



## ABSTRACT

Schemes – Centrally Sponsored Scheme - Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) – Revision of Rural Schedule of Rates for 2012-13 for works taken up under MGNREGS based on the Time Motion study - Approved – Orders issued.

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Rural Development and Panchayat Raj (CGS.1) Department.

G.O. (Ms) No. 110

Dated: 15.11.2012

Read:

1. G.O (Ms) No. 77, Rural Development and Panchayat Raj (CGS I) Department, dated : 14.07.2006.
2. G.O (Ms) No. 101, Rural Development and Panchayat Raj (CGS I) Department, dated : 13.06.2007.
3. G.O (Ms) No. 110, Rural Development and Panchayat Raj (CGS I) Department, dated : 27.06.2008.
4. G.O (Ms) No. 146, Rural Development and Panchayat Raj (CGS I) Department, dated : 23.12.2009.
5. G.O (Ms) No. 20, Rural Development and Panchayat Raj (CGS I) Department, dated : 11.02.2011.
6. G.O (Ms) No. 41, Rural Development and Panchayat Raj (CGS I) Department, dated : 05.06.2012.
7. Commissioner of Rural Development and Panchayat Raj , Chennai-15, D.O. Letter No.80327/ 2011/TU2, dated 04.05.2012.

### ORDER:

In the G.O. sixth read above, orders were issued for revision of Rural Schedule of Rates in order to achieve the minimum wage of Rs.132/- per day per person under Mahatma Gandhi National Rural Employment Guarantee Scheme.

2. The Commissioner of Rural Development and Panchayat Raj, in the D.O. letter seventh read above, has stated that the Mahatma Gandhi National Rural Employment Guarantee Act 2005 was enacted to provide for the enhancement of livelihood security of the households in rural areas by providing at least 100 days of guaranteed employment in every financial year to every household whose adult members volunteer to do unskilled manual work.

3. The Commissioner of Rural Development and Panchayat Raj has also stated that, the provisions under Schedule I paras 7 and 8 of the National Rural Employment Guarantee Act 2005 stipulates that –

**Schedule-I**

7. "when wages are directly linked with the quantity of work, the wages shall be paid according to schedule of rates fixed by the State Government for different type of works every year in consultation with State Council"
8. "The Schedule of rate of wages for unskilled labourers shall be so fixed that a person working for eight hours would normally earn a wage equal to the wage rate."

In order to ensure the above, separate Rural Schedule of Rates have been created in the Government Orders first to fifth read above. As may be seen that the wage earned by a Mahatma Gandhi National Rural Employment Guarantee Scheme worker is directly related to the physical outturn generated by him to fix rates accordingly. The Government have been fixing Rural Schedule of Rates only on this basis.

4. The Commissioner of Rural Development and Panchayat Raj has further stated that the average wage rate earned by Mahatma Gandhi National Rural Employment Guarantee Scheme workers varies from Rs.80/- to Rs.100/- per day across all the districts against the notified wage of Rs.119/-per day and considering that the wage rate has been increased by Government of India from Rs.119/-per day to Rs.132/-per day, it is all the most important to re-examine the Rural Schedule of Rates.

5. The Commissioner of Rural Development and Panchayat Raj has therefore stated that it is also envisaged to take up Land development activities like land leveling, Plantation and other related works for small and marginal farmers.

6. The Commissioner of Rural Development and Panchayat Raj has added that as already indicated, since the wage earned by an Mahatma Gandhi National Rural Employment Guarantee Scheme worker is directly linked with physical outturn it is only justifiable to fix rates accordingly which can be done only by conducting Time-Motion studies, to put in simple terms, it is an exercise to measure the outturn produced by a Mahatma Gandhi National Rural Employment Guarantee Scheme worker in a methodological manner.

7. The Commissioner of Rural Development and Panchayat Raj has stated that a comprehensive time motion study was undertaken to arrive at the rates for various activities in 31 districts.

**1.Types of activities studied**

The Time-motion was conducted for following types of works and activities.

Type of Work	Items of work taken up
Works taken up in common lands	I. Jungle clearance (All types) II. Earthwork without lead and lift III. Earthwork with lead and lift IV. Removing and repacking of rough stones.
Land Development Activities	I. Land leveling / reclamation II. Pitting for trees III. Planting seedlings and Refilling IV. Watering of Trees V. Trench Cutting

## 2. Methodology

- Time motion study was conducted in 13 districts to have a representative sample from different zones as listed below:

Sl.No	Name of Zone	Name of the Districts
1	Northern Zone	Vellore, Villupuram
2	Delta region	Nagapattinam, Thanjavur
3	Central Zone	Trichy, Perambalur, Erode
4	Southern Zone	Sivagangai, Thirunelveli, Virudhunagar
5	West Zone	Coimbatore, Namakkal
6	Hilly area	Nilgiris

- Time motion study was conducted for a period of 6 days
- A group of 20 members with the following gender and age composition were engaged for conducting Time-motion study (This has been arrived based on the gender & age composition of workers who are regularly attending MGNREGS works in almost all 31 districts.)

Gender	Age			
	18-30	30-40	40-50	50 & above
Male	-	-	1	1
Female	2	5	4	7

- To ensure proper Time motion study, the overseer of that respective work site was exclusively present at the worksite during the entire exercise with the supervision of AE once a day and AEE once in two days.
- The labourers worked for 9 hours with a break of 1 hour for Lunch (i.e 8 hours of work).
- Activities related to Agriculture, Horticulture and Forest departments Time motion study was done in co-ordination with the concerned departments.
- Separate sampling was done for analyzing lead and lift.
- A daily report was submitted in the prescribed format for each activity.
- For the consolidated report a minimum of 5 samples were considered for every single item of work.

### Inference

For jungle clearance, the average wage earned by the Mahatma Gandhi National Rural Employment Guarantee Scheme worker was in the range between Rs.82/-per day to Rs.86/-per day. However, for Juliflora jungle the average wage was only Rs.68/-per day.

In the case of Earthwork for desilting and deepening of channels, ponds and MI tanks the average wage earned by a Mahatma Gandhi National Rural Employment Guarantee Scheme worker was in the range between Rs.80/- to Rs. 87/-per day.

However, when the lead and lift (i.e. the distance and height at which the dug earth is to be deposited) increased, the average wage reduced between Rs.62/- to Rs.67/-per day.

The Commissioner of Rural Development and Panchayat Raj has also stated that in all the above cases, the average wage has been worked out based on existing Rural Schedule of Rates.

It has been observed that there is a shortfall of about 40% in wages earned by a Mahatma Gandhi National Rural Employment Guarantee Scheme worker and when the lead and lift increases the shortfall increases upto 90%. This shortfall is based on the wage of Rs.119/-per day and for the new wage of Rs.132/-per day the shortfall will further increase.

### New Works and Items

In addition to the conventional works, rates for Land development activities like Land leveling, Trench cutting, Pitting, planting of trees along with watering of plants have been worked out through the study.

Rate arrived for pitting was almost the same as that of earthwork for various types of soils up to a depth of 0.30m, hence, the Commissioner of Rural Development and Panchayat Raj has suggested that the same may be adopted. However, for

increase in depth, over the initial depth of 0.30m, separate rates have been worked out based on outturn. As explained above separate rates have been worked out for lead and lift based on the time motion study. Therefore, the Commissioner of Rural Development and Panchayat Raj has concluded that based on the pilot study, that to ensure a daily wage of Rs.119/- per day, increase of 35% to 75% over and above the existing Rural Schedule of Rates needs to be given. At the same time, to give Rs.132/- per person per day, increase of 50% to 94% is required to be given over and above the existing Rural Schedule of Rates for Mahatma Gandhi National Rural Employment Guarantee Scheme works. The rate for new items like pitting, planting and watering have also been included in the revised Rural Schedule of Rates for approval.

8. The Commissioner of Rural Development and Panchayat Raj has sent the rates to be adopted in Column 4 of Table 1 for items taken up in common activities and Table 2 for Land Development Activities as given below:

**Table 1: Common Land Activities (MGNREGS works)**

Sl. No.	Item of Work	Rural Schedule of Rates proposed for 2012-2013 (To achieve minimum wage of Rs.132 per person per day) (Rs)
1	2	3
<b>I</b>	<b>Jungle Clearance</b>	
1	Scrub Jungle Clearance	7.49/Sqm
2	Light Jungle Clearance	7.72/Sqm
3	Heavy Jungle Clearance	9.84/Sqm
4	Juliflora jungle with Uprooting	13.11/Sqm
<b>II</b>	<b>Earthwork excavation in ordinary soil.</b>	
1	For roads, supply channels, desilting of MI tanks, Pond, Kulam	82.21/Cum

Sl No	Item of Work	Rural Schedule of Rates proposed for 2012-2013 (To achieve minimum wage of Rs.132 per person per day) (Rs)
1	2	3
III	<b>Earthwork excavation in hard soil.</b>	
1	For roads, supply channels, desilting of MI tanks, Pond, Kulam	110.24/Cum
IV	<b>Earthwork excavation in SDR (Not Requiring Blasting)</b>	
	For roads, supply channels, desilting of MI tanks, Pond, Kulam	162.40/Cum
V	<b>Lead &amp; Lift</b>	
	Extra for every additional 10metre lead or part there of over the initial lead	18.36/Cum
	Extra for every additional 1 metre lift or part there of over the initial lift	6.63/Cum

**Table 2: Land Development Activities – MGNREGS**

Sl No	Item of Work	Rural Schedule of Rates proposed for 2012-2013 (To achieve minimum wage of Rs.132 per person per day) (Rs)
1	2	3
I	<b>Land Levelling</b>	
1	Ordinary Soil	117.60/Cum

Sl. No.	Item of Work	Rural Schedule of Rates proposed for 2012-2013 (To achieve minimum wage of Rs.132 per person per day) (Rs)
	2	3
2	Hard Soil	136.56/Cum
3	Soft Disintegrated Soil	239.27/Cum
<b>II</b>	<b>Trench Cutting</b>	
1	Ordinary Soil	73.6/Cum
2	Hard Soil	111.03/Cum
3	Soft Disintegrated Soil	133.55/Cum
<b>III</b>	<b>Pitting for Trees</b>	
<b>(a)</b>	<b>Ordinary Soil</b>	
	Up to 0.30m depth	82.21/Cum
	0.30-0.60m depth	96.35/Cum
	0.60-0.90m depth	107.67/Cum
<b>(b)</b>	<b>Hard Soil</b>	
	Up to 0.30m depth	110.24/Cum
	0.30-0.60m depth	136.44/Cum
	0.60-0.90m depth	141.33/Cum
<b>(c)</b>	<b>Soft Disintegrated rock (not requiring blasting)</b>	
3	Up to 0.30m depth	162.40/Cum
	0.30-0.60m depth	185.39/Cum
	0.60-0.90m depth	211.54/Cum
<b>IV</b>	<b>Planting/Seeding of Plants</b>	
	Planting/Seeding of Plants in all types of Soil	76.31/Cum

Sl. No.	Item of Work	Rural Schedule of Rates proposed for 2012-2013 (To achieve minimum wage of Rs 132 per person per day) (Rs)
1	2	3
<b>V</b>	<b>Watering of Plants</b>	
	Watering of Plants	5.49/Plant

(Note : The rate for depth beyond 0.30m indicated above shall also apply for Earth work under all other categories)

9. In the light of the above, the Commissioner of Rural Development and Panchayat Raj has requested the Government, to approve the Rural Schedule of Rates for the year 2012-13 based on the time motion study as detailed below:

**Rural Schedule of Rates proposed for 2012-2013.**

Sl. No.	Item of Work	Rural Schedule of Rates proposed for 2012-2013 (To achieve minimum wage of Rs 132 per person per day) (Rs)
1	2	3
<b>I</b>	<b>Earthwork excavation in ordinary soil.</b>	
	<b>Category I</b>	
1	Earthwork excavating and depositing with in initial lead of 10m and lift of 2m. (For roads, supply channels, desilting of MI tanks, Pond, Kulam )	82.21/Cum
	<b>Category II</b>	
2	For Land Levelling	117.60/Cum
3	Trench Cutting	66.35/Cum
4	Pitting for Plants (upto 0.30m depth)	82.21/Cum



Sl. No	Item of Work	Rural Schedule of Rates proposed for 2012-2013 (To achieve minimum wage of Rs.132 per person per day) (Rs)
1	2	3
	For depth 0.30-0.60m	96.34/Cum
	For depth 0.60-0.90m	107.67/Cum
<b>II</b>	<b>Earthwork excavation in hard soil.</b>	
	<b>Category I</b>	
1	Earthwork excavating and depositing with in initial lead of 10m and lift of 2m (For roads, supply channels, desilting of MI tanks, Pond, Kulam )	110.24/Cum
	<b>Category II</b>	
2	For Land Levelling	136.56/Cum
3	Trench Cutting	111.03/Cum
4	Pitting for Plants (upto 0.30m depth)	110.24/Cum
	For depth 0.30-0.60m	126.44/Cum
	For depth 0.60-0.90m	141.33/Cum
<b>III</b>	<b>Earthwork excavation in SDR (Soft Disintegrated Rock) (Not Requiring Blasting)</b>	
	<b>Category I</b>	
1	Earthwork excavating and depositing with in initial lead of 10m and lift of 2m (For roads, supply channels, desilting of MI tanks, Pond, Kulam )	162.40/Cum
	<b>Category II</b>	
2	For Land Levelling	239.27/Cum
3	Trench Cutting	133.55/Cum

Sl. No	Item of Work	Rural Schedule of Rates proposed for 2012-2013 (To achieve minimum wage of Rs. 132 per person per day) (Rs)
1	2	3
4	Pitting for Plants (upto 0.30m depth)	162.40/Cum
	For depth 0.30-0.60m	185.39/Cum
	For depth 0.60-0.90m	211.54/Cum
<b>IV</b>	<b>Lead and Lift</b>	
a	Extra for every additional 10metre lead or part there of over the initial lead	18.36/Cum
b	Extra for every additional 1 metre lift or part there of over the initial lift	6.63/Cum
<b>V</b>	<b>Planting /Seeding</b>	
	Planting/Seeding of Plants in all types of Soil	76.31/Cum
<b>VI</b>	<b>Watering for Plantation</b>	
	Watering of Plants/Trees from the nearby sources i.e open well/Borewell/Open sources not beyond 100m	5.49/No
<b>VII</b>	<b>Jungle Clearance</b>	
1	Scrub Jungle Clearance	7.49/Sqm
2	Light Jungle Clearance	7.72/Sqm
3	Heavy Jungle Clearance	9.84/Sqm
4	Juliflora Jungle with uprooting	13.11/Sqm

(Note : The rate for depth beyond 0.30m indicated above shall also apply for Earth work under all other categories)

Other than the items of works listed above the existing Schedule of Rates of the Public Works Department and the Forest Department may be followed.

10. The Government, after careful examination of the proposal of the Commissioner of Rural Development and Panchayat Raj, have decided to accept it and approve the revised Rural Schedule of Rates for works taken up under Mahatma Gandhi National Rural Employment Guarantee Scheme during the year 2012-2013 based on the Time Motion Study as mentioned at para 9 above. The Government direct that it should be ensured that due to effecting the above Schedule of Rates considerable assets will be created.

11. This order comes into force with effect from the date of issue of order.

(BY ORDER OF THE GOVERNOR)

N.S. PALANIAPPAN,  
PRINCIPAL SECRETARY TO GOVERNMENT.

To

The Commissioner of Rural Development and Panchayat Raj,  
Chennai – 15.

All District Collectors. (except Chennai) (They are requested to  
communicate this order to all concerned)

(Through the CRD & PR, Chennai – 15)

All Project Directors, District Rural Development Agencies.

(Through the CRD & PR, Chennai – 15)

The Accountant General, Chennai – 6/18/35.

Copy to:

The Secretary to Hon'ble Chief Minister, Chennai-9.

The Secretary,

Ministry of Rural Development,

Department of Rural Development,

Government of India, Krishi Bhavan,

New Delhi – 110 114.

The Principal Secretary to Government,

Finance Department, Chennai – 9.

The Principal Secretary to Government,

Labour and Employment Department, Chennai – 9.

The Agriculture Production Commissioner / Secretary to Government,

Agriculture Department, Chennai – 9.

The Senior Personal Assistant to Hon'ble Minister (MA & RD), Chennai – 9.

The Senior Personal Assistant to Hon'ble Minister (Finance), Chennai – 9.

Finance (RD) Department, Chennai – 9.

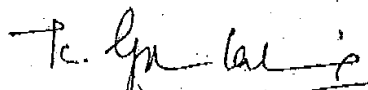
The Private Secretary to Chief Secretary, Chennai -9.

The Private Secretary to Principal Secretary to Government,

Rural Development and Panchayat Raj Department, Chennai-9.

SF/SC.

//Forwarded by order//



SECTION OFFICER.

4/11/12  
16/11/12