

**Empowering rural people for seeking their entitlements under  
Mahatma Gandhi National Rural Employment Guarantee Act (MNREGA)  
to ensure livelihood and food security**

*Supported by:*  
**Affiliated Network for Social Accountability  
(ANSA-SAR)  
Dhaka, Bangladesh**

## **Project Completion Report**

*Implemented By:*



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## ***Project Completion Report***

# **Empowering rural people for seeking their entitlements under Mahatma Gandhi National Rural Employment Guarantee Act (MNREGA) to ensure livelihood and food security**

## **1. Introduction**

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Mahatma Gandhi National Rural Employment Guarantee Act (MNREGA) is a Central legislation which ensures employment of 100 days in a year to a rural family. If the implementing agency at village is not able to provide employment, unemployment allowance is to be given to a person registered in panchayat and provided a job card under MNREGA. There are several authentic reports and studies which speak about corruption in MNREGA which deprives rural poor to seek employment for the food security of the family. Transparency International has carried out a detailed study regarding corruption in MNREGA. Honorable Chief Justice Supreme Court of India has commented that NREGA is under control of middlemen (Hindustan daily dated 13th September 2009). The project was implemented to ensure entitlement to the people under MNREGA.

## **2. Aim of the Project**

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To empower people, especially poor and marginalized, in 30 backward villages in Halia block of Mirzapur district about their legal entitlements to take benefit of MNREGA without corruption and injustice and move forward for livelihood opportunities and food security within two years of project period.

## **3. Objective of the Project**

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1. To work in 30 villages in making rural people aware about their entitlements against the corruption and mismanagement in MNREGA in two years timeframe.
2. To build the capacity of 60 rural youth volunteers and 100 members of women SHGs and involve them to raise their voice for the legal entitlements under MNREGA in 30 villages.
3. To form 30 village level committees with 5 persons in each committee and equip them with needed inputs for helping people to seek employment under MNREGA without corruption.
4. To prepare a database of the families deprived of the entitlements and benefit from MNREGA, act upon in solving the problems and grievances and document the cases benefited under the project and document all the processes and experiences since the inception of the project.

## **4. Geographical Project Area**

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The project was implemented in 30 village panchayats in Halia block of Mirzapur district in Uttar Pradesh state. The block has common boundaries with Madhya Pradesh state in south. These villages are largely inhabited by *dalit* and backward communities. Women are mostly illiterate. The literacy rate among men and women are very low. Most of the people depend on agriculture for their employment and livelihood. The consecutive draught for last three years was forcing migration of people.

## **5. Target Groups/Beneficiaries**

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Poor, marginalized and below poverty line (BPL) families belonging to *dalit*, backward and minority communities benefited from the project.

## **6. Need of the Project**

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Our one year compilation of information about MNREGA in Mirzapur district gave a negative picture as far as implementation was concerned. Due to corruption and malfunctioning, many provisions of the MNREGA were not being properly implemented and thus the poor people were deprived from their right of employment and food security. Our concern was that the rural people are made aware and empowered to demand their right of employment. There was need for a continuous support to rural poor in the form of legal literacy, awareness building, capacity building through training the rural youths, formation of people's committees at village level to work on the issues and problems identified. Thus, the rural people required to be empowered to demand their entitlements through the project.

## **7. Problems Addressed under the Project**

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People in the project villages were facing problem of food security and migrating to cities and other places. 100 days employment guarantee at least ensures to an extent the food security in the poor family in rural areas. The availability of the employment in the village / vicinity prevents the rural poor from migration to the cities and metropolitans. Ensured employment opportunities save the poor families from the clutches of local money lenders.

Women in project area were largely discouraged to seek the job under MNREGA. We observed that women headed households, widows in different age group were excluded in distribution of job cards. A women coming for a job with siblings were denied the job because she has to spend some times to the children for breastfeeding and care. The MNREGA provides that there should be a crèche for the children more than 5 in number at workplace. But, it did not happen at any workplace. Women complained that they have been cheated while measuring their digs.

Visually and physically handicapped were strait away denied the opportunity of job under MNREGA. The reason cited by the village pradhan was that they are not able to do any physical work. MNREGA allows any person living in the village and above the age of 18 years to get job card and seek the employment of 100 days in a year in a family. This was total denial of provisions of the Act.

## **8. Strategies Adopted**

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- Competent staffs were placed for successful implementation of the project.
- Village panchayats were identified and categorized.
- Situational analysis conducted in 30 project villages for gathering in-depth information concerning MNREGA.
- The problems in the project area identified through discussion meetings with villagers.
- Village based groups on this pro-poor initiative encouraged and motivated.
- The project staff tried their best to change the attitude of the people that no work will be done without corruption and bribe.
- The RTI Act, 2005 was used to get the needed information from different levels.

- Appropriate awareness materials such as posters, handbills, booklets, brochure on MNREGA and RTI were developed, printed and distributed to aware the people and train various cadres of volunteers and other groups in the project villages.
- Training was considered as the best tool to empower the people of every village about the Act and encourage them for demanding their rights and entitlements and also help and support those in the villages who are in need of such supports. Suitable and need based training modules were developed. Specialists for developing training and awareness materials and resource persons for imparting training to local rural youth volunteers and members of women SHGs were hired to give strength to the project. The following target groups were provided in-depth training on MNREGA:
  - 60 village youths, 2 youths from each village panchayats
  - 100 members of self-help groups
  - 150 members of MNREGA Sahyog Samiti
  - The project staffs were given in-depth training focusing the aims and objectives of the project.
- The trained youths and women were provided back support and facilitated for needed support and guidance to the community.
- Village level meetings were organized to discuss the issues related to MNREGA and to aware the rural people to ensure their active participation and speak out against corruption and manipulations. The people in the project area were made aware of procedure to get their entitlement in MNREGA.
- Cultural programmes such as street plays, local songs, etc. were organized for entitlement related awareness building. Also, marches on MNREGA were organized for mass awareness.
- Village level groups worked collectively by creating a project level network on the issue of MNREGA.
- Collaboration and dialogue with panchayats and government officials established.
- 30 village-level committees in the name of *MNREGA Sahyog Samiti* were formed. These committees keep vigil on corruption, misappropriation and deprivation and are in constant touch with project officials for further action in taking the issue with concerned government officials.
- A database on the basis of situational analysis has been documented.
- Appropriate strategies adopted for redressal of grievances at the two levels, i.e. against (a) bureaucrats and (b) panchayats.
- Guidance provided to panchayats to function as corporate bodies as per the panchayati raj institutional framework, to strengthen the Gram Sabha (the General Assembly) so that the pradhan do not function arbitrarily.
- Guidance in selection of projects that would enhance the productive infrastructure of the villages and benefit the weaker section of the community and rebuild the ecology of villages.
- Experiences on the progress of the project documented and shared with concerned stakeholders in the project area.
- Research and documentation was an important activity under the project. This was done under an eminent expert, Prof. B.N. Juyal, ex-professor of Sociology and Rural Development, PO BHU, Varanasi. Methods adopted were:
  - Baseline Survey
  - Situational Analysis
  - FGD
  - Personal Interviews
  - PRA
  - Case Studies
  - Available baseline information
  - Individual interview
- All activities from inception to the end of the project documented (process documentation).

## 9. Strategy for Reach Out among the People and Villages

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The project focused on reaching as many people as possible in all 30 project panchayats with following strategies:

- Organizing village level meetings in all 99 villages/hamlets falling under 30 panchayats.
- Encouraging trained volunteers to support and mobilize people in the villages.
- Problem identification and take the beneficiaries to the village pradhan for support.
- Organize village level rallies, marches, street plays in the villages/hamlets.
- Massive wall-writing has been in almost all the project villages.
- Organize big meetings presided by the village pradhans.
- Gherao of pradhans not supporting the people and not paying the due wages.
- People's marches upto the block office against irregularities.
- Encouraging people for RTI.
- Supplying formats for application to seek job card, job and acknowledgement of the application. The format was not available with panchayats.

## 10. Major Activities and Achievements

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### ***Project Objective 1:***

**To work in 30 villages in making rural people aware about their entitlements against the corruption and mismanagement in MNREGA in two years timeframe.**

#### • **Identification of Project Village Panchayats:**

As per the planned activities of the project, 30 village panchayats covering 99 villages and hamlets were identified for the implementation of the project. These villages of Halia block of Mirzapur district in U.P. are most backward villages having majority population of dalits and backward communities. The list of the village panchayats and villages selected for implementation of the project is given below:

Sl. No.	Village Panchayat	Project Villages / Hamlets	Estimated Population
1.	Rajpur	1. Rajpur 2. Sendura 3. Sukhra	6,500
2.	Sonegarha	1. Sonegarha 2. Badhwar 3. Pawanri Khurd 4. Sendura	8,012
3.	Gurjee	1. Bhaisahara 2. Badauhi 3. Gurjee 4. Barhula	4,600
4.	Bari	1. Basuhara 2. Bari 3. Badhaita	4,000
5.	Suvav Kalan	1. Gadhawa 2. Suvav Kalan 3. Uska	4,800
6.	Bedaur	1. Govindia 2. Chitaha	1,192
7.	Dighia	1. Dighia 2. Madhor	6,000

Sl. No.	Village Panchayat	Project Villages / Hamlets	Estimated Population
8.	Bhatpurva	1. Bhatpurva 2. Semara Kalan 3. Barej	5,000
9.	Babura Raghunath Singh	1. Bodhipur 2. Khodaipur 3. Babura Raghunath Singh	4,007
10.	Gadbada Gokul	1. Raja Gadbada 2. Gokul Gadbada 3. Semara	3,000
11.	Lalapur	1. Rateh 2. Babura 3. Khodaipur 4. Babura Dakshin 5. Uttar Lalapur	3,500
12.	Galara	1. Galaria 2. Purba 3. Devari Purab	4,500
13.	Khutahan	1. Panditpur 2. Barbasa 3. Shuklan 4. Khutahan	3,000
14.	Thotha	1. Thotha Bada 2. Thotha Chhota 3. Khamaria	4,500
15.	Umaria	1. Umaria	2,000
16.	Phuliari	1. Phuliyari 2. Ghodatop 3. Kodaria Laina	6,000
17.	Badauha	1. Badauha 2. Magarahva 3. Jharna 4. Nautolava	5,000
18.	Manigarha	1. Manigarha	4,600
19.	Baidha	1. Kavaljhar 2. Baidha	2,500
20.	Barya	1. Karaundia 2. Ledahi 3. Barya	4,000
21.	Naugavan	1. Bhabhahan 2. Kolahan 3. Sardarpur 4. Jhagaraha 5. Balampur 6. Guruan 7. Malipur 8. Tulsipur 9. Gagavan 10. Gulpur	12,000
22.	Sikta	1. Rauteliya 2. Atari 3. Hardi 4. Sikta 5. Badauhi 6. Taliya 7. Magarvilla	10,000
23.	Ahungi Kalan	1. Naudihava 2. Tikuri 3. Sherhan 4. Lolarava 5. Pachpedava	4,600

Sl. No.	Village Panchayat	Project Villages / Hamlets	Estimated Population
24.	Ahungi Khurd	1. Ahungi Khurd	3,500
25.	Hatheda	12 Purvas (hamlets)	4,075
26.	Bardiha Kalan	1. Patharahan 2. Bardiha Khurd 3. Sarahara 4. Baraua 5. Bardiha Kalan	2,613
27.	Sothia Kalan	1. Dohar 2. Sothia Kalan 3. Sothia Khurd	2,750
28.	Kotar Nath	1. Hadsar 2. Kotar Nath	6,400
29.	Purva Ausan Singh	1. Veerpur 2. Chuck Kotar 3. Magarvilla 4. Purva Ausan Singh	5,600
30.	Majhigavan	1. Dhedhi 2. Majhigavan	2,500
	<b>30 Village Panchayats</b>	<b>99 Villages / Hamlets</b>	<b>140,749</b>

- **Categorization of Village Panchayats:**

All the 30 panchayats on the basis of vulnerability and problems, were categorized in three categories:

1. Those villages which shown corruption.
2. Those in which people did not have access to the provisions of MNREGA.
3. Those villages who have taken some initiatives to demand their entitlements.

- **Initial Contact with Panchayats and Block Officials:**

The initial contact with the panchayats and block officials was made by the project staff. Each panchayat president and members were met individually in their respective panchayats. The village pradhans gave the consent of their support to our project in writing. They promised to provide all possible support and cooperation in the project activities. During the month of September and October 2010, panchayat elections were held and 30 newly elected village council heads were given charge on 8th November 2010. They were contacted by the project staff in December for their cooperation and support. They were also handed over a request letter for their cooperation in their respective villages. In response, they signed letter of consent to cooperate and support with the project. The pradhans were also invited to participate in the meetings organized with the community and handed over the list of the people who wish to get job card under the MNREGA.

- **Rapport with Community Built Up:**

Rapport with the community in all the 30 village panchayats and 99 villages / hamlets was established. During the meeting in the villages, many problems related to MNREGA were identified and listed. In each village, a meeting was held. Women were found taking more interest in the meeting and they also openly discussed several issues.





Work under MNREGA in progress



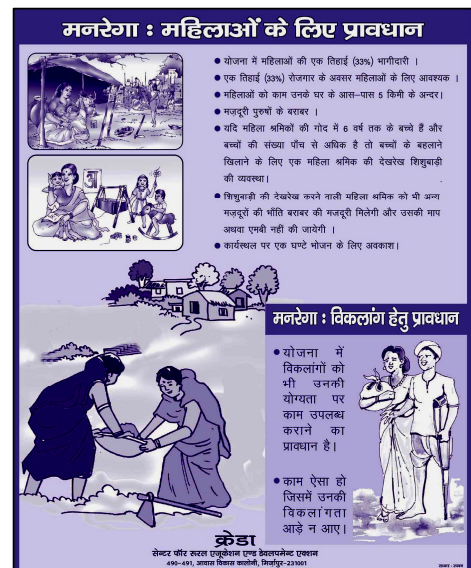
CREDA Staff and volunteers with women's group working of MNREGA

• **Development and Printing of Awareness Materials:**

A 3-day workshop was organized to discuss various issues and contents of the awareness materials and then posters and handbills (2 types of each) were developed and printed. The handbill contained in detail all the entitlements under MNREGA.



Posters developed and distributed



**मनरेगा में प्रत्येक ग्रामीण परिवार को  
अकुशल श्रमिक के रूप में 100 दिन के  
रोजगार की गारन्टी**

1. जॉब कार्ड प्राप्त करने हेतु अपने परिवार के सभी वयस्क सदस्यों का पंचायत में पंजीकरण कराये।
2. पंजीकरण करने के बाद आपको जॉब कार्ड प्राप्त होगा। जॉब कार्ड पर आपके परिवार का पंजीकरण संख्या दर्ज होगा। जॉब कार्ड पाँच वर्षों के लिए वैध होगा तथा प्रत्येक वर्ष की समाप्ति के बाद एक माह के अन्दर इसे ग्राम पंचायत द्वारा नवीनीकृत किया जायेगा।
3. रोजगार प्राप्त करने के लिये पंचायत अथवा कार्यक्रम अधिकारी को लिखित आवेदन करना होगा।
4. रोजगार के लिये आवेदन करने के दिनांक से 15 दिन के अन्दर आपको रोजगार मिलेगा। किन्हीं कारणों से रोजगार न मिल पाने की स्थिति में आप बेरोजगारी भत्ता पाने के हकदार हैं।

**“समय मत गँवाइये, अपना जॉब कार्ड बनवाइये”**



**जॉब कार्ड अपने पास सुरक्षित रखें  
और आवश्यकतानुसार प्रस्तुत करें।**

सामग्रा माई  
सविण, केरल

सेक्टर फॉर रूरल एम्प्लॉयमेंट एण्ड डेवलपमेंट एक्शन (किंडा), मिर्जापुर द्वारा जर्मनी में प्रसारित  
मनरेगा सम्बन्धित किसी भी जानकारी हेतु तुलका (मनपुर) विना केन्द्र के कार्यालय में संपर्क करें, जिनका पता, पञ्जाबी रोड,  
अजमेर, गुजरात, भारत में सम्पर्क कर सकते हैं।

पञ्जाबी अतिरिक्त विवरण: बराली सार, श्रीरंगपुर जिला - 222017

**Handbills  
developed  
and  
distributed**

**मनरेगा/मनरेगा  
महात्मा गाँधी राष्ट्रीय ग्रामीण रोजगार गारन्टी अधिनियम  
महत्वपूर्ण जानकारियाँ**

- जॉबकार्ड प्राप्त करने के लिए लिखित आवेदन करना है। जॉबकार्ड प्राप्त होने के बाद परिवार द्वारा काम के लिए लिखित आवेदन देकर ही पंजीकरण प्राप्त करना है।
- आवेदन के 15 दिन के भीतर रोजगार मिलना चाहिए। 15 दिन के अन्दर रोजगार नहीं मिल पाने की स्थिति में आवेक बेरोजगारी भत्ता पाने का हकदार होगा।
- कार्य अवधि कितने गये स्थान एवं दिनों के जॉबकार्ड लेकर पहुँचना होगा। यदि व्यक्ति ग्राम पंचायत या कार्यक्रम अधिकारी द्वारा निर्धारित स्थिति एवं स्थान पर 15 दिनों के अन्दर कार्य करने नहीं पहुँचता है तो वह बेरोजगारी भत्ता पाने का हकदार नहीं होगा मगर जॉबकार्ड प्राप्त काम के लिए फिर से लिखित आवेदन कर सकता है।
- कुछ लोगों में यह भ्रम है कि अरुण, बुधुर्ग, पिल्ला, मुदयसवा, पैरामारी, विकरग मनरेगा में कार्य पाने के योग्य नहीं है। सत्यता यह है कि ग्रामीण परिवार के ऐसे व्यक्ति भी विनाके परिवार का जॉबकार्ड बना हुआ है और वे कार्य करने के हक्कदार हैं, उन्हें रोजगार देने से मना नहीं किया जा सकता। ऐसे लोगों को उनकी योग्यता/कामना के आधार पर काम उपलब्ध कराये जा सकते हैं।
- आवेक के विचार से अधिकतम 5 विकेण्टर के अन्दर ही रोजगार मिलना है और कार्यस्थल की दूरी 5 विकेण्टर से अधिक होने पर मजदूरी का 10 अतिरिक्त अतिरिक्त भुगतान का प्रावधान है।
- मजदूरी का भुगतान हमेशा में या ज्यादा से ज्यादा 15 दिनों के अन्दर होना चाहिए।
- मनरेगा में रोजगार देने के लिए महिलाओं को प्राथमिकता दी गयी है एवं एक तिहाई रोजगार महिलाओं के लिए निर्धारित है।
- वर्ष में 100 दिन के रोजगार के हकदार के रूप में पंजीकृत परिवार के एक से अधिक सदस्य असम से रोजगार के लिए लिखित आवेदन कर सकते हैं।
- कार्यस्थल पर सुरक्षित पाने के पानी की व्यवस्था होनी चाहिए एवं आराम के लिये 1 घंटे भोजनस्थल दिने जाने का प्रावधान भी है।
- कार्यस्थल पर प्राथमिक स्वास्थ्य सुविधा एवं शौच हेतु वेड अनिवार्य रूप से कार्यवाही संस्था द्वारा उपलब्ध कराया जायेगा।
- 6 वर्ष से कम आयु के 5 से अधिक विद्यार्थियों के कार्यस्थल पर होने की दशा में एक व्यक्ति (महिला को प्राथमिकता) को उन विद्यार्थियों की देखभाल के लिए जिम्मेदार किया जायेगा, जिसके लिए जिला शिक्षण प्राधान्य कार्य की दायता में किया जायेगा।
- मनरेगा में कार्यस्थल कामगार की मृत्यु होने पर अलग कार्य करते समय दुर्घटना से अस्थायी अर्पणा होने की स्थिति में किमानतः एक लाख रुपया तक निःशुल्क आस्विक्य चिकित्सा सुविधा उपलब्ध कराई जायेगी।
- मनरेगा में कामगार को चोर करने अथवा कार्य करते समय दुर्घटना से अस्थायी अर्पणा की स्थिति में किमानतः एक लाख रुपया तक निःशुल्क आस्विक्य चिकित्सा सुविधा उपलब्ध कराई जायेगी।



सामग्रा माई  
सविण, केरल

सेक्टर फॉर रूरल एम्प्लॉयमेंट एण्ड डेवलपमेंट एक्शन (किंडा), मिर्जापुर द्वारा जर्मनी में प्रसारित  
मनरेगा सम्बन्धित किसी भी जानकारी हेतु तुलका (मनपुर) विना केन्द्र के कार्यालय में संपर्क करें, जिनका पता, पञ्जाबी रोड,  
अजमेर, गुजरात, भारत में सम्पर्क कर सकते हैं।

पञ्जाबी अतिरिक्त विवरण: बराली सार, श्रीरंगपुर जिला - 222017

• **Massive Awareness Drive:**

In the 30 village panchayats (99 villages), nearly 85% of the people were unknown about the provision and entitlement under the MNREGA. To aware the people, massive awareness drives were conducted in all the project villages. By organizing village level meetings and distributing the printed materials among people, the knowledge and information gap has been reduced. People started demanding their rights under MNREGA. They started going to panchayats for preparation of job card. Those who have already job cards, has taken initiative for getting either employment or unemployment allowance. They say that this is the first time that they are able to know the provisions and entitlements under MNREGA.

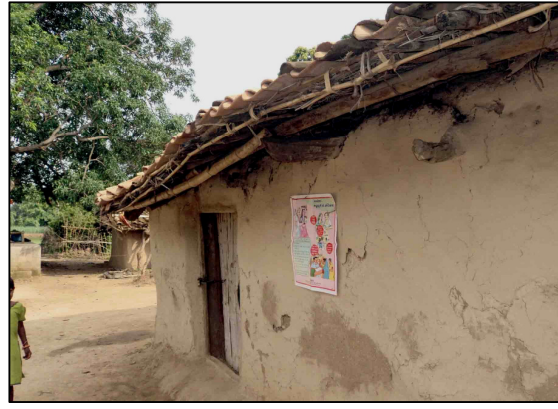
Wall-writing was used to aware the people in the project villages. The slogans and provisions of the Act were written on the wall in public places to inform the people about the provisions of the Act. Awareness materials i.e. posters and handbills were distributed in public during the meeting as well as pasted on public places.



**Handbills distribution as awareness programme in the identified project villages**



**Awareness through publicity materials**



**A poster pasted on the wall of a house**



**Message on MNREGA through wall writing in the project villages**

The people who want job under MNREGA have become aware that the application for job card is to be submitted in written form in advance. The employment seekers were encouraged to demand job cards and their entitlements, facilities at the workplace e.g. facility of drinking water, shed for rest, first aid box, crèche for children, etc. under the MNREGA.

The demand has started to provide the employment opportunity to the widows and differently abled people according to their capability.

- **Discussion meetings with communities, panchayat leaders, opinion leaders, and SHG members:**

A series of the discussion meetings was held with local stakeholders in most of the villages. In each meeting, the participants were informed about their rights under the Act and the discussion centred around MNREGA focusing on injustice, deprivation, and malfunctioning in the implementation of the Act. Meeting, especially with the women, was organized with the women staff of the project. They were encouraged to demand job card for the employment.

The vested interests who participated in the meeting, several times tried to create disturbance but as a result of active participation of the people they could not succeed. Few times, the word of threatening was also used by vested interests.



**Gathering information about payment of wages at workplace in each villages**

In each discussion meeting, the average number of participants was 50. The women outnumbered the men in discussion meetings.

Following major issues were brought out by the participants in the discussion meetings:

- Non-payment of wages
- Inordinate delay in payment of wages
- Wages not being paid as per the provision of the Act i.e. within 15 days of the work
- Loss of man-days for times going to bank to receive the payment
- Demand of illegal money for opening bank account
- More work, less payment
- No facilities of drinking water, crèche for children, shed at the workplace, first aid, etc.
- Delay in issue of job card
- Problem in getting fresh job card
- Not a single person in the project villages received unemployment allowance as per the provisions of Act
- Majority of the physically handicapped are being denied job
- A number of physically handicapped have not been issued job card
- Denial of job to elderly
- 100 percent persons in the villages have not been issued job card
- Job card holders are not getting assured employment for 100 days

- **Organization of marches and cultural programmes:**

The cultural troupes were identified and songs and drama were created. Foot marches in 8 village panchayats and panchayat level meetings in 8 village panchayats were organized. Banner, placard, and slogans were used in these events. 100 to 150 people including project staff, volunteers, SHG members, MNREGA Sahyog Samiti members, job card holders and villagers participated in each foot march and meeting. During the foot marches and village/panchayat level meetings, local songs were sung in the project villages on the issue of entitlements of the rural people under the MNREGA.



Inter-village rally/march



Inter-village rally/march of women

***Project Objective 2:***

**To build the capacity of 60 rural youth volunteers and 100 members of women SHGs and involve them to raise their voice for the legal entitlements under MNREGA in 30 villages.**

- **Identification of Volunteers and Women SHG Members:**

60 local rural youth volunteers (2 from each panchayat) and 100 members of women SHGs (3 from 20 panchayats and 4 from 10 panchayats) were identified. They showed their willingness to participate in the project activities. All the 60 volunteers and 100 members of women SHGs gave signed commitment for their involvement in the project activities. Before imparting training, orientation of the volunteers was done in each village to make them active in their respective villages.

- **Identification of Training Needs and Development of Training Modules and Materials:**

Before the training of youth volunteers and women, following training needs were identified:

- Role of youth in helping the people to prepare the application for obtaining job card
- Help the people for writing application for getting job and receipt of application
- If the job is not provided by the panchayat within 15 days, then help the person to get unemployment allowances from panchayat
- Work as a link between beneficiaries or intended beneficiaries and panchayats
- Help the aged and physically handicapped in getting employment from panchayats under MNREGA
- The youths should also be vigilant about the muster roll and its entries
- They should be well aware about the provisions of MNREGA
- Need for training, training on entitlements of various categories of people such as handicapped, women, children, etc.
- Vigilance about employment of child labour
- Training for raising the voice for non implementation of provisions and contact higher officials
- Develop ability to understand the violation of the provisions of the Act and organize people to raise voice
- Ability to build rapport with the official at panchayat and block level
- Develop ability to understand and use Right to Information (RTI) Act

- Visit to work site to see the quality of work in their respective villages
- Inculcating saving habits among the MNREGA workers
- Develop ability to maintain records

Training module based on the above identified training needs was developed.

- **Training of Rural Youth Volunteers and Their Involvement:**

After necessary preparation was done, all the identified and selected trainees were contacted and invited for getting the training. In the month of January 2011, 60 rural youth volunteers (2 from each village panchayat) were trained on MNREGA in 2-day training programme. Now, they are active and available among the villagers and helping them in the process of getting job card issued and getting employment under the Scheme. Awareness materials in the form of posters and handbills containing details of MNREGA and entitlement of people have been provided to the volunteers for their understanding and use in the community. They are involved as activist in their respective areas for problem identification, awareness building, and handling of cases of violation of provisions as provided under MNREGA.



**Training of rural youth volunteers**



**Exercise of role play during the training**

- **Training of 100 Women SHG Members:**

The 100 identified and selected women SHG members were contacted and invited for getting the training. In the month of January 2011, two trainings were organized for the selected women with 50 women in each training batch. During the training, required advocacy materials were provided to these women.



**Training of SHG members**

- **Trained SHG Members: Support and Involvement**

The field staff was in regular touch with the women to encourage them for their role in the project. The SHG members were being supported by women project staff for writing of application for job card and other entitlements. They were also being given awareness materials to be used in the villages. List of the people who were either denied job card or employment were prepared in each village. The people started demanding entitlement of facilities at workplace.

In our village visit (*gram bhraman*) report with the help of local women, the details of the problem along with name of the people has been recorded to support the cases. Case studies have also been recorded.

***Project Objective 3:***

**To form 30 village level committees with 5 persons in each committee and equip them with needed inputs for helping people to seek employment under MNREGA without corruption.**

- **Formation of the *MNREGA Sahyog Samiti*:**

The discussion meetings with villagers were organized at panchayat level and the issues related to MNREGA were discussed. People were encouraged to come forward to form a committee at village panchayat level to support the people for their entitlements in MNREGA. During the discussion meetings, 5 persons (men and women) from each panchayats were identified and selected as committee members for their village panchayat. In each of the 30 village panchayats, the committees of 5 persons in the name of *MNREGA Sahyog Samiti* have been formed with the participation of members selected by village community.

- **Involvement of *MNREGA Sahyog Samiti*:**

*MNREGA Sahyog Samitis* formed in each village panchayat have been involved to keep vigil against corruption and help the people/employment seekers to prepare their documents as required under the Act. The *Samiti* members are cooperating with the project staff for identifying the problems of the people related to MNREGA. Since most of the *Samiti* members are illiterate, the project staffs help them to make entries about various aspects of the issues of MNREGA in the village.



**A member of MNREGA Sahyog Samiti reading the content of the poster**

- **Help and Facilitation Provided to the Persons Requiring Job/Employment**

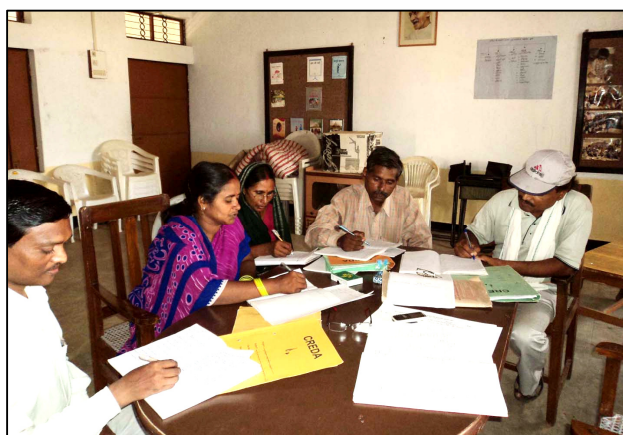
The MNREGA Sahyog Samiti is helping the people to understand their entitlements. They are working in their respective panchayats and villages under the panchayats on the issue of MNREGA and helping the people who want to get their job card, job, unemployment allowances, etc. They are active in each project village to support the people and a new kind of leadership has been developed in each village which has started working as pressure group.

**Project Objective 4:**

**To prepare a database of the families deprived of the entitlements and benefit from MNREGA, act upon in solving the problems and grievances and document the cases benefited under the project and document all the processes and experiences since the inception of the project.**

- **Situational Analysis of Project Villages:**

In each project villages and hamlets, the awareness meeting has been initially organized. The process of conducting the situational analysis began since the inception of the project. On the basis of the specially developed formats i.e. Village Information Sheet and Village Visit Sheet (Appendix-1 and Appendix-2 respectively), detailed information about each project village was collected by visiting the panchayats, block office, panchayat secretary and village people. During the process of situational analysis:



- Detailed information such as number of households, estimated population, socio-economic condition of the villagers, main occupation, number of people applied for job card in each village (male and female), number of people got employment or unemployment allowances, type of corruption in implementation of MNREGA, etc. have been collected. The following table shows the composition of the 30 Gram Panchayats selected for implementing the project:

**Composition of the Selected Gram Panchayats**

Sl. No.	Panchayat	Total No. Constituent Villages	Total No. of Households	Socio-Economic Composition (% Households)								
				Castes Groups					Occupational Groups			
				SC	ST	OBC	Minority	Others	Cultivators	Agricultural Labour	Artisans	Service
1.	Ahungi Kalan	5	497	70	-	25	2	3	25	70	0	5
2.	Ahungi Khurd	0	500	60	-	20	10	10	26	73	0	1
3.	Baidha	2	375	75	-	10	5	10	50	50	0	0



Sl. No.	Panchayat	Total No. Constituent Villages	Total No. of Households	Socio-Economic Composition (% Households)								
				Castes Groups					Occupational Groups			
				SC	ST	OBC	Minority	Others	Cultivators	Agricultural Labour	Artisans	Service
4.	Baraya	3	450	69	-	20	1	10	9	90	1	0
5.	Bardiha Kalan	5	446	40	-	40	0	20	25	72	1	2
6.	Bedaur	2	440	71	-	20	1	8	20	79	0	0
7.	Bhatpurva	4	575	15	-	80	0	5	29	70	0.3	0.7
8.	Dighiya	2	200	70	-	10	0	20	60	39	0	1
9.	Phuliyari Laina	3	800	80	-	15	0	5	10	87	3	0
10.	Badauha	4	1000	70	-	0	10	20	22	76	1	1
11.	Galara	3	225	0	-	0	0	0	40	56	1	3
12.	Gurjee	4	366	65	-	20	2	13	25	73	1	1
13.	Hathera	1	550	35	-	15	15	35	50	49	0	1
14.	Kotarnath	1	400	75	-	5	0	20	15	84	0	1
15.	Khutahan	4	1200	35	-	15	0	50	60	38	0	2
16.	Majhigavan	2	600	30	-	45	0	25	75	23	0	2
17.	Lalapur	8	317	10	-	60	20	10	50	47	1	2
18.	Umaria	2	700	25	-	0	15	60	40	60	0	0
19.	Gokul Gadpada	2	400	68	-	22	8	2	30	67	2	1
20.	Naugavan	2	800	76	-	20	2	2	30	70	0	0
21.	Purva Awasan Singh	3	550	46	-	50	0	4	30	67	2	1
22.	Rajpur	5	800	40	-	35	15	10	40	58	1	1
23.	Sikta	2	1200	55	-	20	5	20	5	91	2	2
24.	Sonegarha	3	812	45	-	20	25	10	37	60	2	1
25.	Sothia Kalan	3	450	65	-	10	1	24	20	78	1	1
26.	Suvav Kalan	2	600	68	-	30	0	2	2	97	1	0
27.	Thotha	2	350	40	-	25	20	15	15	84	0	1
28.	Bari	2	600	64	-	20	1	15	15	80	4	1
29.	Manigarha	1	555	35	-	10	5	50	45	30	5	20
30.	Babura Raghunath Singh	4	600	25	-	15	10	50	50	44.95	5	0.05
		<b>86</b>	<b>17358</b>	-	-	-	-	-	-	-	-	-

Source: PRA/FGD exercises in respective Gram Panchayats.

- The workers under the MNREGA were contacted and meetings were organized at the worksite to get information about situation of the implementation of the Scheme.
- In the month of August and September 2010, 1,500 survey formats were completed in 20 village panchayats on random sampling basis. The purpose of the survey was to get information about existing knowledge of the people about the provisions of MNREGA. We found that 85% people do not have proper knowledge about MNREGS.

To get the information, questions were asked on the followings points (Appendix-3):

1. The full name of MNREGA is Mahatma Gandhi National Rural Employment Guarantee Act
  2. The process for applying for job card under MNREGA
  3. After getting job card, the family requires to apply for getting employment
  4. Knowledge about right to get 100 days employment in a year
  5. Employment is to be provided within 15 days from the date of application for employment
  6. Provision of unemployment allowance to the applicant family in case the employment is not provided
  7. The distance of the worksite should be within 5 kilometers from the residence of the job seeker otherwise if distance is more than 5 kilometers, the job seeker is entitled to get 10 percent additional wages
  8. The wage must be paid on weekly basis or maximum within 15 days.
  9. Provision of compensation of Rs. 25,000 (or as fixed by the government from time to time) in the case of death or full disability by accident at workplace
  10. The implementing agency is required to provide free of cost medical facilities in case the worker gets injury or temporary disability by accident at workplace
  11. Provision of the rate of daily wages (Rs. 100 per day at the time of interview)
  12. Anyone of the adult member of the job card holder family has the right to apply for job
  13. Under the MNREGA, priority is to be given to women job seekers and one third of the available job is allotted to women candidates.
  14. More than one members of the family can apply for the job separately for 100 days employment in a year
  15. The applicant of job is entitled to get acknowledgement when he/she submits the application for job
  16. The work should be allotted to the job applicant within the 15 days of the application
  17. Knowledge about how the applicant can get the information whether he/she has been allotted the job
  18. The applicant will not be entitled to get unemployment allowance in case he/she fails to do the work within 15 days of allotment of the work, but he/she can re-apply for the job again
  19. Whom to inform in case of any malpractices is noticed
  20. Information about the standards of measurement for digging pits
  21. Process of opening new account in a bank
  22. Provision of unskilled job employment of elder or disabled persons who are desirous to get job according to their capability
  23. Provision of safe drinking water at workplace
  24. Provision of time for taking rest at workplace
  25. Provision of first aid box at the workplace
  26. Provision of crèche in case there are 5 or more children in the age group of 0-6 years are present with their mothers at the workplace.
- 26 village pradhans (during July-October 2010) and 24 Panchayat Mitras (during September-October 2010) were also interviewed in this process to get information about their existing knowledge on the provisions of MNREGA. Following is the number of interviewees who responded 'Yes':

Question No.	Number of Village Pradhans who responded 'Yes'	Number of Panchayat Mitras who responded 'Yes'
1.	20	15
2.	26	22
3.	24	22

Question No.	Number of Village Pradhans who responded 'Yes'	Number of Panchayat Mistras who responded 'Yes'
4.	25	23
5.	24	21
6.	15	17
7.	10	03
8.	23	17
9.	04	11
10.	15	08
11.	23	16
12.	16	15
13.	08	04
14.	12	13
15.	11	20
16.	12	18
17.	10	17
18.	05	10
19.	12	20
20.	08	18
21.	15	21
22.	05	17
23.	16	21
24.	25	18
25.	15	17
26.	21	19

- In the second phase, to collect information about the enhancement of knowledge and awareness about MNREGA among the villagers through the project intervention, 150 people (10 to 15 people in each village panchayat) were interviewed during December 2010 to April 2011. The peoples interviewed were selected randomly from among those who were interviewed earlier in the month of August and September, 2010. Following is the number of people who responded 'Yes':

Question No.	Number of People Responded 'Yes'
1.	46
2.	120
3.	109
4.	123
5.	50
6.	148
7.	105
8.	149
9.	77
10.	97
11.	154
12.	121
13.	115
14.	130
15.	135
16.	148
17.	121
18.	139
19.	115
20.	94
21.	114
22.	127
23.	150
24.	146

Question No.	Number of People Responded 'Yes'
25.	114
26.	132

- 8 village prandhas were also interviewed during the second phase. Out of 8 village pradhans, following number of pradhans responded 'Yes':

Question No.	Number of Pradhans Responded 'Yes'
1.	8
2.	8
3.	8
4.	8
5.	6
6.	8
7.	8
8.	8
9.	7
10.	7
11.	8
12.	8
13.	7
14.	8
15.	7
16.	7
17.	7
18.	8
19.	7
20.	8
21.	8
22.	8
23.	8
24.	8
25.	8
26.	8

- In the survey of differently abled persons in the project areas, 225 physically handicapped and 820 visually impaired persons were identified. Out of 820, 135 persons were found totally blind, whereas 685 persons were facing problem of cataract, problem in one eye, low vision, etc.

The brief report of the situational analysis is enclosed as Annexure-1.

- **Documentation of the Problems Encountered by the People:**

Identification of the problems and issues related to Mahatma Gandhi National Rural Employment Guarantee Act (MNREGA) was documented and shared with the panchayats for their action. We found that following problems were faced by the job/employment seekers:

1. Pradhans record as false entry of attendance to make payment to a fake person.
2. 100 days work not provided.
3. No provision of safe drinking water at work site.
4. Information/data related to MNREGS is not reported/updated at block office, timely.
5. The Junior Engineer himself prepares the work plan without involvement of the community.

6. Irregularities in preparation of muster role, the *meth* (supervisor) also makes false signature
7. Delay in transfer of wage payment from block to bank etc.
8. Muster rolls/job cards are not updated, sometimes banks refuse payment.
9. Problem encountered in opening of bank account.
10. Distance from the bank, upto 30-40 kms. in some cases.
11. Pradhans refuse issuing job cards to widows, if they already receive widow pension
12. Irregularities in measurement of job if the workplace is far off
13. Irregularities in wage calculation/payment
14. Inordinate delays in wage payments, in many cases.
15. Job cards denied to many of the female labourers
16. Women face problems at the bank which is over crowded on the fixed date of payment
17. Several round of visit to bank for withdrawal of payment
18. Manipulation of attendance record, labourers are cheated
19. In many cases, the panchayat mitra and junior engineer are not labour friendly
20. Pradhans keep the job cards with them for making false entries
21. Village pradhans also decide worksite for their personal benefits

Few of the cases of complaints/grievances of women labourers are as below:

- Salita and Nirmala of the village Gurgee voiced that they are unable to go far away from their home for job work. We want to work near our residence so that we can reach our home immediately after the work is over and take care of the household work.
- Punwasi and Shukrawari told that if work under MNREGA is available in the village, there will not be situation of starvation and our men will not migrate to other places. They also told that sixty people of the village (Gurgee) have still not been paid their wages although they have already completed the work six months before.
- Phool Kumari of the village Bari apprised the meeting that in the year 2009, she along with other men and women worked in nearby forest for digging the pits. The wages of two weeks has not been paid.
- Kunti, Manju, Bitai, Mahraji, Santara, Parvati, Shivkali, Sarita, Yashoda, Sushma, Nirmala (all women) of village Bedaur told that although they have got the job card, worked in road construction but did not receive any payment for many days.
- Sushila, Rajkali of Khudaipur village complained that no one in the village has received the employment for 100 days.
- Vimla Devi and Kamlawati of village Suvav Kalan told that drinking water facility at work place is not available and we are daunted for breastfeeding to children because it takes some time.
- Baijanti of village Hadsar and Somari of village Kotar have a similar complaint.
- Urmila of village Majhgavan worked in road construction in the year 2006-2007 for 25 days along with some other people but payment has not been done.
- Jaypatti (widow) of village Khudaipur has got the job card but did not get the employment.
- Sheela Devi W/o Ramkumar Chaurasia told that on the demand of village pradhan, I provided him photograph for making job card but my job card was not prepared.
- Akasha Devi of village Babura Raghunath Singh worked for 7 days and got the payment of 7 days but on her job card 10 days employment was entered. Prabhawati from the same village told that it is already two months she worked in MNREGA but did not received the wages.
- Sushila of village Babura Raghunath Singh worked in check dam for 14 days for mud work but she got payment for only 8 days. Rest of the payment is still pending and no hope to be paid.

- Phoolkali of village Ahungi Khurd complaint that she got job for only 2-3 days in 2009, after that no job was provided. Sarita of the same village told that most of the people who worked in village under MNREGA have not received the payment.

- **Contact with the Concerned Officials and Panchayats:**

All the panchayats in the project area have been contacted and been time to time informed about the deprivation and problems of the people. Block officials have also been contacted.

- **Village Level Meetings for Preparation of Job Cards:**

Village level meetings with the village community and panchayats were organized in all 99 project villages/hamlets for preparation of job cards. In these meetings, youth volunteers, SHG members and members of MNREGA Sahyog Samiti were provided a register to note the minutes of the panchayat level meetings to ensure their active participation in providing maximum benefit to the community. Local songs composed by volunteers were sung during village meetings as well as in rallies to spread the message of the provisions of MNREGA among the community. Meetings organized at the village level have encouraged the people to demand the job cards.

- **Representation to higher authorities and grievance redressal**

The people of the village, who has some problem at any stage of MNREGA, were encouraged to go to the block office and share the grievances with the officers. There has been good response as many workers particularly women went to block office for their long due wages. They were successful in getting wages which was not paid for the long time. The women of Ahungi Kalan village set an example for this.

- **Strengthening the panchayats**

Panchayats were guided and made aware to function as people's body as per the panchayati raj institutional framework, to strengthen the Gram Sabha (the General Assembly) so that the pradhan could function properly. Panchayats and community were also guided in selection of projects that would enhance the productive infrastructure of the villages and benefit the weaker section of the community and rebuild the ecology of villages. They became aware on the issue of environment protection and enhancement of employment opportunities in the weaker section of the community.

- **Ensuring Issuance of Job Cards and Providing Employment**

The database of large number of the people who have not been issued job card has been developed. This process was done during village / hamlet level meetings.

- Newly elected village heads have issued 177 new job cards in 4 village panchayats with the support of project staff and demand of community.
- Village level meetings have been organized. Average 60 people participated in each meeting.
- In the month of January 2011, 1,505 new job cards have been issued with the support of project staff and volunteers, which includes 290 for singles, 27 for widows and 11 for physically handicapped persons. The panchayat heads have given the list of such beneficiaries along with a certificate that these have been done with the support of CREDA staff and volunteers.

- During July to September 2011:
  - 8 handicapped persons got job-card issued.
  - 35 handicapped people applied for the job. Out of which, 20 persons got employment.
  - 24 visually disabled persons applied for job-card.
  - 10 visually disabled persons applied for employment.
  - 8 visually disabled persons got employment under the Scheme.
  - 20 handicapped persons could benefit from the employment under the MNREGS according to their physical capabilities.
  - 372 persons applied in writing for employment and all of them were benefited by getting employment under the Scheme.
  - 26 elderly persons got employment.
  - For the purpose of attendance, the entries of 46 peoples made on muster roll.



**Village meeting for helping to write the application for job**



**People are happy as job card has been issued to them**

- Help also provided in opening bank accounts of the persons who have recently got the job card.

- **Documentation**

Regular meetings were organized with the project staff to share the experiences and discuss problems faced in project implementation. During the meetings, strategies were developed to get the solutions. All the activities, processes and progresses from inception to the end of the project were also documented in the form of data sheets, reports and photographs.



**Monthly project staff meeting**

## Additional Activities

In the month of April 2011, a team of ANSA-SAR officials visited to CREDA. During the visit, an interaction meeting was organized with project staff, volunteers, SHG members and MNREGA Sahyog Samiti for sharing of the experiences. Prof. B.N. Juyal made presentation of the report of situational analysis before the team. Dr. Gopakumar K. Thampi and Ms. Nuzhat Jabeen from ANSA-SAR were present on this occasion.



**Interaction meeting with ANSA-SAR officials at CREDA Resource Centre**

The team also visited to Sardarpur and Thotha villages, where interactive meetings were organized with the community and project beneficiaries.



**ANSA-SAR Officials' visit to Sardarpur village**



**ANSA-SAR Officials' visit to Thotha village**

During the meetings, following additional activities were agreed upon to carry out under the project in addition to the planned activities mentioned in the project proposal:

- **Establishment of Resource Centres Equipped with Needed Documents and Materials.**

As per new strategy, peoples in all 30 village panchayats were contacted and motivated to establish the resource centre. Resource centres in all the 30 village panchayats have been established. Posters, handbills, and other materials related to the Scheme are available at the centres and also distributed in the concerned villages. At these centres,



the meetings were also organized by volunteers, women SHG members and MNREGA Sahyog Samiti members. Project staff also participated in such meeting from time to time.



**MNREGA  
Resource  
Centre being  
operated  
from a village  
hut**

- **Selection of 10-15 village panchayats through random sampling to create as model panchayats. Every household in the model village must get all the facilities under MNREGA.**

5 village panchayats have been developed as model village panchayats for best implementation of the MNREGA with the support of village panchayat and our volunteers.

- **Sensitization of Stakeholders**

During village visit, the sensitization programmes were also carried out since panchayats and pradhans are important stakeholders. They were sensitized and aware to be pro-poor and help the poor and needy to benefit from MNREGA.

- **Developing strategies to solve the problems which have emerged in situational analysis.**

Trained volunteers started visiting the panchayats to understand the number of application from the beneficiaries, job card issued and employment given. Similarly, women from SHGs have also made active to benefit themselves and other people from the village.

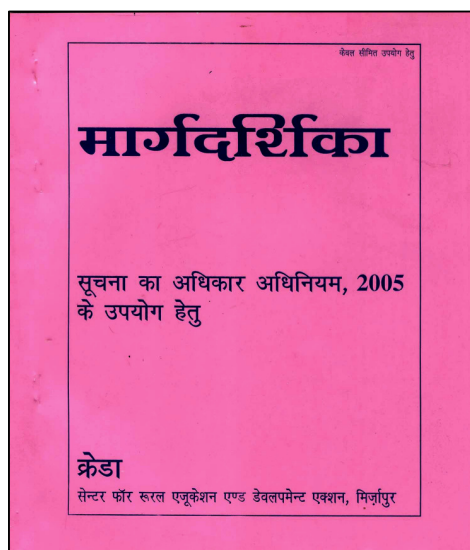
- **Since most poors aspiring for job card are not able to write an application, application in printed form should be made available to poor and needy.**

Villagers were provided with information on the application process for getting job card and demand of work under MNREGA. The format for application for providing job and issuing job-card and application acknowledgement have been printed and being distributed in the beneficiaries as per their need.

- **Document in Simple Language on RTI Provided to the Volunteers and MNREGA Sahyog Samiti Members**

A booklet on RTI Act in simple language was developed and printed. The copies of the booklet have been provided to the project staff, youth volunteers, SHG members, MNREGA Sahyog Samiti members and people who are desirous to enhance their knowledge about RTI Act. During the village level meetings, 117 youths have been trained

on the process of getting information under Right to Information Act and available in the community to help them on the issue of MNREGA.



**Booklet on  
Right to  
Information  
Act, 2005**

- **Training of rural youth volunteers on RTI Act**

To take benefit of the Right to Information Act (RTI Act), educated volunteers among the trained rural youth volunteers were identified and the finally selected volunteers were provided training about how the RTI Act can be used in implementation of the project to provide maximum benefit of the provisions of MNREGA to the beneficiaries. They were also provided with necessary materials.



**Training of rural youth volunteers on use of RTI Act, 2005**

- **Knowledge about Social Audit**

The selected youths and volunteers from the project villages were provided needed information about the social audit mainly on following points:

- What is a social audit
- How it can be carried out in the village
- Participation of stakeholder in social audit
- How to form questions about the social audit
- Ensure that the needed records are made available during the social audit



**Meeting on  
understanding  
Social Audit**

## **11. Achievements in Numbers**

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- 2,130 village level meetings organized on the issue of MNREGA.
- Approximately 75,000 people participated in the village level meetings.
- 720 contacts were made with village pradhans to get their support in the project activities.
- 6 block official were contacted for sharing information related to MNREGA.
- 30 marches organized in which approximately 3,750 people participated.
- 60 rural youth volunteers got training on MNREGA.
- 100 members of women SHGs got training on MNREGA.
- 60 rural youths trained on use of Right to Information Act, 2005.
- 30 MNREGA Sahyog Samitis formed with 150 members (5 members in each).
- During the village level meetings, 117 youths have been trained on the process of getting information under Right to Information Act and available in the community to help them on the issue of MNREGA.
- 30 resource centres have been established to provide needed information, resources and materials related to the MNREGA.
- 5 villages have been developed as model village for the proper implementation of MNREGA.
- 8 handicapped persons got job-card issued.
- 35 handicapped people applied for the job. Out of which, 20 persons got employment according to their physical capabilities.
- 24 visually disabled persons applied for job-card.
- 10 visually disabled persons applied for employment.
- 8 visually disabled persons got employment under the Scheme.
- 372 persons applied in writing for employment and got job.
- 26 elderly persons got employment.
- For the purpose of attendance, the entries of 46 peoples made on muster roll.
- 1,000 printed application formats distributed among the project beneficiaries for the demanding the job.
- 500 printed application formats distributed for demand of issuing job-cards.
- 1,000 printed application acknowledgement formats distributed.

## 12. Results and Impacts

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- The beneficiaries who have worked under the Scheme but still could not be paid the wages, are applying in the writing to get the payment.
- As a result of the efforts of MNREGA Sahyog Samiti members, the job-cards held with the village pradhans are being released and given back to the job-card holders.
- The community members are helping in gathering the people to participate in the village meetings by informing them prior to the holding the meetings by volunteers, SHG members, MNREGA Sahyog Samiti members and project staff.
- The peoples became aware about the process of application in written form for work and job card. They are now applying in written form for getting job-card or work.
- The elderly people also made aware and they are now demanding for the 100-day employment under the Scheme.
- Demand for right and entitlement of the people started in each project village.
- Educated youths in the villages have become cooperative with the MNREGA Sahyog Samiti and taking as their responsibility, they are helping applicants in getting photocopy of the application format and filling it up. The people are depositing money to them for getting the acknowledgement photocopied for each member of the family desirous to get work.
- The community in the project villages are happy to know that widows, elders, differently abled and visually disabled persons are getting employment under MNREGA. This has also motivated other peoples who are desirous to work for applying for the job-card and employment.
- Apart from the employment under MNREGA, the people have started demanding pension for handicapped, widows, old age, etc.
- Resource centres established in all 30 village panchayats and are helping the beneficiaries of MNREGA.
- 5 village panchayats have been developed as model village panchayats for best implementation of the MNREGA with the support of village panchayat and our volunteers.
- Case studies and database have been prepared and types of the problems encountered by the people in getting the job card and employment have been documented.
- The information of those people who have not been issued job card has been documented for further action.
- The experience of the project implementation has been documented separately.
- As a result of social mobilization and awareness programme such as distribution of posters, handbills, marches, village meetings, role play, wall writing, etc. at village level and also by organizing discussion group meeting in each village, the people in general are aware about the provisions and entitlements. As a result of this awareness, demand for issuing of job cards and legal wages has increased manifold, people are speaking out against irregularities in the measurement and late payment of the wages.
- The attitude of the people against corruption and injustice has been changed. They are empowered and aware to raise questions against such practices which exploit them. The demand for right and entitlement has generated the capacity of intolerance of corruption and misappropriation. Better employment opportunity in the village itself will provide food security among the poor families. Collective action on legal right and justice is supposed to be taken by the people in the project area on continuous basis.
- In the second year of the project, the payment of dues has started and it has been estimated that the payment of dues has started almost in every village, but not full.
- E.g. the dues of the Ahungi Kalan village was approx. Rs. 7 lacs. Rs. 4,04,000 was paid as first installment. Second installment was also paid. The labourers are still to be paid the third installment which is approx. 1.5 lacs.
- One of our volunteers Mrs. Mangira, the village pradhan of Sonegarha was the first women in the block to provide acknowledgement for the demand of employment. Giving acknowledgement and not giving employment within 15 days ensures a beneficiary to get

unemployment allowance. This was the reason that the acknowledgement was not given largely to all those who applied for job.

- Mrs. Meena Devi, the elected pradhan of Umaria village panchayat was very supportive to the project. She said the staff that you help people to apply for the job and I will try to provide the job as much as possible.
- This was the first time in the block that with our initiatives, physically and visually handicapped, elderly and widows were provided job card and the job.
- In reply of our RTI, the O/o Chief Development Officer informed us that not a single person in the district have received unemployment allowance, which is a serious issue.
- There was a time that the village pradhan was not supportive to the people for job card and job. Now, under the pressure of the people, situation has changed.
- Since the employment opportunities have increased, the inter-district and inter-state migration has decreased. This shows that livelihood opportunities has helped to check the migration and also provided food security.

### **13. Problems and Issues Anticipated & Steps Taken to Address the Same**

<b>Sl. No.</b>	<b>Problems and Issues Anticipated</b>	<b>Steps Taken</b>
1.	Strong opposition from panchayat heads ( <i>pradhan</i> ).	<ul style="list-style-type: none"> <li>• Personal meeting with all the panchayat heads in project villages.</li> <li>• Written undertaking obtained from each village pradhan confirming their cooperation and support to the project.</li> </ul>
2.	Problem of getting information and record about applicant, job card holder, employment seeker and employed, etc.	With constraint follow up, getting information from block office, panchayat secretary, and pradhan.
3.	Due to fear, the intended beneficiaries were not giving proper information about deprivation and malpractices.	People were encouraged to speak in village level meeting and their statements / problem were properly documented for further action.
4.	Time factor – people were not always available in day time for meeting and discussion.	In such situation, early morning or late evening meetings were held.
5.	<i>Pradhans</i> newly elected in the month of October-November 2010.	Personal meeting of the project with newly elected <i>pradhans</i> in each project villages.
6.	Cooperation of newly elected <i>pradhans</i> .	<ul style="list-style-type: none"> <li>• Personal meeting with all the <i>panchayat</i> heads in project villages.</li> <li>• Written consent obtained from each village <i>pradhan</i> confirming their cooperation and support to the project.</li> </ul>
7.	Malpractices in measurement of digging / earthwork.	Beneficiaries in some places were apprised about the standard rate.
8.	In hot summer, the field staff was going to the field early in the morning and in evening.	Time schedule for the field visit changed.
9.	Malpractices in measurement of digging / earthwork.	Beneficiaries in some places were apprised about the standard rate.

## **14. Challenges Ahead**

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- Although we all were committed out of deprivation and injustice in the implementation of MNREGA but still we have to go ahead to take the message to a larger people in the district. Our intervention in 30 panchayats in Halia block was a testing point. The confidence has been built in us and now we are able to move forward to more blocks and villages to help the people seek the justice for themselves. The ANSA-SAR supported project is going to an end soon. We are unhappy with this situation, because still people need our cooperation and support.
- We will try once again to request ANSA-SAR for giving us second funding opportunity for the cause of poor, needy, deprived and victims of injustice.
- The unhappiness of block level officials with us is also a major challenge for safeguarding our commitment and reputation.

**Format of Village Information Schedule (in Hindi)**

सेन्टर फॉर रुरल एजुकेशन एण्ड डेवलपमेन्ट एक्शन (क्रेडा), मिज़ोपुर

**ग्राम सूचना प्रपत्र**

1. पंचायत का नाम : .....
2. ग्राम का नाम : .....
3. पुरवा का नाम : .....

**सामाजिक-आर्थिक स्थिति**

4. आरक्षण श्रेणी : ..... 5. वर्तमान प्रधान .....

**6. जनसंख्या का संगठन**

- क. परिवारों की कुल संख्या .....
- ख. उच्च वर्ग ..... %
- ग. अन्य पिछड़ा वर्ग ..... %
- घ. अनुसूचित जाति ..... %
- ड. अनुसूचित जनजाति ..... %
- च. अल्पसंख्यक ..... %

**7. मुख्य व्यवसाय समूह :**

- क. कृषि (स्वयं की) ..... %
- ख. शिल्पकार/घरेलू शिल्प ..... %
- ग. कृषि मज़दूर ..... %
- घ. नौकरी वर्ग ..... %

**8. मनरेगा के तहत कराये गये कार्य**

वर्ष	धनराशि	कार्यस्थल/कार्य की प्रकृति	कुल सृजित मानवदिवसों की संख्या	औसत जॉबकार्डधारकों की संख्या
2009-10				
2008-09				
2007-08				

9. जॉबकार्ड हेतु प्राप्त आवेदनों की संख्या : कुल ..... पुरुष ..... महिला .....
10. जारी किये गये जॉबकार्डों की संख्या : कुल ..... पुरुष ..... महिला .....

(2)

11. शिकायतों/जॉबकार्ड देने से मना किये गये लोगों की संख्या : .....

12. जॉबकार्ड न जारी किये गये लोगों का विवरण और उसका कारण, यदि कोई हो तो।

13. उदाहरण के तौर पर ऐसे केस विवरण जहाँ जॉबकार्ड देने में परेशानी हुई है।

14. जॉबकार्ड जारी करने की प्रक्रिया :

ग्रामसभा                      पंचायत                      प्रधान (अकेले)                      वी.डी.ओ./अन्य अधिकारी

15. रोज़गार सेवक :

नाम ..... जाति .....

प्रधान के साथ संबंध ..... स्थानीय / बाहरी

16. सामान्य रूप से मनरेगा में व्याप्त चिन्हित कदाचार का प्रकार :

क. कम मज़दूरी का भुगतान .....

ख. असमान मज़दूरी का भुगतान .....

ग. भुगतान में देरी .....

घ. अन्य .....

17. क्या किसी बाहरी श्रमिक/ठेकेदार को मनरेगा के कार्यक्रम में लगाया गया है?

18. मनरेगा में भागीदारी से रोकने वाले कारक :

क.

ख.

ग.

घ.

19. ग्रामपंचायत द्वारा तैयार की गयी योजना और स्वीकृत की गयी योजना में अन्तर :

20. पंचायत तथा मेट, जे.ई. और अधिकारियों में सम्बन्ध :

मनरेगा की कार्यप्रणाली पर इसका प्रभाव



**Format of Village Visit Report (in Hindi)****मनरेगा अध्ययन प्रपत्र - ग्राम भ्रमण रिपोर्ट**

पंचायत :

ग्राम :

भ्रमण का दिनांक :

भ्रमणकर्ता का नाम :

- | <u>मुद्दे</u>  | <u>मामलों की संख्या</u> | <u>सन्दर्भ</u> |
|--|-------------------------|----------------|
| i. <u>जॉबकार्ड</u>   |                         |                |
| 1. जॉब कार्ड के लिए आवेदकों की संख्या                                    |                         |                |
| 2. कितनों को जॉबकार्ड मिला   |                         |                |
| 3. कितनों को जॉबकार्ड नहीं मिला  |                         |                |
| 4. प्रविष्टियाँ सही नहीं   |                         |                |
| 5. जॉबकार्ड कार्डधारक के पास है  |                         |                |
| 6. जॉबकार्ड कार्डधारक के पास नहीं है                                     |                         |                |
| ii. <u>कार्य दिवस (वर्ष 2009-10 के अनुसार)</u>                           |                         |                |
| 1. 20 दिन से कम  |                         |                |
| 2. 40 दिन  |                         |                |
| 3. 60 दिन  |                         |                |
| 4. 80 दिन  |                         |                |
| 5. 100 दिन   |                         |                |
| 6. साल भर में बिल्कुल नहीं (कार्डधारक को)                                |                         |                |
| 7. अनिश्चितता (काम मिलने की)   |                         |                |
| iii. <u>मजदूरी भुगतान</u>  |                         |                |
| 1. नियमित नहीं   |                         |                |
| 2. विलम्ब से   |                         |                |
| 3. कितना विलम्ब  |                         |                |
| 4. भुगतान में कटौती  |                         |                |
| iv. महिला-आधारित परिवार की संख्या  |                         |                |
| v. महिला-आधारित परिवार को कार्ड अलग से मिला है या नहीं                   |                         |                |
| vi. विकलांग व्यक्तियों के जॉबकार्ड बने हैं या नहीं                       |                         |                |
| vii. यदि विकलांगों के जॉबकार्ड बने हैं तो काम मिल रहा है या नहीं         |                         |                |
| viii. बैंक खाते खोलने में देरी या कठिनाई                                 |                         |                |
| ix. भुगतान के लिए औसत कितनी बार जाना पड़ता है                            |                         |                |
| 1. एक बार  |                         |                |
| 2. दो बार  |                         |                |
| 3. तीन बार या उससे अधिक  |                         |                |
| x. कार्य स्थल पर महिला मजदूरों को मिलने वाली सुविधायें मिलती हैं या नहीं |                         |                |
| xi. अधिनियम के अनुसार कार्यस्थल पर सामान्य सुविधायें मिलती हैं या नहीं   |                         |                |

## Format of Survey of Knowledge about MNREGA (in Hindi)

**सेन्टर फॉर रूरल एजुकेशन एण्ड डेवलपमेन्ट एक्शन (क्रेडा), मिर्जापुर**

**मनरेगा के सम्बन्ध में क्या आपको जानकारी है  
(सर्वे-प्रपत्र)**

क्रम संख्या	प्रश्नावली	जानकारी	
		है	नहीं है
1.	मनरेगा का पूरा नाम महात्मा गाँधी राष्ट्रीय ग्रामीण रोजगार गारन्टी अधिनियम है		
2.	मनरेगा में जॉबकार्ड प्राप्त करने हेतु आवेदन कैसे किया जाय, इसकी जानकारी		
3.	रोजगार कार्ड (जॉब कार्ड) जारी होने के बाद परिवार द्वारा कार्य के लिए आवेदन देना होगा, इसकी जानकारी		
4.	एक परिवार को एक वर्ष में 100 दिन के रोजगार के अधिकार की जानकारी		
5.	आवेदन देने के 15 दिनों के अन्दर रोजगार मिलना चाहिए, इसकी जानकारी		
6.	रोजगार न मिलने की दशा में बेरोजगारी भत्ते के प्रावधान की जानकारी		
7.	आवेदक के निवास से अधिकतम 5 किलोमीटर के अन्दर ही रोजगार मिलना है, इसकी जानकारी और 5 किलोमीटर से अधिक दूरी पर कार्यस्थल होने पर 10 प्रतिशत अतिरिक्त भुगतान की जानकारी		
8.	मजदूरी का भुगतान साप्ताहिक या अधिकतम 15 दिनों में हो जाना चाहिए, इसकी जानकारी		
9.	कार्यस्थल पर दुर्घटना के कारण मृत्यु हो जाने अथवा पूर्णरूपेण अपंग हो जाने पर 25,000 रुपये (या समय-समय पर सरकार द्वारा निर्धारित धन) मुआवजा मिलने की जानकारी		
10.	कार्यस्थल पर कार्यरत व्यक्ति को चोट लगने अथवा कार्य करते समय दुर्घटना से अस्थायी अपंगता की स्थिति में क्रियान्वयन एजेंसी द्वारा निःशुल्क आवश्यक चिकित्सा सुविधा उपलब्ध कराये जाने की जानकारी		
11.	वर्तमान में दैनिक काम के एवज में 100 रुपये प्रतिदिन मजदूरी के प्रावधान की जानकारी		
12.	पंजीकृत परिवार का कोई भी वयस्क सदस्य रोजगार हेतु आवेदन कर सकता है, इसकी जानकारी		
13.	मनरेगा में कार्य आबंटन में महिलाओं को प्राथमिकता दी जाती है और कार्यक्रम के अधीन एक तिहाई रोजगार महिलाओं के लिए निर्धारित है, इसकी जानकारी		
14.	वर्ष में 100 दिन के रोजगार के हकदार के रूप में पंजीकृत परिवार के अधीन परिवार के एक से अधिक सदस्य अलग से भी रोजगार के लिए आवेदन कर सकते हैं, इसकी जानकारी		
15.	रोजगार के लिए दिये गये आवेदन की पावती पाने के अधिकार की जानकारी		
16.	काम के लिए आवेदन देने के अधिकतम 15 दिनों के अन्दर आवेदक को रोजगार उपलब्ध कराया जाना चाहिए, इसकी जानकारी		
17.	व्यक्ति को कैसे पता चलेगा कि उसे रोजगार प्रदान किया गया है, इसकी जानकारी		
18.	यदि आबंटन के बाद आवेदक निर्धारित स्थल पर काम करने लिए 15 दिनों के भीतर नहीं पहुँचता है तो ऐसा व्यक्ति बेरोजगारी भत्ता पाने का हकदार नहीं होगा लेकिन वह फिर से कार्य के लिए आवेदन कर सकता है, इसकी जानकारी		
19.	मनरेगा में धांधली होती है तो इसके लिए किसको सूचित करना चाहिए, इसकी जानकारी		
20.	माप के अनुसार गड़ढा/मिट्टी खोदने के मानक की जानकारी		
21.	बैंक में खाता खुलवाने की प्रक्रिया की जानकारी		
22.	मनरेगा में इच्छुक वृद्ध या अपंग व्यक्ति को भी उसकी क्षमता के अनुसार उपयुक्त अकुशल काम दिया जायेगा, इसकी जानकारी		
23.	कार्यस्थल पर शुद्ध पेयजल की सुविधा मुहैया होने की जानकारी		
24.	कार्यस्थल पर आराम के लिए समय प्रदान किये जाने की जानकारी		
25.	कार्यस्थल पर प्राथमिक उपचार बॉक्स रखे जाने की जानकारी		
26.	कार्यस्थल पर महिलाओं के साथ 6 वर्ष तक के 5 या इससे अधिक बच्चों के होने पर उनको शिशुगृह की सुविधा प्रदान किये जाने की जानकारी		

दिनांक:

उत्तरदाता के ह0/नि0अ0

ह0 सर्वेक्षणकर्ता