

Gist of Recommendations

- *Record maintenance at GP level needs to be streamlined. It should be ensured that all applications are dated, and dated receipts of applications are given to the job applicants. Up-to-date data entry of the important documents such as Job Card Register, Muster Rolls (with job-card no. and other details), Employment Register (to indicate employment demanded) and Asset Register is essential to achieve transparency and accountability and minimize fictitious/ duplicate entries, besides providing a basis for verification.*
- *To ensure unique identity of the Muster Rolls (MRs) across the Block, merely using serial numbers as printed on the MRs is not enough. MRs must be serially numbered for the entire block with the Block code enfacod on it.*
- *State Governments should take up a time bound programme to ensure affixing of photographs to the existing job cards. State Governments must ensure that under no condition are job cards retained by GP/ other departmental officials for any purpose.*
- *All states should be persuaded to put in place effective grievance redressal mechanisms so as to ensure that the purpose of NREG Act to provide 100 days employment as a matter of right is not diluted.*
- *The Ministry/ State Governments should review the existing administrative and technical organizational setup for the implementation of NREGA, and take suitable measures to address the gaps, if any. State Governments should particularly review the position in regard to Employment Guarantee Assistants (EGAs) and take suitable remedial measures.*
- *GoI may consider amending the current pattern of funding administrative expenses, and certain specified posts at the Block (e.g. Programme Officer) and GP levels (especially the EGA) may be fully funded in the case of some of the 200 Phase-I districts which suffer from acute poverty, where employment demand is high so that such posts could be manned on a stable, ongoing basis for effective monitoring and implementation of NREGA.*
- *For ensuring a long-term shelf of projects, preparation of District Perspective Plans (DPPs) should be ensured. The Districts must also be directed to ensure timely*

Preparation of Annual Plans. To simplify the work at the GP level, the Annual Plan at the GP level could be limited to identifying works and estimating labour demand, with estimation of likely costs etc. to be worked out by the technical assistants at the PO's level.

- *GoI may consider adding additional categories of works, and also consider empowering State governments/SEGCs to add other region-specific works, after keeping the Ministry informed.*
- *State Governments should ensure preparation of separate District-wise Schedules of Rates for NREGA so that seven hours of normal unskilled work may earn at least the minimum wage rate. Such rates should also be widely publicized in the local language.*
- *GoI may explore a nation-wide agreement with the Department of Posts for all REGS payments through postal accounts (except where State Governments have ensured payment through banks). Further, a per-account payment by GoI to the Department of Posts as handling charges may be considered, to ensure that no minimum account balances are stipulated for REGS postal account holders.*
- *GoI may consider amending NREGA for partial reimbursement (out of GoI funds) of payment of unemployment allowance, while instituting controls to minimize chances of persons drawing unemployment allowance. In the present scenario, since state governments have to shell out funds for payment of unemployment allowance, there is an incentive for non-transparent recording of employment demand.*
- *State Government should ensure that monthly squaring of accounts is regularly conducted. Steps should also be taken to ensure that NREGA funds are not diverted or misutilised.*
- *State Government should ensure the requisite level of inspection by different levels of officials. Vigilance Monitoring Committees should be formed, wherever not formed. The State Governments should also ensure conducting of Social Audits Forum in all Gram Sabhas twice a year.*