CHAPTER THREE
Mahatma Gandhi National Rural Employment Guarantee Scheme includes five-layer structure of implementation that begins from Gram Panchayat at the bottom to the central government at the peak. This chapter has been divided into two parts. First part shall cover the process of working of MNREGS and second part shall take stakeholders and their role and responsibilities in implementation of MNREGS.

3.1 PROCESSES OF WORKING OF MNREGS

The whole working process of MNREGS has been described under the following heads:

(A) Demand and Provision of Employment

The entire process of demand and provision of employment can be summarized as follows:

- Firstly, the worker demands a job card.
- Job card application sent out to the Employment Guarantee Assistant (EGA), who signs and issues the job card.
- The worker, afterwards, submits the request for employment from the Block Program Officer and the EGA.
- The Block Program Officer gives report and transfers the application regarding employment to the EGA.
- The Employment Guarantee Assistant informs the workers regarding shelf of projects from which they can prefer the MNREGA task.
After selection of MNREGA work/scheme, the EGA seeks for a cost estimate and technical approval. The approval (technical and administrative) is obtained as per the following:

**Technical approval**

1. Panchayat Technical Assistant (Less than Rs.1 lakh)
2. Junior Engineer (More than Rs.1 lakh)
3. Assistant Engineer (Rs. 2.5 Lakh)
4. Executive Engineer (More than 5 Lakh)

**Administrative approval**

1. Gram Panchayat president (Less than Rs.1 lakh)
2. Block Programme Officer (Rs. 1-5 Lakh)
3. District Development Commissioner (More than 5 Lakh)

- Taking these approvals, the EGAs shall start the relevant schemes by informing rural workers about the start of the work within 15 days.
- The EGA keep an eye on the implementation of MNREGA work/scheme.
- After completion of the work, EGA asks the Panchayat Technical Assistant (for schemes of less than 1 lakh Rs.) and the junior engineer (for schemes of more than 1 lakh Rs.) for the measurement book.
- Afterwards, there is administrative release of funds.
- Gram Panchayat president and the EGA releases the funds to the EGA by joint signature.
- Besides, EGA dispatches a merged report of the workers’ MNREGA earnings to the banks or post offices for wage payment.
EGA also informs the workers about the transfer of money to the bank or post office.

(B) Payment of Wages and Unemployment Allowance

Payment of wages and unemployment allowances are given in the following way-

(1) Payment of Wages

Under the Minimum Wages Act, 1948, agricultural laborers shall be permitted to get the wages at the minimum wage rate, fixed by the State Government unless the wages have been notified by the Central Government under Section 6(1) of the Act. (nrega.nic.in)

As per the provisions of the Equal Remuneration Act, 1976, equal wages shall be paid to both men and women workers. During the period of employment, the State Government can make available a section of the wages that is to be paid to the laborers on a daily basis. It is suggested that:

- Payment of wages must be done on a weekly basis on a pre-decided day of the week in each Gram Panchayat and particulars of wages paid through the banks should be made open before public.

- It is essential to ensure that wages are paid on time. Workers are entitled to being paid on a weekly basis, and in any case within a fortnight of the date on which work was done. NREGA, Section 3(3). In the event of any delay in wage payments, workers are entitled to compensation as per the provisions of the Payment of Wages Act, 1936 (NREGA, Schedule II, Section 30). Compensation costs shall be borne by the State Government. (nrega.nic.in)
The State Governments and the programme authorities must make public aware about the wage rates in simple language and by means which is without doubt reachable to the local people. Wage rates shall also be present notably at every worksite for workers, so that they can easily come to know about the return they will get for work under MNREGS.

The Programme Officer, the District Programme Coordinator and the State Government observe the wages paid to workers.

State Government may make arrangements for dovetailing of a proportion of wage payments under MNREGS with social security arrangements in welfare schemes such as health insurance, accident insurance, survivor benefits, maternity benefits and other arrangements with the consent of the worker. Such social security arrangements for the benefits of worker will be purely voluntary.

(2) Unemployment Allowance

As prescribed in the act, an unemployment allowance shall be payable by the State Government in case, if a worker who has applied for work under MNREGA is not provided employment within 15 days from the date, on which work is requested. This right comes into effect with the notification of Act in a particular District or area.

The pattern of payment of unemployment allowances should be same as the payment of wages and responsibility for the prompt payment of unemployment allowances throughout the Block shall be of Programme Officer. Payment of unemployment allowances on a weekly basis at the Gram Panchayat level is suggested.
The payment of unemployment allowance shall be made no later than 15 days from the date on which it becomes due for payment (NREGA, Section 7(5) nrega.nic.in). In case of delay in unemployment allowance, the recipients can claim for compensation based on the same ideology of wage compensation under the Payment of Wages Act, 1936 and the State Government shall borne cost of compensation.

(C) Planning and Prioritization of Works

Planning and Prioritization of works are done in following manner-

(1) Planning Process

- Decision regarding MNREGA projects for next year is taken in the meeting of Gram Sabha.
- Selected projects in the Gram Sabha are sent for approval to the Taluk Panchayat.
- The Taluk Panchayat informs to Zilla Parishad for the approval of projects.
- Finally, the Gram Panchayat President and EGA mutually make a decision regarding the work/scheme out of the group of schemes permitted by the Zilla Parishad.

(2) The different categories of permissible works are as follows:

- Water Conservation and water harvesting;
- Drought Proofing (including plantation and afforestation);
- Irrigation canals including micro and minor irrigation works;
- Provision of irrigation facility, horticulture plantation and land development facilities to land owned by households belonging to the Scheduled Castes
and the Scheduled Tribes or below poverty line families or to beneficiaries of land reforms or to the beneficiaries under the Indira Awas Yojana of the Government of India or that of the small farmers or marginal farmers as defined in the Agriculture Debt waiver & debt relief schemes or beneficiaries under the Scheduled Tribes & other traditional forest dwellers (recognition of forest right) Act 2006;

- Renovation of traditional water bodies including desilting of tanks;
- Land Development;
- Flood control and protection works including drainage in water logged areas.
- Rural Connectivity to provide all-weather access. The construction of roads may include culverts where necessary, and within the village area may be taken up along with drains;
- Any other work which may be notified by the Central Government in consultation with the State Government.

In addition, construction of Bharat Nirman Rajiv Gandhi Sewa Kendra as Village Knowledge Resource Centres and Gram Panchayat Bhawan at Gram Panchayat level has also been notified by the Central Government.

The shelf of projects has to be prepared on the basis of priority assigned by Gram Sabha. At least 50% of works have to be allotted to Gram Panchayats for execution. The cost of material component of projects including the wages of the skilled and semi-skilled workers taken up under the Scheme shall not exceed forty percent of the total project costs.
Contractors and use of labour displacing machinery are prohibited. 

(nrega.nic.in)

(D) Funding Patterns

Funds are shared by central and state government in following manner-

The Central Government bears the costs on the following items:

- Wages given to unskilled manual labour.
- 75 percent of the cost of material, wages of skilled and semi-skilled workers.
- Administrative expenses which includes salary and the allowances of the Programme Officer and his supporting staff and work site facilities.
- Expenses of the Central Employment Guarantee Council.

The State Government bears the costs on the following items:

- 25 percent of the cost of material, wages of skilled and semi-skilled workers.
- Unemployment allowance payable in case the State Government cannot provide wage employment on time.
- Administrative expenses of the State Employment Guarantee Council.
- Districts have their committed accounts for MNREGA funds. For efficient distribution of funds at each level and availability of adequate funds to respond at each level, proposals are submitted based on evidently defined guidelines by MNREGA. Releases of Fund are based on an evaluation of both financial and physical indicator of effect under MNREGA.
(E) Financial Inclusion

Payment Through Bank and Post Offices: It is suggested to State Governments to opt Business Correspondent (BC) Model to make wage payment through Banks with Biometric authentication at village level. An amount not exceeding 80 per active account per year has been allowed to be paid to Banks/Post Offices for disbursement of MNREGA wages. In case the amount exceeds the limit of 80/- per annum per active account, it would be met by the State Government from its own budget. The service charges to be paid are absorbed in the 6 percent administrative expenses admissible in MNREGA. All payments of MNREGA wages through Banks (or Post Offices) are a useful means of separating payment agencies from implementing agencies. *(nrega guidelines)*

While introducing Bank/ Post office payments, following issues are to be followed:

- Bank /Post Office are suggested to open account on behalf of all concerned laborers by an appropriate authority like Bank or Gram Panchayat. There is no need to open a separate bank account by the laborers.

- Depending upon choice, there can be “individual accounts” for each MNREGA laborer or “joint accounts” one for each Job Card. In case of joint accounts, different household members like husband and wife should be co-signatories. Authorities should ensure to avoid complete custody on household income of the male household and parting women by no control on MNREGS earnings.
- Particularly in areas, where the workers are unfamiliar with the banking system, awareness should be generated among workers, especially women, to make sure that all are able to handle Bank dealings.

- In remote areas, by considering local conditions, rural bank, cooperatives, nationalized, Post office, and mobile banks are to be allowed, with a view to ensuring smooth and timely payments.

- Before Bank payments are introduced, full cooperation of the related Banks should be required, as these banks can have their own problems such as shortage of staff etc. Bank charges should be evaded.

- In case of male headed households, separate individual accounts for women members of the household may be opened.

- Data concerning wage payment either by Bank or Post Office must be recorded in the Job Card time to time.

**(F) Worksite Facilities**

- Worksite facilities are to be ensured by the Implementing Agency. Medical aid, drinking water, shade, and crèche, if there are more than five children below the age of six years, will have to be provided (*NREGA, Schedule II, Sections 27 and 28, nrega.nic.in*)

- In case of more than five children below the age of six years are present at the worksite, to look after them, a worker, if at all possible, woman should be engaged under MNREGS. She will be remunerated a wage equivalent to the prevailing wage rate under MNREGS, paid to the unskilled worker. The expenditure done on such type of activity will not be
included as part of the work measurement and will be individually maintained.

- One crèche should be provided to one worksite or group of worksites, in a usual manner and location of crèche must be determined, according to best utilization of this facility.

**(G) Measurement of Work and Schedule of Rates**

States may develop standards for dimension of work. The factors underlying, may be included:

- To ensure, that nothing remains unseen and underpaid in piece-rate work, the initial step is to make sure that all tasks essential for undertaking the works under MNREGS are identified clearly. Separable tasks such as digging and lifting should not be clubbed.

- Secondly, productivity norms must be developed for all the tasks listed under piece-rate works by keeping in mind, different local conditions of soil, slope and geology types. These norms must consider normal work for the set duration of work that result in earnings at least equal to the wage rate.

- Thirdly, in order to reduce corruption and underpayment, development of measurement norms regarding time lag between implementation and measurement. It becomes necessary as there are variations in areas with a high degree of location specificity and variability in the soil, slope and geological conditions and seasonal variation. Therefore, there is need to develop a list of rates that follows ecological rather than administrative boundaries. The Schedules of Rates (SOR) may be prepared on the basis
of area specification. SORs of various implementing agencies for same nature of activities and amount produced in the same area must be same.

- Measurement will be recorded in the Measurement Books, and these books shall be maintained by qualified technical personnel in charge of the worksite.

- Linkage must exist between daily measurement of Mates and measurement by technically qualified personnel for proper payment of wages.

- Measurement should be done on a daily basis and for transparency in measurement; verification should be done by qualified personnel a week before payment of wages.

(H) Transparency and Accountability

An innovative feature of the Mahatma Gandhi National Rural Employment Guarantee Act is that it gives a central role to ‘social audits’ as a means of continuous public vigilance (MNREGA, Section 17). The basic objective of a social audit is to ensure public accountability in the implementation of projects, laws and policies (MNREGS Guidelines, 2008). Similarly, government is particular that MNREGS works should be subjected to social auditing by gram sabhas in order to ensure transparency and reduce corruption. (Special gazette, Govt. of India September 7, 2008 section 17, 1-3). The designers of the MNREGS are required to make all agenda micro-data is made in public available online (http://nrega.nic.in) to make it more transparent.

(1) MNREG Audit of Schemes Rules, 2011: The aim of audit in MNREGS to encourage public participation in the implementation of the MNREGS that can
lead to strengthening of the programme. The salient features of the Audit of Scheme Rules are:

(i) At least one social audit every six months in every Gram Panchayat.

(ii) Social Audit Unit shall be autonomous of executing agencies to make possible social audit by Gram Sabha.

(iii) During Social Audit, all elected members of Panchayat and implementing staff shall be present and answer to doubts at the Gram Sabha.

(iv) Report of Social audit shall be displayed on the notice board of the Gram Panchayat in local language.

(v) Findings of social audit in a summarized way shall be submitted by the State Government to the Comptroller & Auditor General of India. Controller and Auditor General (CAG) shall use this report as an input for audit.

(2) Proactive Disclosure by Gram Sabha: Following has been approved to be disclosed in the Gram Sabha to ensure due observance with the statutory requirements of transparency and accountability:

(i) List of works (completed and ongoing) along with wages paid and material element.

(ii) List of names of those persons with Job Card No. who worked, number of days worked and wages paid.

(iii) Name of agency which supplied material along with quantity and price of materials purchased for each project.
(3) Transparency in Implementation of Works: States have been suggested to upload three photographs of the worksite to maintain transparency and accountability in the execution of works, namely, before start of the work (worksite), during execution of work and completed work.

(I) Monitoring and Evaluation Mechanisms

To directly keep an eye on both physical and financial performance of MNREGS of States, Ministry of Rural Development has set up internal and external systems.

These mechanisms not only identify critical issues that need to be addressed on priority but also assess the pace and quality of Mahatma Gandhi MNREGA processes and procedures.

The internal system includes Management Information System (MIS): is one of the most effective ICT enabled public interface at http://www.mgnrega.nic.in. It is fully functional. The architecture of the MIS is constructed on the requirements of the legal process of the Act. All physical and financial performance data is available in public domain. This system not only maintains clearness in MNREGA information organism, but also enables monitoring of execution spaces and encourages timely and rapid reaction to labour demand and labour complaints. In support of ensuring consistency and conformity to normative processes, the village level household data base has internal checks. Critical parameters are monitored by MIS are Workers’ entitlement data and documents such as registration, job cards, muster rolls; Shelf of approved and sanctioned works, works under execution, measurement; Employment provided; Financial indicators including wage
payment; Proper checks have been introduced to validate the data entered and stop wrong entries; MIS generates multiple alerts to implementing agencies about the various irregularities, important activities, and messages for funds so that corrective action can be taken (nrega.nic.in). On the way to make sure, that the funds being released through the State Fund are according to financial norms, MIS also makes possible tracking of funds.

External Monitoring is done by Central Employment Guarantee Council (CEGC).

(J) Others

(1) Revision of Guidelines: Under the Chairmanship of Dr. Mihir Shah, Member, and Planning Commission, a committee has been constituted for revision of Guidelines of MNREGA.

(2) Grievance Redressal Mechanism: In fulfillment with Section 19 of MGNREGA, the State Governments shall, by rules, determine appropriate Grievance Redressal Mechanisms at the Block level and the district level for dealing with any complaint by any person in respect of implementation of the Scheme and lay down the procedure for disposal of such complaints. A legislation dealing with delivery of public services, processes within MGNREGA should be mandatorily covered in the ambit of such legislation. (MNREGA Guidelines, 2013) If at all, objection or grievances occur; the matter shall be referred to Public Officer, as per the scheme by the Gram Panchayat. The PO has to enter each complaint in a complaint register and within 7 days of its receiving, shall set out the conflicts and complaints.
(3) **Right to Information:** The Right to Information Act must be strictly meet the terms with all levels which concerns proactive disclosure of information, as it is linked in all affairs relating to MNREGA. Within seven days, requests for copies of MNREGS-related documents should be met the requisites. Under any circumstances, request should not be rejected and even no information should be hiding by the public. The Right to Information Act should be pursued both in correspondence and in strength in all matters relating to MNREGA as given in operational guidelines of MNREGA. The role of RTI is instrumental for a beneficiary in the following stages of MNREGA implementation: Registration as a worker and receiving a ‘job card’; Applying for and receiving work; Make sure of people’s involvement and have power over the planning process; Association of the work site and extent of work; Payment of wages or unemployment allowance; Conduct of Social audit; Monitoring of the complaint and redressal machinery (*MNREGA Guidelines*)

RTI gives right to the citizen to come in get in touch with any account related to their work, as per the provisions of the Act and Proactive disclosure of information is the primary footstep in RTI. Proactive disclosure means that it is the prime liability of the government organizations to liberate the information to the populace. Positive thing is that MNREGA gives extraordinary pressure to this liability. The Act says proactive disclosure of information should be firmly followed at all stages of MNREGS work.

It is the responsibility of the State Employment Guarantee Council to make a list of key credentials, proactively disclosed to the public and updated from time to time, without waiting for anyone to ‘apply’. Information must be brought
before public in proper format outside all those offices and agencies which are included in implementing MNREGS concerning household demanded for work and been given/not given employment and, total registration, number of job cards issued, funds received and spent, payments made, unemployment allowance, works sanctioned and works started, cost of works and particulars of expenditure on it, period of work, person-days generated, reports of local committees, and copies of muster rolls etc., and should also be placed by the Gram Panchayat before the Gram Sabha once in every quarter. Besides it, all above information of key documents should be made available on the Internet or website of MNREGS also.

3.2 STAKEHOLDERS

This part of the chapter describes the key stakeholders and their roles and responsibilities for effective implementation of MNREGS. The description of various stakeholders and their functions are explained as follow-

(A) Central Level

Ministry of Rural Development (MORD): The Ministry of Rural Development is the nodal Ministry for the implementation of MNREGA which is accountable for ensuring well-timed and sufficient resource support to the States and to the Central Council. Regular review, monitoring and evaluation of processes and outcomes have to be carried out by MoRD. Through a set of performance indicators, it is accountable for sustaining and operating the MIS to confine and follow data on vital feature of implementation, and evaluate the utilization of resources. Those innovations that help in improving processes towards the achievement of the objectives of the Act, use of Information Technology (IT) to
increase the efficiency and transparency of the processes as well as improve interface with the public shall be supported by MoRD. It will also make sure that the execution of MNREGA must be made apparent and accountable to the public at all levels.

Key Stakeholders at various levels are:

**Central Employment Guarantee Council (CEGC):** A Central Employment Guarantee Council (or ‘Central Council’) has been set up under the chairmanship of the Minister of Rural Development. The Central Council is accountable for recommending on the MNREGA-related matters and for monitoring and evaluating the implementation of the Act to the Central Government. It is also responsible for preparation of Annual Reports on the implementation of MNREGA for submission to Parliament.
(B) State Level

The primary stage institution at the state level is the state government, which is obligatory to formulate a Rural Employment Guarantee Scheme (REGS) that conforms to the minimum features specified under the Act. Also, the state government shall have State Employment Guarantee Council (SEGC), whose shall act as an advisor of the state government on MNREGA-related matters, and to keep an eye and appraise the implementation of the Act. The state government is having the responsibility for ensuring the sufficient and judicious release of the share of state in the REGS budget and smooths the progress of administrative, financial, and technical support for all implementing bodies at the district, block, and gram panchayat level. The State Government will be responsible for:

- Extensive communication of the Act and Scheme
- Introduction of SEGC
- Setting up of a State Employment Guarantee Fund
- To make sure of full time dedicated personnel for implementing MNREGA, specially the Gram Panchayat assistant, Programme Officer, and the technical staff.
- To make sure of timely release of State share of the MNREGS budget.
- In support of the effective implementation of the Scheme, handing over financial and administrative powers to the District Programme Coordinator and the Programme Officer.
- In favor of technical support and for quality-control measures, establishing a network of professional agencies.
- Customary assessment, examining and valuation of MNREGS procedures and effect.

- At all levels, make certain accountability and transparency in the Scheme

Under Section 12 of MNREGA, it is must to set up a State Employment Guarantee Council by every State Government. The SEGC shall be an advisor to the State Government on the implementation of the Scheme, and evaluate and monitor it. Supplementary tasks of the State Council include, making a decision on the ‘preferred works’ to be implemented under MNREGS, and suggesting the proposal of works to be submitted to the Central Government under Schedule I Section 1 (ix) of the Act. The State Council will prepare an Annual Report on the implementation of the MNREGS in the State to be presented to the State Legislature (*MNREGA Guidelines*).

(C) District Level

(1) **District Panchayat**: The District Panchayat is responsible for finalizing Plans at District level and monitoring and supervising the MNREGS in the District. It can also take out works as of along with the 50 per cent that are not to be able by the Gram Panchayat. District Programme Coordinator (DPC) shall be responsible for the overall co-ordination and implementation of the scheme in the District, who will be appointed by the State Government.

(2) **District Programme Coordinator (DPC)**: The State Government will assign a District Programme Coordinator, who can be either the Chief Executive Officer of the District Panchayat, or the District Collector, or any other District-level officer of appropriate position. In general, responsibility of the District Programme Coordinator (DPC) at the District level is ensuring that the
Scheme is implemented according to the Act belongs to. A District Programme Coordinator will be responsible for:

- Information Propagation
- Training
- Combined block plans into a district plan
- Ensuring administrative and technical approvals to the shelf of projects has been accorded on time
- Release and utilization of funds
- Ensuring hundred percent monitoring of works, Muster Roll Verification.
- Submission of Monthly Progress Reports.

(D) Block Level

(1) **Intermediate Panchayat (IP):** Monitoring and supervision of gram panchayat plans at Block level is the responsibility of the Intermediate Panchayat. Among the 50 per cent that are not to be executed by the Gram Panchayat can be performed by it. Programme Officer shall be allotted at the Block level for coordinating the works undertaken by the Gram Panchayat and the implementing agencies at the Block level.

(2) **Programme Officer (PO):** The Programme Officer shall be controller for MNREGS at the Block level as main responsibility will be to ensure that anyone who applies for work gets employment within 15 days. A Programme Officer’s other important functions are:

- Examining of the yearly development plan projected by the GPs as well as the offers of the Intermediate Panchayat
● Strengthening all suggestions into the block plan and putting forward it to the Intermediate Panchayat

● Harmonizing employment prospects with the demand for work at the Block level;

● Monitoring and supervising of implementation of work

● Deduction and clearance of grievances

● To make sure that social audits are carried out by the Gram Sabhas

● Payment of unemployment allowance within prescribed time period in case employment is not provided on time. The Programme Officer is answerable to the District Programme Coordinator.

(E) Village Level

(1) **Wage Seekers:** Primary stake holders are the wage seekers of the Act. Their use of choice to demand for work is the key for success of this programme. The rights of the wage seekers in this act are:

● Request for registration

● Attaining a Job Card

● Request for work

● Preference of time and period of the work applied for.

● Condition of work within fifteen days of request.

● Provision of crèche, drinking water, first aid and shade facilities on work site.

● Right to verify their Muster Rolls and to get information concerning their employment entered in their Job Cards.

● Payment of wages within fifteen days of work done.
Right to get unemployment allowance in case employment is not provided within fifteen days of demand for work.

(2) **Gram Sabha (GS):** MNREGA has given power to the Gram Sabha to propose works to be taken up under MNREGS, to supervise and administer these works, and also to accomplish social audits of the implementation of the Scheme. Gram Sabha will carry out work comprehensively by performing as a medium for spreading awareness regarding the Scheme, and also in making surety about transparency and accountability for facilitating the implementation of the Scheme. The Gram Sabha has been given the following rights and responsibilities under the Act:

- Proposal of works to be taken up under MNREGS
- Carry out social audits on implementation of the Scheme

It can be said that, Gram Sabha shall be used comprehensively as a medium for giving out information about the Scheme.

(3) **Gram Panchayat (GP):** Gram Panchayat is the grass root level body, which is closest to rural people and locality. As it is the main service providing agency at the ground level, therefore it is the implementing agency of most of the development programs which also observes and evaluates programs as well. At this level, GP is a very powerful and influential body, wielding effective control over substantial resources and political power (Ghatak & Ghatak, 1999). GP is one of the most responsible and accountable stakeholders in dynamic performance of MNREGS program. The Gram Panchayat is responsible for the following activities:

- Scheduling of works
- Receiving applications for registration
Verifying registration applications

Registration of households

Issuing of Job Cards

Receiving applications for employment or work

Issuing of dated receipts,

Allotting employment to households within fifteen days of demand

Implementation of works

Maintenance of records

Organizing social audit

Monitoring the implementation of the Scheme at the village level

(F) Others

Besides with above stakeholders, there are some other mediators also who played a major role in implementation of programme. These are explained as follow-

(1) Capacity Building Personnel: It is mandatory for the State Government to make arrangement of necessary staff and technical support and make available to the District Programme Coordinator and the Programme Officer, for the effective implementation of the scheme. States may adapt an administrative pattern suggested by Ministry of Rural Development according to their contexts. There shall be full funding for management support at the District, Block and Gram Panchayat level by Government of India.

(2) Gram Rozgar Sahayak: The implementation of MNREGS engages significant organizational tasks to the Gram Panchayat. The appointment of an ‘Employment Guarantee Assistant’, in each Gram Panchayat is suggested
to ensure that these are effectively discharged by the Gram Panchayat. The Employment Guarantee Assistant’ (EGA) is also said to be ‘Gram Rozgar Sahayak’. GRS is a committed staff under MNREGA. Accordingly, there should be one GRS in each Gram Panchayat. Annual assessment of the performance of GRS should be carried out by the Programme Officers and District Programme Coordinators.

(3) Programme Officer: At Block level, a Programme Officer should be appointed. The Programme Officer will not be lower than the position of the Block Development Officer. The Programme Officer will be a full-time officer, and may perhaps be preferred from among Departmental personnel and could be taken on deputation. Fresh employment may also be made on contract. The accountability of the Programme Officer may be released by the BDO. In such conditions, another person may be appointed as the Additional Programme Officer. The expenditure on the salary of the Programme Officer is a charge on the 4 percent administrative expense.

(4) Employment Guarantee Commissioner: The State Government will appoint an officer, not below the rank of a Commissioner, as the State Rural Employment Guarantee Commissioner whose responsibility is to ensure that all activities required to fullfil the objectives of the Act are carried out. The Commissioner may also function as the Member Secretary of the SEGC, and is authoritative to listen to requests against the decisions or actions of the DPC. His responsibility is also to ensure that the system of grievance redressal, social audit, applications for right to information, and other measures of public accountability and transparency are going on effectively as well as reactive to the demand of MNREGS workers.
Above framework has been designed by the MNREGS creators and all stakeholders are assigned to follow accordingly.

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www.nrega.nic.in

MNREGA Guidelines

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