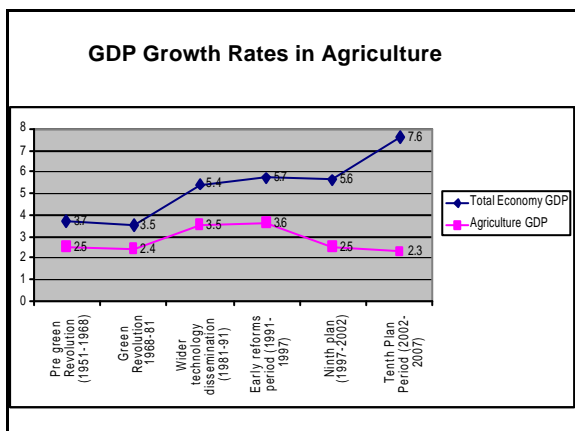
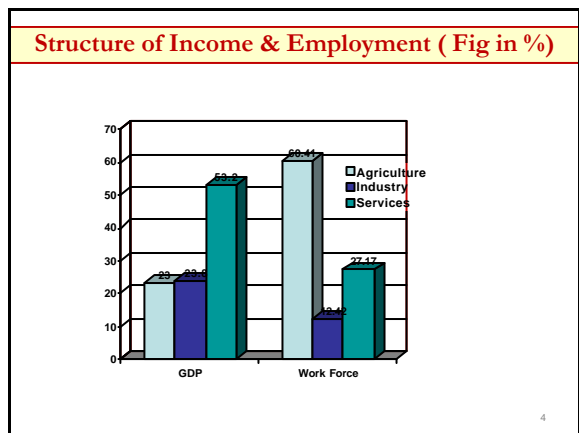
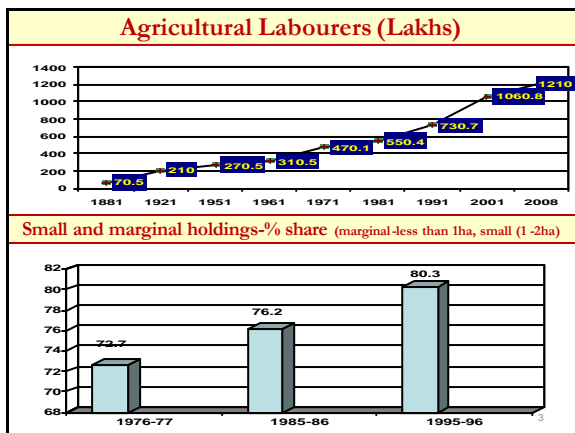


### The Good Earth ..?

- ❑ 60% population dependent on Agriculture
- ❑ 18% share of Agriculture in GDP
- ❑ Average size of operational holding: 1.3 ha.
- ❑ 82% of operational holdings small & marginal
- ❑ 18% landless agriculture labour
- ❑ Green Revolution by-passed rainfed areas
- ❑ 60% of cultivated area is rainfed
- ❑ Climate change



### The wretched of the Earth

- 8.7 crores rural agricultural labourers (25.4% of total workforce)
- Unemployment increased 7.31% (1999-00) to 8.28 % (2004-5)
- Unemployment and out of labour force days of agricultural labourers 104 days ( 76 days male & 141 days female)
- STs(40%) and SCs(30%) share of rural agricultural labourers
- Female labor force participation rates low
- Significant wage discrimination
- Erosion of natural resource base ->Adverse impact on agricultural productivity & employment opportunities thereof
- Climate change stress

## Policy Response: Inclusive growth

**Vision:** Sustainable Development: Conflicts and inequalities hold strong potential threat for peaceful human development

### Architecture of inclusive growth

- **Capital Formation:** Holistic Range: Human, (education, health, employment) Physical (infrastructure), Natural( Environment)
  - **Distribution:** Equitable
  - **Group identity regional contextualities**
- Targeted and accelerated action on employment education gender affirmative action for deprived groups

## Policy Interventions

- ❖ Infrastructure: Bharat Nirman
- ❖ Human Resource: SSA, NRHM, Skill Building
- ❖ Employment: SGSY, NREGA

**NREGA** aims at enhancing the livelihood security of the households in rural areas by providing at least 100 days of guaranteed wage-employment in a year to every household whose adult members volunteer to do unskilled manual work

Choice of works address causes of chronic poverty

- o Water conservation,
- o Land development
- o Plantation Afforestation,
- o Rural connectivity
- o Work on individual land of SC/ST/BPL/IAY
- o Land reform beneficiaries

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## NREGA: Goals

### Primary

- ✓ Provide employment
- ✓ opportunities: social safety net

### Auxiliary

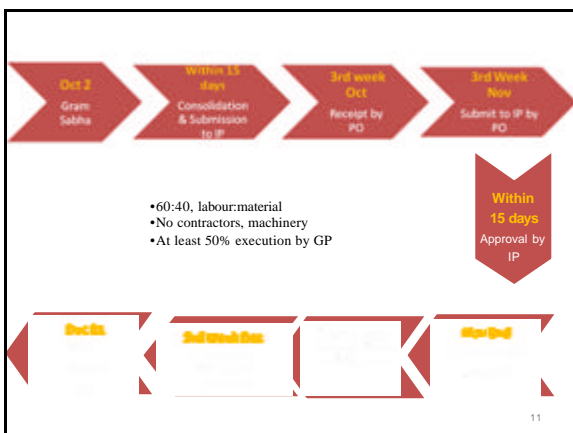
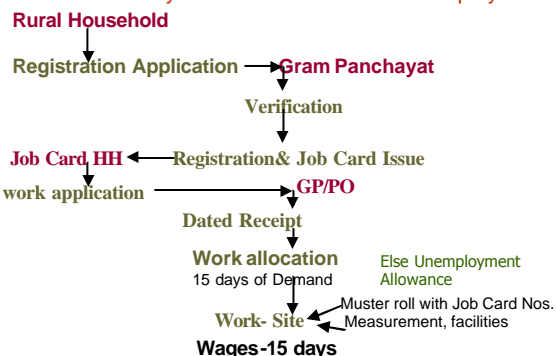
- ✓ Regenerate natural resource base of rural livelihood for sustainable development : Growth

### Process Outcomes

- ✓ Strengthen grass root process of democracy
- ✓ Infuse transparency and accountability in governance



## Key Processes: Demand for Employment



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## Demand Side Vulnerabilities

- Illiteracy
- Lack of organization
- Social marginalization

Therefore exercise Rights affected by:

- ❖ Inability to acquire information, formally articulate demand, submit applications, read records, enforce transparency safeguards through social audit
- ❖ Inability to access grievance redressal system (Administrative and Legal)

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## Supply Side Vulnerabilities

Delivery system characterized by:

- Lack of personnel
- Lack of training
- Legacy Mindset lead to:
- Poor quality of records maintenance
- Non issue of legal documents, Job cards, dated receipts
- Delays-Wage, work, measurement
- Inhibited transparency: Convening Gram Sabha, Proactive disclosure
- Diluted Accountability: Delay in responses to grievances

## Strategies for meeting Challenges

Administrative  
IEC, Personnel, Capacity Building, Planning, MIS)

Fund Management

Monitoring & Evaluation

Grievance Redressal

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E C

**Multi Media**

**I. TV spots**



**Interpersonal**

- Rozgar Divas
- Door to door surveys
- Panch Samelans
- Gram Sabha

**II. Print Advertisement**



**Rail Tickets**



## Capacity Building: Personnel

Dedicated personnel to be deployed by States (100% Central assistance)

❖ GP level

- Atleast one administrative assistant (Gram Rozgar Sahayak)
- One technical assistant per 5-10 Gram Panchayats

❖ Block level :

A full time Programme Officer not below BDO rank and additional staff for Accounts, Works and IT

❖ District level : Additional staff for works, IT Accounts

❖ State level : State Cells constituted to provide technical & professional support ( Communication, Works, IT, Training, Social audit, Accounts Communication, Works, IT, Training, Social audit, Accounts )

❖ National Level: Technical Secretariat set up to bring in multi-disciplinary professional expertise (Works design, National Data System, Social Audit, Monitoring Evaluation, Media Communication )

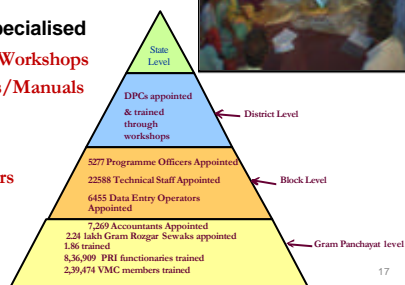
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## CAPACITY BUILDING: Training

**Modules for different level functionaries:**

**Generic and Specialised**

- ❖ Peer Learning Workshops
- ❖ Training Films/Manuals
- ❖ Case studies
- ❖ Handbooks
- ❖ Literacy Primers

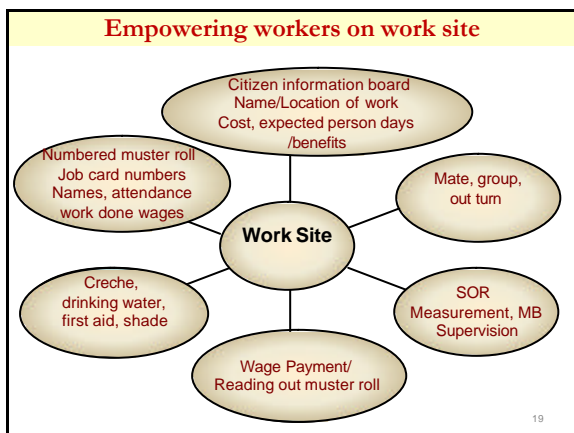


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## Planning & Maintaining Quality of Works

- **Perspective Plans** : Shelf of projects in each village with technical & administrative approvals
- **Asset Registers** (including Plot numbers , location of worksites,) Expected Outcomes & Benefits from the work,
- **Documentation** Pre-Mid-Post Project condition to be recorded
- **Pilot Projects & Works Manual** Forest/Rural Roads /Watershed and Natural Resource Management.
- **Trained Mates**
- **Software for estimates developed** (customized by districts)

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### Fund Management

- ❖ **Labour Budget:** Forecasting of HH demand for demand for employment & average persondays, based on empirical data and needs assessment
- ❖ Performance linked, speedy Fund-flow based on on-line report
- ❖ Financial bulletins placed on website
- ❖ All Live Muster Rolls placed on website & linked with Flow of Funds
- ❖ See the penny drop: *m.w.w. = work-worker-wages*

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### New Ways of doing business: Technology Solutions for Transparency

**WORK DONE**

- ❖ Comprehensive Web-based MIS [www.nrega.nic.in](http://www.nrega.nic.in) places all data in public domain
  - Workers' entitlements: Registration, job cards ( 5.00 crore on net ) muster rolls (85.00 lakh on net) Employment demanded and provided
  - Work data: Sanctioned shelf of works, work estimates, work in progress, measurement.
  - Financial indicators: funds available/spent, amount paid as wages, materials and administrative expenses.
  - Data software engineered, for cross verification of records and report generation.
  - Data Analysis for consistency and Alerts for District/State functionaries.
- ❖ Knowledge Network

**Work Planned**

- ❖ GIS
- ❖ SMART CARDS: Enrollment and wage disbursement through the use of smart cards
- ❖ BIOMETRIC

### Monitoring, Evaluation & Vigilance

- ❖ **Internal**
- ❖ **Statutory:**
  - Central Employment Guarantee Council** (In FY 07-08 CECS has visited Jharkhand, Tamil Nadu, Orissa, UP, Maharashtra)
  - CAG:** Ministry invited CAG to conduct Audit in phase I districts and now for Phase II & III
  - Social Audit**
  - RTI**
- ❖ **External:**
  - National Level Monitors, Studies**

✓ **Professional Institutional Network**

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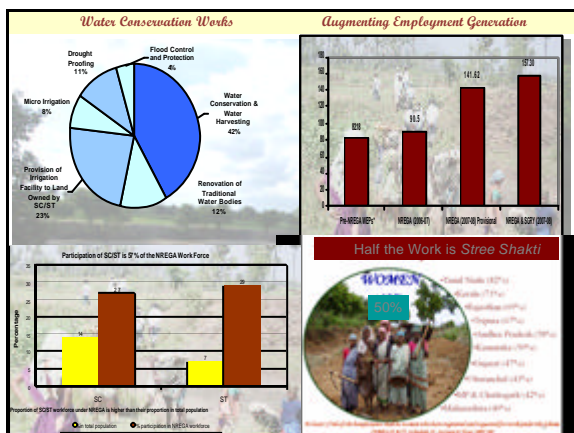
### Grievance Redressal

- ❖ **National Helpline: 1-800-110707**
- ❖ **Adverse Media reports:** Collected, examined and sent to the State Governments for taking action & ATR
- ❖ **National Level Monitors** to investigate sensitive complaints: Reports shared with State Governments for corrective action
- ❖ **Wrong doings and Redressal on NREGA website.**
- ❖ **Independent mechanism with judicial authority:** Scheme for involving Lok Adalats to act as Ombudsman for NREGA

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### NREGA Outcomes (FY 2008-09) up to (mid Oct), 2008

	(FY 2006-07) 209 Districts	(FY 2007-08) 330 Districts	(FY 2008-09) 434 Districts
Employment provided to households:	2.10 Crore	3.39 Crore	3.08 Crore
66 % increase in employment provided (Phase I & Phase II) in 08-09 (Mid Oct 08) against 07-08 (Oct, 07)			
<b>PERSONDAYS (in Crore)</b>			
Total	90.8	143.99	116.75
62 % increase in persondays generated (Phase I & Phase II) in 08-09 (Mid Oct 08) against 07-08 (Oct, 07)			
SCs	22.95 [25%]	39.36 [27%]	34.95 [30%]
STs	32.98 [36%]	42.07 [29%]	28.94 [24%]
Women	36.79 [41%]	61.15 [43%]	58.36 [50%]
Others	34.56 [38%]	62.16 [43%]	53.29 [46%]
<b>FINANCIAL DETAIL</b>			
Budget Outlay (in Rs Crore):	11300	12000	16000
Central Release (in Rs Crore):	8640.85	12610.39	16411.09
Total available fund (including OBE) in Rs. Crore:	12073.55	19365.81	21764.07
Expenditure (in Rs. Crore.) (percentage against available funds):	8823.35 [73%]	15856.89 [82%]	14191.85 [65%]
Average Wage per personday (in Rs.)	65	75	85
74 % increase in total expenditure in (Phase I & Phase II) in 08-09 (Mid Oct 08) against 07-08 (Oct, 07)			
<b>WORKS DETAIL</b>			
Total works taken up (in Lakhs):	8.35	17.88	19.97
Works completed:	8.27	8.22	9.84
Water conservation:	4.51 [54%]	8.73 [49 %]	8.90 [45%]
Provision of irrigation facility to land owned by SC/ST, BPL and JAY beneficiaries:	0.81 [10%]	2.63 [15 %]	3.56 [18%]
Road Connectivity:	1.80 [21%]	3.08 [17 %]	2.98 [15%]
Land Development:	0.89 [11%]	2.88 [16%]	4.39 [22%]
Any other activity:	0.34 [4%]	0.56 [3%]	0.14 [0.68 %]



### Impact on Poverty

	2006-07	2007-08	2008-09 Oct 2008
No. of districts	200	330	615
No. of HHs provided Employment (crore)	2.10	3.39	3.08 4.50 (expected by year end)
No. of person-days per HH	43	42	39 50 (expected)
Average wage rate (Rs.)	65	75	85
Earnings per HH (Rs.)	2795	3150	3,300 4500 (expected)

### NREGA Impact: Short & Medium Term

**Economic**

- Supplement income through wage earnings
- Savings and investments
- Financial Inclusion 4.80 crore savings accounts of wage earners in Banks/Post Offices

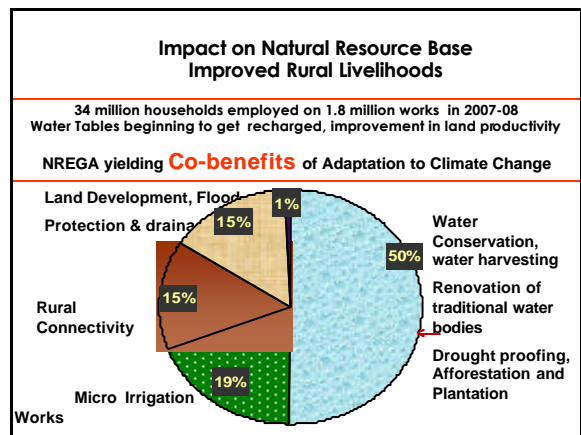
**Physical Capital**

- NREGA Works promote productivity
- Evergreen Revolution through Water Harvesting
  - Check Dams
  - Ground Water Recharging
  - Improve moisture content
  - Check in soil erosion
  - Micro-irrigation from mono crop to double cropping
- Increased labour availability by curtailing distress migration
- Increased access to markets and services through rural connectivity works

**Food security** Impact on Food production (Availability) and Increase in purchasing power of the poor (Accessibility)

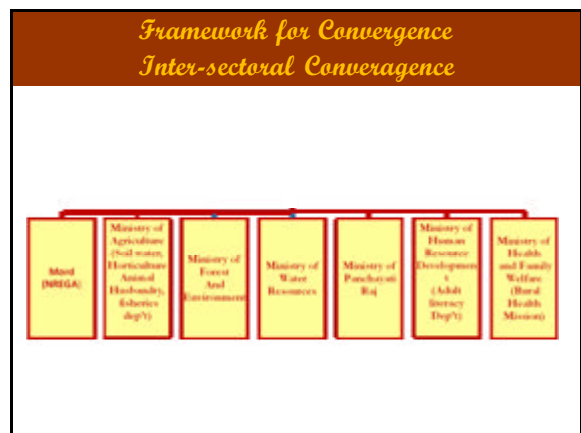
**Environmental:** Rejuvenation of natural resource base through afforestation, drought & flood proofing, water conservation

**Adaptation to Climate Change impacts**

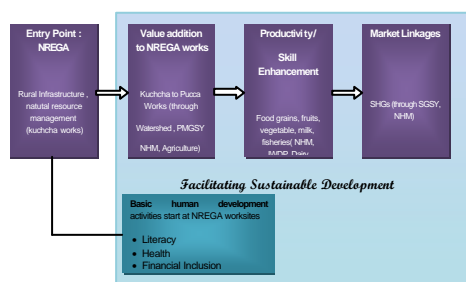


### Need for Convergence

- ❖ Establishing synergy among different government programmes in planning & implementation to optimize use of public investments
- ❖ Enhancing economic Opportunities
- ❖ Strengthening Democratic Processes
- ❖ Creating conditions for sustainable Development
- ❖ Mitigating the effects of Climate Change



## Framework for Convergence



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## Planning: Areas of Convergence

- Similar works under different schemes (water conservation, drought proofing)
- Different programme components (IEC, training, capacity building)
- Human development schemes (education & health)
- Institutional (bank/post office accounts, insurance, SHGs)

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## 4. Durable Assets

### Kachha to Pucca:

- Fair weather Road under NREGA and Pucca/Bitumen under PMGSY, (MORD)
- Ponds under NREGA and lining under NHM, RKVY (MOA).
- Check Dams under NREGA and installing iron gates and running maintenance under watershed programme/NADP (RKVY)/ RRR of water bodies

## Convergence

### Labour leading to economic activity

Provision of land Development, irrigation facility,

plantation, horticulture to land owned by Individual belonging to SC/ST/BPL /LR/IAY - from NREGA and linking this with

- Inputs (equipment, facility, service, subsidy)

from other schemes/programme on such Land to optimize use of asset ,

like pumps on wells, (SGSY),

mini agriculture kits (RKVY)

Field Demonstration (ICAR)

And

- with income generation activities under other programmes: i.e horticulture, vegetable, fisheries (NHM (MoA), RKVY (MoA), SGSY (MORD))



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## Convergence

### Durable Assets

#### Kachha to Pucca:

- Fair weather Road under NREGA and Pucca/Bitumen under PMGSY, (MORD)
- Plantation and silvipasture under NREGA and barbed wire fencing, gap filling, ward and watch under National Afforestation programme (MOEF)
- Ponds under NREGA and lining under NHM, RKVY (MOA), NAP (MOEF)
- Check Dams under NREGA and installing iron gates and running maintenance under watershed programme/NADP (RKVY)/ RRR of water bodies/NAP

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## 5. Building Social Capital

- ❖ Literacy
- ❖ SHG: Thrift groups
- ❖ Health
- ❖ ICDS
- ❖ Insurance
- ❖ Financial Inclusion

## Convergence of Literacy Programs with NREGA

### Ongoing Schemes of Ministry of Human Resource under National Literacy Mission

- Total Literacy Campaign
- Post-Literacy Program
- Continuing Education Centers
- Nodal Continuing Education Centers

### Why converge with NREGA

- Same target audience, that is, NREGA workers
- NREGA workers at worksites
- Literacy skills of reading and writing will make them aware and aid them in exercising their rights
- Encourage community participation, transparency and accountability

### How to converge

- The NREGA worksite becomes the practical learning centre
- The worksite provides immediate application of the reading and writing skills

NREGA job card and muster roll as pedagogy of functional literacy

In the curriculum of AE primers

Prerak and CE Centre as resource support

## Convergence of SGSY with NREGA

- SHGs to facilitate processes: social audit, accounts, JEE, (Kudumbshri model, Kerala), IT Kiosks
- Organise NREGA workers as SHGs
- Begin with thrift groups
- Upgrade skills. Include NREGA worker for SGSY training and capacity building programme and skills enhancement
- Primary input from NREGA, Value add through SGSY as economic activity (Processing, market links) for weaning into self employment

Vermicomposting - Initiate at individual and community land  
Mushroom cultivation-plantation  
Bee keeping  
Sericulture  
Rope making-plantation  
Bamboo products-plantation  
Pisciculture

Technology support through KVKs

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## Health and ICDS

- Worksite for NRHM benefits- ASHA could be oriented
- Extend Anganwadi services to worksites

## 6. Examining the possibility of expanding the scope of work

*Examining labour intensive technologies to expand permissible works, example Brick Making. ICAR could help here*

## 7. Technical Support

- Technical norm and technologies for different activities under NREGA to be formulated by
  - o Technical Agencies at district level:
    - ❖ ATMA, KVK, Agriculture University (MOA, Dept of Agriculture)
    - ❖ Forest Development Agency-FDA (MOEF)
    - ❖ District Watershed Development Units (MOWR)
    - ❖ District Resource agency (MOPR)
    - ❖ NIRD/SIRD (MORD)
    - ❖ Adult education centre (MOHRD)
  - Derived/ adopted from Guidelines of Programmes dealing with those activities
    - ❖ Common watershed guidelines
    - ❖ National Afforestation Programme Guidelines
    - ❖ National Horticulture Mission Guidelines
    - ❖ SGSY Guidelines and PMGSY Guidelines

## 7. Technical Support

- IEC
- Training for common activities i.e Capacity building of Panchayat representative, with support from BRGF, Ministry of Panchayati Raj
- Monitoring and Supervision: Cost sharing in terms of human resource and resource
- Evaluation of the project : Technical wings under different schemes may evaluate the schemes
- ICT infrastructure: IT kiosks to be used by NREGA, Smart Cards as NREGA job card
- MIS of NREG (also GIS under development) as common resource pool for tracking household and asset benefits
- Documentation: Common Report and Record: Asset Register and Annual Report of NREGA

**Way Forward**  
**Sustainable development**

1. Creation of Rights / Legal Guarantees for rural poor
2. Setting-up well defined Systems to give effect to the Rights
3. Decentralized democratic planning & implementation
4. Improving the quality of Planning
5. Social Audits for transparency and accountability
6. Access to Information at every stage of implementation  
[if necessary, through legal means (Right to Information Act)]
7. IT platform for placing all information in public domain
8. Innovative use of ICT for development of financial products
9. Effective grievance redressal mechanisms
10. Judicial System/ Courts to enforce Rights against State violation