

Record of Key Issues discussed in the Orientation Workshop with the District Programme Coordinators (DPC) of 113 new NREGA districts on 10th April, 2007, Vigyan Bhawan, New Delhi.

1. Context:

- i) Secretary (RD) delineated the context and objective of the Workshop. 113 additional district had been notified under NREGA with effect from April 1, 2007. The **Objective of the workshop** was to orient the District Programme Coordinators of these districts with the key concepts processes and management issues pertaining to the implementation of NREGA.
- ii) NREGA implementation was still in a formative process as a full cycle of lean season work still needs to be seen. The implementation of its first phase constituted an opportunity for learning and improvement so that the second phase is relatively free from the problems encountered in the first phase. As such the first phase districts and officials involved in its implementation are valuable resource inputs into the second phase NREGA.
- iii) The basic documents that the DPCs must be thoroughly familiar with are:
 - a) The National Rural Employment Guarantee Act (NREGA)
 - b) The National NREGA Guidelines that must be rigorously complied with
 - (c) Compilation of field level issues identified by National Level Monitors based on their field visits.
- iv) **Key features of the Act** as summarized below need to be understood:
 - NREGA is a Paradigm shift in poverty alleviation, specially wage employment programmes. Earlier wage employment programmes were allocation based NREGA is not supply driven but Demand driven. Its key concern is the articulation by the rural poor of their demand
 - NREGA provides a Statutory guarantee of wage employment and is not just a programme
 - It has an incentive-disincentive structure: Incentive in the form of a 90% assistance from the Centre in case the guarantee is fulfilled and the Disincentive in the form of an unemployment allowance to be paid entirely by the State Government, in case the Guarantee is violated

- NREGA strategy is Rights Based as distinct from earlier wage employment programmes as it requires registration of workers and issue of job cards on a wage seekers application and allocation of employment upon application for work
- Employment is allocated through a shelf of projects identified by the Gram Sabha at the village level
- Allocation of works to Gram Panchayat can be up to 100% while the minimum has to be 50%. There is no fixed allocation to Intermediate Panchayat or District Panchayat as in case of SGRY.
- Work is provided near wage seekers residence
- Selection of Works to be as per choice of wage seekers:
 - In term of type of work and those they help improve wage-seeker's livelihood in the long run
- SGRY was focused primarily on works, with employment as a secondary outcome. In NREGA, employment is the primary focus.

2) Key Issues: Problems and Strategies

The following key issues in the implementation of NREGA were discussed, taking into account the problems that had been encountered in Phase One NREGA districts so that the strategy for Phase Two districts could build upon the lessons learnt in the first phase.

2.1) Articulation of Demand by the rural poor.

The demand process of NREGA needs to be full articulated.

2.1.2) Awareness Generation among local rural communities through Information, Education and Communication (IEC) was needed to enable articulation of Demand by the Rural poor.

i) Key Target Groups of IEC were:

Local work force engaged in manual labour
 Poor rural households
 SC/ST/women/ minorities
 Remote habitations

ii) The Plan of Action that districts should follow for effective IEC was indicated as:

a) Preparation of communication material on NREGA processes in simple local language

- b) **One day orientation of all Sarpanche/ Ward Members at the Block level by May end**
- c) **Convening Gram Sabhas** to familiarize beneficiaries about NREGA by mid June.
- d) One day can be fixed in a week & publicised as **Rozgar Diwas**
- e) **District personnel teams with about five members each team to camp and night halt in cluster of 15 villages to interact with the wage seekers**, facilitate their registration, and job cards and identification of works.
- f) **Help Line with telephone numbers of key officials to be printed behind job cards, or else widely publicised.**
- g) Key Messages of NREGA in local vernacular Newspapers TV and Radio spots, Pamphlets and brochures in local language with Graphics, local cultural forms.
- h) Information counters in local Market days
- i) Village Information Wall: All information regarding NREGA processes and implementation, put up on GP office/ Public places in simple local language:
- Key procedures of NREGA
 - No of registration applications received
 - No. of job cards issued
 - No. of Employment applications received
 - No. of households allocated employment
 - No of works sanctioned
 - Amount of funds received and spent
 - Names of workers working on a site and wages paid to them
- j) Social Mobilisation through NGOs/SHGs
- k) ASHA worker of the National Rural Health Mission and the Anganwadi worker may be used for information dissemination.

iii) Important aspects of NREGA for Communication

Some important aspects of NREGA to be communicated are:

- Guarantee of 100 days of employment upon Demand
- Application Process for registration, Job Card and employment
- Dated receipt of the application for employment by the Gram Panchayat.
- Unskilled manual Work to be provided within 15 days of demand.
- If employment is not provided within fifteen days of application, unemployment allowance will be paid by the State Government
- Minimum wages for agricultural labour to be paid within 15 days of work completion
- Workers have the right to check their muster rolls.

iv) **Concurrent assessment of the effectiveness of IEC activities** must be done and any deficiencies that come to light must be removed.

v) **Outcome Indicators of effective IEC were identified as** Local community aware of NREGA and its key processes:

- How and where to apply for registration
- Use of job card for demanding employment and recording entitlements, job card with photographs are free of cost.
- After receipt of job card, local community has chosen to apply for employment according to its own choice of time & days
- Dated receipt for application for employment is issued
- Workers can check muster rolls and authentic Muster rolls are maintained

vi) **Ensuring compliance of IEC instructions was necessary:**

Every DPC will certify to the State with copy to the Ministry that:

- One day orientation of all Sarpanches/Ward Members at the Block level by May end has been held
- A certificate from every Gram Panchayat that it has convened a Gram Sabha in each village and acquainted the local community with NREGA provisions has been obtained
- Other IEC activities at Para 2.1.2 (ii) have been completed
- Concurrent assessment of the effectiveness of IEC activities has been done

- Outcome Indicators of effective IEC as stated at Para 2.1.2(v) above have been achieved.

2.1.3 Participants clarifications made are:

An issue raised was whether SHGs for communication and implementation?

It was clarified that SHGs may be used for both communication and also as an implementing agency.

2.2) Training

i) Areas of concern pertained to the Inadequate Coverage, Content, and Duration of training programme. Training materials and methodology was often not calibrated according to stakeholders and there was feedback system

ii) **The following key strategies were proposed to enable large scale Training cycles of different stakeholders.**

a) Clear identification of Target Groups for Training

- Gram Rozgar Sewak
- Programme Officer
- Engineers at the Block and District level
- IT Personnel at the Block and District level
- Accounts Personnel at the Block and District level
- PRIs
- GP Sarpanches (Priority)
- Vigilance Monitoring Committee members

b) **A Training calendar** to be drawn up after **sizing exercise**

c) **Calibrating Training modules** in content and process according to different target groups

d) **Developing Training materials in local language that must include**
- Act & National NREGA Guidelines
- Manuals/ Hand books with FAQs

(e) **Osmosis model of Training** incorporating resource support from top and feedback from below may be adopted to train.

- District Resource Group
- Block Resource Group
- Village resource group

f) **Organisation of trainings:**

- Integrated Groups of different stake holders for core components (Programme Processes)
- Separate Groups for specific skill sets (IT/Works/Accounts)

g) **Basic content of training:**

Core components of training for all stakeholders must include the following inputs:

- Enabling Local Communities to know their Rights under the Act
- Procedures for registration, issue of Job Card, employment application
- Procedures for Planning and Executing Works
- Maintenance of Muster rolls and Job Cards
- Norms of Measurement
- Wage Payment
- Maintenance of Records, data, Reports, Accounts
- Unemployment Allowance
- Social Audit and RTI

h) **Concurrent assessment of the impact of the training programme** must be undertaken to ensure that all key responsible agencies

- Understand the provisions of the Act,
- Their respective roles in it
- Have the skills to implement it.

i) **Reiterative Cycles of training using the feedback must be ensured.**

2.3 Printing, distribution and maintenance of Key Documents and Records

i) Each district will get the following documents printed and distributed to the Gram Panchayat and Block Programme Officer,

- a) Job Cards
- b) Application Form for employment
- c) Muster Rolls with unique number
- d) Registration registers
- e) Job Cards registers
- f) Demand and provision of employment register
- g) Assets registers
- h) Finance registers
- i) Complaints registers

ii) All printed documents under NREGA will have the words National Rural Employment Guarantee Scheme, on top, followed by the name of the state

2.4 Registration, issue of Job Cards and Demand for Employment

2.4.1 Areas of concern noted in Phase One NREGA implementation pertained to instances of limiting registration to only Below Poverty Line families or inordinate delay in verification and issue of Job Cards. Sometimes the Job Cards formatted does not have columns for basic essential information. Dated receipt for application of employment needed to issued by GPs.

2.4.2 The following strategies were indicated to enable Application by wage seekers of Registration, issue of Job Cards, and demand for employment.

- i) Oral applications should be documented.
- ii) On receipt of demand application, dated acknowledgement is to be provided to wage seeker. For employment applications, a standard format should be devised of which a portion is a counterfoil that can be provided to the wage seeker with date inscribed on it.
- iii) Ration card may be used for verification, but names of minors are not to be included in job card.
- iv) Electoral Roll may also be used for verification/physical verification may be done in the Gram Sabha
- v) One page instruction on the NREGA processes may be attached to the job card
- vi) Electoral Photo Identity Card (EPIC) number to be written on the Job Card where the members have such cards.

2.4.3 Clarification to Queries raised by participants on registration and employment process:

i) How is the unique Job Card number formulated?

The BPL code logic has to be followed: State-District- Block-GP-Village- Household numbers have to be given to constitute the unique Job Card number. Within the village there will be a running serial.

ii) From which date has employment to be allotted?

Under the Act, employment has to be provided within 15 days of receipt of an application or from the date a person seeks work, whichever is later.

iii) Can children about to become 18 get registered?

No. A person must be an adult on the date of registration. Name of persons who become adults at a date later than the registration date and even after the issue of the Job Card may be added to the household names in the registration register and the Job Card, if they apply.

iv) Can machinery be used in case part of work cannot be done by labour?

The Act provides that as far as practicable, a task under NREGA should be performed using manual labour and not machines.

v) Can work start without demand?

Demand has to be documented first and only then can work be started.

2.5 Planning for works

2.5.1 Problems noted in Phase One NREGA implementation

- Inadequate shelf of projects, leading to delay in starting Works

Union Secretary RD emphasised the highest priority that had to be accorded to the planning of works. Planning of works has to be done in a two-phased manner:

i) A **5 Year District Perspective Plan** will be formulated that must have the following components:

a) **Village mapping of natural Resources and** social infrastructure

b) **Identification of gaps and works** that can be taken up as per **NREGA permissible list**

c) Works identified should have dual aspects that ascertain

-what local people want

-What will build a livelihood base to enable them to move out of NREGA to sustainable employment?

d) Assessment of labour demand

e) Estimate of employment likely to be generated from works identified

f) Perspective Plans needed to match participation of local communities and PRIs with professional expertise. For this districts may engage professional agencies.

g) **Separate Guidelines for Perspective Plans will be issued**

h) **Separate funds for making Perspective Plan will be given to districts**

ii) **Master Plan for one year:**

a) The Gram Sabha must be convened to ascertain its works priorities

b) Technical persons from the existing pool of district functionaries must be mobilised to make technical estimates for each work identified.

c) It has been noticed that by and large the number of persons demanding works roughly equal to number of BPL families. On that basis, the following strategy can be adopted. Initially an annual Shelf of Projects should be prepared by taking into account the number of BPL families in the Gram Panchayat. Since there is a statutory commitment to provide 100 days' of employment to each household the initial and immediate shelf of projects should absorb twice the number of BPL families multiplied by 100 person-days so that adequate ceiling is available. There will be roughly 3-4 works at Gram Panchayat level. Administrative Sanction and Technical Sanction of the Shelf of Projects should be given in advance. A sketch map (not on scale) must be attached to the works proposal. This Shelf of Projects should be kept ready in advance before demand for employment. Exact geographic location of the project site has to be captured.

d) Priority has to be given to water conservation works.

e) 60:40 wage material ratio should be maintained at district level.

f) **Outcomes expected** from the works should be stated:

- Estimated benefits in terms of person days

- Physical improvement envisaged (land/water conservation etc)

- Benefits to the community

g) List of approved works with Technical estimates should be displayed at all work-sites in simple local language

- h) Pre-Mid-Post Project condition of works should be recorded
- i) Asset register at GP with unique number to each work should be maintained to prevent duplication

2.6 Execution of Works: Muster Rolls and Works Measurement

Maintenance of muster rolls and accurate timely measurement of work done were crucial to NREGA. The following instructions on muster roll were shared with the participants:

- i) Numbered Muster rolls should be issued for each sanctioned work by Programme Officer (this is a check on false muster rolls).
- ii) Muster rolls will be maintained on the work site by the executing agency.
- iii) Muster rolls must mention Job Card numbers of workers, days worked, quantum of work done, amount paid and must have space for recording inspections.
- iv) Muster rolls should be read out on the work site during measurement and wage payment to prevent bogus records
- v) Entries of the muster roll must be correspondingly recorded in the job cards of the workers
- vi) Training of Line departments if they are identified as implementing agencies, must be done in undertaking labour intensive works and maintenance of muster rolls.
- vii) Updating of muster roll data at the Block level computers in a 15 days cycle must be ensured.
- viii) Schedule of rates should be formulated so that productivity norms on which task rates are based take into account the labour intensive nature of the works Work Time Motion Studies should be done for this by the State, if not already done for the first phase of NREGA.
- ix) Regular measurement and supervision of works should be done by qualified technical personnel on time. Measurement should be recorded in

authenticated measurement books and measurement details be read out to workers.

2.6.3 Clarification on Queries raised by participants on work execution processes

i) How many copies of Muster Rolls are to be maintained?

The original muster roll will be maintained at the GP; its copy at the Block level.

ii) How is attendance to be marked if a person joins after the work has started and the muster roll is already operating?

Days when a person has not worked on a muster roll must be scored out so that he/she is not paid for that period.

2.7 Wage payment

The Act stipulates payment of wages within 15 days of work completion. Transparency in payment of wages has to be ensured. If Wages are paid in cash it must be paid in front of the community. Wages may be paid through Post/ Bank accounts of wage earners as is being done in some States; Andhra Pradesh, Karnataka. Wages paid must be entered in the Job Cards. Total amount of wages paid must be shown in the muster rolls.

2.7.1 Queries raised by participants and the clarification made were as follows:

i) In a group, since different labourers have different output, how can wages be distributed among them individually, when the output is assessed on a group basis?

Small working groups of four people in one group may be formed as in the case of Dungarpur. This enables a more transparent system of measuring work output.

ii) How will the task rate fixed under the SORR relate to the minimum wages?

Para 8, Schedule II of the Act provides that the schedule of rates of wages for unskilled labourers shall be so fixed that a person working for seven hours would normally earn a wage equal to the wage rate.

iii) What happens if different task rates prevail for the same work in different Departments, such as for forest works?

SORs for the same type of work should be normally uniform.

2.8 Tracking number of days of employment

2.8.1 Under NREGA 100 days of employment are guaranteed to a household upon demand. Therefore the number of days of employment provided to a household has to be tracked. This employment provided will have to be measured in Persondays. Persondays in NREGA implies the following:

- i) Total number of days worked by all the members of the household and recorded in muster rolls and the household Job Card is counted as Person day
- ii) Total number of person days of a household cannot exceed 100

2.8.2 The following Queries were raised by participants and clarifications made

i) What is the difference between person days and mandays:

There is no difference between Personday and manday. Personday is a gender neutral term for manday

ii) Is person day related to a household or an individual?

The number of days worked by an individual is recorded as persondays. However, under NREGA the total number of persondays worked by the individual members of a household is added upto indicate the total number of persondays of a household. For example, if two members of a household work on the same day, it will be recorded as one personday for each individual member of the household, but two persondays for the household as a whole.

iii) Is a person day measured against hours of work or wage rate?

It is measured against the calendar day, worked, irrespective of the hours of work in that calendar day or the amount earned in that day. If a person works for 2 hours and earns an amount less than the minimum wage because of low out turn, it will still be counted as one person day. If a person works extra hours in a day and earns more than the minimum wages, it will still be one person day.

2.9 Monitoring, Review and Reporting

- i) Monitors for internal and external monitoring must be identified and trained at the State/ District and Block levels
- ii) 100% verification of works at the Block level, 10 % at the District and 2% at the State level has to be ensured.
- iii) Local village level vigilance and monitoring committees of approximately nine local persons, including NREGA beneficiaries, with SC/ST/ women representatives elected by the Gram Sabha are to be set up and trained to monitor NREGA processes and works.
- iv) Monthly Review days must be fixed and the following review system is suggested:
 - Once a Fortnight on a fixed day at Block by PO with Gram Rozgar sewaks
 - Once a month on a fixed day at District by DPC with Pos
 - Once a month on a fixed day at State with DPCs

These reviews may be used to collect and discuss information on NREGA processes and outcomes, particularly as required in the Monthly Progress Reports, and for sharing instructions received.

- v) **Reports:** An on line Web-enabled MIS www.nrega.nic.in has been designed. This should be quickly operationalised by ensuring the following arrangements at the Block level:
 - a) Computers with NREGA software
 - b) Trained personnel
 - c) Connectivity

2.10 Transparency

i) The three pronged strategy for transparency and public accountability indicated in the Act and the Guidelines was discussed and key issues were as follows:

a) **Proactive Disclosure:** Key information on NREGA in local language must be displayed at GP level. Muster rolls should be read out & pro-actively displayed at Gram Panchayat Office.

b) **Information upon Payment (RTI):** Documents have to be made available to public on payment of prescribed fee. This is stipulated in NREGA, Schedule I, Para 17, 18.

c) **Social Audit:** The strategy for social audit was discussed in detail. Social Audit is a system where local Community scrutinises all records and procedures of a programme, verifies its authenticity and whether the expenditure incurred has delivered its objective.

Section 17 of NREGA provides for social audit of all works in a Gram Panchayat by the Gram Sabha GP will provide records for social audit.

The Programme Officer and the DPC will facilitate social audit through resource support: planning, training, ensuring access to records, follow-up

This should comprise at least the following activities

- A Village Resource Group should be set up and trained to facilitate the Gram Sabha for social audit. Village monitoring and vigilance committee may be used for this purpose
- Prior Intimation should be given to the GPs atleast three months in advance by the Programme Officer
- Records should be made available atleast one month before to the village social audit team
- The village social audit team should scrutinise records, and verify them with persons/works
- The findings of social audit should be reading out on a specified day in the social audit forum. Concerned Officials such as engineers/accountants must attend.
- Follow up by District administration should be ensured and action taken be reported in the next social audit forum

2.11 Grievance redressal

The Act vests the responsibility for grievance redressal with the Programme Officer. To ensure prompt grievance redressal the following arrangements must be ensured:

- i) A complaints book must be maintained at GP/ PO/DPC offices
- ii) A grievance redressal cell should be created at the PO/DPC offices with a toll free Help Line.
- iii) The PO and DPC must review the disposal of complaints within on a Monthly basis

2.12 Strengthening administrative systems for NREGA

Under the Act the Central Government provides assistance for administrative expenses up to a limit as fixed by the Centre. The Ministry has issued detailed instructions on administrative expenses vide its letter fixing and its limit at 4% of the cost.

Key personnel as indicated in the Ministry's instructions on 4% administrative cost should be deployed as soon as possible. This implies placement on priority of dedicated, full time Gram Rozgar Sewak, Programme Officer, engineers, IT and Accounts Personnel.

2.13 Funds

- i) NREGA is Demand Based. Funds are released on the basis of the demand for employment, person days generated, pace of expenditure, and a demand for funds based on an estimate of labour demand and the cost of administrative expenses also include expenses on IEC, training, MIS works likely to be taken up from the approved shelf of Projects.

There are no fixed allocations either State wise or district wise or PRI wise (as in SGRY)

- ii) An initial adhoc grant has been released to all districts for start up activities. Incremental funds will be released when the districts have certified that all prerequisite activities as indicated below have been completed
 - i) NREGA funds are to be kept in separate accounts
 - ii) Monthly squaring up of accounts must be ensured to enable the district to track expenditure and apply to the Ministry for additional funds well on time

iii) Financial claims may be moved on the prescribed form when 60% of available funds used by the DPC keeping the following requirements in mind.

- a) Proposal to be signed by District Programme Coordinator
- b) UCs with indication of outcomes and outputs
- c) Audit report for the last year(due on 30th September), in the original form
- d) Bank reconciliation statement, in the original form.
- e) Recommendations of the State Government has been indicated
- f) MPRs on prescribed proforma have been sent for all months in the year.
- g) Non-diversion and non-embezzlement certificate.

2.14 Transition from SGRY to NREGA

Detailed instructions and time lines have been provided to States regarding transition from SGRY to NREGA vide Ministry's letter dated and under which measurement of all SGRY works have to be completed by April 30th, 2007. These instructions should be complied with.

2.15 New Districts were expected to complete the following processes described in Paras 2.1 to 2.5 above and certify the action taken as per the checklist shared with them:

- a) Awareness generation among key stakeholders through IEC activities described above at para 2.1 above
- b) Training as at Para 2.2 above
- c) Availability of necessary documents as at Para 2.3 above
- d) Arrangements for facilitating registration and issue of Job Cards as indicated at Para 2.4 above
- e) Availability of self of projects in each village as at Para 2.5 above

NREGA works should start only when the processes highlighted above are completed

**List of Participants of Workshop on NREGA with District Programme Coordinators
on 10th April 2007 at Vigyan Bhawan**

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| 43 | Shri P.D. Karwande, Collector, Washim, Maharashtra | |
| 44 | Shri S.K.Shilal, A.S. | |
| 45 | Shri Dinesh Tsherung Bhutia, DPS, South Sikkim | |
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| 47 | Shri V.N.Vishnu, I.S, District Collector, Srikakulam, AP | |
| 48 | Shri M.S.Bhagavan, P.D., Srikakulam, A.P. | |
| 49 | Shri Sumant Singh, D.C./Chairman, DRDA, Churachandpur | |
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| 72 | Shri R. Shantha Raj, Director, RDPR, Karnatak | | |
| 73 | Shri Sudhir, DDC, Gopalganj | | |
| 74 | Shri Kedar Nath, DDC, Sheikpura | | |
| 75 | Shri Ajit Kumar Singh, DDC, Sitamarhi | | |
| 76 | Shri Binod Kumar, DDC, Buxar | | |
| 78 | Rampray Kumar, DDC Arwal | | |
| 79 | Prabhakar Bade, D. Collector, Buldana | | |
| 80 | Prakash Kumar, DDC, Saran, Bihar | | |
| 81 | Manmohan Tikane, Add. Collector, Wardha | | |
| 82 | S.F. Khongwir | | |
| 83 | D.C. Ri-Bnoi, Meghalaya | | |
| 84 | V.R. Syem, P.D., Shilong | | |
| 85 | F.M. Doph, P.D., Jantia Hills | | |
| 86 | C. Thanchhma, D.C., Lunglei | | |
| 87 | Thlamuana, P.D. Lunglei | | |
| 88 | S.Kabi, P.D. Balasur | | |
| 89 | S.R. Hazare, CEO Thane | | |
| 90 | S.S. Zende, Collector, Thane | | |
| 91 | B.N. Ubaie, CEO Buldana | | |
| 92 | Lochan Singh Meena, DDO, Buldana | | |
| 93 | K. RAJAMANI, PO, DRDA, THANJORE, TN | | |
| 94 | J. DHANAREVARAM, PD, DRDA, THIRUVARUR, TN | | |
| 95 | M. MADHVI, TN | | |
| 96 | F. ABDUL RAZICK, PO, DRDA, TIRUNELVELI, TN | | |
| 97 | B.B. PANDA, PD, DRDA, ANUGUL, ORISSA | | |
| 98 | J.P. MEENA, CEO, ZP, JALOR, RAJ. | | |
| 99 | Y.L. MISRA, PD, DRDA, DEOGHAR, JHARKHAND | | |
| 100 | S.L. NINAMA, P.D. | | |
| 101 | K. SUNDAR NAIK, CEO ZP KODAGU, KARNATAKA | | |
| 102 | DR. R.A. KUMAR, PD, DRDA, EAST GODAVARI, A.P. | | |
| 103 | M. SUBRAMANYAM, COLLECTOR, EAST GODAVARI | | |
| 104 | A.K. MOHAN, PD DRDA BARAGARH, ORISSA | | |
| 105 | MUKUL GUPTA, COLL. ASHOK NAGAR, MP | | |
| 106 | PRITAM SINGH, ADC, NAWANSHAHAR, PUNJAB | | |
| 107 | A.S. BHULLAR, DDPO, NAWASHAHAR | | |

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| 108 | AJAY SHARMA CEO, ZP | | |
| 109 | PAWAN KR. SHARMA, COLL., DAMOH, MP | | |
| 110 | PAYR SEGHEL, DC-CUM-DPC, PALUR, JHARKHAND | | |
| 111 | PC JAFFER, CEO, ZP, GULBARGA, KARNATAKA | | |
| 112 | T. SANDUP, PO, DRDA, MANDI, H.P. | | |
| 113 | DR. SURESH JASWAL, PO, DRDA, KANGRA, HP | | |
| 114 | DANABIR, PD, DRDA, BHADRAK, ORISSA | | |
| 115 | D NATH, PD | | |
| 116 | MOTSUTHUNG, PD, DRDA, DKA | | |
| 117 | THUNGCHAMO, APO, DRDA, WHA | | |
| 118 | NOLENGOL, PD, DRDA, TSG | | |
| 119 | T. SANGATAM, DPO, DRDA, TSG | | |
| 120 | D. THOKPHEN, ASST ENGN., DRDA, KOHIMA | | |
| 121 | D. P. CHAUHAN, DDC, BHAGALPUR, BIHAR | | |
| 122 | PRABHAKAR JHA, DDC, SIWAN, BIHAR | | |
| 123 | SUCHA SIGNAGRA, DY, CEO, ZP, AMRITSAR | | |
| 124 | K.K. AGRAWAL, DDC, KHAGARIA | | |
| 125 | N KULKARNI, DC, JAMSHEDPUR | | |
| 126 | MARSOKA AO, DPO | | |
| 127 | T. ALLAGER, PD | | |
| 128 | MARTEMSU, DPO | | |
| 129 | ANIL RAJ RAI, DDO/DPC, EAST SIKKIM | | |
| 130 | S. ALOK, DY COMM., GOVT OF CHHATISGARH | | |
| 131 | DR. SUDHIR PANCHSHAI, ADDL. CEO, MAHASAMAND | | |
| 132 | DEBASISH PRUSTY | | |
| 133 | SIDDHARTHA, CEO ZP, BILASPUR | | |
| 134 | SAUMITRA MOHAN, ADM, HOOGHLY, WB | | |
| 135 | SUNIL AGARWAL, DPO, COOCH BEHAR, WB | | |
| 136 | P.L. MAHAPATRA, ADM, COOCH BEHAR, WB | | |
| 137 | DR. P.K. CHHETRI, ADM, DARGEELING | | |
| 138 | PREM KR. BARDEWA, DPO | | |
| 139 | MODANG TA TUM, DD, LOHIT | | |
| 140 | N. K. KHARBANDA, DIR, ABDULLA FOODS P. LTD. | | |
| 141 | P.K. MAJI | | |
| 142 | RITESH SAXENA, MIS & IT EXPERT, UNDP | | |
| 143 | ADIL NAQASH, AC, ANANTNAG | | |
| 144 | A.A. MIRZA, A.C. JAMMU | | |
| 145 | S.K. SAPRU, J&K | | |
| 146 | SHAHNAWAZ SHAH, BDO, J&K | | |
| 147 | D.R. BANSOD, COLL, OSMANABAD | | |
| 148 | B.J. SASNE, CEO, ZP, OSMANABAD | | |
| 149 | A.J. RAJAN, DIST. COLL, IDUKKI, KERALA | | |
| 150 | N.A. KRISHNANKUTTY, DC, KASARGOD | | |
| 151 | RAJENDRA K., PD, IDDUKI | | |
| 152 | K.G. MOHANAN, PD, DRDA, KSD, KERALA | | |
| 153 | S.M. MODI, DIR, DRDA, BHARUCH | | |
| 154 | L. MURALI, PD, DRDA, CHITTOOR, AP | | |
| 155 | SHAMSHER SINGH RAWAT, DPC & COLL, CHITTOOR | | |
| 156 | B. RAMAIAH, DPC & COLL, NELLUR | | |
| 157 | H. SUBBA RAJU, ADDL. DPC, NELLORE | | |
| 158 | A.K. SHIVHARRE, DM, DATIA, MP | | |
| 159 | UMESH KR. SINGH, CEO, DATIA, MP | | |
| 160 | DR. P. BORE GOWDA, CEO, SHIMOGA, KARNATAKA | | |
| 161 | A.B. HEMACHANDRA, SHIMOGA, KARNATAKA | | |

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| 162 | MD. M.U. AHMED DY, COMM. NALBARI, ASSAM | | |
| 163 | AJAY SHANKAR TEWARI, DM, BARPETA, ASSAM | | |
| 164 | S. BURAGOHAIN, PD, DRDA, NALBARI, ASSAM | | |
| 165 | G.S. SHADAK SHARAPPA, PD, DRDA, BELGAUM, | | |
| 166 | E. Khermalik, PD | | |
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| 175 | EN Zulfiquarulla, Dy. Secretary | NIRD Hyderabad | |
| 176 | Dr. AC Padhiary | Kodaga ZP | |
| 177 | Anand AWadh | Collector Balsara | |
| 178 | B. Rajasekhar Reddy | Dy Secretary | |
| 179 | Ashay Verma | bemred@yahoo.com | |
| 180 | CEO, | ZP, Bharpur, MP | |
| 181 | Rohit Kumar, collector | | |
| 182 | P. Surbarao | Jalore, Rajasthan | |
| 183 | | | |
| 184 | P. Mukesh Das | | |
| 185 | Balraj Singh, ADC | PD | |
| 186 | Amneet P. Kumar, ADC | Mewat, Haryana | |
| 187 | P.L. Agarwal, Collector & DM | Ambala | |
| 188 | Sunil Kumar Jha, CEO | Chittaurgarh(Rajasthan) | |
| 189 | G.K. Dwivedi | ZP Chittorgarh(Raj) | |
| 190 | DM, Udham Singh Nagar, Utrakhnad | | |
| 191 | R.K. Sudhanshu, DM/Collector | | |
| 192 | Chandra Shekhar Bhatt | Hardwar | |
| 193 | CEO, | Hardwar, Utrakhnad | |
| 194 | Radha Mohan Prasad | | |
| 195 | DDC, W Champaran, | Bihar. | |
| 196 | Dinesh Kumar, DDC, | | |
| 197 | Vijay Kumar Hari, Sr. Astt, ZP, Jalandhar | E Champaran, Bihar. | |
| 198 | G. Ganulee, DC | Punjab | |
| 199 | S. Hojar, CEO | Cachar | |
| 200 | A.J. Laskar, APO, | Cachar | |