Yes		This information is already available in the MIS and website of the Ministry. Schedule I Para 15, 16 & 17 provide for furnishing of these information by DPC, Programme Officer/ Gram Panchayat annually.  Annexure B-13 and B-14 as

			<p>provided in Operational Guidelines, 2008 (3<sup>rd</sup> Edition) of Mahatma Gandhi NREGA provide for details of work and information of construction works done by Panchayat/other implementing agencies to be displayed at site of work.</p> <p>Annexure B-4 provides for format of muster roll issue register at Block level. Annexure B-5 provides for muster roll receipt register at Gram Panchayat level. Annexure B-6 provides for muster roll register for other implementing agencies. Annexure B-7 provides for proforma of job card application register. Annexure B-8 provides for performa of job card register. Annexure B-9 provides for employment register. Annexure B-10 (I &amp; ii) provides for format for work register and asset register. Annexure B-15 provides for</p>
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				labour budget format.
T & A	The district level notice boards should contain the list of documents, records, that can be accessed and inspected, works undertaken, implementation agencies, break up of expenditure, details of unemployment allowance paid, grievance redressal mechanism, list of applications of received under RTI etc.,	No		This is not practical. However, provision for providing this information is already available in Schedule I Para 15 & 16 of Mahatma Gandhi NREGA.
T & A	The key documents related to MGNREGA must be mandatorily disclosed to the public.	No	No need of amendment or to issue any circular.	All these are displayed in the MIS and on the website of the Ministry. Schedule 1 (13) (a) provides for proactive disclosure of details of muster roll, work done, wages paid, measurement book details at worksite and information relating to the provisions of employment, funds received and expenditure, shelf of

			<p>projects etc. at Gram Panchayat and Block Programme Office. Annexure A-6 of the Operational Guidelines provides for initial list of documents to be displayed on the Mahatma Gandhi NREGS website. It includes:</p> <ol style="list-style-type: none"> <li>1. District Perspective Plans.</li> <li>2. Shelves of Projects at Gram Panchayat and Block Level.</li> <li>3. List of works sanctioned and their current status.</li> <li>4. Sanctioned estimates.</li> <li>5. Muster roll registers.</li> <li>6. Financial audit report of each project.</li> <li>7. Social audit report of each Gram Panchayat.</li> <li>8. Periodic reports of programme officer and district programme coordinators.</li> <li>9. Annual Reports of the State Employment Guarantee Council.</li> </ol>
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				<p>10. Complaint Register and Action Taken Reports.</p> <p>11. Details of Utilization Certificates.</p> <p>12. Evaluation Reports.</p> <p>13. List of Grievance Redressal Officials and Appellate Authority.</p> <p>14. List of Vigilance Committee and their members.</p> <p>15. Details of monthly squaring of accounts at all levels.</p> <p>Any other documents specified by the State Employment Guarantee Council.</p>
T & A	Muster roll should be available at worksite, GP and Block level, consolidated form during social audit and on the website. It should have	No		<p>Vide amendment S.O.3000(E) dated 31<sup>st</sup> December, 2008 Schedule I Para 3 was amended to ensure that muster rolls have Unique Identity Number certified by the Programme Officer to be maintained at the worksite and workers to counter signed their attendance and amount of wages earned on the</p>

	<p>unique number, daily signature of the workers, signature of worker at the time of payment, <b>space for measurement</b> and signature of the officer at the time of payment. The person responsible to disclose it at Worksite is Gram Rozgar Sayahak and Sarpanch at GP level.</p>			<p>muster roll at the worksite. Detailed record of muster rolls to be maintained in the register as prescribed by the Central Government. Any person must be allowed to access muster rolls on demand on the worksite for all days during all working hours.</p> <p>The responsibility of Gram Rozgar Sahayak has been comprehensively listed out in Annexure A-4 of the Operational Guidelines.</p> <p>Annexure B-3 provides for the information to be contained in the muster roll format. Certain States like Rajasthan has included space for measurement in their muster rolls.</p>
T & A		No	The State can issue instructions for compliance of	Para 2 of Schedule II has been amended vide Notification No. S.O. 802 (E) dated 2 <sup>nd</sup> April, 2008 to include certain essential

	<p>Job card should always be with the workers, should have photograph, time period of work sought and time period of work provided, name of the family member worked, MR No. on which worked, date of payment and amount paid along with signature of the officer worked. Delay in entries considered as violation of Act. Basic entitlements should be printed on the job card along with the telephone no. of PO,DPC, GP and district toll free help line number. The persons responsible to disclose job cards are GRS, Sarpanch and PO at worksite, GP and Block level</p>		<p>the instructions already issued by Ministry of Rural Development and make suitable changes in the model formats prescribed by MoRD.</p>	<p>details of registered adult member of the households to be contained in job card like: Already</p> <ol style="list-style-type: none"> <li>1. job card no.,</li> <li>2. Household member wise work demand and allocation</li> <li>3. Description of the work done</li> <li>4. Dates and days work</li> <li>5. Muter roll numbers by which wages have been paid</li> <li>6. Amount of wages paid</li> <li>7. Unemployment allowances, if any paid.</li> <li>8. Postal/bank account number</li> <li>9. Insurance policy number.</li> <li>10. Electorol photo identity card number, voter identity if any.</li> </ol>
T & A				Annexure B-9 of Operational Guidelines provides for format for Employment Register.

		No		
	Employment register should be available with GP office. It should contain number of days of employment provided, information on work			

	<p>demanded and provided and amount paid. It should be open for inspection during Panchayat working hours and annual summary of employment details shall be put on the notice board and website and should be read out during social audits. The persons responsible to disclose with updated information once in a year at GP and Block level are Sarpanch and PO</p>			
T & A	<p>Job card register to be kept open for inspection</p>	No		<p>Annexure B-7 &amp; B-8 of Operational Guidelines provides for details to be maintained in job card register.</p> <p>Schedule I Para 13 (a) (2) provides for proactive disclosure of information pertaining to provision of employment at Gram Panchayat and Block Office.</p>

T & A	List of assets, location, amount spent, executing agencies, year and status and asset map should be kept in the notice board and on the website and shared with community during social audits. Website updation should be at least once in year. Sarparpanch is responsible for	No		Annexure B-10 (ii) of Operational Guidelines provides for format of assets register. It has a column to show the identification of the work from the work register containing details of the work.  Work census is already in progress through NIRD
T & A	Copy should be available in the GP and Block office for			

	<p>inspection and summary of M. Book to be put on the website once a year and the responsible persons for disclosure of M. Book are Sarpanch, PO and DPC</p>			
T & A				<p>Schedule I Para 13 (a) already includes such disclosures and it is being amended for wall writings.          Already being taken up in the amendment to Para 13 (a) of Schedule I.</p> <p>Annexure B-2 have enclosure named as 'Your right under the Employment Guarantee Act' listing workers' rights regarding work applications, workers' entitlement at the</p>

	<p>Transparency walls containing the annual summary of worker, employment provided, wage paid, material used etc. once in every year by the Sarpanch</p>	<p>Yes</p>		<p>worksite, employment allowance, job card and regarding help and complaint.</p> <p>National Helpline has already been established and is functioning.</p>
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T & A	2. Help line to register the complaints, access to information, status of enquiry of complaint etc.	Yes		States already advised.

T & A	SMS regarding entitlements, demand for work, work allocation, unemployment allowance, wage payment and details of attendance etc.	Yes		Ministry going in for real time transaction through hand held device
T & A	Information on basic entitlements should be transparent and universally accessible. Procedures, persons responsible and level of recording should be made public	Yes		Already part of Act
T & A		No		Para 16 and 17 of Schedule I provides for making available all accounts and records relating to the Scheme for public scrutiny free of cost.  Fixing of time limits will be unrealistic.

	<p>All records shall be open for inspection by any group/individual free of cost, at the location where the records are in use or stored. The access should be facilitated within one hour and allowed to inspect for three hours on free of cost and Rs.5 for subsequent hours</p>			
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T & A	<p>The person seeking copies of records and documents should get them within 7 days on</p>	Yes	<p>RTI Act provides for it and no need to issue any circular as it will create confusion.</p>	RTI Rules should be followed
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	<p>application by paying photocopying cost and following the RTI rules. If he fails to get information in seven days can file a complaint to PO. Further he may take forward the matter to Ombudsman. In case of violation of the Act a penalty shall be imposed on erring officials under Section 25 of MGNREGA</p>			
T & A	All financial and technical transactions need to be entered into MIS	No		Already there. States should comply
T & A		No	.	All MIS issues are already in

	Transaction based MIS. No need for post-transaction date entry MIS			operation. States shld comply. Ministry going ahead with real time transaction systems All MIS issues may be read as already there in the MIS architecture. The Ministry is following up with States for compliance
T & A	Uniform formats need to be used for entering information, analysis and display across the country	No		
T & A	The software used for MIS would be open-source/open access	Yes		To the extent possible
T & A	Janata Information System	Yes		This is going to be sorted out with the introduction of ePRI by setting up BNRGSK

T & A	MIS system should facilitate access of individuals to their own data	No		
	automatically generate alerts on deviations/ failures/ non-compliance			
T & A	MIS should display easy to understand features, eg unemployment allowance, compensation	No		

T & A	All payments shall be made through pay orders generated either from NGNREGA soft or its state companions. Location of pay order generation and power supply should be taken care by the states	Yes		Payment details available in MIS. Agreed.
T & A		Yes		

	MIS should include the mobile number of job card holders and SMS alerts automatically in local language on critical events			
T & A	The work application and other payments should have seamless interface with bank / post office payment	No		
T & A	Transparency and connectability of various formats should be there	No		Annexure A-5 of Operational Guidelines provides for the issues to be addressed by MIS and seeks States to develop IT models keeping the parameters listed in the Annexure in consideration. Annexure 6 provides for initial list of documents to be displayed on the website.

T & A	MoRD shall release the funds on the provision of certificate that payments are made only through MGNREGA soft or its state companions	No		
T & A	Standard set of rules for data entry and same should be certified by industry standards	Yes		
T & A	Training manuals for data entry shall be made available	No		

	to state			
T & A	GP and Block level MGNREGA staff should be provided with a log in with a password to authenticate data that has been entered	No		
T & A	MIS shall generate the cost	No		

	<p>estimates, value of work done, value of all vouchers and muster rolls, actual expenditure valuated in social audit at the level of implementation including MLA and District Panchayat constituency wise, vendor wise, work wise payments made</p>			
T & A				

	<p>MIS should send alerts about list of Panchayats with inadequate SoP, generated few work days, have not been paid wages within fifteen days, incomplete entry of MRs in each week, have more than Rs.4 lakh unspent amount , amount spent less than Rs.1 lakh, list of job card holders got less than 100 days of employment in a year, list of works failed to record measurements in stipulated time, list incomplete works etc.</p>	Yes		
T & A		Yes	Administrative	This is being tried out

	Estimates and MB-records shall have GPS coordinates		order may be issued.	
T & A	Working with NRSA to access the number of workers working in random worksites once in a month during peak season	Yes	Administrative order may be issued.	The technical feasibility to be established
T & A		Yes	No need to issue any circular or carry out any amendment.	We are already in the process of census work

	Building of national asset register on an appropriate platform			
T & A	Availability of CDs @ Rs.15 with PO, DPC, Commissioner containing the entire data of	Yes	RTI Act provides for it.	Provision exists. The fixity of price cannot be guaranteed Services of CSC'S may be considered

	that particular region and downloadable from MGNREGA website			
T & A	Job card / worker wise availability of data in MIS	No	Administrative order may be issued	Already available
T & A	All MBs, MRs with unique number countrywide	No	Not possible.	This is not practicable
T & A	Change in terminology from "Award" to "Order"	No	At present no circular or amendment to be carried out.	M/o Law & Justice needs to be consulted

T & A	If more than one Ombudsmen appointed to a district, the senior most is designated as Ombudsman and others as deputy ombudsmen	No	Clarification may be issued.	Will have to be examined
T & A	Extension of tenure of Ombudsman from two to three years	No	No need to issue any circular or carry out any amendment.	The work of the Ombudsman needs to be assessed before taking such a decision

T & A	Increase in the remuneration and sitting fee of Ombudsman	No	No need to issue any circular or carry out any amendment.	High Salary is no insurance against corruption. It is too soon to revisit the guidelines.
T & A		No	No circular to be issued as grievance redressal mechanism is mainly within the domain of State Government under Section	7 days is too short. 15 days is reasonable time.

	For every complaint, a dated receipt or SMS acknowledgement shall be provided and redressed within 7 days. Otherwise the complainant shall approach the Ombudsman who can levy penalty under Section 25 of the Act		19 of MGNREGA and Section 23 (6) provide a time limit of 7 days for the Programme Officer for disposal of the complaints.	
T & A	Vigilance and Monitoring Committees at all levels (GP, Block, District, State, National) shall be constituted. GP level VMC members should be paid one-day wage	Yes	No need to issue any circular or carry out any amendment.	This is not practicable

	In a week.			
T & A	In case of district administration denies to provide technical support then Ombudsman can appeal to the Principal Secretary, RD	No	Already been clarified that the district headquarters have to support Ombudsman and the cost will be incurred out of 6% of administrative cost as provided under section 22 (1) (c) of MGNREGA.	Agreed
T & A		No	RTI Act provides for it.	Agreed

	All MGNREGA related documents shall be made public with due consideration of norms relating to third parties as indicated in the RTI Act			
T & A	Keeping in view of principles of natural justice and fairplay, the Ombudsman can disclose information furnished in a complaint unless it qualified for exemption under Section 8 or section 9 of the RTI Act, 2005	No	RTI Act provides for it.	Agreed
T & A		No	9.1.18, 9.1.19, 9.1.21 and 13.9 of Ombudsman Order read together provide for	Already available in Ombudsman Order..

	Complaint shall also be filed on the grounds of Corruption /Defalcation /falsification/Destruction/ losing / tampering of records/withholding of information /diversion of material in addition to the existing causes		Ombudsman to take up such complaints.	
T & A	If a complainant is unable to file a complaint in writing, the oral complaint would be reduced to writing by the Ombudsman	No	.	Agreed. Section 10.2 of Ombudsman Order provides for filing of complaints by the authorised representative of the complainant
T & A			.	Only public grievance to be covered, as social audits, monitoring etc require administrative action by the Govt.

		No		
	If the Social Audit, VMCs and other monitoring reports has been pointed any shortcoming, deviation, defalcation, lapse, or violation of the law and rules and subversion of a process, will be registered as a complaint.			
T & A	The Complaint shall be signed by the Complainant at the earliest and no later than the first hearing of the matter.	No	.	Section 10.2 and 10.4 of the Ombudsman Order provide for it
T & A		No	.	No interim order. Should dispose off grievances quickly

	<p>The Ombudsman may issue an interim order to a complainant and the implementing authority should respond within seven days.</p>			
T & A	<p>Ombudsman may suspend the action which is a ground for the complaint to protect the</p>	No	<p>No need to issue any clarification or amendment.</p>	<p>This will give wide power to Ombudsman and can lead to misuse</p>

	interest of justice			
T & A	Ombudsman may request any of the records or order an investigation by technical staff to come to reasoned conclusion	No	No need to issue any clarification or amendment without consultant with the States.	Consultation with the States is necessary
T & A	In every case of alleged	No	No need to expand Section 13.3 of Ombudsman Order.	Not required as of now.

	<p>corruption the Ombudsman may ask the complainant to submit an affidavit. If both complaint and affidavit is found false he may dismiss the complaint and forward the affidavit to District Administration to file a case against the complainant.</p>			
T & A	<p>In case of external experts/investigators need to be involved to investigate the complaint, the Ombudsman may take every fifteen days for another 15 days. But the issuance of the final order should not exceed 45 days and reasons should be notified in writing for every extension by the state government and</p>	Yes	No need to issue any clarification or amendment.	This is not practicable

	MoRD.			
T & A	The Ombudsman shall impose penalty on the guilty party as specified in Section 25 of the MGNREGA	Yes	No need to issue any clarification or amendment.	Schedule II Para 36 (f) provides for imposing the penalty under Section 25 of the Act by the State Government/DPC/PO or any authority authorised by the State Government.
T & A	The Ombudsman shall send the complaint to the District Superintendent of Police along with the findings and recommendations if there is criminal offence against the alleged person (based on prima facie evidence). The DSP shall register an FIR and intimate to the Ombudsman	Yes	No need to issue any clarification or amendment.	This is strongly opposed
T & A	The Ombudsman may rectify or add any error or omission in it order	No	Need to amend Section 13.5 as it does not provide for appeal against	Agreed After giving both parties a chance

			the orders of Ombudsman.	
T & A	<b>All trials, proceedings and orders of Ombudsman</b> shall be in local language	No	Section 13 of Ombudsman Order, does not restrict the Ombudsman Order to be passed in any particular language.	Enquiries, not trials, proceedings
T & A	Non-enforcement of Ombudsman order shall be considered as violation of MGNREGA and Ombudsman can initiate action against the concerned officials.	No	Need to amend Section 13.5 as it does not provide for appeal against the orders of Ombudsman.	There should be provision of appeal against the order failing which the Ombudsman will develop into a point of despotism and corruption
T & A			Requires clarification	Agreed

	Copy of Ombudsman order shall be given within three working days if required in writing otherwise it shall be given to each party within one week from the date of disposal.	No	that the time limit provided Section 13.7 Ombudsman Order includes this time limit also.	
T & A	The interim or final orders shall be signed and sealed by Ombudsman and put on the website	No	Clarification may be issued to put Ombudsman Order on NREGA website.	No case for interim order. However suggestion agreed to for final order.
Capacity			No need to	There is no logic for this. We

Building	Reduction in period of experience from 20 to 15 years for recruitment of Ombudsman	No	issue clarification or amendment.	need seasoned and matured persons as Ombudsman
T & A	A register shall be maintained in the Ombudsman office indicating the details of disposal of complaints	No	A clarification may be issued about the scope of Section 8.1.1 of Ombudsman Order.	Agreed

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**RECOMMENDATIONS ON UNIT OF EMPLOYMENT**

<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's views</b>
Specific needs of Special Groups	Separate job cards to widows, deserted and separated women workers	Yes	Section 2, (f) HH definition	Legal and financial implications will need to be examined.
Specific needs of Special Groups	Separate job card to disabled and aged within the household	Yes		

<b>RECOMMENDATIONS on WAGES</b>				
<b>Name of the working group</b>	<b>Recommendation</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's Views</b>
P & E	Carefully designed Work Time Motion Studies. Simple and accessible template of SoR	No		- We agree with the suggestion. Provision 8 (a) of Schedule 1 provide for fixation/revision of SoR. Instructions have already been issued to States for conducting time and motion study. However, the MNREGS SoRs cannot be different from Deptt. SoRs for similar works
Specific needs of special Group	Separate SoR for women / premium to be paid for women	Yes	Schedule II, para 34	- It is not possible to agree with this suggestion. This matter has been examined in the past and reference was also made

**RECOMMENDATIONS on WAGES**

**Ministry's Views**

to the Ministry of Labour & Employment which is of the opinion that it is not legally tenable to have separate wage rates for women;

- Women normally work in groups wherein group working norms have evolved. Taking opinion on this Provision 8(A) in Schedule 1 has been introduced whereby the SOR will be showed formulated to capture the work done by such groups as a whole under different situation.

**RECOMMENDATIONS on WAGES**

Specific needs of special Group	Separate SoRs for aged and disabled (with 30% reduction in quantum of works).	Yes	Schedule II, Para 34	<p style="text-align: center;"><b>Ministry's Views</b></p> <ul style="list-style-type: none"><li>- As per the present Guidelines the measurement is done on the basis of the output of the Group. Hence, even if a person is weak it gets absorbed in the Group. Creating separate norms for the disabled and aged persons will be against the prevailing practice and may lead to mal practices of all kinds and also social exclusion of the disabled.</li><li>- In practice, it has also been seen that the aged and disabled are given lighter works on individual basis.</li></ul>
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<b>RECOMMENDATIONS on WAGES</b>				
				<b>Ministry's Views</b>
Wages	Separate SoR for MGNREGA distinct from line departments should be allowed.	Yes		Existing order under section 27 (1) of the Act cannot be amended. This cannot be permitted as this would be tantamount to making MNREGS works more attractive than the Deptt. Works. This is not the intention of the Act.

<b>RECOMMENDATIONS on WAGES</b>				
Wages	Reader-friendly summaries of the schedule of rates should be prepared by all states and widely disseminated including through State MGNREGS website	No		<p style="text-align: center;"><b>Ministry's Views</b></p> <p>- The Ministry agrees with the suggestion.</p>
Wages	Return to initial formulation of Schedule I, Para 8 to reduce the MGNREGA working hours from 9 hours to 7 hours	Yes	Amendment to Act Schedule I, Para 8(1)	With one hour rest, the work period is only 8 hours. The ILO convention on Works 1919 stipulates 8 hours of work. The one hour of rest is besides that.

**RECOMMENDATIONS on WAGES**

<p>Specific needs of special Group</p>	<p>Consideration of half day work (4 hrs of work as half day work).</p>	<p>Yes</p>	<p>Amendment to Act  Schedule II, Para 8 &amp; 15</p>	<p align="center"><b>Ministry's Views</b></p> <p>- This cannot be agreed to as there is considerable scope for introduction of malpractices. It has been the experience that the State have adopted practices which create enormous scope for malpractices.</p>
<p>Wages</p>	<p>Indexation of MGNREGA wages to the price level using the CPIAL with 1st</p>	<p>Yes</p>		<p>- Mechanism and criteria for Indexing of wages including periodicity of review will be done</p>

<b>RECOMMENDATIONS on WAGES</b>				
<b>Wages</b>	<p>April 2009 as the base.</p> <p>MGNREGA wage rates should be revised upwards by every six month or at the most for every 12 months</p>			<p><b>Ministry's Views</b></p> <p>through inter- Ministerial consultation such as with the Department of Expenditure and Ministry of Labour &amp; Employment after receiving the recommendations of Dr Pronab Sen Committee.</p>
<b>Wages</b>	<p>MGNREGA policy must be consistent with the Minimum Wages Act. In no circumstances should this Act be overridden</p>	Yes	Yes section 6(1)	<p>- This is not feasible. The wage rates fixed under Section 6 (1) of the Act are distinct from the minimum wages. The provisions of the Act have to be respected.</p>

**RECOMMENDATIONS on WAGES**

<p>Wages</p>	<p>Every state must have clear timelines at each step of the wage payment process (as in Andhra Pradesh and Tamil Nadu), and fix responsibility for each step. The implementation of these timelines must be regularly reviewed.</p>	<p>No</p>		<p><b>Ministry's Views</b></p> <ul style="list-style-type: none"><li>- This suggestion is well taken.</li><li>- The Ministry is in the process of implementing a series of steps including introduction of bio-metric and iris identification, BC system etc.</li><li>- We are also trying to cut down on the muster roll period and taking other steps including timely measurement, use of mobile phones to transmit the measurement etc.</li></ul>
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**RECOMMENDATIONS on WAGES**

P & E	Payment of wages should be made by the PIA every week or fortnight on the basis of the muster roll and the measurement book, without waiting for verification by the PO. Verification of the measurement book and completion report by the PO should be required only for making the final payment to workers / material suppliers	No		<p style="text-align: center;"><b>Ministry's Views</b></p> <ul style="list-style-type: none"><li>- The Ministry is in process of working out a system.</li><li>- Hand held device recording measurement will improve efficiency and transparency.</li></ul>
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<b>RECOMMENDATIONS on WAGES</b>				
Wages	Mates must be responsible for entering attendance details in the Job Card at the end of the week	No		<p style="text-align: center;"><b>Ministry's Views</b></p> <ul style="list-style-type: none"> <li>- The Ministry agrees with the proposal.</li> </ul>
Wages	The authenticity and timeliness of MIS data on delays in wage payments must be rigorously monitored	No		<ul style="list-style-type: none"> <li>- The Ministry agrees with the suggestion.</li> </ul>
Wages	Mates should make (and record) initial measurements for making wage payment.		Guidelines	<ul style="list-style-type: none"> <li>- The Ministry agrees with the suggestion and States my be so advised</li> </ul>

<b>RECOMMENDATIONS on WAGES</b>				
<b>Wages</b>	The possibility of immediate “interim payments” at the end of the week (e.g. 50% or even 80% of the wages), based on mate’s measurements or attendance	Yes	Section 3 (3) Schedule II, Para 30	<p style="text-align: center;"><b>Ministry’s Views</b></p> <ul style="list-style-type: none"> <li>- Under Act full payment for the work done has to be made within 15 days. Therefore the suggestion will have to be examined legally and practically..</li> </ul>
<b>Wages</b>	Wage slips must be distributed in public within 15 days. Possibility of account payee cheques should be explored	No		<ul style="list-style-type: none"> <li>- The Ministry agrees with the suggestion.</li> </ul>

<b>RECOMMENDATIONS on WAGES</b>				
				<b>Ministry's Views</b>
Wages	Up to date information on delay payment should be displayed at PO's office	No		- The Ministry agrees with the suggestion.
Wages	All states should have well-designed, numbered "payment order" forms generated by computer	No		- The Ministry agrees with the suggestion.

**RECOMMENDATIONS on WAGES**

<p>Specific needs of special Group</p>	<p>Senior citizens or unemployed youth of the village may be engaged by Dept. of Post on temporary basis on consolidated pay of Rs. 3,000 to assist BPM for maintaining and updating records relating to MGNREGS wage payment.</p>	<p>Yes</p>	<p>Action by DoP</p>	<p align="center"><b>Ministry's Views</b></p> <ul style="list-style-type: none"> <li>- This suggestion will be forwarded to Dept of Posts to consider</li> <li>- BC model which is under consideration for operationalisation may solve many of the problems related to village level outreach of financial services</li> </ul>
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<b>RECOMMENDATIONS on WAGES</b>				
Specific needs of special Group	Escorted mobile vans should be provided to the Branch Post Master to disburse the wages at a common point in their respective villages in the LWE area.	Yes	Action by DoP	<p style="text-align: center;"><b>Ministry's Views</b></p> <p>- Ministry agrees that adequate security measures should be taken by District Administration. Advisory to the effect would be issued.</p>
Specific needs of special Group	Disbursement of wages may be entrusted to the local institutions (PDS dealer or retail merchant) or VOs of MGNREGS workers or thrift groups formed under ITDA for timely disburse of wages on commission basis.		Schedule II , para 31	Schedule II , para 31 stipulates only banks and post offices. The BC model once it is rolled out will give opportunities to local SHGs and persons to be involved in local level BC model operations.

<b>RECOMMENDATIONS on WAGES</b>				
Capacity Building	Introduction of bike cum barefoot satellite banking system for financial inclusion of MGNREGS workers	Yes		<p style="text-align: center;"><b>Ministry's Views</b></p> <p>- BC model is being worked out</p>
Specific needs of special Group	As in case of Chenchu (PTG) tribes of Andhra Pradesh, an advance payment may be made which can be adjusted against the payment of their wages at the weekends.		3(2)	- AP model needs to be examined. Legally, 3(2) refers to wages for work done
Wages	KYC norms should be strictly implemented while making wage payment by the banks	No		- The Ministry agrees with the suggestion.

<b>RECOMMENDATIONS on WAGES</b>				
<b>Wages</b>	0.5 percent Commission to Post Offices on MGNREGA wage payment	Yes		<p style="text-align: center;"><b>Ministry's Views</b></p> <ul style="list-style-type: none"> <li>- The DFS is seized with the matter of deciding payment norms for the Post offices</li> </ul>
<b>Wages</b>	Guidelines should indicate clearly that separate accounts for women and men workers for getting wages	No		<ul style="list-style-type: none"> <li>- The choice of individual accounts is already provided for in para 31 schedule II</li> </ul>

**RECOMMENDATIONS on WAGES**

Wages	-Notification of “competent authority” for payment of compensation under the Payment of Wages Act by the state governments Constitution of MGNREGA workers compensation fund at district level	No	Yes	<p align="center"><b>Ministry’s Views</b></p> <p>-This needs legal examination since , para 30 Sched II of the Act states that compensation has to be paid through Payment of Wages Act, 1936(4 of 1936)</p>
Wages	-Procedure for payment of wage	Yes	yes	

<b>RECOMMENDATIONS on WAGES</b>				
				<b>Ministry's Views</b>
Wages	compensation should be placed in public and the authority should be vested in DPC to make compensation payment	No		
Wages	-For recorded delays, compensation payment should be paid without going to court	Yes		
Wages	Enforcement of legal Right to compensation by the Asst. Labour Commissioner	No		

<b>RECOMMENDATIONS on WAGES</b>				
Wages	Interest on delayed compensation payment as a matter of routine banking services	Yes		<p style="text-align: center;"><b>Ministry's Views</b></p> <p>- This will need to be discussed with States.</p>
Wages	Amendment to Schedule II (Section 30) of MGNREGA as "sui generis" instead of Payment of Wages Act	No	Schedule II, Para 30	This will need legal examination since as per legal provisions of Act, para 30 Sched II compensation has to be paid through Payment of Wages Act, 1936(4 of 1936)
Wages	A penalty of Rs.1000 to the person responsible for delay in wage payment	Yes		- This is already provided for in the Act

**RECOMMENDATIONS ON WORKSITE FACILITIES**

<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's Views</b>
P & E	Provision of crèche within the village	Yes	Schedule II, Para 28	- Paras 27 and 28, schedule II- states that facilities may be provided on the work site. So crèches in the village would have to come through convergence with ICDS
Specific needs of Special Groups	Trolleys may be used to fetch water from long distance	Yes		- Provision of drinking water on work site may be provided for from 6% permissible administrative expenses
Specific needs of Special Groups	Transport should be given for pregnant women if worksite is more beyond 1 km.	yes	Schedule II, Para 14	- It may not be desirable to expect a pregnant woman to report for MGNREGA work if her condition does not even permit walking upto report to work

<b>RECOMMENDATIONS ON WORKSITE FACILITIES</b>				
<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's Views</b>
P & E	Provision of crèche within the village	Yes	Schedule II, Para 28	- Paras 27 and 28, schedule II- states that facilities may be provided on the work site. So crèches in the village would have to come through convergence with ICDS
				because the actual work may be hard manual labour.
Specific needs of Special Groups	Worksite facilities must be so that the specific needs of PwDs can be met.	persons in MGNREGS work yes	Schedule II, Para 27	- The Ministry agrees with the suggestion. States can be advised to provide such facilities through Convergence

**RECOMMENDATIONS ON WORKSITE FACILITIES**

<b>Name of the working group</b>	<b>Recommendations</b>	<b>Whether any financial implication</b>	<b>Is there an amendment required in the Law</b>	<b>Ministry's Views</b>
P & E	Provision of crèche within the village	Yes	Schedule II, Para 28	<ul style="list-style-type: none"> <li>- Paras 27 and 28, schedule II- states that facilities may be provided on the work site. So crèches in the village would have to come through convergence with ICDS</li> </ul>
Individual Land	Improved work place facilities and provide lunch to people coming to work on land development activities.	Yes	Schedule II, Para 27	<ul style="list-style-type: none"> <li>- There is no such provision in the Act or schedule II. Either States may attempt to do this through convergence or workers may get part of their wages deducted for this.</li> </ul>