

TAMILNADU RURAL EMPLOYMENT GUARANTEE SCHEME
(National Rural Employment Guarantee Act - 2005)

PROPOSAL FOR TRAINING

Rural Development & Panchayat Raj Department
Government of TamilNadu

INTRODUCTION

The Union Planning Commission identified 200 most backward districts in the country on the basis of prevalence of poverty, marked by SC/ST population, agricultural productivity per worker and agricultural wage rate and it was felt that there is a need for substantial additional investment in these districts to convert the surplus labour into required capital assets, solving the livelihood issues.

The National Rural Employment Guarantee Act 2005 was an attempt in this direction. The Act gives legal guarantee of a hundred days of wage employment in a financial year to adult members of rural households, who demand employment and are willing to do unskilled manual work. The objective is to enhance the livelihood security of rural people by generating wage employment through choice of works that develop the infrastructure base of the area.

In rural areas, one major problem is seasonal employment due to which, many communities in the dry and drought prone areas have to migrate seasonally to other parts of the state or country, in search of work. The annual migration is a painful and disruptive process. At such times, NREGA can be a safety net for this problem.

NATIONAL RURAL EMPLOYMENT GUARANTEE ACT, 2005.

The Parliament passed National Rural Employment Guarantee Act, 2005 and the act envisages the following:

- Enhancement of livelihood security of the households in rural areas of the country
- by providing at least one hundred days of guaranteed wage employment in every financial year to every household whose adult members volunteer to do.

- Creation of durable assets and infrastructure development in rural areas
- Funding pattern - Centre : State 90:10
- State specified minimum wages, three fourth of material cost, administrative cost, the cost of Training and establishment charges of Block Programme Officer with supporting staff will be borne by the GOI
- The Programme will be implemented through the Panchayati Raj Institutions (PRIs)
- transparency and accountability - right to information - grievance redressal mechanism - social audit - web based software - records of the assets created - preparation of perspective plan - annual plan
- approval by Grama Sabha and other PRIs
- administrative sanction by the appropriate authorities
- The District Collector to be the District Programme Coordinator
- Village Panchayats to be given minimum of 50% of works

IMPORTANCE OF TRAINING

Spreading awareness about the National Rural Employment Guarantee Act (NREGA) and the scheme is of paramount importance. Stakeholders need to learn and practice the procedures that are to be followed. Unlike earlier public works programmes, the NREGA is supposed to be "demand-driven"; projects are to be initiated in response to people's demand for work. Proper management control systems are the need of the hour.

All key agencies such Village Panchayats, other Panchayat Raj Institutions, Department personnel involved in the implementation of NREGS, local communities have to be trained in discharging their responsibilities under the Act. Training is very important for the purpose of Vigilance, Monitoring and Social Audit. Core issues pertinent to the Act have to be taken on priority.

Training programmes should also help in effective planning, work measurement, public disclosure, social audits and Right to Information Act, 2005.

OBJECTIVES OF TRAINING

- To make the People's elected representatives and officers aware of the Act and Scheme, in letter and spirit.
- To sensitize them on the various provisions of the Act and Scheme
- To familiarize them on the implementation process
- To share experiences of various best practices
- To clarify their doubts in the execution process

TRAINING CONTENT

- Objectives and spirit of the NREG Act-2005
- Coverage of area / benefactors
- Definitions of terms
- Importance of TNREGS under NREGA
- Stakeholders in the TNREGS
- Registration process (what, who, where, how, why, whom)
- Verification (what, who, where, how, why, whom)
- Job cards - Importance - usage
- Application - pre-requisites
- Duties of the employment seeker
- List of works that can be taken up
- Material/labour components in execution of works
- Starting of a new work
- Minimum wages as defined
- Wages for the quantum of works done
- Unemployment allowance (what, who, why, whom)
- Block Programme officer roles and responsibilities

- District Programme Co-ordinator's powers and functions
- Joint District Programme Co-ordinator's duties
- State Programme Co-ordinator's role
- Role of Village Panchayats in TNREGS
- Role of Block Panchayats
- Role of District Panchayats
- Role of implementing agencies
- Sectoral Departments in TNREGS
- Role of State Government
- Role of Central Government
- Contractor/machinery / middle men banned
- Payment of wages
- Capacity Building exercises
- Training - Trainers Training Programmes
- Information - Education - Communication
- Transparency and accountability
- Right to information Act, with TNREGS perspective
- Grievance redressal at different levels
- Social audit
- Documentation on assets created
- National Fund - purposes
- State Fund - purposes
- Entitlements of Labourers at work site etc.
- Tamilnadu Rural Schedule of Rates for TNREGS
- Salient features of the supplementary guidelines issued by State
- Lessons / Case studies from the field

TRAINING METHODOLOGY

- Lecture with presentation
- Experience sharing
- Interactive discussions
- Games
- Film shows
- Group Discussions
- Energizers
- Exposure visit to best practices
- Report presentation

THE CLIENTELE

It is proposed to train the functionaries at Village Panchayat, Block Panchayat and District Panchayat levels as under:

i) VILLAGE PANCHAYAT LEVEL

Sl.no	Designation	Nos
1	Village Panchayat Presidents	3830
2	Village Panchayat Vice - Presidents	3830
3	Village Panchayat Assistants	3830
4	Makal Nala Paniyalargal	3830
5	Panchayat Level Federation of SHGs (2x3830)	7660
Total		22980

ii) BLOCK LEVEL:

Sl.no	Designation	Nos
1	Block Programme Officer / BDOs (2 x90)	180
2	Block Engineers (AE / U.Es) (2 x 90)	180
3	Block Oversears (2x90)	180
4	Technical Assistants (10 per Vpt.)	380
Total		920

iii) DISTRICT LEVEL

Sl.no	Designation	Nos
1	Personal Assistants to District Collectors (Pt. Dev and NMP), AD (Audit), AD(Pt), Sec. to Dt. Pt and APOs of DRDA - (10x6 Dt)	60

MASTER TRAINERS / RESOURCE PERSONS

LIST OF RESOURCE PERSONS

Thiru. M. Parameswaran
Additional Director,
Directorate of Rural Development,
Pangal Buildings, Saidapet, Chennai.

Dr.A.Arputharaj, Lecturer (Behavioural Sciences)
State Institute of Rural Development, Maraimalainagar

Thiru.K.Ravindaran, Lecturer (PR)
State Institute of Rural Development, Maraimalainagar

Ms.Sasiprabha, Lecturer (PR), State Institute of Rural
Development
Maraimalainagar

Dr.C.Villi, Lecturer (Extension Education)
State Institute of Rural Development
Maraimalainagar

Mr.K.Sivaramakrishnan, Lecturer (Co-operation)
State Institute of Rural Development
Maraimalainagar

G.Ramaiah, Lecturer (AP) /JD., State Institute of Rural
Development
Maraimalainagar

Thiru.Balu Manivanan, Journalist / Resource Person,
Chennai.

Thiru. Suresh, Senior Advocate,
Chennai.

The Collectors have identified 2 eminent Block
Panchayat Chairpersons and 5 eminent Village Panchayat
Presidents in each district who will be used as Resource
Persons for the training of PRI functionaries.

TRAINING INFRASTRUCTURE

SIRD, TAMIL NADU

SIRD-Tamil Nadu is an autonomous body registered under the Societies Registration Act, 1975, functioning at Maraimalainagar, which is 43 Kms from Chennai.

MEMBERS OF THE EXECUTIVE COMMITTEE

Chairperson	Secretary to Government, Rural Development & Pt. Raj Dept.
Vice Chairperson	Director of Rural Development & Pt. Raj Department
Members	<ul style="list-style-type: none">• Secretary to Government, Finance Department• Secretary to Government, Planning and Development Department• Director of Rural Development & Pt. Raj, (Training)• Executive Director, Tamilnadu Women Development Corporation• Joint Secretary (Rural Development & Pt. Raj Dept.)

Faculty:

This Institute has faculty members in the specialised fields in Area Planning, Panchayat Raj (3), Agriculture, Watershed Management & Soil conservation, Financial Management, Behavioural Sciences, Co-operation, Extension Education, and Computer Application.

Infrastructure Facilities

SIRD has a spacious and self-contained administrative complex of 22,000 sq. ft. There are 2 conference halls with capacity of 60 each, a mini Conference room to accommodate 30 participants and a Lecture room with a seating capacity of 30. Latest Audio-Visual equipments are available to make the training more effective and interesting.

This Institute possesses requisite training infrastructure like building, library, hostel, Audio Visual aids and the like. As a State level apex training institute, it has a duty of updating knowledge, upgrading skills and changing attitudes of the personnel of Rural Development and sectoral Departments to perform better in the areas of planning, implementation, monitoring and evaluation etc.,

Training:

Training, Research and Consultancy are the main activities of SIRD. As an apex training Institution of the Rural Development Department and Panchayat Raj, SIRD caters to the training needs of middle and senior level officers of Rural Development Panchayat Raj, as well as other sectoral Departments. As part of mandatory training programmes suggested by the Government of India, courses are also conducted for the functionaries of N.G.Os on their role in Rural Development. The enactment of 73rd Constitutional Amendment, 1992 and Tamil Nadu Panchayats Act, 1994 opened up new avenues of training for the elected representatives of the PRIs, which are being undertaken by the Institute.

The clientele for SIRD includes Policy makers, Planners, Elected Representatives, Bankers, Sectoral Departments and senior level representatives of NGOs. A sizable number of functionaries from the sectoral departments, and community-based organizations are also participating in the programmes of this institute. Annually, S.I.R.D conducts over 100

programmes, which include short-term training courses, Workshops and seminars.

Net working with other institutions

Among the several objectives of SIRD, the following are the important objectives which emphasis the need for link and collaboration with such Institutions having similar objectives.

- To undertake and assist in the organisation of training and study Courses, conferences, seminars and lectures.
- To undertake, aid, promote and coordinate research through its own or other agencies including universities and training Centres established by or with the aid of the Government of India or the State Government.

R I R DS (REGIONAL INSTITUTES OF RURAL DEVELOPMENT)

The ETCs are known as Regional Institute of Rural Development (RIRD) in Tamilnadu. These institutes are located in Bhavanisagar, Krishnagiri, Pattukottai, T.Kallupatti and S.V.Nagaram. RIRDs are the channel partners of SIRD in conducting specialised courses on PRI, TNREGS etc, apart from their mandatory programmes.

The RIRD is headed by an officer in the rank of Joint Director, on deputation from the Rural Development department. Each RIRD has training infrastructure for conduct of training programmes. The faculty members are in disciplines such as Panchayat Raj, Behavioural Sciences, Accounts etc.

BUDGET PROPOSALS

There are 3 annexures.

Annexure I does not apply to Tamilnadu since GOI has not released any amount to Tamilnadu for training purposes.

Annexure II details the budgetary provision required for undertaking the training activities under **TNREGS** to elected representatives and the department officials.

Annexure III details the expenditure already incurred by SIRD in training the PRI representatives, SHG members, department officials, etc., in **TNREGS** and this expenditure was incurred in anticipation of reimbursement by GOI.

(Annexure - II)
(Training proposed with GOI assistance)

Village Level

S. N	Participants	Cost per day/per head	Duration	No. to be trained	required funds (in Rs)	Batches proposed	Venue
1	V. Pt. Presidents	250	3	3830	28,72,500	128	SIRD & RIRDs
2	V.Pt. Vice Presidents	250	2	3830	19,15,000	128	
3	V. Pt. Assistants	250	2	3830	19,15,000	128	
4	Makkal Nala Paniyalargal	250	2	3830	19,15,000	128	
5	Members of PL Federation of SHGs (2x3830)	250	2	7660	38,30,000	256	
Total				22980	1,24,47,500	768	

Block Level

1	Block Programme Officers	450	2	90	81,000	3	SIRD & RIRDs
2	Union Engineers (2x90)	450	2	180	1,62,000	6	
3	Overseers (2x90)	450	2	180	1,62,000	6	
4	Road Inspectors (2x90)	450	2	180	1,62,000	6	
Total				630	5,67,000	21	

District/Sub-division Level

1	District Level Officers	600	1	60	36,000	2	SIRD & RIRDs
2	AEE (RD) & Others	600	1	30	18,000	1	
Total				90	54,000	3	

ABSTRACT OF ANNEXURE II

Village Level	1,24,47,500
Block Level	5,67,000
District Level	54,000
Total	Rs. 1,30,68,500

(Annexure - III)
(Programmes already conducted in anticipation of GOI reimbursement)

Village Level

S.No.	Level of Participants	No of persons
1	Village Panchayat Presidents	3985
2	Village Panchayat Assistants	3830
3	Makkal Nala Paniyalargal	-
4	Members of P.L. Federation of the SHGs	195

Block Level

S.No.	Level of Participants	No of persons
1	Chairpersons of P.U. Council	34
2	Block Programme Officers (refresher)	85
3	Union Engineers	90
4	Technical Staff	180
5	Line Dept. Officers	54

District Level

S.No.	Level of Participants	No of persons
1	Joint District Programme Co-ordinator and his team	65
2	Officers/Staff of DRDA	101

Other Programmes organised

SN	Level of participants	No of Days	No of batches	Venue	Total No of Participants
1	State level sensitisation for BPOs at SIRD	2	2	Chennai & SIRD	432
2	Training of Trainers (TOT) for District Training Team at SIRD	2	2	SIRD	53
3	Training of Trainers (TOT)Block Level Training Team at block level	1	90	Block HQ	991
4	Training Monitoring Meeting at SIRD	1	1	SIRD	13
5	Training for the E.Os of the S.V Panchayats	2	2	SIRD	96
6	IEC Workshop	6	6	SIRD	127
7	Sensitisation for Bankers	2	1	SIRD	38
8	Process Documentation workshop	2	1	SIRD	16
9	Exposure visit to Anathapur, AP	2	1	Anathapur, AP	14
10	Training Needs Assessment workshop	2	1	SIRD	52
11	Workshop for Dt level external monitors	2	2	SIRD	56
12	TNA Workshop SHG / CBOs	2	2	SIRD	71
13	PLF-SHG Training (TOT)	2	3	SIRD	195
Total					2154

The total expenditure amount of Rs 9.55 lakhs may be reimbursed by GOI to SIRD. This amount does not include TA and other expenditure but only course materials, boarding and lodging, hiring of venue, local transport, honorarium of resource persons etc.,

ACTIVITIES :

1. Literature printed for the trainees in Tamil is enclosed. The literature details the guidelines, features of the Act and the Scheme, duties and responsibilities of the PRIs and the department officials, the benefits available to the job-seekers, etc.,
 - a. Guidelines of the scheme (Tamil)
 - b. Training module for State training team (Tamil)
 - c. Training module for District training team (Tamil)
 - d. Training module for Block training team (Tamil)
 - e. Training module for Block training team for SHGs and CBOs (Tamil)
 - f. Training material for SHGs and CBOs (Tamil)
2. The proposed posters explaining various aspects of the Scheme, printed for distribution among the Village Panchayats, are enclosed.
3. A picture-book proposed to be printed exclusively for PRI functionaries, is enclosed.

**Amount as per Annexure II
(Page No.15)**

**Amount to be reimbursed
as per Annexure III**

Total

Annexure - working sheet

SN	RIRDs / SIRD	Districts covered	Village Panchayat Presidents				Vice Presidents, MN Panialargal, Pt. Assistants, PLF Members(2)				Total to be trained	Total Amount	Amount released now
			No to be trained	No of days	Per day cost	Total amount	No to be trained	No of days	Per day cost	Total amount			
1	Bhavanisagar	1. Dindigul	306	3	250	229500	1530	2	250	765000	1836	994500	497250
2	Pattukottai	2. Sivagangai	445	3	250	333750	2225	2	250	1112500	2670	1446250	723125
3	SV Nagaram	3. Cuddalore	681	3	250	510750	3405	2	250	1702500	4086	2213250	1106625
		4. Tiruvannamalai	860	3	250	645000	4300	2	250	2150000	5160	2795000	1397500
	SIRD	5. Nagapattinam	434	3	250	325500	2170	2	250	1085000	2604	1410500	705250
		6. Villupuram	1104	3	250	828000	5520	2	250	2760000	6624	3588000	1794000
		Total	3,830			2,872,500	19,150			9,575,000	22,980	12,447,500	6,223,750