



ABSTRACT

MGNREGS - Announcement of the Hon'ble Minister (MA, RD and Impln of Spl Prog) on the Floor of the Legislative Assembly on 04.06.2018 – Engagement of Employment Guarantee Scheme Work Co-ordinator - “வேலை உறுதித் திட்டப் பணி ஒருங்கிணைப்பாளர்” per Village Panchayat in all Districts under Mahatma Gandhi National Rural Employment Guarantee Scheme for the year 2018-19 - permission accorded - Orders issued.

RURAL DEVELOPMENT AND PANCHAYAT RAJ(CGS.1) DEPARTMENT

G.O. (Ms) No.420

Dated: 26.10.2018

Read:

1. Announcement of the Hon'ble Minister (MA ,RD and Impln of Spl Prog) on the Floor of the Legislative Assembly on 04.06.2018.
2. From the Director of Rural Development and Panchayat Raj No.27392/2018/ MGNREGS-II-2, dated 15.05.2018.

ORDER:

The Honourable Minister for Municipal Administration and Rural Development, Implementation of Special Programme had announced in the floor of the Legislative Assembly on 04.06.2018 as follows:

“மாண்புமிகு இதயதெய்வம் புரட்சித்தலைவி அம்மா அவர்களின் ஆசியுடன், மாண்புமிகு முதலமைச்சர் அவர்களின் ஆணைப்படி, கிராம வறுமை ஒழிப்புச் சங்கம் / ஊராட்சி அளவிலான கூட்டமைப்புகளில் பணிபுரியும் 12,523 கணக்காளர்களுக்கு மகாத்மா காந்தி தேசிய ஊரக வேலை உறுதித் திட்டத்தின் கீழ் 12,523 கிராம ஊராட்சிகளில் பதிவேடுகள் பராமரித்தல் மற்றும் களப்பணிகள் மேற்கொள்வதற்காக மாதம் ஒன்றிற்கு 3,000 ரூபாய் மதிப்பூதியத்தில் வருடம் ஒன்றிற்கு 45 கோடியே 8 இலட்சம் ரூபாய் செலவிடப்படும்”.

2. In the letter 2nd read above the Director of Rural Development and Panchayat Raj has stated that, Mahatma Gandhi National Rural Employment Guarantee Scheme was launched on 02.02.2006 in 6 districts and was extended to all remaining 25 rural districts in a phased manner. It guarantees 100 days of employment in a financial year to any rural household whose adult members volunteer to do unskilled manual work. The Central Government bears 100% cost of wages for unskilled manual labour. Material cost including wages of skilled and semi-skilled workers is borne by the

Central Government and the State Government at the ratio of 75:25. From the year 2013-14 onwards, Material component Works have been undertaken. During 2018-19, various material component works have been proposed under MGNREGS. The notified wage rate for the year 2018-19 is Rs.224 per day with effect from 01.04.2018.

3. The Director of Rural Development and Panchayat Raj has also stated that, the State switched over to National electronic Fund Management System (Ne-FMS) from 07.11.2016 through which the wages are credited to the Bank accounts of the beneficiaries directly from the Government of India. Payment towards Administrative and material expenditure under MGNREGS are transferred through e-FMS from 01.04.2017 onwards. Since October 2017, e-MR has been adopted in all 12,523 village panchayats as against pre-printed manual NMR used from the inception of the scheme in 2006 in Tamil Nadu. All the assets created under MGNREGS are Geo-tagged. The Good Governance Initiatives such as updation of Job Cards, Maintenance of 7 mandatory Registers, Maintenance of Case Record / Work File and installation of Citizen Information Board and wall writing as part of IEC activities have been executed through the panchayat. As the works undertaken under MGNREGS is voluminous the following table will elucidate the voluminous of the work undertaken in the last 3 years which are Geo-tagged.

(Rs. in Crore)

Year	Wage Component	Material Component		Admin Component
	Unskilled	Semiskilled/ skilled	Material	
2015-16	4633.37	153.00	1008.58	232.42
2016-17	4450.38	138.33	875.74	209.31
2017-18	5343.94	194.13	611.85	209.13
Total	14427.69	485.46	2496.17	650.86

It is also pertinent to record that para 4.1 of the operational guidelines also warrants a placement of Employment Guarantee Scheme works coordinator to ensure a professionalism in implementation of the works taken under MGNREGS in every Gram Panchayat except Gram Panchayats where there is no need for work under Mahatma Gandhi National Rural Employment Guarantee Scheme.

Need for the engagement of Employment Guarantee Scheme Work Co-ordinators in Tamil Nadu:

The Government of India has been insisting for the engagement of exclusive Employment Guarantee Scheme work Co-ordinator at the rate of one per Gram Panchayat in various forums and at different times to Tamil Nadu (February 2017 and July 2017), such as Performance Review Committee Meeting (November 2017) Additional Labour Budget Meeting (05.02.2018) and Empowered Committee Meeting of Labour Budget (27.02.2018) and later during the visit of Ministry's Monitoring Team for effective implementation of the MGNREG Scheme.

At present in Tamil Nadu, the Worksite Facilitators involved in the field for monitoring MGNREGA workers are paid from semiskilled component under MGNREGS. In addition to this Panchayat Secretaries are engaged for the maintenance of 7 Registers and other allied activities of MGNREGS for which the Panchayat Secretary is paid an additional amount of Rs.1000 per month as special allowance vide G.O.(Ms) No.101, RD&PR (CGS-1) Department, dated 10.07.2015 While this is the practice in Tamil Nadu the States except Tamil Nadu have engaged Employment Guarantee Assistant, under MGNREGS as per para 4.1.1 of operation guidelines of MGNREG Act.

Since the guidelines of Employment Guarantee Scheme warrants the placement of Work Co-ordinators in position for each Village Panchayat, the Director of Rural Development and Panchayat Raj has proposed to engage the book keepers of VPRC / PLF of TNSRLM, Community Professionals (CPs) of erstwhile Pudhu Vazhvu Project (PVP) / Community Resource Persons (CRPs) as Employment Guarantee Scheme Work Co-ordinators for the maintenance of MGNREGS records, registers and other allied activities at the rate of one Employment Guarantee Scheme Work Co-ordinator per Village Panchayat in Tamil Nadu. Further in para 20.1 of Annual Master Circular for the year 2018-19 also, it is indicated that the organizational responsibilities at the Village Panchayat level functions are to be effectively discharged by the Gram Rozgar Sahayak (GRS) or Employment Guarantee Assistant or any equivalent term in the local language. Therefore it is essential to deploy Employment Guarantee Scheme Work Co-ordinator at Panchayat level and he / she may called as “வேலை உறுதித் திட்டப் பணி ஒருங்கிணைப்பாளர்” (Employment Guarantee Scheme Work Co-ordinator). In Tamil and the following qualifications are fixed for the Employment Guarantee Scheme Work Co-ordinator.

Qualifications for Employment Guarantee Scheme Work Co-ordinator:

1. The candidate should be a Resident of the same Village Panchayat.
2. The educational qualification shall be minimum of 10th Standard.
3. The maximum age limit is 50 years.
4. Basic knowledge on computer shall be a preferential qualification.
5. Book keepers of VPRC / PLF of TNSRLM Blocks , Book keepers of PLF in erstwhile PVP Blocks , CRPs/ CPs of TNSRLM and erstwhile PVP should have a minimum working experience of 3 years in their respective fields.
6. First preference shall be given to Book keepers of VPRC / PLF in TNSRLM Blocks and Book Keepers of PLF, in erstwhile PVP Blocks.
7. Second preference will be given to CRPs / CPs of TNSRLM / erstwhile Pudhu Vazhvu Project (PVP).

- 8 Priority shall be given to Widow, Destitute Women, Women headed family, Differently Abled Women and SC / ST women.

Duties and Responsibilities of Employment Guarantee Scheme Work Co-ordinators:

As per Para 20.1 of Annual Master Circular 2018-19 under MGNREGS Duties and Responsibilities of Employment Guarantee Scheme Work Co-ordinators are:-

- i. Creating awareness by organizing periodic Employment Days (Rozgar Divas).
- ii. Ensuring that all vulnerable households are surveyed to seek their willingness to work under MGNREGA.
- iii. Overseeing the process of registration, distribution of jobcards, provision of dated receipts against job applications, allocation of work to applicants, etc;
- iv. Facilitating Gram Sabha meetings related to MGNREGS and Social Audits.
- v. Ensuring Integrated Natural Resource Management Practice in Planning and execution of works.
- vi. Ensuring that Group mark outs are given at work site for every group of labourers, so that the workers know the output required to be given to earn wage rate every day;
- vii. Ensuring that the necessary implements are brought by the workers at the worksite.
- viii. Ensuring that all Mates / Worksite Supervisors attend worksites on time and take roll calls / attendance in prescribed muster roll at worksite only;
- ix. Ensuring worksite facilities and updating jobcards of the workers periodically i.e. once in 15 days.
- x. Maintaining all MGNREGS related documents such as 7 Registers, Case Records / Work files at the Village Panchayat Level and ensuring that these documents are available for public scrutiny. The worker's Job Card should also be regularly updated.
- xi. Facilitating geo-tagging of assets created under MGNREGS.
- xii. Timely submission of filled Muster Rolls for processing the payments to this block office;
- xiii. Any other works related to the implementation of MGNREGS.

The engagement of Employment Guarantee Scheme Work Co-ordinators will continue as long as the Scheme is in vogue.

4. The justifications for engaging VPRC/PLF as employment Guarantee Scheme work Co-ordinators are given below:

- ❖ Village Poverty Reduction Committee (VPRC) and Panchayat Level Federation (PLF) were constituted at Village level as Community Based Organization (CBO).
- ❖ 12,524 PLFs and 12,734 VPRCs (including tribal VPRCs) have been formed in the TNSRLM Project area and erstwhile Pudhu Vazhvu Project (PVP) of all 385 blocks in Tamil Nadu.
- ❖ The selection of Book keepers for both VPRC and PLF was done by the respective CBO with the approval of the Grama Sabha.
- ❖ All the Book Keepers of VPRC/PLF have been provided with three days of Community Operations Manual(COM) training covering all aspects of Book Keeping.
- ❖ The above Book Keepers have 10 years of experience in Book Keeping. They are also familiar with local area, people and knowledge of MGNREGS activities.
- ❖ By engaging the Book keepers of VPRC / PLF and CPs / CRPs as Employment Guarantee Scheme Work Co-ordinators, they will get additional remuneration and as a local community person, they will help to identify the needs of Village and finalize the Shelf of Projects under MGNREGA. The community vigilance will also get enhanced.

Hence, for the reasons mentioned above, women working as Book Keepers in Village Poverty Reduction Committee (VPRC) / Panchayat Level Federation (PLF), CP / CRP are proposed to engaged for 12,523 Village Panchayats (in one Village Panchayat of Kanniyakumari District (Balamore), no MGNREGS work is going on) as Employment Guarantee Scheme Work Co-ordinators exclusively to monitor and implement MGNREG Scheme in an effectively.

The procedure for payment:

The monthly Honorarium of Rs.3000/- for the Employment Guarantee Scheme Work Co-ordinators will be paid through concerned VPRC/PLF as the case may be. The BDO (VP) shall release the monthly Honorarium on demand from the VPRC / PLF on or before 2nd working day of the month and Honorarium shall be released to VPRC / PLF on or before 5th of every month through FTO. The VPRC / PLF in turn shall release the Honorarium to the Employment Guarantee Scheme Work Co-ordinators before 10th of every month.

The VPRC / PLF shall be paid a service charge of 5%, which is exclusive of the payment to the Employment Guarantee Scheme Work Co-ordinator.

The tentative-expenditure estimated towards engagement of 12,523 Employment Guarantee Scheme Work Co-ordinators:-

Total No. of Village Panchayats	12,524
Total No. of Employment Guarantee Scheme Work Co-ordinators to be engaged	12,523
Proposed Remuneration per Employment Guarantee Scheme Work Co-ordinators per month	Rs.3000/-
Cost towards payment per month (Rs.3000 x 12523) : Rs.3.76 Cr 5% Service Charg : Rs.0.19 Cr	Rs.3.95 Crore
Cost towards payment for one year (Rs.3.95 cr x 12 month)	Rs.47.40 Crore

This additional amount of Rs.47.40 Crore shall be met from the 6% administrative cost of MGNREGS.

5. Further, the Director of Rural Development and Panchayat Raj has stated that the Government of India provides 6% of incurred expenditure as Administrative Cost for the effective implementation of MGNREGS. Details of utilisation of 6% administrative cost under MGNREGS for the last 5 years is detailed below:

(Rupees in Crore)

Sl.No	Year	Total Expenditure incurred	Admin Exp	% of Admin Exp
1	2013-14	3723.26	180.18	4.84
2	2014-15	3430.43	193.62	5.64
3	2015-16	5795.20	232.42	4.01
4	2016-17	5464.76	209.31	3.83
5	2017-18	6150.42	209.13	3.40
Total		24564.07	1024.66	

The additional financial commitment for the engagement of 12,523 Employment Guarantee Scheme Work Co-ordinators per annum is Rs 32.40 crore (Rs 47.40 crore – Rs 15 crore) [ie; total financial commitment for the engagement of 12523 Employment Guarantee Scheme Work Co-ordinators – special allowances given to Panchayat Secretaries]

Even after the engagement of Employment Guarantee Scheme Work Co-ordinators with the additional financial commitment of Rs.47.40 Crore per year, the

percentage of admin cost will increase by 0.8% only and it will be well within the permissible limit of 6% of administrative cost under MGNREGS. "It is to be noted that 100% of above expenditure towards the engagement of Employment Guarantee Scheme Work Co-ordinators will be borne by the Gol and there is no financial commitment in State Government".

6. The Director of Rural Development and Panchayat Raj has therefore requested the orders of the Government on the following:

- i) To engage 12,523 Book keepers of VPRC / PLF and CP /CRPs as Employment Guarantee Scheme Work Co-ordinators for better implementation of MGNREGS, to ensure effective good governance and monitoring of the scheme ;
- (ii) To award remuneration of Rs.3000/- per month for each Employment Guarantee Scheme work Co-ordinator ;
- (iii) To pay service charges of 5% to VPRC/ PLF ;
- (iv) To withdraw the orders issued in G.O.(MS)No 101, RD&PR (CGS1) Department, dated 10.07.2015 in which amount of Rs.1000/- for Village Panchayat Secretaries as special allowance was sanctioned;

7. The Government, after careful examination of the proposal of the Director of Rural Development and Panchayat Raj, accord permission for Engagement of 12,523 Book keepers of VPRC / PLF and CP/CRPs as Employment Guarantee Scheme Work Co-ordinator - "வேலை உறுதித் திட்டப் பணி ஒருங்கிணைப்பாளர்" per Village Panchayat in all Districts under Mahatma Gandhi National Rural Employment Guarantee Scheme for the year 2018-19 for better implementation of MGNREGS with remuneration of Rs.3000/- per month and pay service charges of 5% to VPRC/ PLF ,subject to the condition that no Government servant status can be claimed by the Work Co-ordinator in future . The Government also withdraw the orders issued in G.O.(MS)No 101, RD&PR (CGS1) Department, dated 10.07.2015 in which amount of Rs.1000/- for Village Panchayat Secretaries as special allowance was sanctioned.

8. This order is issued with the concurrence of Finance Department vide its U.O.No.30192/ RD / 2018 , dated 01.10 .2018.

(BY ORDER OF THE GOVERNOR)

HANS RAJ VERMA
ADDITIONAL CHIEF SECRETARY TO
GOVERNMENT

To
 The Director of Rural Development and Panchayat Raj,
 Chennai – 15.
 All District Collectors (Except Chennai)
 (Thro' the Director of Rural Development and Panchayat Raj,
 Chennai – 15)

All Project Directors, District Rural Development Agencies
(Thro' the Director of Rural Development and Panchayat Raj,
Chennai - 15)

The Accountant General, Chennai - 18.

Copy to:

The Pay and Accounts Office (South), Chennai - 35.

The Finance (RD) Department, Chennai - 9

Chief Minister's Office, Secretariat, Chennai-9.

The Senior Personal to Hon'ble Minister (Municipal Administration
& Rural Development, Implementation of Special Programme),
Chennai - 9.

The Principal Private Secretary to Additional Chief Secretary to
Government, Rural Development and Panchayat Raj
Department, Chennai - 9.

The Rural Development and Panchayat Raj (OP.2) Department,
Chennai - 9

The National Informatics Centre, Chennai - 9.

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D. V. S. S. S.
SECTION OFFICER

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26/10/18