

PROJECT FOR CONVERGENCE OF MGNREGS, NRLM AND THE CFT STRATEGY:
250 BLOCK PILOT

Draft Project Proposal Format for CSO's

As stated in the Project for convergence of MGNREGS, NRLM and the CFT strategy, CSO's and CBO's will work as resource organisations along with the implementation machinery of MGNREGA. This format details out to the role of the CSO's which relates to the following areas:

1. Creation of Awareness and Demand Generation
2. Identification and planning for works that converge with the livelihood plans
3. Worksite Execution and Measurement
4. Payment of Wages to MGNREGA workers can be done through a revolving fund
5. Provision of capacity building and training for all stakeholders involved including PRIs
6. Community Monitoring

For each of the activities under the project, listed below are the quantifiable figures that will be used for monitoring. The CSO's plan should respond to this by indicating:

1. Specific targets: Outputs that will be achieved by the CFT in each thematic intervention over a period of three years, in compliance with minimum norms as detailed in the CFT Guidelines issued by MoRD. Specific targets already stated in the Guidelines have been indicated in the Proposal. The CSO is expected to list all other additional targets it needs to deliver on apart from the minimum targets listed in the Guidelines
2. Strategy: Nature of activities and interventions required to be undertaken by the CFT to ensure that it meets the stated targets
3. Personnel: Name, Designation and Contact Details of the CFT members who are designated to supervise each thematic intervention
4. Timelines: Each CSO is expected to detail out a 3 year Perspective Plan to meet the targets indicated by it. Each CSO is then expected to cull out its Annual Action Plan and timelines that will be adhered to for the current year from the Perspective Plan

I. Creation of Awareness and Demand Generation

1. Baseline:

- i. Gram Panchayat wise figures from the MIS of job card holders in the Block. This should include but not be restricted to:
 - a. job card holders as percentage of total population
 - b. Percentage of job card holders who have demanded work at least once
 - c. Percentage of those job card holders, out of those who have demanded work, who have been provided work
 - d. Percentage of job card holders who have not been provided work within 15 days
 - e. List of Job Card holders who are due to receive unemployment allowance
 - f. List of Job Card holders who were paid unemployment allowance
 - g. Assess coverage of SC/ST residents as percentage of total jobcard holders.
 - h. Average number of days worked per person.

- ii. Existing modes of demand capture rolled out in the State
- iii. Existing interventions and material in place for generation of awareness on workers entitlements and procedures
- iv. Assess levels of awareness of workers and functionaries regarding the implementation of MGNREGA and worker entitlements

2. Targets:

- i. Ensure that x percentage of households have been issued new job cards
- ii. Ensure x (greater than 75%) SC/ST households demand for at least 100 days of work in a year
- iii. Provide deliverable of number of days to work to be demanded by each labour group
- iv. Ensure rollout of Rozgar Diwas as per MoRD guidelines in all GPs at least once a month
- v. Ensure that all cases where payment of unemployment allowance is due, as indicated in the MIS, are filed as requests for payment of unemployment allowance with the appropriate authorities

3. Strategies: The CSO is expected to list out the nature of sustained activities and interventions that it requires to initiate to ensure institutionalization of inclusive and participatory capture of demand

4. Personnel

5. Timelines

II. Identification and planning for works that converge with the livelihood plans

1. Baseline:

- i. Study existing shelf of works of all GPs in the Block
- ii. Assess feasibility of existing shelf of works, and potentially identify new works/types of work that can be taken up for comprehensive livelihood development
- iii. Assess **livelihood** development plans, as developed and collated by CBOs
- iv. Assess impact of works under NREGA across socio-economic categories

2. Targets:

- i. At least 25% additional incomes will accrue to the community or the worker households in 3 years due to the works implemented through MGNREGS.

3. Strategy: The CSO is required to detail out the nature of activities it intends to carry out to ensure effective collaboration between the GP and the NRLM CSOs in developing livelihood plans that can be completed through MGNREGA

4. Personnel:

5. Timelines:

III. Worksite Execution and Measurement

1. Baseline: This section must cover but not limited to:

- i. Existing deployment of technical staff and gap analysis
- ii. Level of training of technical staff and identification of training needs
- iii. Extent of measurement delays in the block and identification of bottlenecks
- iv. Role of mates, current capacity and areas for training
- v. Gap between existing SoRs and actual work output by undertaking time and motion studies
- vi. Gap between existing material SoRs and the prevalent market rates and whether there is a need for revision
- vii. Feasibility of organising workers into labour groups

2. Targets:

3. Strategy: This section must outline the GP wise specific activities that will be carried out to respond to the needs identified through the baseline study with a focus on

- i. increasing technical capacity
- ii. improving worksite management
- iii. improving measurement practices
- iv. steps for organising workers

4. Personnel:

5. Timelines:

IV. Payment of Wages to MGNREGA workers through a revolving fund

1. Baseline: This section must cover but not limited to:

- i. Current protocols for payment of wages in the block
- ii. Assess the quality of functioning of relevant payment agency
- iii. Assess and calculate extent of payment delays; identification of bottlenecks and source of bottlenecks
- iv. Pattern of spending in the block in the last 3 financial years and volume of fund required over the next one
- v. Assess the local SHGs' practices of bookkeeping and maintenance of accounts for feasibility of making advanced payments from a revolving fund
- vi. Any example of disbursement of delayed payment compensation

2. Targets: Target should be in compliance with the Act i.e. payment of wages within 15 days of work, delayed payment compensation and recoveries from accountable authority

3. Strategy: Identify means by which existing payment processes and arrangements can be strengthened or propose alternatives such as providing a revolving fund to SHGs.

4. Personnel:

5. Timelines:

V. Provision of capacity building and training for all stakeholders involved including PRIs

1. Baseline:

- i. Identify training interventions being made by Government and CSOs at the GP and Block Level
- ii. Assess the strengths and weaknesses of existing training content

2. Targets: Targets should incorporate a pre-determined minimum number of trainings to be undertaken at the village level

3. Strategy: Identify means by which existing infrastructure can be deployed for maximizing the efficiency of trainings

4. Personnel:

5. Timelines:

VI. Community Monitoring

1. Baseline:

- i) Study the outcomes of pilot social audits undertaken by the State Social Audit Unit
- ii) Study the nature of work currently being undertaken by Vigilance and Monitoring Committees, Ombudspersons in addition to their reports
- iii) Assess the existing level of compliance with pro-active disclosure norms as prescribed by the Government through the Act, Guidelines, Office Orders, Directives etc
- iv) Assess compliance of institutional architecture with existing norms of grievance redressal as mandated by the Law and guidelines

2. Targets: Targets should include minimum compliance as required by the Act and current Guidelines

3. Strategy: Identify multiple modes of ensuring compliance with norms of grievance redress, pro-active disclosure and social audits as specified under MGNREGA, by facilitating greater role for the communities

4. Personnel

5. Timelines