



# Evaluation of National Rural Employment Guarantee Act

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In  
Districts: Cuddlore, Dindugal, Kanchipuram, Nagai, Thiruvallur  
State: Tamil Nadu

During: May 2009 - July 2009

By:



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The RACE steering committee expresses best wishes towards the success of NREGS program. With NREGS works happening around the neighbourhood village, it is only a matter of few more years that rural India would see the luxuries of modern world. I am very happy to be a part of this very successful assessment and looking forward to working with you all in future NREGA assessments.

Sincerely,

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## List of Abbreviations & Nomenclatures

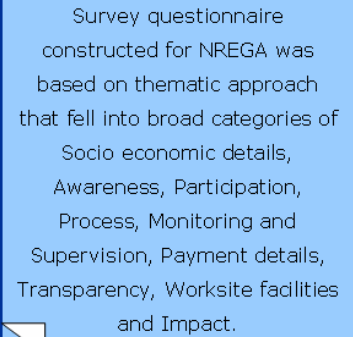
ATM	Automated Teller Machine, financial service provided to Cuddalore NREGA beneficiaries
BC	Backward Caste
CSO	Civil Society Organizations. Includes nongovernmental organizations, community-based groups, academic institutions, professional organizations, faith-based organizations, women's organizations, technical institutes, and research institutions
DRDA	District Rural Development Agency
ER	Expenditure Report
GP	Gram Panchayat
GS	Gram Sabha
HER	Household Employment Register
IITM	Indian Institute of Technology, Madras
JCSR	Job Card Stock Register
MBC	Most Backward Caste
MoRD	Ministry of Rural Development
NCAER	National Council of Applied Economic Research
NIC	National Informatics Centre
NSSO	National Sample Survey Organisation
NGO	Non Governmental Organization
NREGA	National Rural Employment Guarantee Act
NREGS	National Rural Employment Guarantee Scheme
PIN	Professional Institutional Network
PRI	Panchayat Raj Institutes
RACE	RTBI's Analytical Centre of Excellence
REMEDY	Remote Multimedia Enterprise Data Entry & Processing System, a mobile based application developed for data

	collection/reporting
RRE	Registers of receipts and expenditures
RTBI	Rural technology and business incubator
SHG	Self Help Group
SC	Scheduled Caste
ST	Scheduled Tribe
SWOT	Strength Weakness Opportunity Threat, a framework to assess the factors influencing NREGA

## Executive Summary

National Rural Employment Guarantee Act (NREGA) under the 'Ministry of Rural development' strives for the enhancement of rural livelihood by providing at least one hundred days of guaranteed wage employment in every financial year to every household whose adult members volunteer to do unskilled manual work. Ministry of Rural development (MoRD) has developed a Professional Institutional Network (PIN) for steady, sustainable interventions that enhance the quality of the NREGA to undertake concurrent monitoring and appraisal, evaluation and impact assessment and research. The Ministry has approached Rural Technology and Business Incubator (RTBI) of IIT Madras to conduct the impact assessment study in the state of TamilNadu. RTBI is a dedicated arm of IIT Madras fostering rural based initiatives in rural TamilNadu.

RTBI's Analytical Centre of Excellence (RACE), an initiative created exclusively for planning and execution of this impact assessment consisted of IIT professors, RTBI rural experts, data analysts, technology experts and field officers. Eight districts were selected on the basis of performance, size of the districts and implementation phases as per the guidelines given by the Ministry to PIN. Out of these eight districts, five districts were mutually agreed by Commissioner, Rural development & Panchayat Raj Institution, TN and RACE steering committee. The five districts selected were Cuddalore, Nagapattinam, Dindugal, Kanchipuram and Thiruvallur. In each district, two blocks were selected and in each block four gram panchayats were chosen. Selection of blocks and villages in a district are based on interactions with DRDA and the respective block officials. About fifteen NREGS beneficiaries were surveyed per work.



Survey questionnaire constructed for NREGA was based on thematic approach that fell into broad categories of Socio economic details, Awareness, Participation, Process, Monitoring and Supervision, Payment details, Transparency, Worksite facilities and Impact.

To meet the project objectives, RACE has developed an eight folded methodological approach to assess NREGA in TamilNadu. The framework consisted of well planned steps that are incorporated at each stage of the survey. The approach was discussed and agreed with the Commissioner, Rural development & Panchayat Raj Institution, TN. The framework enabled RACE researchers to construct survey questionnaire that fell into broad categories of Socio economic details, Awareness, Participation, Process, Monitoring and Supervision, Payment details, Transparency, Worksite facilities and Impact. Data collection was driven by innovative GPRS Mobile Technology developed by RACE technology experts. Data is uploaded to the enterprise database whenever the mobile



phone establishes a GPRS connection. In the absence of a GPRS connection, data gathering and validation is done locally on the mobile and the stored data is later uploaded on the availability of GPRS connection. Report generation in various formats is available for real time data analysis.

Survey analysis shows many positive aspects of the program. Villagers consider NREGA is promising to be a boon for improving rural livelihood. Provision of job within the village is very much encouraging to villagers. NREGA also ensured gender equality in rural TamilNadu The program employed a very good proportion of scheduled caste and backward caste people. Involvement of Self Help Group (SHG) members improves peoples' NREGS awareness and this is a very important insight for future NREGS planning. Panchayat president's involvement is a critical factor for people participation. Financial inclusion strategies like bank account opening and rural ATM for NREGS beneficiaries at four villages (Periyakanganakuppam, Pathirikuppam, Pachayankuppam, Thiruvanthipuram) of Cuddalore block has resulted in multiplier effects of savings, financial safety, hassle free wage disbursements and ease of money with drawl. Registrations are open though out the year. Most of the respondents perceived that payments were received within a week.

On the flip side of NREGA implementation, the program catered to the generic village building initiatives. The program did not differentiate educated/skilled workers from unskilled/illiterate. The program remained true to its 'right to work' entailments and did not counsel households that approached for works with better living standards. Communication is identified as a severe bottleneck that reflected in poor understanding of minimum wage, unemployment allowance, accident compensation, shelf of projects and overall NREGA process. The program did not have any upper ceiling limit on age. Old people undergo laborious work and instil lethargic work culture among the beneficiaries. The report also identifies that a few government officials have a rigid mindset especially in their approach to educated/skilled people.

The report finally suggests a few changes desired in the act for better performance.

- Identifying village requirements based on secondary research
- Performing continual data analysis to gauge the program effectiveness.
- Standardizing work measurement practices.
- Incorporating better communication practices to ensure process awareness
- Considering educated/skilled people according to their profile for the long term benefit of their career and village.
- Devising performance indicators to measure the success of NREGS works.

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## CHAPTER I: Background

### TamilNadu – Facts & Figures

TamilNadu which holds in itself a land, a language and a culture existed since the prehistoric times. TamilNadu is situated on the southeastern side of the Indian peninsula. It is bounded on the east by Bay of Bengal, in the south by the Indian Ocean, in the west by the states of Kerala and Karnataka and in the North by the Karnataka and Andhra Pradesh.

TamilNadu State has a population of 62,405,679 as per Census 2001 and covers an area of 130,058 sq.kms. Chennai (formerly known as Madras) is the State Headquarters.



Fig 1. Map of Tamil Nadu, Source: TN website

State at a Glance	
Area (in square km)	1,30,058
No of Households	14665983
Household Size	4.3
Population	62,405,679 (Persons), 3,14,00,909 (Males), 3,10,04,770 (Females)
Total Number of Districts	30
Total Number of Towns	832
Percentage of Urban/Rural Population	44
Per Capita Income (NSDP) (2006-2007)	Rs. 25,898/- (At Constant 1999-2000 Prices)
Population Density	480/sq.km.
Sex Ratio	987 females/1000 males
Birth Rate (2007)	15.8/thousand (Estimated)
Death Rate (2007)	7.2/thousand (Estimated)
Literacy Rate (2001)	73.47 (Persons), 82.23 (Males), 64.55 (Females)
Literates	4,05,24,545 (Persons), 2,28,09,662 (Males), 1,77,14,883 (Females)
Major Religions	Hindu (88.67%); Muslim (5.47%); Christian (5.69%); Sikh (0.01%); Jain (0.12%); others (0.04%)
Schedule Caste Population	1,18,57,504 (Persons), 59,32,925 (Males), 59,24,579 (Females)
Schedule Tribe Population	6,51,321 (Persons), 3,28,917 (Males), 3,22,404 (Females)
Number of Workers	2,78,78,282 (Persons), 1,81,00,397 (Males), 97,77,885 (Females)
Major Source of Income	Agriculture (70% People's occupation)
Major Industries	Cotton, Automobiles, Railway Coaches, Cement, Sugar, Paper etc.

Table A: TN at a Glance, Source: 2001 census, TamilNadu website

## **Economy at a Glance**

TamilNadu is one of the most industrialized states in the country. There has been visible change in the overall economic and industrial climate in the state. The state's economy largely depends on agriculture, industries, mines and minerals. These sectors are elaborated in the subsequent section.

### **(i) Agriculture**

Agriculture is the major source of income of the state. Major food crops are rice, jowar, ragi, bajra, maize and pulses. Commercial crops include cotton, sugarcane, coconuts, tea, coffee, rubber, sunflower, cardamom, cashew, groundnut, chillies, sesame, ginger etc. The state has a number of forest products like timber, sandalwood, pulp and fuel wood. Minor forest products are honey and herbal items. The farmers of the state are hardworking and specialized in the application of fertilizers (especially bio-fertilizers). Efforts are on to improve farming technologies so as to increase yields in the low rainfall areas of the state.

### **(ii) Industry**

Major industries of this state are cotton, heavy commercial vehicles, auto parts, railway coaches, cement, paper, safety matches, etc.

Knowledge based industries like I.T. and Biotechnology have become the thrust area in the industrial scene in TamilNadu. Global auto giant like Hyundai Motors, Mitsubishi, Hindustan Motors and Ford have commenced production plants. Ashok Leyland and TAFE have set up expansion plants in Chennai.

As per Annual Survey of Industries (2004-2005), TamilNadu had 21,053 Number of Factories, Employment of 12,68,335, Total Investment of Rs. 77,02,554 (In Lakh) and net income generated was of Rs. 17,63,099 (In Lakh). As on 31st March 2007, there were 10, 06,684 total number of Small Scale Industries in the State.

### **(iii) Mines and Minerals**

The mineral base of TamilNadu is very rich. The minerals played a part in making the state industrially developed. Important minerals of the state are lignite and limestone. The state is an important exporter of tanned skin and leather goods, yarn, tea, coffee, spices, engineering goods, tobacco, handicrafts and black granite. The strong

engineering base consists of a network of nearly 18,095 units, employing a skilled workforce of more than 3.09 Lakh. TamilNadu contributes to 60 per cent of the tannery industry in India. During 2002-03, the total exports from TamilNadu amounted to Rs. 8,780 Crore, of which leather exports accounted for Rs. 3,900 Crore. Chennai Refinery Limited has given rise to several petro-based units. Major chemical and fertilizer plants have been established at Cuddalore and Tuticorin.

### NREGA and its role in TamilNadu

National Rural Employment Guarantee Act (NREGA) under the 'Ministry of Rural Development' strives for the enhancement of rural livelihood by providing at least one hundred days of guaranteed wage employment in every financial year to every household whose adult members volunteer to do unskilled manual work.

In sync with the choices of the work suggested in the act, shelf of projects chosen primarily consists of areas that address causes of chronic poverty such as drought, deforestation and soil erosion, so that the process of employment generation is maintained on a sustainable basis. The works happening in financial year 2009-2010 are flood control, rural connectivity, water conservation and water harvesting, renovation of traditional water bodies, drought proofing, irrigation canals, irrigation facilities to SC/ST, land development, etc.

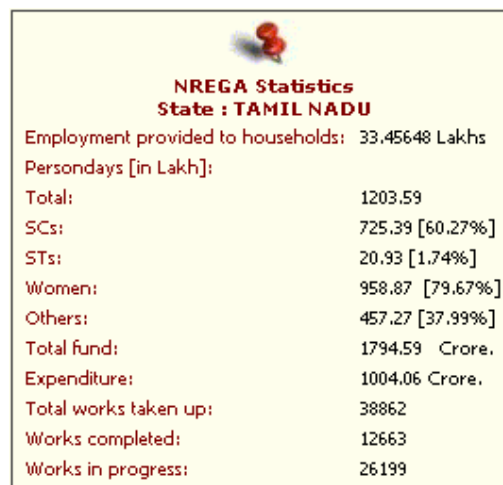


Fig 2. TN NREGA statistics

	India		TamilNadu		% of India figures
Employment to households [in Crore]	4.49		0.3288796		7.32%
	No of days [in crore]	Proportion of population	No of days [in crore]	Proportion of population	
Total	216.01		12.0359		5.57%
SCs	63.39	<b>29.35%</b>	7.2539	<b>60.27%</b>	11.44%
STs	54.78	<b>25.36%</b>	0.2093	<b>1.74%</b>	0.38%
Women	103.41	<b>47.87%</b>	9.5887	<b>79.67%</b>	9.27%
Others	97.84	<b>45.29%</b>	4.5727	<b>37.99%</b>	4.67%
	<b>Works [in lakhs]</b>				
Total works taken up	27.2		0.38862		1.43%
Works completed	12.09		0.12663		1.05%
Works in progress	15.11		0.26199		1.73%

Table B: Comparison of TN NREGA statistics with all India, Source: NREGA website





## CHAPTER II: District Selection Criteria & District Profile

### District selection criteria

Eight districts were selected on the basis of performance, size of the districts and phases as per the guidelines given by the Ministry to professional institute networks. Four districts constituted good performing districts based on person days working on projects and similarly four district constituted poor performing districts. Out of these eight districts, five districts were mutually agreed by Commissioner, Rural development & Panchayat Raj Institution, TN and RTBI.

Phases	Good Performing districts (High person days)			Poor Performing districts (Low person days)			
	I	II	III	I	II	III	
TamilNadu	NREGA Districts	Cuddalore, Dindugal, Nagapattinam, Sivagangai, Tiruvannamalai, Villupuram	Karur, Thanjavur, Tiruvarur	Madurai, Ramanathapuram, Tiruchirappalli, Virudhunagar	-	-	Ariyalur, Coimbatore, Dharmapuri, Kanniyakumari, Kanchipuram, Krishnagiri, Namakkal, Pudukkottai, Salem, The Nilgiris, Theni, Thiruvallur, Tuticorin, Vellore
	Selected	Cuddalore, Dindugal, Nagapattinam					Thiruvallur, Kanchipuram

Table C: Short listed districts

The five selected districts of TamilNadu are Tiruvallur, Kanchipuram, Cuddalore, Dindugal and Nagapattinam.

### Block selection criteria

In each district, two blocks were selected and in each block four gram panchayats were chosen, i.e., four works per block were taken into account for the survey. Selection of blocks and villages in a district are based on interactions with DRDA and the respective block. About fifteen NREGS beneficiaries were surveyed per work.



## Cuddalore at a Glance

Cuddalore is predominately an agricultural district with coastal line stretching from Pondicherry in North to mouth of the River Coleroon in South. Total geographical area covered by the district is 4283 sq. km with coastal line of 68 kms. District is bounded on north by Viluppuram, on the east by the Bay of Bengal, on the south by Nagapattinam, and on the west by Perambalur.

### ← ----- Facts & Figures ----- →

<b>Area</b>	3,678 Sq. k.m.
<b>Area under Forests</b>	4174.08 Hectares
<b>Population (2001)</b>	22, 80,530
<b>Males</b>	11, 48,729
<b>Females</b>	11, 31,801
<b>Population density</b>	620 (Per Sq. k.m.)
<b>Literacy Rate</b>	63.31%
<b>No. of Revenue Division</b>	03
<b>No. of Taluks</b>	06
<b>No. of Blocks</b>	13
<b>No. of Villages</b>	896
<b>Average rainfall</b>	528 mm



Fig 3. Map of Cuddalore, Source: TN website

### ← ----- NREGA activities happening in the selected blocks/sites ----- →

Districts	Blocks	Villages	Works
Cuddalore	Parangipettai	Kothattai	Renovation of traditional water bodies
		Villianallur	Rural connectivity
		Manjakuzhi	Road construction
		C.Kothangudi	Water conservation & water harvesting
	Viruthachalam	Karnatham	Water conservation & water harvesting
		Narumanam	Rural connectivity
		M.Puthur	Rural connectivity/ Water conservation & water harvesting
Chinnaparur	Water conservation & water harvesting		

## Dindugal at a Glance

The geographical position of the district is in such a way that it is bound by Erode, Coimbatore, Karur and Trichy districts on the North, by Sivaganga and Tiruchi District on the East, by Madurai district on the South and by Theni and Coimbatore Districts and Kerala State on the West. The district is also famous for the making of locks.

### ← ----- Facts & Figures ----- →

<b>Area</b>	6266.64 sq. km.
<b>Area under Forests</b>	123367.29 Hectares
<b>Population (2001)</b>	19, 18,960
<b>Males</b>	966,201
<b>Females</b>	952,759
<b>Population density</b>	306 (Per sq. km.)
<b>Literacy Rate</b>	79%
<b>No. of Revenue Division</b>	03
<b>No. of Taluks</b>	07
<b>No. of Blocks</b>	14
<b>No. of Villages</b>	306
<b>Average rainfall</b>	494.35 mm

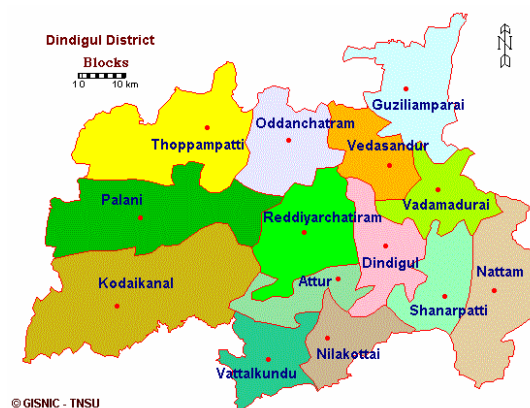


Fig 4. Map of Dindigul, Source: TN website

### ← ----- NREGA activities happening in the selected blocks/sites ----- →

Districts	Blocks	Villages	Works
Dindugal	Batlagundu	Kanavaipatti	Water conservation & water harvesting
		Kottaipatti	Renovation of traditional water bodies
		Nadakottai	Water conservation & water harvesting
		Old vathalagundu	Rural connectivity
	Palani	Amarapoondi	Water conservation & water harvesting
		Kankanapati	Water conservation & water harvesting
		Kombaipatti	Water conservation & water harvesting
		Thamaraikulam	Renovation of traditional water bodies

## Nagapattinam at a Glance

Nagapattinam is carved out of the Thanjavur district. The District head quarter 'Nagapattinam' is located on the eastern coast, 350 kilometers down south from the State capital 'Chennai' and 145 kilometers east, from Tiruchirappalli. The length of coastline is 187 kms. The district shares common boundary with Cuddalore district on the North, Thanjavur district on the west, Tiruvarur district on the south and Bay of Bengal on the East.

### ← ----- Facts & Figures ----- →

<b>Area</b>	2715.83 sq. km.
<b>Forest Land</b>	5311.70 Hectares
<b>Population (2001)</b>	1488839
<b>Males</b>	739064
<b>Females</b>	749765
<b>Population density</b>	548 per sq. km.
<b>No. of Revenue Division</b>	02
<b>No. of Taluks</b>	07
<b>No. of Blocks</b>	11
<b>No. of Villages</b>	497
<b>Average rainfall</b>	1188.6 mm (Yearly Average)

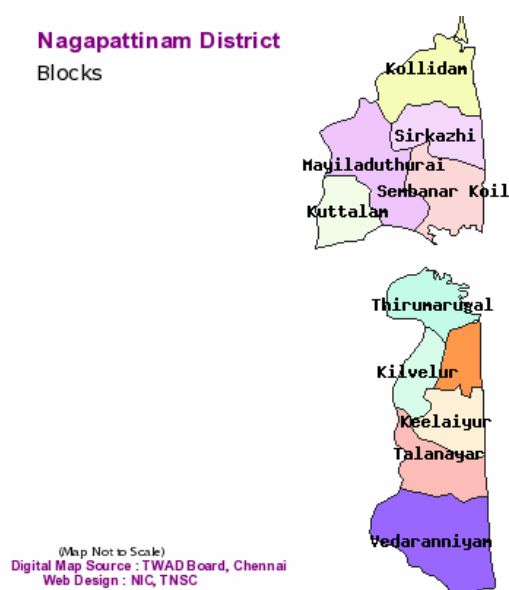


Fig 5. Map of Nagapattinam

### ← ----- NREGA activities happening in the selected blocks/sites ----- →

Districts	Blocks	Villages	Works
Nagapattinam	Mayiladuthurai	Maraiyur	Renovation of traditional water bodies
		Nallathukudi	Renovation of traditional water bodies
		Keelamaruthanthanallur	Renovation of traditional water bodies
		Anathandavapuram	
	Sembanarkoil	Uthirangudi	Renovation of traditional water bodies
		Thirukallacherry	Renovation of traditional water bodies
		Sembanarkoil	Renovation of traditional water bodies
	Karuvazhakkarai	Rural connectivity	

## Tiruvallur at a Glance

Tiruvallur is known for its academic institutions, production units, trade centres, business establishments, religious monuments and temples. It is one of the fast developing districts of TamilNadu situated near Chennai city, giving it a special industrial and commercial importance. The district is surrounded by Kanchipuram district in the South, Vellore district in the West, Bay of Bengal in the East and Andhra Pradesh State in the North.

### ← ----- Facts & Figures ----- →

<b>Area</b>	3422 Sq.kms
<b>Population (2001)</b>	27, 38,866
<b>Males</b>	13, 90,292
<b>Females</b>	13, 48,574
<b>Population density</b>	800 (Per sq. km.)
<b>No. of Revenue Division</b>	03
<b>No. of Taluks</b>	08
<b>No. of Blocks</b>	14
<b>No. of Villages</b>	842
<b>Average rainfall</b>	1104.4 mm.

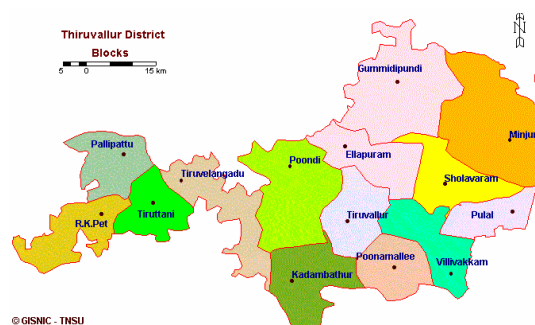


Fig 6. Map of Tiruvallur, Source: TN website

### ← ----- NREGA activities happening in the selected blocks/sites ----- →

Districts	Blocks	Villages	Works
Tiruvallur	Sholavaram	Mabuskanpettai	Renovation of traditional water bodies
		Thirunalai	Renovation of traditional water bodies
		Vazudikimedu	Renovation of traditional water bodies
		Vadakanallur	Renovation of traditional water bodies
	Ekadu	25 Veppampattu	Rural connectivity
		Koyambakam	Water conservation & water harvesting
		Pakkam	Water conservation & water harvesting
	Sivanvoyal	Water conservation & water harvesting	

## Kanchipuram at a Glance

An administrative district of TamilNadu situated on the north-eastern coast of the state and is adjacent to Bay of Bengal and Chennai city. The district is bounded on the west by Vellore and Thiruvannamalai district, on the north by Thiruvallur district and Chennai district, on the south by Villuppuram district and on the east by Bay of Bengal. Kanchipuram is famous for its renowned crafted world famous silk sarees, a traditional home industry.

### ← ----- Facts & Figures ----- →

<b>Area</b>	7857.00 sq. km.
<b>Area under Forests</b>	23,586 Hectares
<b>Population (2001)</b>	30.38 Lac
<b>Population density</b>	592 (Per sq. km.)
<b>Literacy Rate</b>	66.38%
<b>No. of Revenue divisions</b>	03
<b>No. of Taluks</b>	08
<b>No. of Blocks</b>	13
<b>No. of Villages</b>	1214
<b>Average rainfall</b>	1213 mm

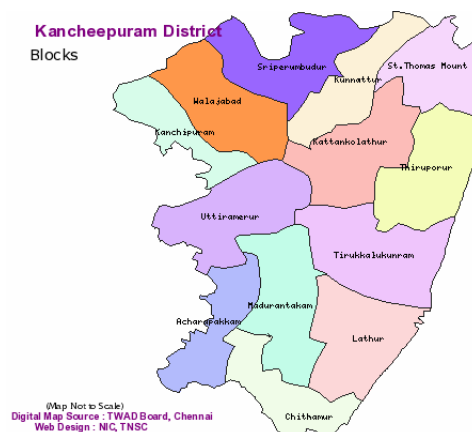


Fig 7. Map of Kanchipuram, Source: TN website

### ← ----- NREGA activities happening in the selected blocks/sites ----- →

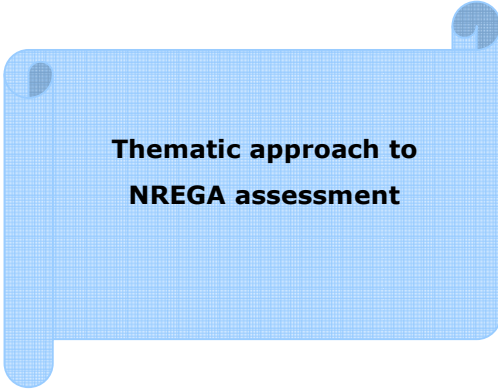
Districts	Blocks	Villages	Works
Kanchipuram	Uthiramerur	Rattamangalam	Water conservation & water harvesting
		Ammaipannalur	Water conservation & water harvesting
		Perunagar	Water conservation & water harvesting
		Thottanavel	Water conservation & water harvesting
	Wallajabad	Ayanpettai	Rural connectivity
		Atuputur	Water conservation & water harvesting
		Ozhaiyur	Renovation of traditional water bodies
		Ekanampettai	Rural connectivity

## CHAPTER III: Sample Size & Research Methodology

### (a) Survey questionnaire design & Sample Size:

Review of the NREGA literature and research materials revealed identification of appropriate parameters is very much essential in pinning the objectives! The task force identified the following parameters that would give insightful information

- Socio economic details
- Awareness
- Participation
- Process
- Monitoring and Supervision
- Payment details
- Transparency
- Worksite facilities
- Impact



**Thematic approach to  
NREGA assessment**

Survey questionnaire (refer Appendix 1) is prepared based on the thematic assessment. About 15 beneficiaries were interviewed in each village totalling 120 survey interviews conducted per district. The selection of beneficiaries is based on 'random sampling without replacement'.

### (b) Research Methodology & Tools:

To meet the project objectives, RTBI has developed an eight folded methodological approach to assess the NREGA implementation in TamilNadu. This framework consisted of various steps that would be incorporated at each stage of the survey. The approach was discussed and agreed with the Commissioner, Rural development & Panchayat Raj Institution, TN. The methodology adopted here stems from the research solidified from the ministry's requirements and secondary research that would be described in subsequent sections.

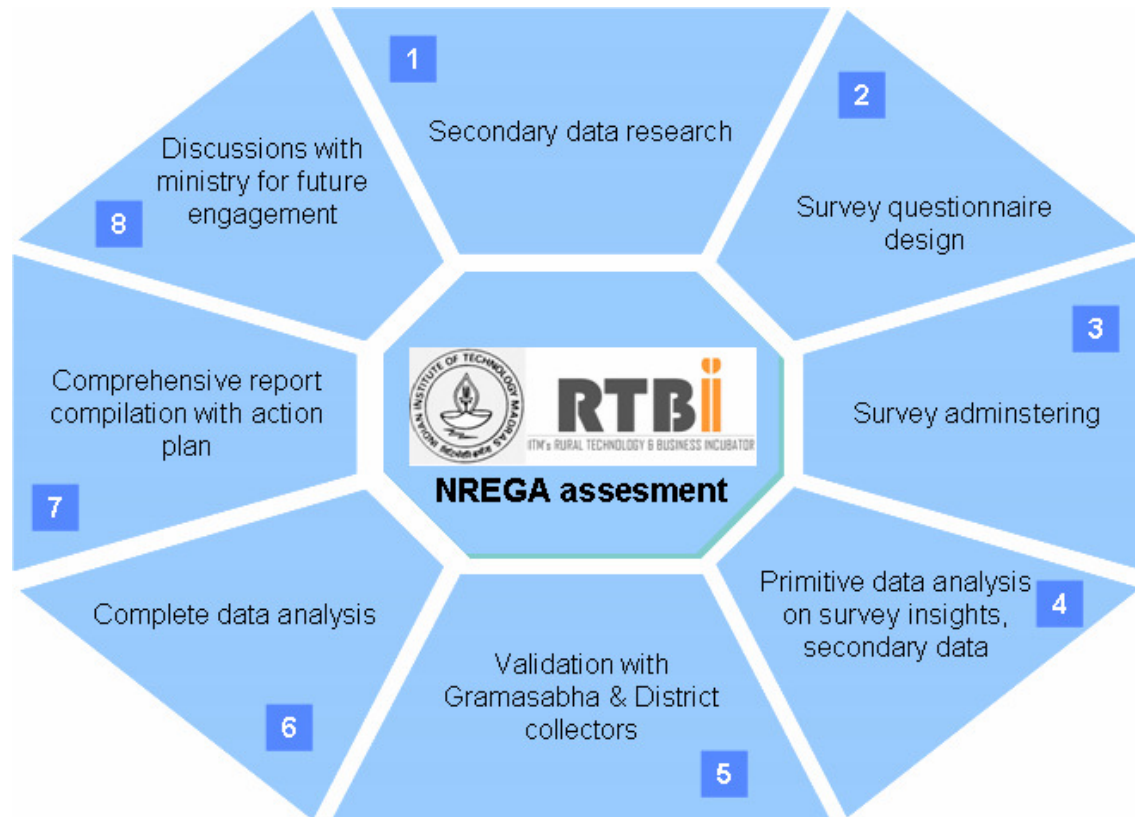


Fig 8. NREGA assessment methodology

**RTBI's Analytical Centre of Excellence (RACE)**, an initiative created exclusively for planning and execution of this impact assessment consisted of IIT professors, RTBI rural experts, data analysts, technology experts and field officers. Following steps would brief the steps adopted (also illustrated in the above picture)

1. Secondary data research based on information from web, ministry and other sources.
2. Survey draft questionnaire design based on secondary data sources, Mock survey administration and the analysis of survey data/feedback were helpful in tweaking questionnaire. The content was finalized after validation with Commissioner, Rural development & Panchayat Raj Institution, TN.
3. Survey administering and feedback gathering.
4. Primitive data analysis based on survey insights, secondary data.



5. Validation of survey insights with district NREGA officials.
6. Analyze survey results with inputs from the NREGA officials.
7. Comprehensive report compilation with key insights and recommendations.  
The report would also include an action plan for future interventions.
8. Strategize with Ministry to address the rural requirements and initiate continual assessments/improvements.

A robust analytics framework evolved from the objectives with right approach to survey designing, administering, communication, analysis and identifying action items for continual improvements. The analytical framework that follows this section explains the structured data analysis methodology adopted for this impact assessment study. The numbered sections are sources of information that would be elaborated in the next section.

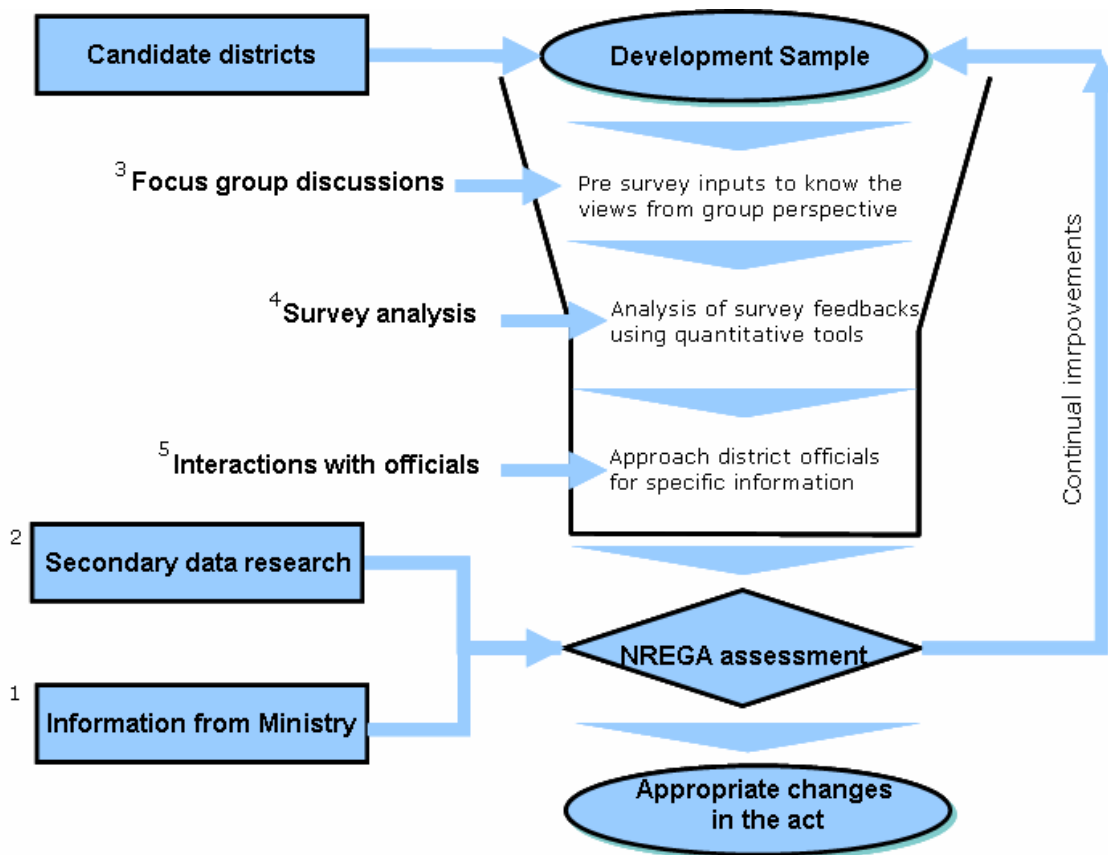


Fig 9. Analytical workflow for NREGA assessment



(c) REMEDY as the Technology base

Data collection was aided by innovative GPRS Mobile Technology, Remote Multimedia Enterprise Data Entry & Processing System (REMEDY) which provides an ideal solution for multimedia information aggregation using a mobile phone which connects to an enterprise database.

The system consists of an easily configurable web interface for form creation, generates the required sever side scripts and database schemas to interface to an enterprise database. This application is a novelty as it not only supports the form input information but also the images captured, voice samples recorded at the field location by the enterprise database.

Data is uploaded whenever the mobile phone can establish a GPRS connection to the enterprise database. In the absence of a GPRS connection, data gathering and validation can still be done locally on the mobile. This stored data is later uploaded whenever the GPRS connection becomes available. Report generation in various formats also supported.



Fig 10. Mobile interface in Tamil

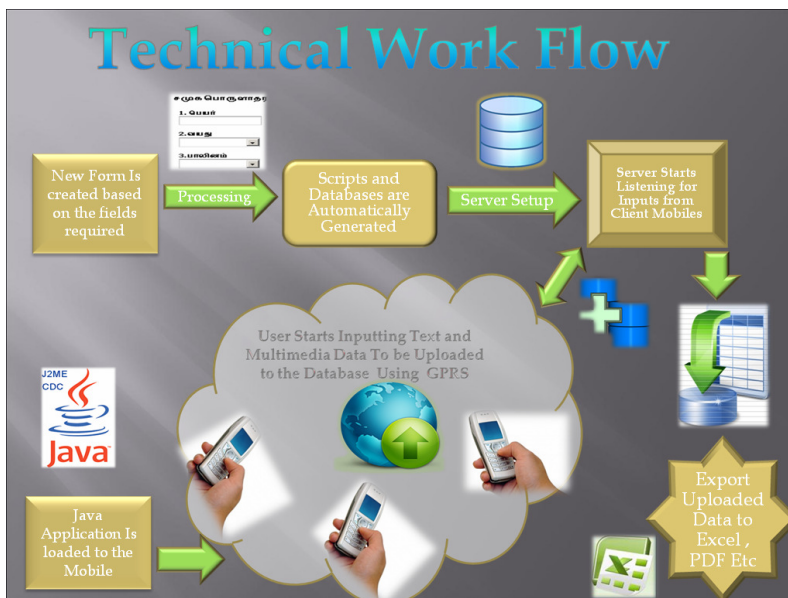


Fig 11. Technical work flow

Platform used

Enterprise side	Mobile side
Linux	Opera Mini Web Browser
Apache Web Server	J2ME
MySQL database	HTML
PHP Scripts	Javascripts

## CHAPTER IV: Findings & Analysis

Assessment of NREGA involved in understanding the numbered stages '1' to '5' in our analytical framework there by ensuring utilizing qualitative and quantitative mechanisms. This would set a flow for probing the next stage.

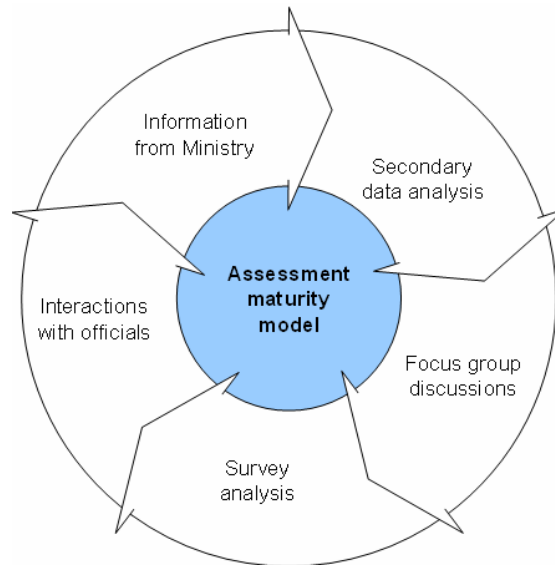
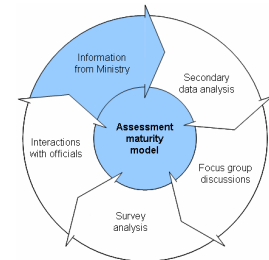


Fig 12. Towards information maturity

### (a) Information from Ministry

Various workshops and research materials from ministry helped very much in understanding the NREGA act and its objectives.



#### Workshops

- International Seminar- Rural Poverty: Key Initiatives in achieving Millennium Development Goals and Role of NREGA - JAN 21-22 2009
- Leveraging NREGA for sustainable development through inter-sectoral convergence - May 6, 2009

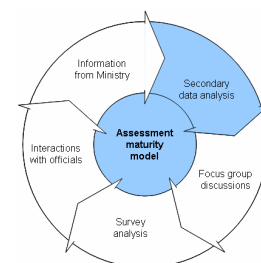
#### Research material

- Convergence approach
- NREGA guidelines

Information from the ministry forms a perfect base to understand NREGA, its purpose and objectives.

## (b) Secondary data analysis

Information from various web sources, information from ministry is analyzed using SWOT framework. This framework was of great help in preparing the survey questionnaire to NREGA beneficiaries.



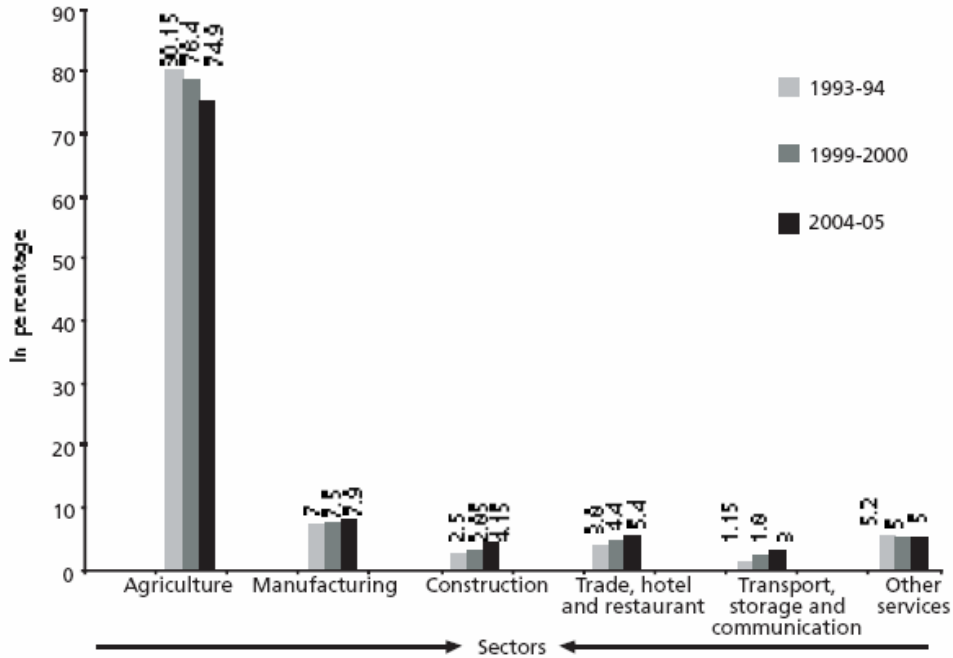
## Secondary data analysis (SWOT) of NREGA in rural Tamil Nadu

Strengths	Weakness
<ul style="list-style-type: none"> <li>▪ Very successful program that promises jobs to needy</li> <li>▪ Livelihood alleviation program that promises relief stimulus to BPL segment.</li> <li>▪ Involved participation of women compared to other states</li> <li>▪ Well written act promising the rural orientation.</li> <li>▪ Much needed focus on irrigation, land and plantation</li> </ul>	<ul style="list-style-type: none"> <li>▪ Expenditure oriented and not demand driven</li> <li>▪ Very poor participation of people in deciding village needs</li> <li>▪ Very poor knowledge/awareness of NREGA act and benefits.</li> <li>▪ Poor record maintenance &amp; work measurement (CAG)</li> <li>▪ Lack of enforcement of wage regulation policies</li> <li>▪ Lack of enforcement of Redressal systems</li> <li>▪ Lack of support structure needed by PRIs</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>▪ Can focus more on livelihood enhancement programs like sanitation, drinking water facilitation</li> <li>▪ Program can be redesigned to build or match skill sets of that particular locality                             <ul style="list-style-type: none"> <li>– Build an eco system that drives itself!</li> </ul> </li> <li>▪ Integrating river channels, rain water harvesting, desilting</li> <li>▪ Civil Society Organisations (CSOs) might support PRIs in NREGA planning, implementation and social audit.</li> </ul>	<ul style="list-style-type: none"> <li>▪ NREGS works are implemented in silos.                             <ul style="list-style-type: none"> <li>– Need to consider the benefits of convergence with other acts.</li> </ul> </li> <li>▪ Panchayat needs to develop a proactive mind set.                             <ul style="list-style-type: none"> <li>– should perform counseling to those who approach</li> <li>– Educated should not be entertained</li> </ul> </li> <li>▪ Government's approach of restricting the scope to "unskilled rural" work might be an hindrance to the program/developments in the long run.</li> <li>▪ Failures of similar rural development programs in the past                             <ul style="list-style-type: none"> <li>– Ensure continual participation to bring a radical change!</li> </ul> </li> </ul>

Sources of information mentioned under References section

Also, NSSO 61st data analysis on percentage contribution of various sectors to rural employment reveals that Agriculture is the dominant contributor with percentage score of around 75 % (refer figure below). This insight is vital in considering NREGS project all over India and especially TamilNadu which is agricultural dependent state for rural.

**PERCENTAGE CONTRIBUTION OF VARIOUS SECTORS TO TOTAL RURAL EMPLOYMENT**



Source: Compiled from NSSO 61st data Fig 13. Sector wise contribution to rural employment

Picture perfect - A simple case study

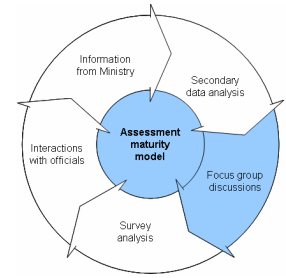


Fig 14. NREGS work happening in Madurai, Tamil Nadu

NREGS work happening in one of the villages in Madurai, TN. The picture beautifully illustrates participation of underprivileged but efficiency is being missed out.

### (c) Focus group discussions

To understand the perceptions, attitudes and practices of any population, FGDs can be a very useful tool. One major advantage is that when it is conducted with any marginalized or stigmatized population it can help to understand the most complex situations in a holistic manner.



People were selected on voluntary basis. The thematic approach of the study was classified into simple questions placed before the group to achieve open discussion.

They are

- The positive aspects of NREGS
- The negative aspects of NREGS
- Awareness on NREGS processes
- Satisfaction level on NREGS



Fig 15. State co-ordinator, NREGS TN initiating a focus group discussion in Thirunalai village at Sholavaram block

Multiple focussed group discussions were held and the following inputs are gathered as gist of those discussions. Please refer to the video documents available under the folder videos\FGD in the CD delivered along with this report.



<p><b>Positive aspects</b></p>	<ul style="list-style-type: none"> <li>▪ The job within the village is rewarding</li> <li>▪ Ensures safety for rural women thereby making them employable. <ul style="list-style-type: none"> <li>- additional wealth to rural household</li> </ul> </li> <li>▪ Ensures gender equality in rural Tamil Nadu</li> <li>▪ Involvement of SHG improves NREGS activities</li> </ul>
<p><b>Negative aspects</b></p>	<ul style="list-style-type: none"> <li>▪ Improper work estimation with out considering soil texture, climate conditions, etc. <ul style="list-style-type: none"> <li>- Clear yardsticks for measurement needs to be devised for different kind of jobs</li> <li>- Even after hard work, meager 50-60 Rs realized! <ul style="list-style-type: none"> <li>• Work must be based on person's caliber and profile.</li> <li>• Aged labors contribute to lower productivity and foster lethargic behavior in others as well.</li> </ul> </li> </ul> </li> <li>▪ Limitation of 100 days of employment to household.</li> <li>▪ Poor infrastructure provisions like crèche, first aid, etc <ul style="list-style-type: none"> <li>- Improper provisions restricts women bringing their babies/children to work site</li> </ul> </li> <li>▪ Panchayats that witnesses heavy enrollments suggest the beneficiaries to work on alternate days <ul style="list-style-type: none"> <li>- Mostly related to denial of job.</li> <li>- More number of work allotments should be included</li> </ul> </li> </ul>
<p><b>Process awareness</b></p>	<ul style="list-style-type: none"> <li>▪ Majority of the respondents expressed that they are not aware of the procedures <ul style="list-style-type: none"> <li>- Sarpanch or Panchayat leader plays the key role in deciding the shelf of projects.</li> </ul> </li> <li>▪ Male members in the village take advantage of women in Grama sabha meetings.</li> <li>▪ Meetings were not informed and so they don't participate.</li> <li>▪ Most of them doesn't know when they have applied for their job and to validate the information.</li> <li>▪ Majority are unaware of the unemployment allowance.</li> </ul>
<p><b>Satisfaction</b></p>	<ul style="list-style-type: none"> <li>▪ Most of the respondents are very satisfied with employment provision in their own village.</li> <li>▪ Majority of the respondents are dissatisfied with the wages paid to them.</li> <li>▪ Dissatisfaction on working condition.</li> </ul>

Source: RACE focussed group discussion (Annexure 2)

Communication is very important for the participation of the rural people. Social mobilization and awareness generation programs need to be planned and executed through door to door contact campaign, village convention and personal contact programs. This is very crucial in changing the villagers' perspective of this scheme as many have expressed that they are not aware of the specifics of the scheme.

Weather conditions, soil texture, etc need to be considered while performing work measurement. The group voices out lack of such effective measurement practices. It would be helpful if officials explain the measurement system. This would ensure more involved rural beneficiaries working for the improvements of their village.

#### (d) Survey analysis

Statistical surveys are used to collect quantitative information about respondents in a population. Our survey approach to NREGA beneficiaries is based on the structured methodology described in previous section. Please refer to Annexure 1 for the survey questionnaire. The figures and illustrations would quote various Tables that were the data sources. Please refer to Annexure 3 for the complete list of tables.

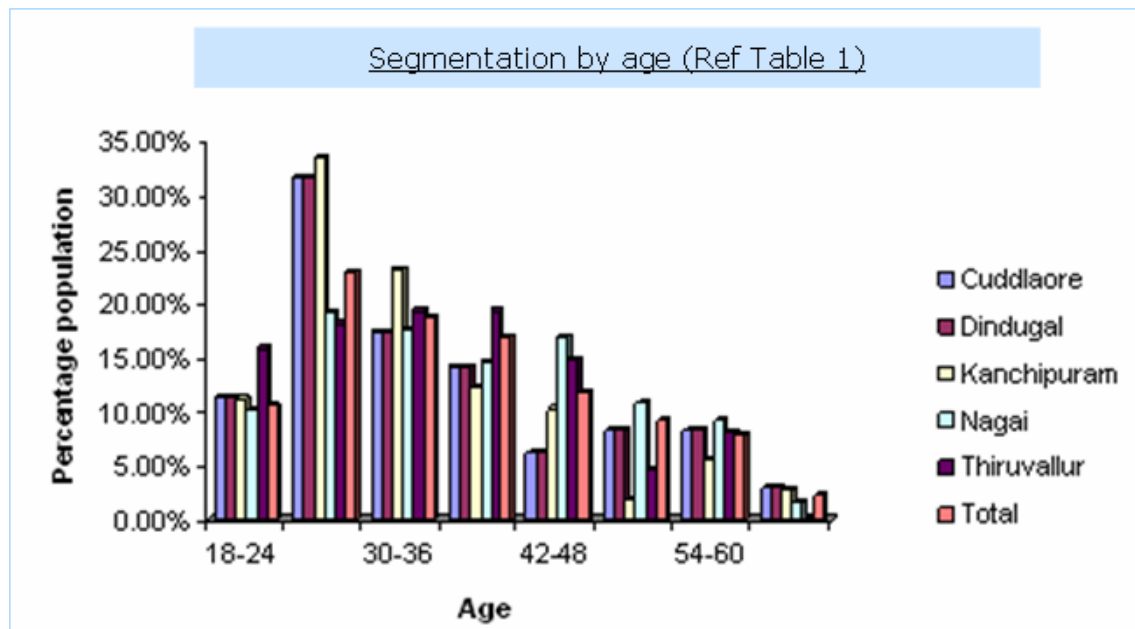
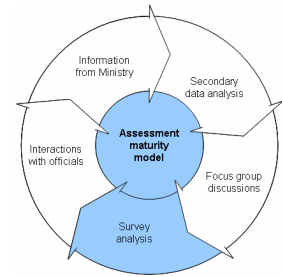


Fig 16. Segmentation by age

Across all age spectrums, people enrol and work for NREGA activities. While this is a positive sign, the root causes for people's approach needs to be evaluated. It may not be a good sign to encourage young people in age group 18-30. The youth might be productive for the current scope of work but definitely may not be contributing to activities that might contribute to build future India. Also, during focussed group interactions we observed that old people contribute to lethargic work culture. NREGA initiative is suggested to employ a task force (refer action plan) that combines with similar rural enhancement initiatives to provide appropriate jobs by age categories.



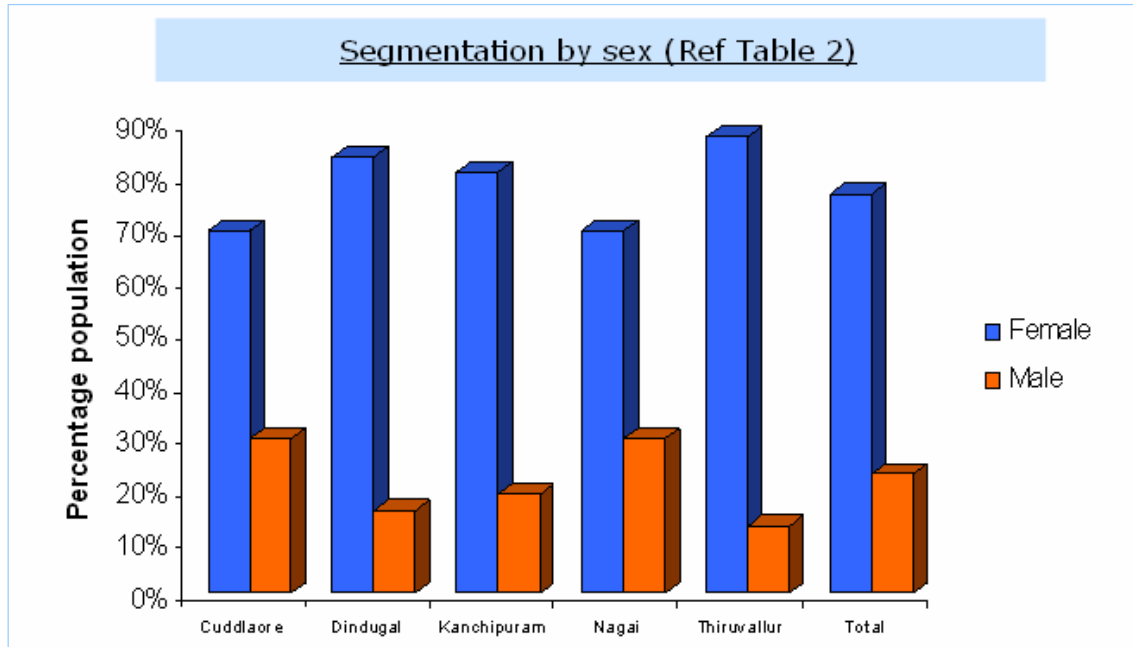


Fig 17. Segmentation by sex

The cases of household women getting involved in NREGA activity are very much encouraging. Their involvement in NREGS would improve the household living standards/conditions. In case of Cuddalore and Nagai, the proportion of men coming to work were found bit higher.

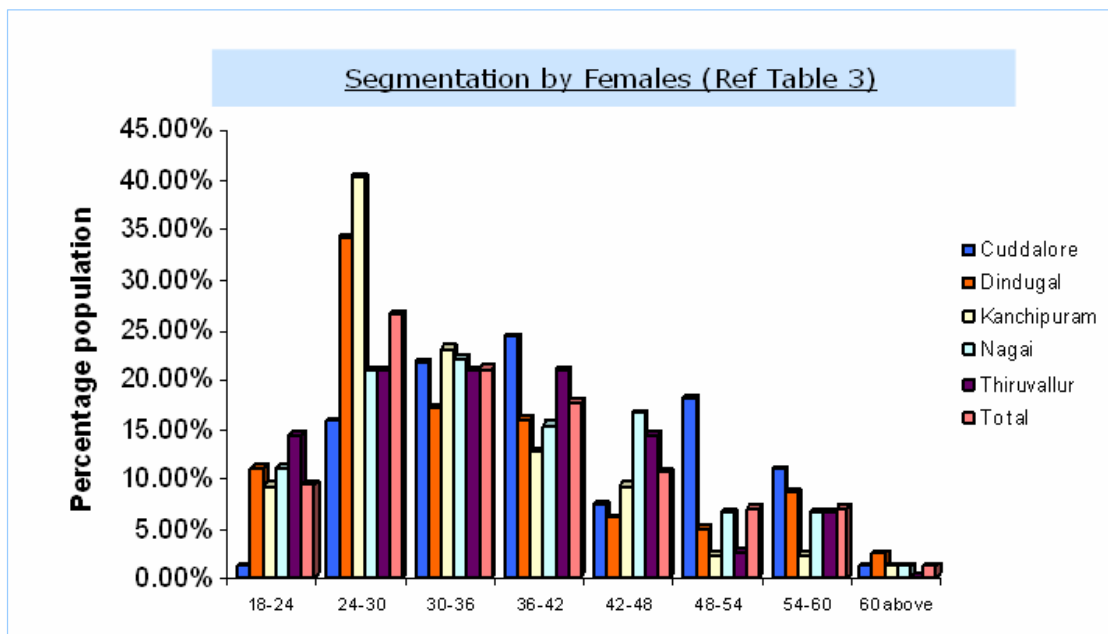


Fig 18. Segmentation by females

However when age group is split by sex categories, we found interesting insights about the profile of the people that perform NREGA activities.

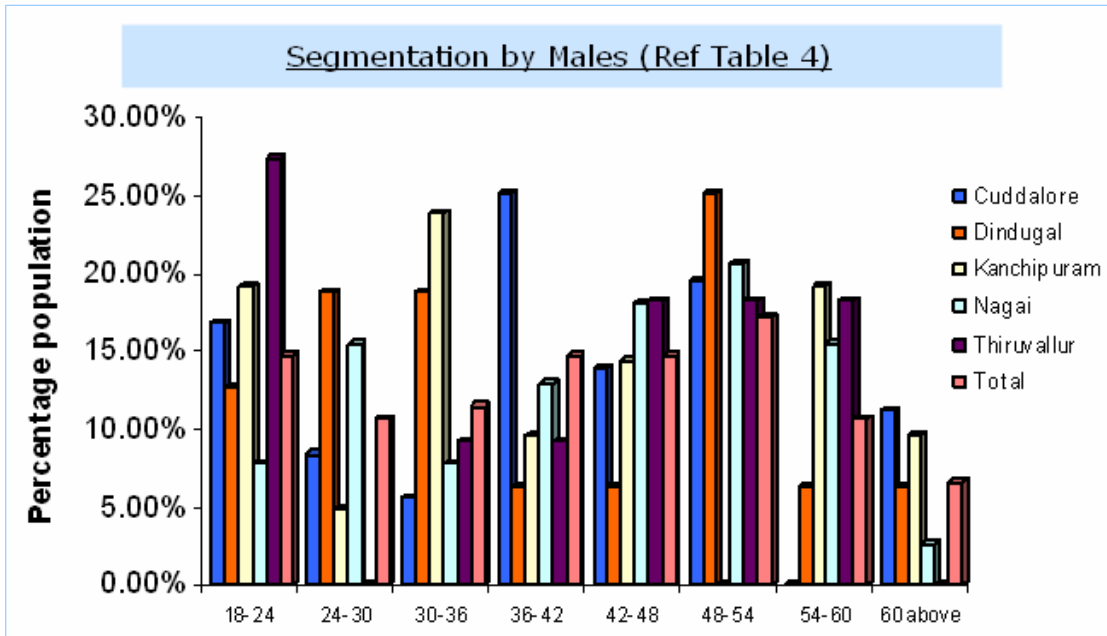


Fig 19. Segmentation by males

Comparison of Table 3 and Table 4 clearly shows that men doing NREGA activities are at lesser proportionate for the age group '18-24' and '24-30' but significant percentage are involved in age group 'above 60 years'. This might be attributed to the physical condition of men qualifying to do unskilled labour. If the rules of the game extends to develop as a committed program to deliver long term growth prospects (elaborated in subsequent sections) then more and women would get involved while NREGA activities would eventually become the preferred employment source to rural household.

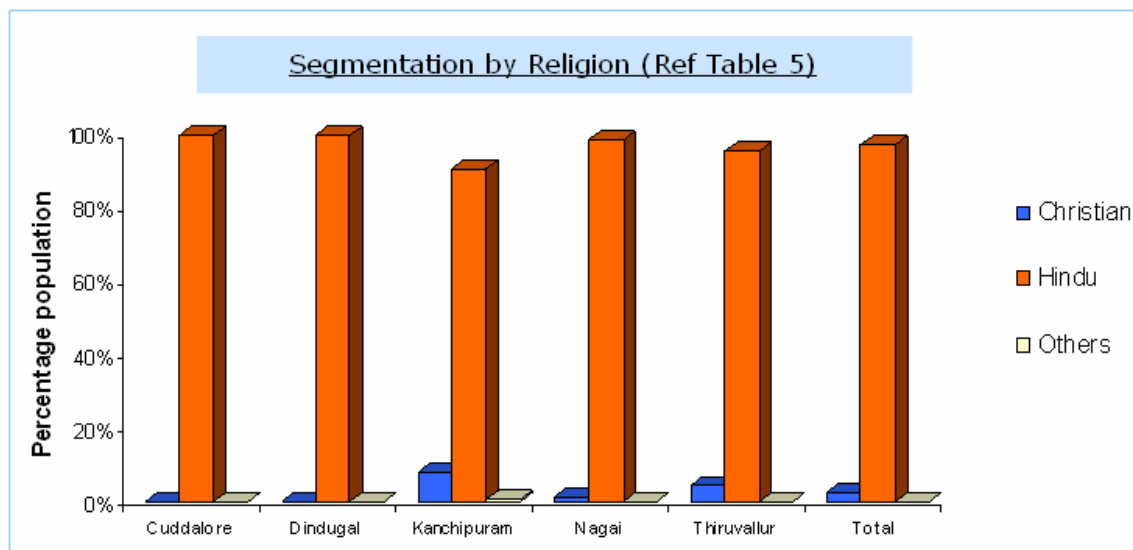


Fig 20. Segmentation by religion

It is no surprise that all districts witnessed heavy participation from Hindus as significant percentage of Hindus are living in these villages. (around 97 % of total sample).

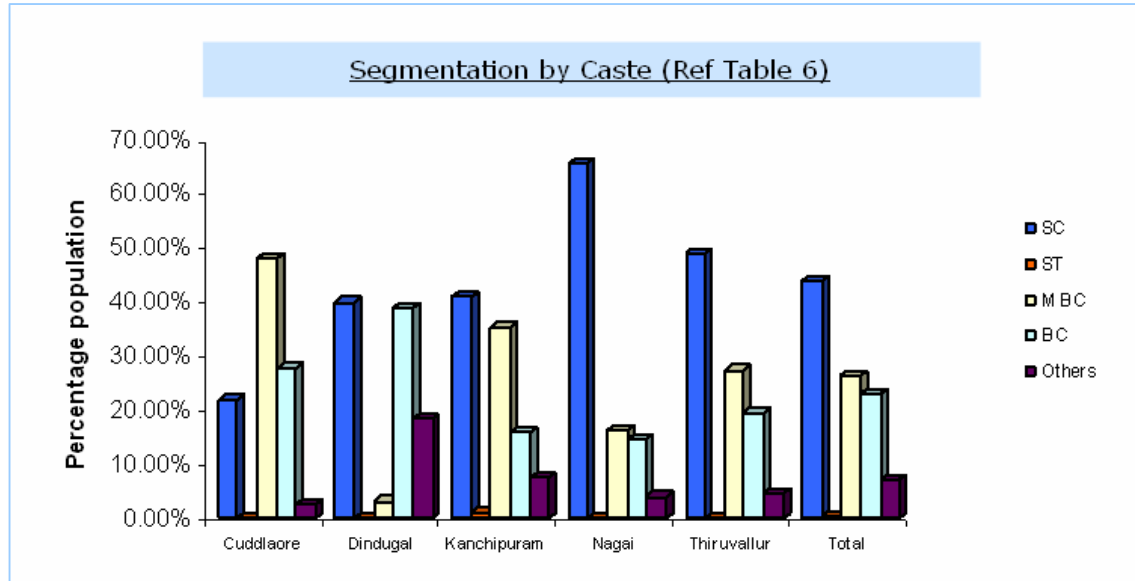


Fig 21. Segmentation by caste

Sample reveals that all districts except cuddalore, represent more than 38% of people as SC/STs. (Please refer to limitations of the study highlighted under Inferences section)  
When the caste categories are split by age group, we have interesting insights.

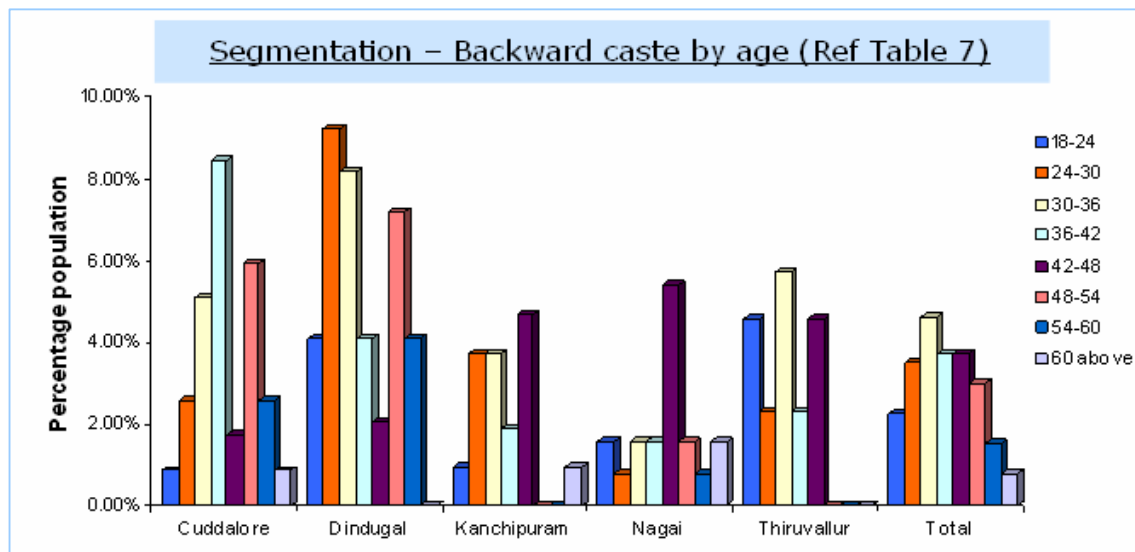


Fig 22. Segmentation of backward caste by age

Good participation of BCs from all districts and age categories highlights the fact that the program serves as an effective job granting mechanism to those that seek for jobs.

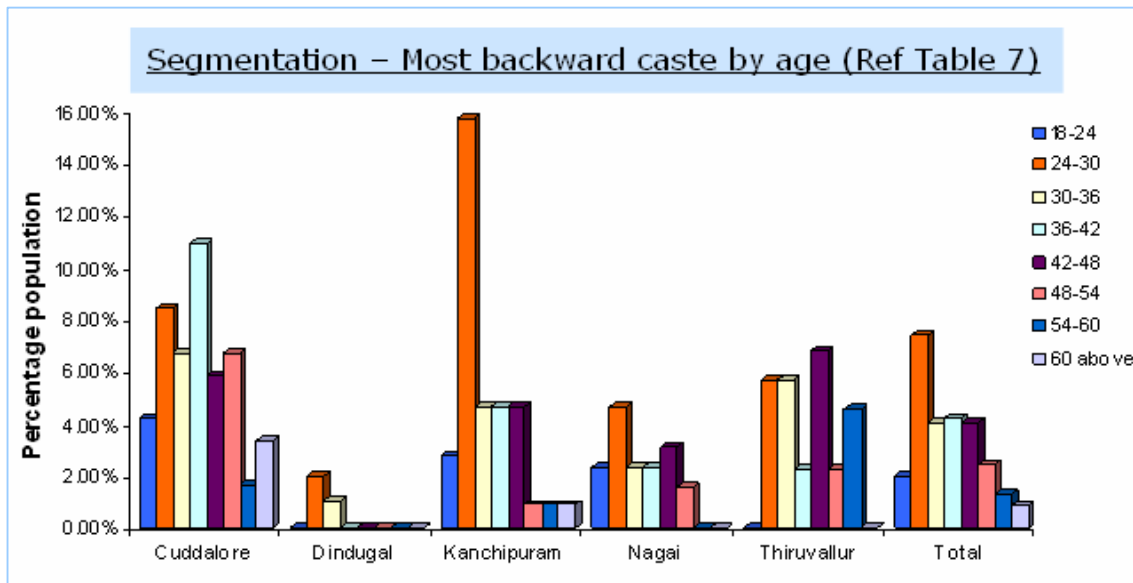


Fig 23. Segmentation of most backward caste by age

Category wise, MBC's constitute the second highest caste (next to SC) that participates in NREGS. Except Dindugal (around 3%), all other states involved a very good MBC head count. (Please refer to limitations of the study highlighted under Inferences section)

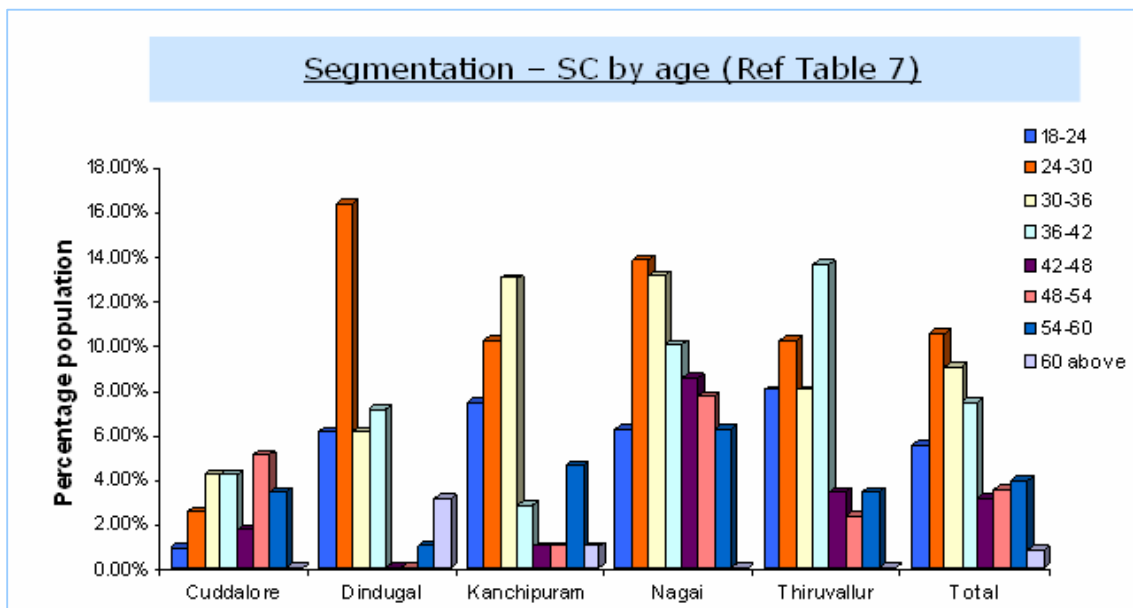


Fig 24. Segmentation of scheduled caste by age

Cuddalore sample constituted very low participation of SC participation (21.84 %) when compared to other districts (all of them above 39% with the sample average of around 44%). (Please refer to limitations of the study highlighted under Inferences section) Participation of SC is a very good sign and underlines the fact that the benefits are indeed enjoyed by deprived community.

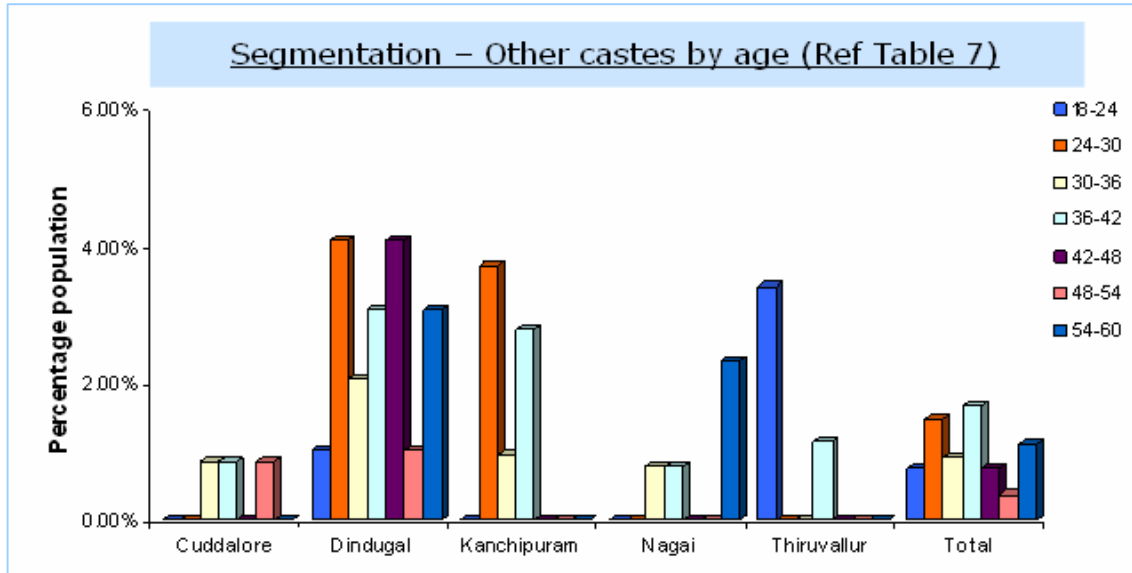


Fig 25. Segmentation of Other castes by age

Nearly 7 % of the total sample population constitute of caste type category 'Others'. These segments include all categories except SC, ST, BC and MBC. These categories were close to 18.4% in Dindugal but in all other districts were less than 8 %.

Across all categories and age groups, we see that younger population got involved more from the SC and MBC. More than 16% population are SCs from '18-30' category. A critical insight from field observation is that specific pit is allocated to a particular caste category. (Field evidence in Pakkam village in Thiruvallur district)

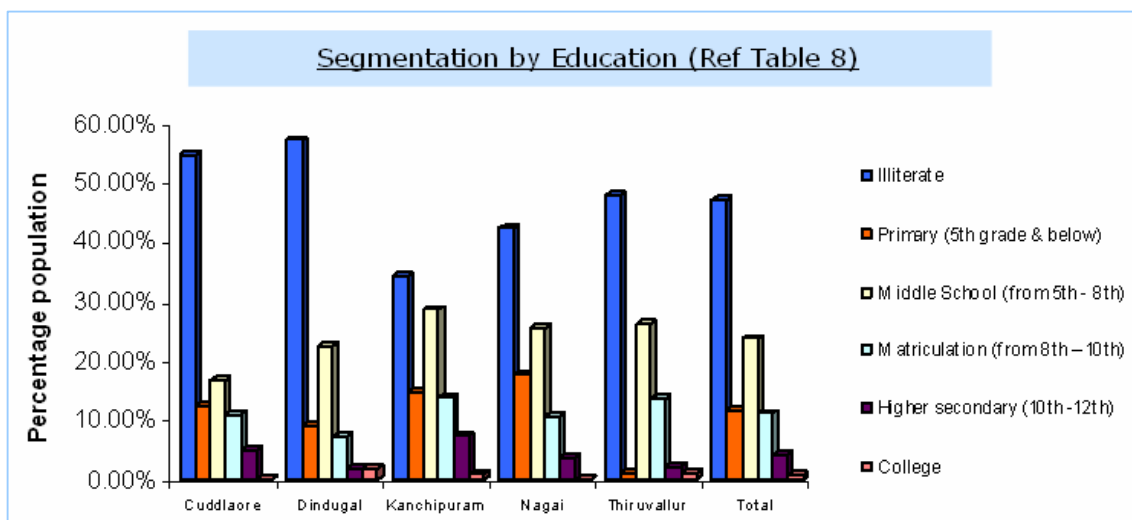


Fig 26. Segmentation by education

Ideal candidates for NREGA activities would be illiterate people. Considering people who have education level lesser than eighth grade may be permissible.

The government should strictly discourage educated people performing any unskilled work. Significant proportions of educated people get involved in all categories including college graduates. College graduates were considered in Dindugal, Kanchipuram and Thiruvallur districts (discussed in the review discussions with officials). Reason for their enrolment for unskilled labour needs to be evaluated! Instead of employing these people for unskilled work, they can be utilized for jobs that would justify their education qualifications. The system should evolve to incorporate the interests of qualified stakeholders instead of involving them in operational activities. While the government is giving lot of reservation benefits to underprivileged, it is sad to see that community get involved in unskilled work. The government has to ensure the benefits are justified and reached!

Awareness committee can be formed consisting of educated youth who would bring communication effectiveness of village building initiatives at district/block level.

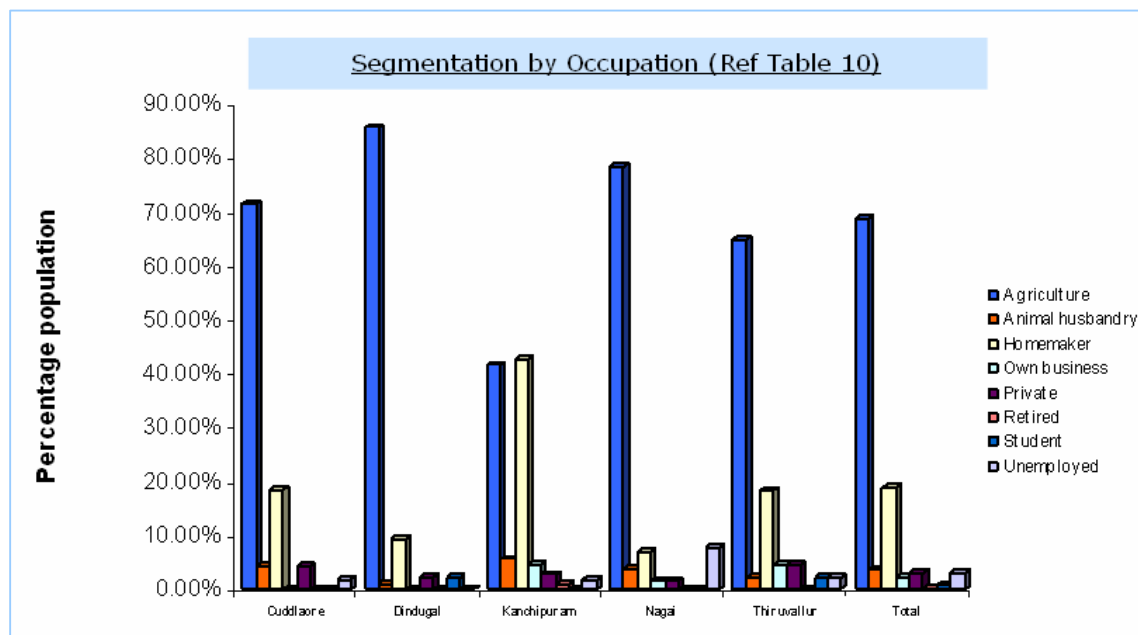


Fig 27. Segmentation by Occupation

Table 10 reveals that people that work for NREGS have mostly agriculture as their primary activity. NREGS works substitute agriculture in these areas therefore 'Agriculture' is the most affected category. The program should aim for the livelihood enhancement in the long run. NREGA beneficiaries would definitely earn daily bread from road contracts, digging etc but would it justify as their primary occupation that they would perform after NREGS works?

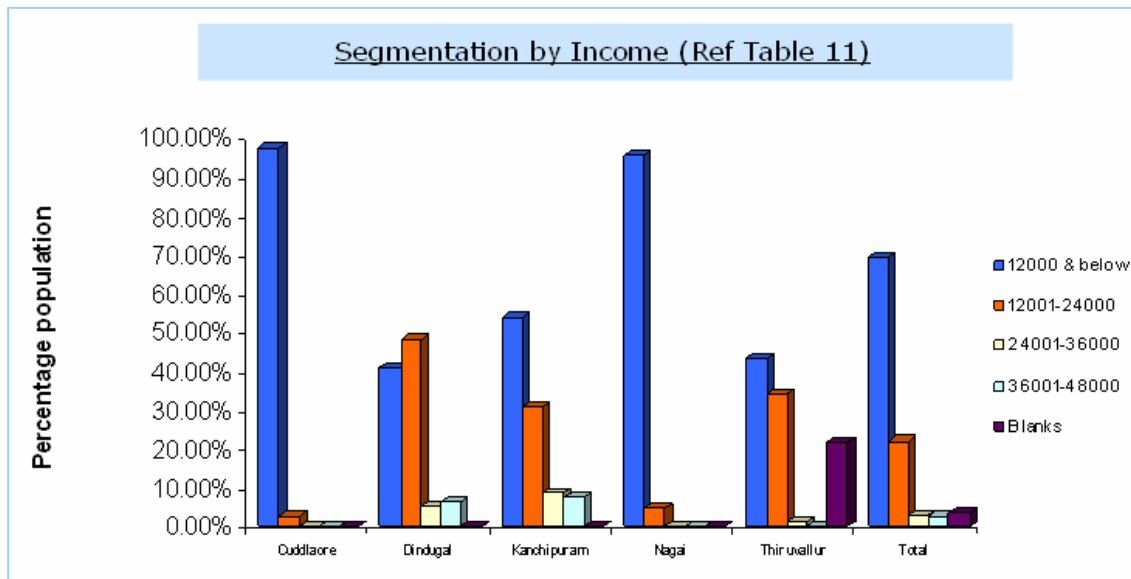


Fig 28. Segmentation by Income

Table 11 shows that benefits of NREGA are reaching out the deprived communities in deed. From our understanding with NREGA beneficiaries, people get wages in the range 40-80 INR per day. (refer Table D.) This is very interesting insight because if the NREGA program is lasting throughout the year, then the maximum utility derived from this program would be annual income of INR 29200 (which would serve as an indicative figure to continue the analysis). Table 11 however shows cases of people working for this program with annual income more than 24000 Rs and 36000 Rs. This again justifies the need for maturity of this program to become an advisory to those that approach the panchayat for opportunities.

Daily Wage	20	40	60	80	100
Annual Income	7300	14600	21900	29200	36500

Table D. Indicative annual figures by wages



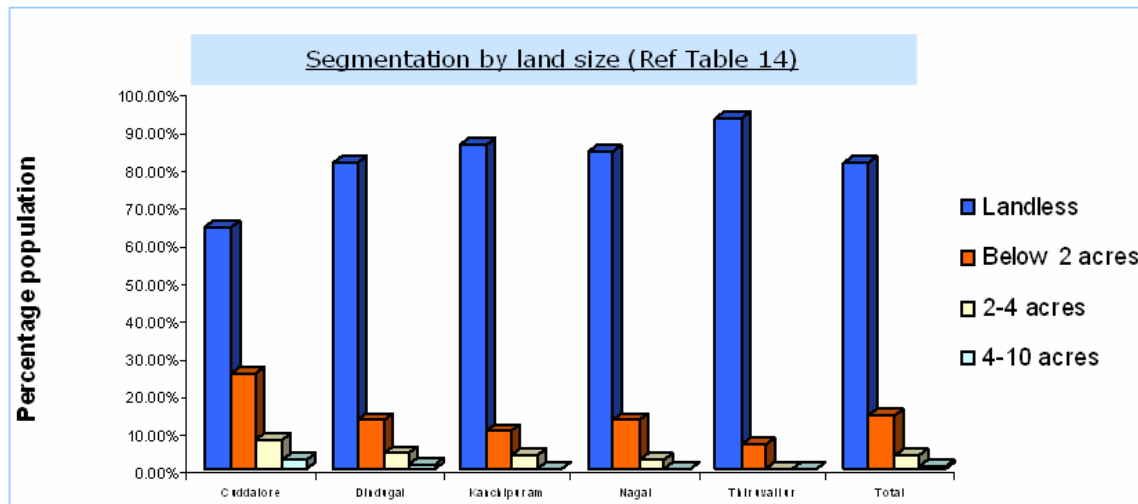


Fig 29. Segmentation by land size

Table 14 reveals that benefits of NREGA are reaching out the deprived communities in deed. But there exists few proportions of people needing information to utilize the land assets existing with them. This is yet another reason for NREGA needing to mature its operations from just being a 'Job grantor' to 'Job advisory'. Instead of employing them for unskilled work can NREGA utilize them for better livelihood of them as well as the village?

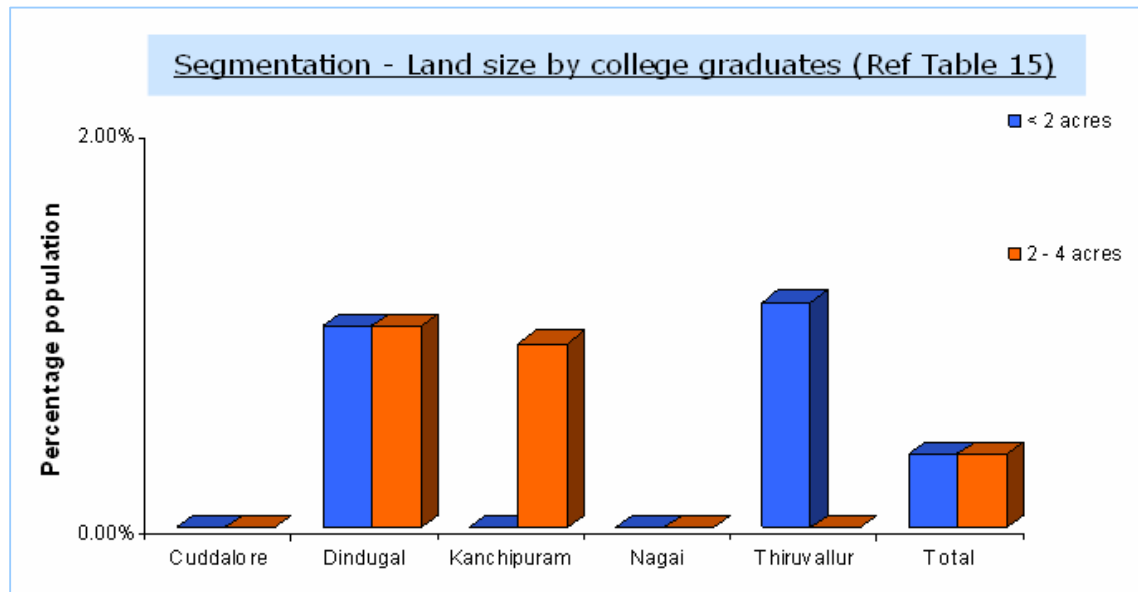


Fig 30. Segmentation of college graduates by land size

Table 15 reveals that college graduates with land assets also work for NREGA program. A proper orientation provided to these people would not only lift their life conditions but also accelerate the government initiatives contributing to rural development.

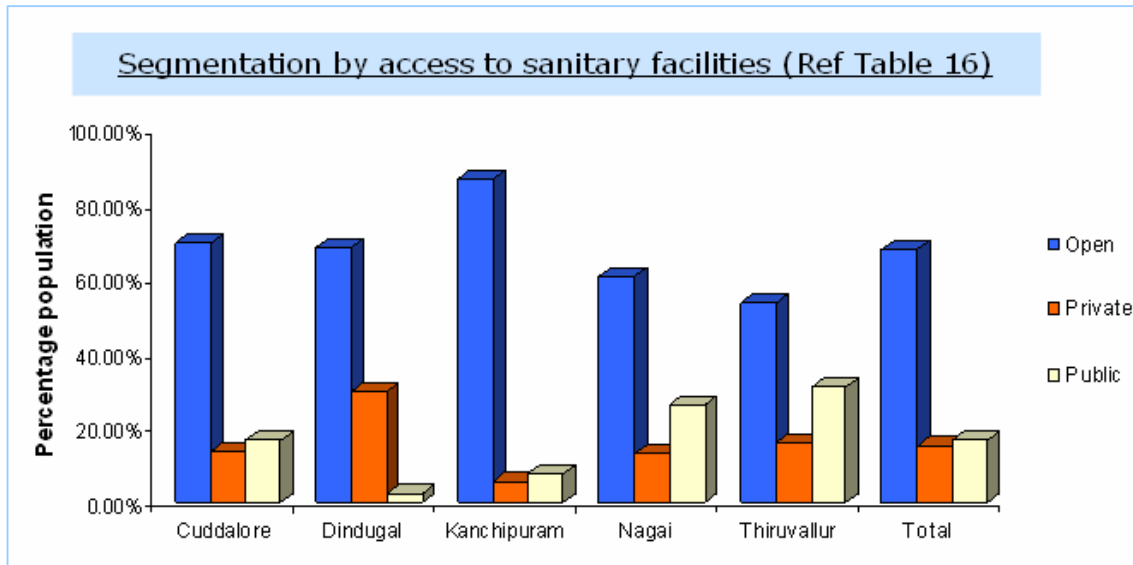


Fig 31. Segmentation by sanitary facilities

An interesting insight to the government that would very much complement the future planning! Sanitary facilities are perceived as an economic indicator. **Can sanitary facilities be built in those areas where people use open spaces for sanitation?** This could be a convergence initiative with TamilNadu government's "Muzu sugathara thitam" focussed to build sanitary facilities.

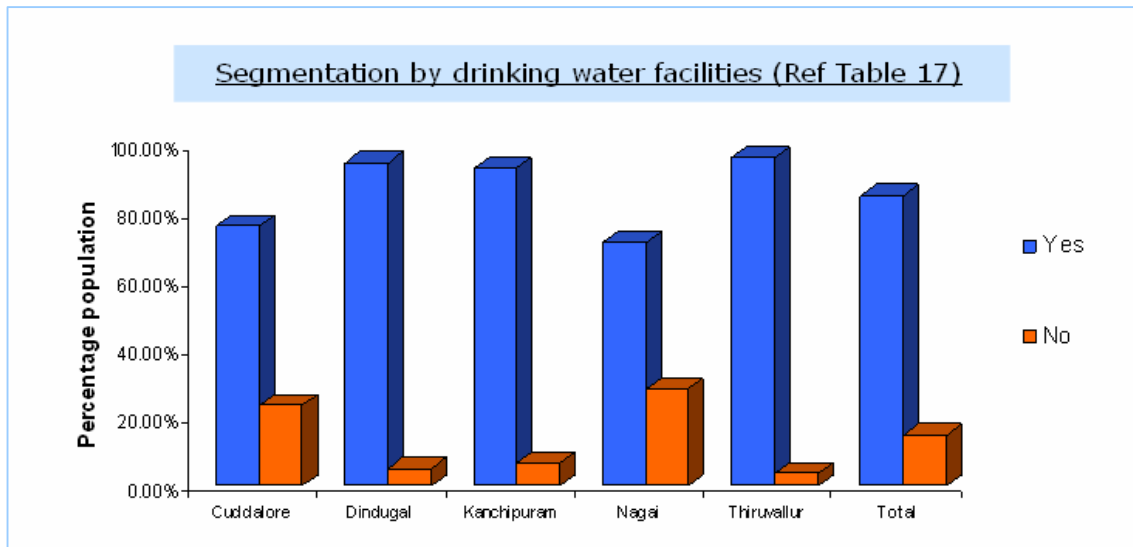


Fig 32. Segmentation by drinking water facilities

An interesting insight to the government that would very much complement the future planning! **Can water channels be built especially in villages of Cuddalore, Nagai?**

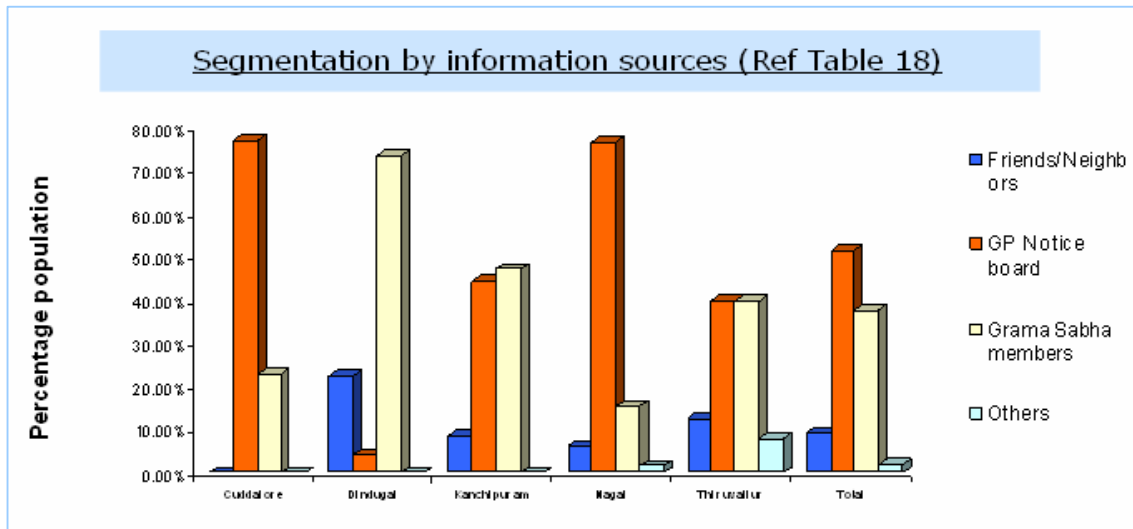


Fig 33. Segmentation by information sources

GP Notice board and Grama sabha members were significant channels that communicated about existence of NREGA to rural household. Field observation reveals that communication is received from GS members but not through the GS meetings which infers lack of participation of village members.

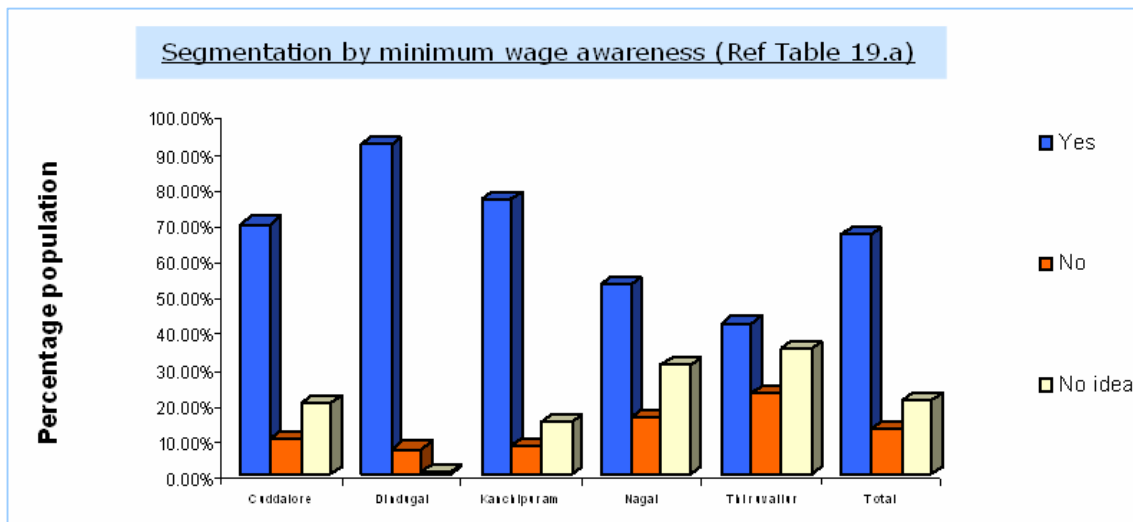
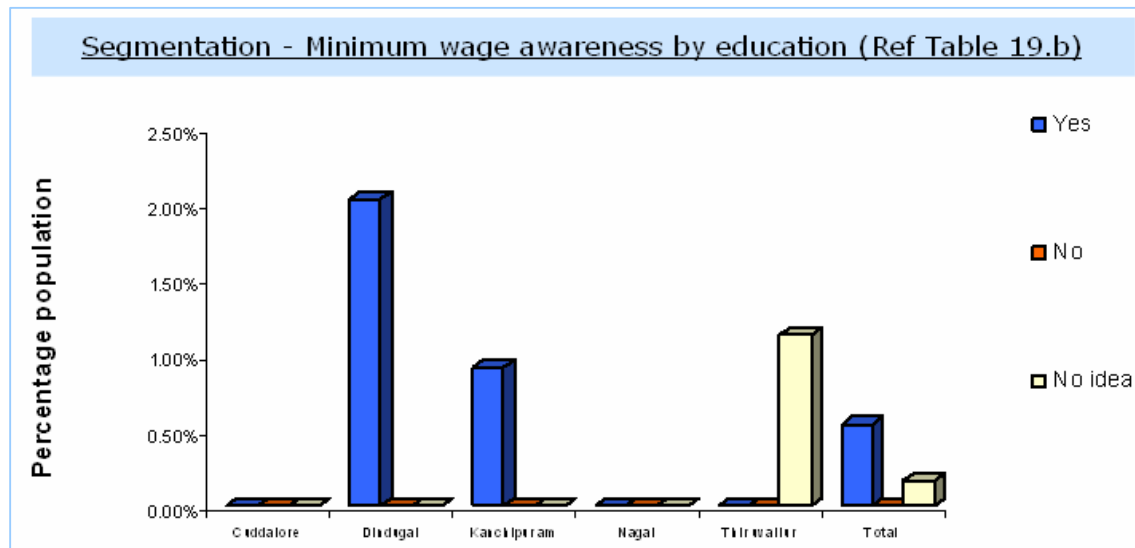


Fig 34. Segmentation by minimum wage awareness

Except Dindugal, awareness of minimum wage act was not that common among those that worked under this scheme.



A further drill by education, revealed (refer Table 19) that even educated people (actually those going to colleges) have poor understanding of NREGA process. This essentially means that communication channels were not effective.

Fig 35. Segmentation of minimum wage awareness by education

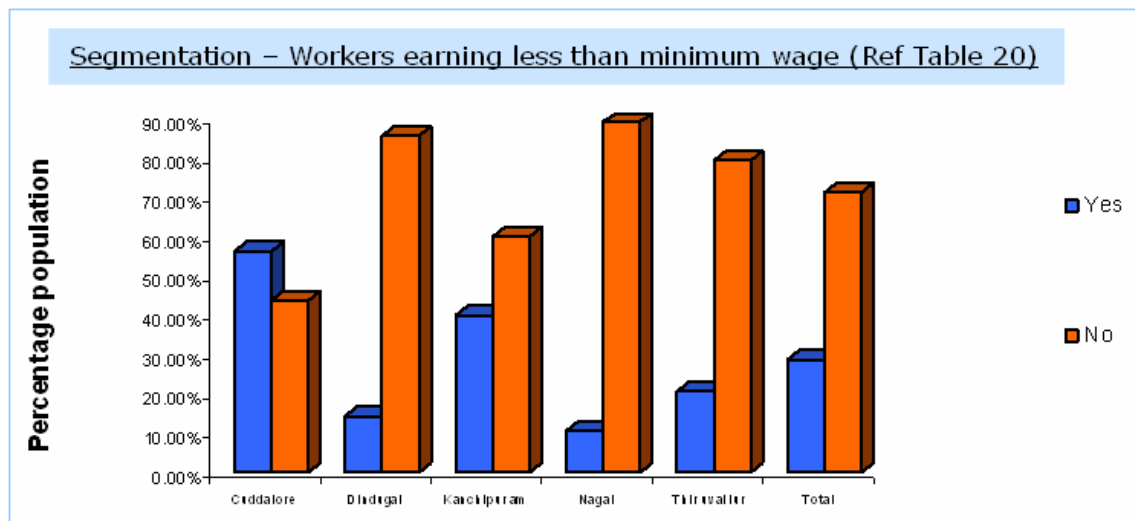


Fig 36. Segmentation by workers earning less than minimum wage

Significant proportions (Table 20) have quoted that they get salary below the minimum wage. This could also be taken as an indicator for measuring NREGA.

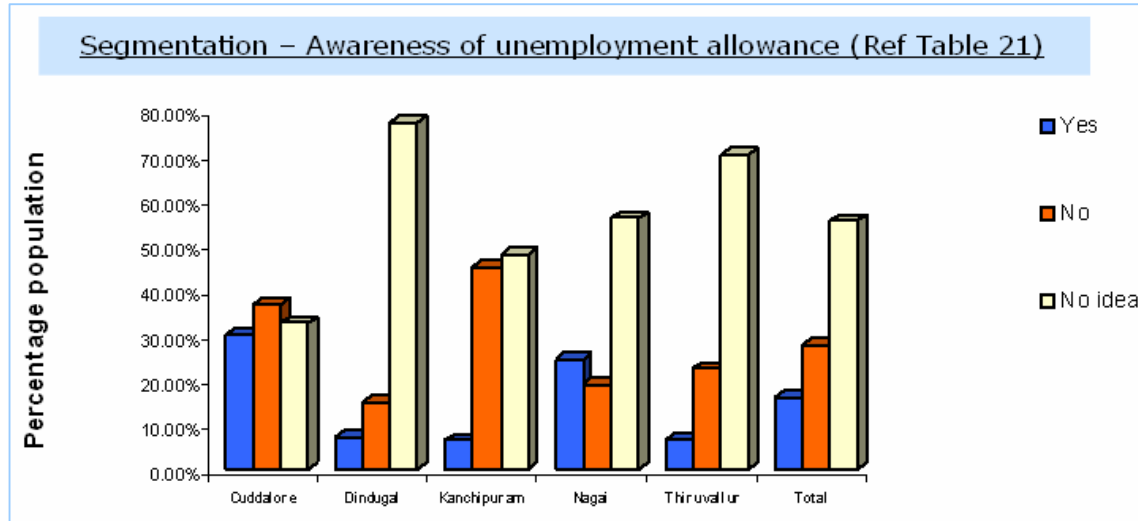


Fig 37. Segmentation by awareness of employment

Unemployment allowance is very poorly understood by the rural people in almost all the villages. Interactions with block officials revealed that job provisions happened within 15 days. Hence there are not many cases receiving unemployment allowance.

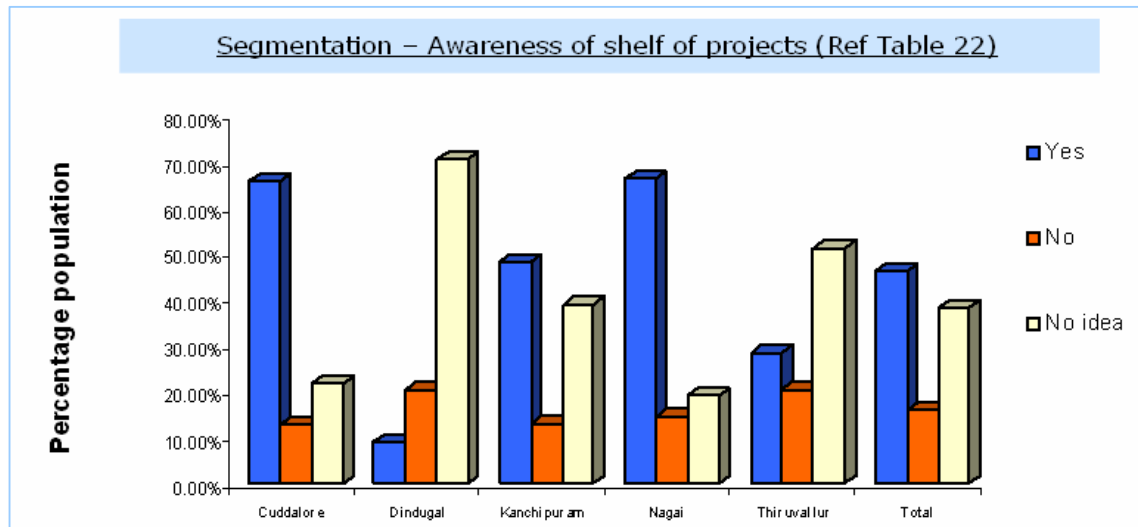


Fig 38. Segmentation by Awareness of shelf of projects

People have very poor understanding of shelf of projects as shown in Table 22. This is very severe in Dindugal and Thiruvallur districts. The program can become a showcase only when people working for it understand its core values. Awareness of shelf of projects is one such fundamental requirement. People not aware about shelf of projects only highlight the ineffectiveness of communication or their involvement. Basic guidelines or Mission/Vision statements for the program needs to be communicated so that NREGA is understood by every rural person.

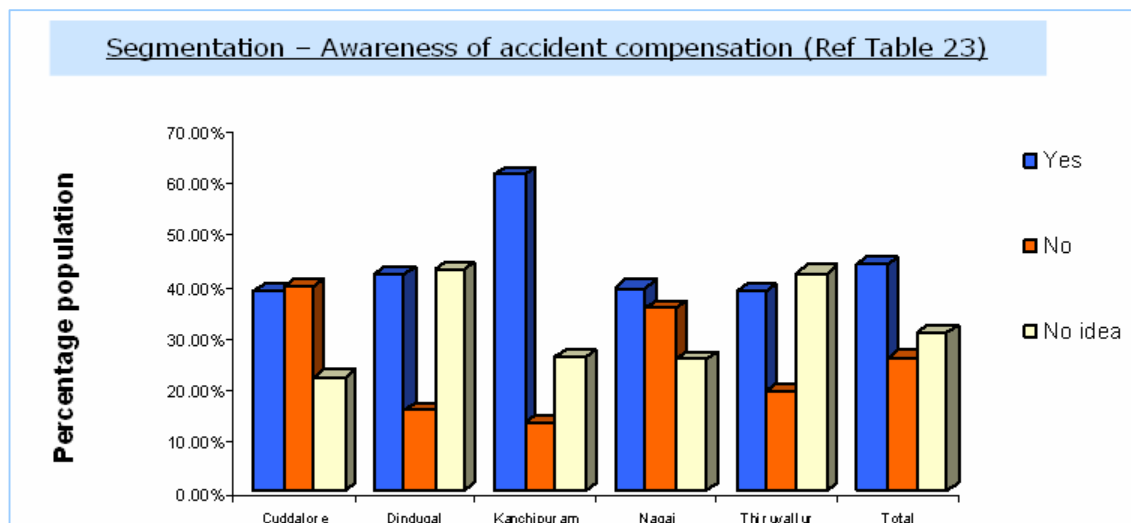


Fig 39. Segmentation by Awareness of accident compensation

Awareness of accident compensation is also poor highlighting the fact that communication channels are not effective.

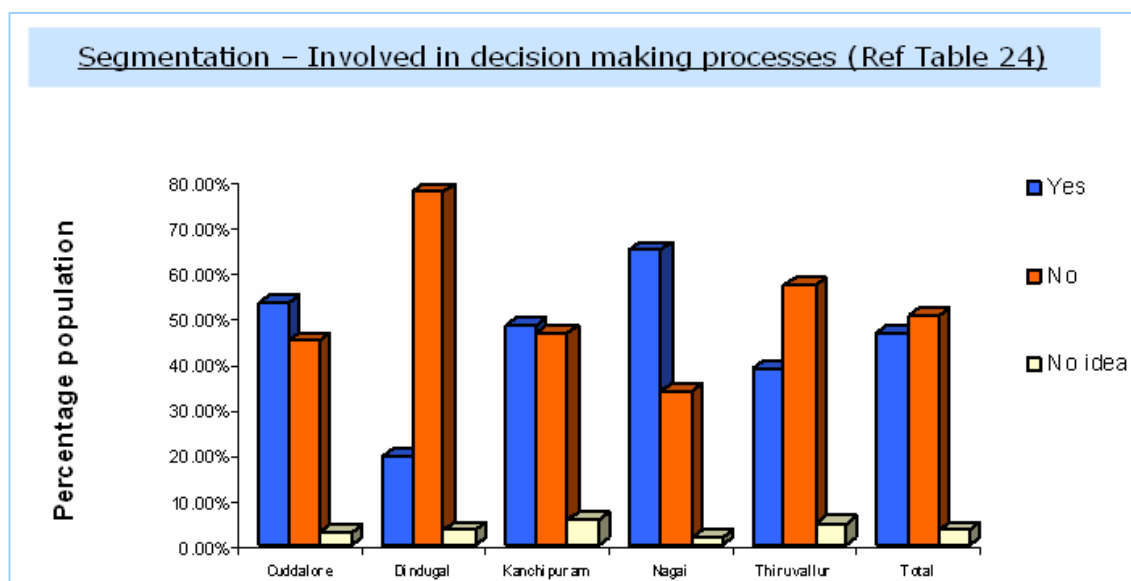


Fig.40 . Segmentation by people involved in decision making process

About 50% population participated and decided projects. Panchayats have to realize the importance of people's presence in the project short listing process otherwise the expectations from the people would never be captured. Appropriate communication mechanisms should be created for improving people participation. Female beneficiaries during the focused group interactions opionated that male members dominate the females present in GS while making the decisions. This could be a critical factor for non-participation of beneficiaries. (around 80 % of beneficiaries are females, refer Table B.)

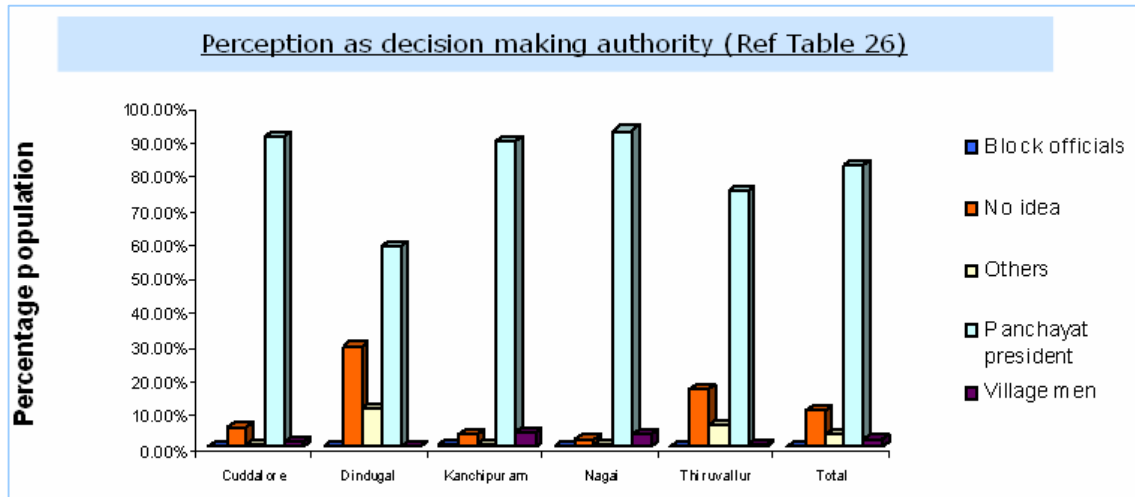


Fig.41. Segmentation by Perception as decision making authority

Most of the people felt that Panchayat president is the decision making authority for NREG projects. 83.06 % of sample count perceives that decision of panchayat president solely influences the choices of shelf of projects.

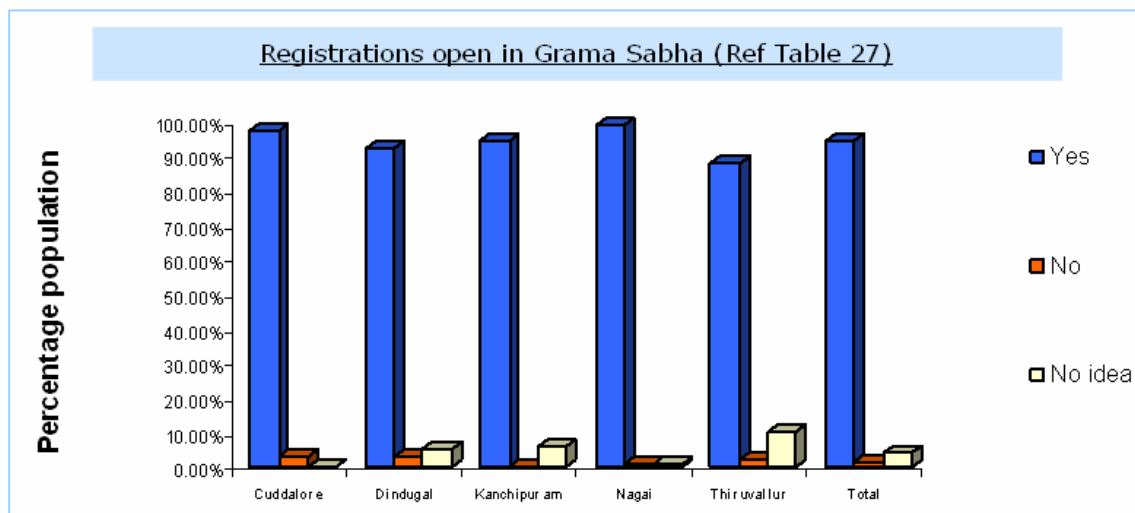


Fig.42. People perception on registrations open in Grama Sabha

Most of the survey respondents were of the opinion that registrations in GP were open through out the year. This is a very healthy sign of job guaranteeing mechanisms to those that seek.

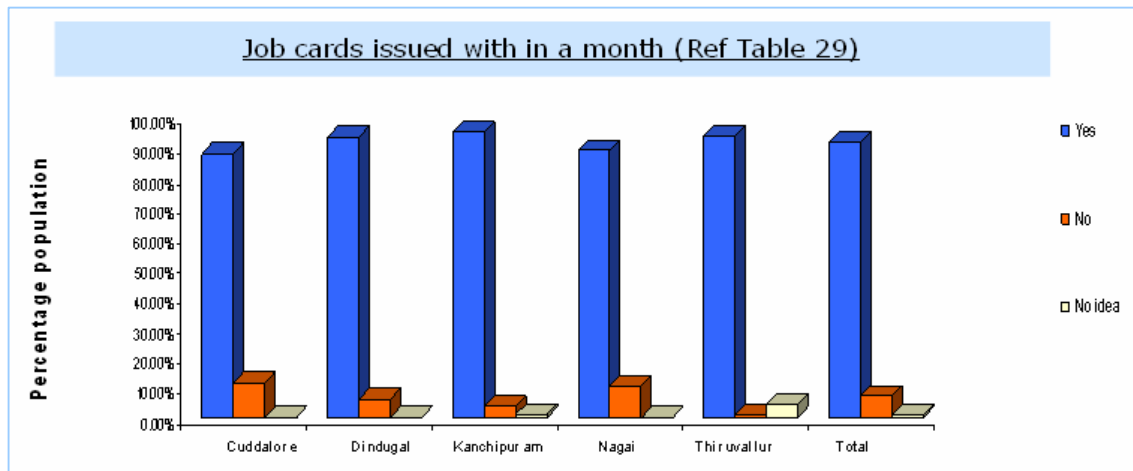


Fig.43. Job cards issued in a month

Job cards issued within a month and very few cases were encountered for occurrences that took more than a month.

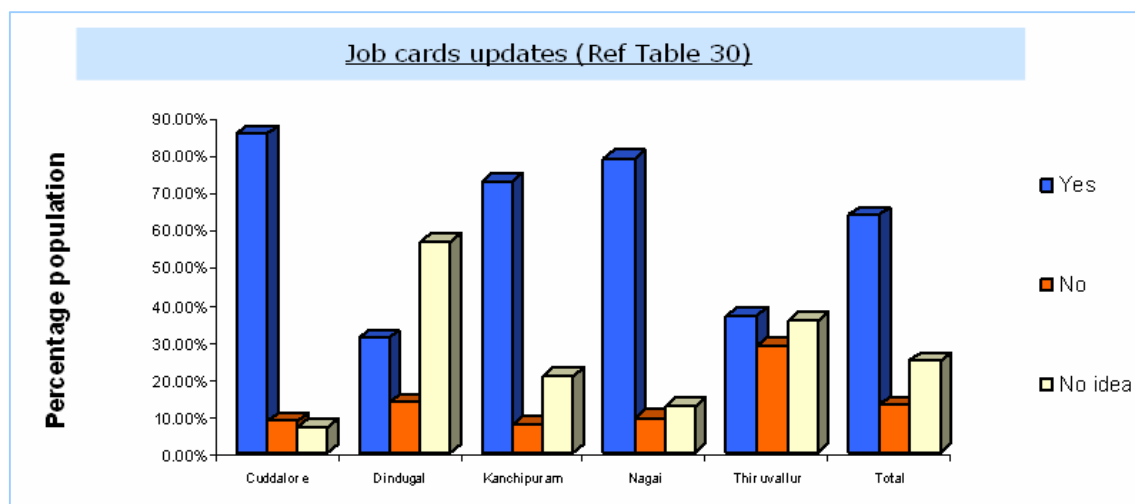


Fig.44. Job card updates

Unlike the issue of Job cards, Job card updates were not efficiently done. Cuddalore seems to be at better compliance than the rest. The field audits reveal that job card registers in Tiruwallur, Kanchipuram districts have lot of corrected/missing entries.



Tables 31, 32 (refer in Annexure 2), highlights that almost all of the respondents have understood that Job cards have been provided free of cost.

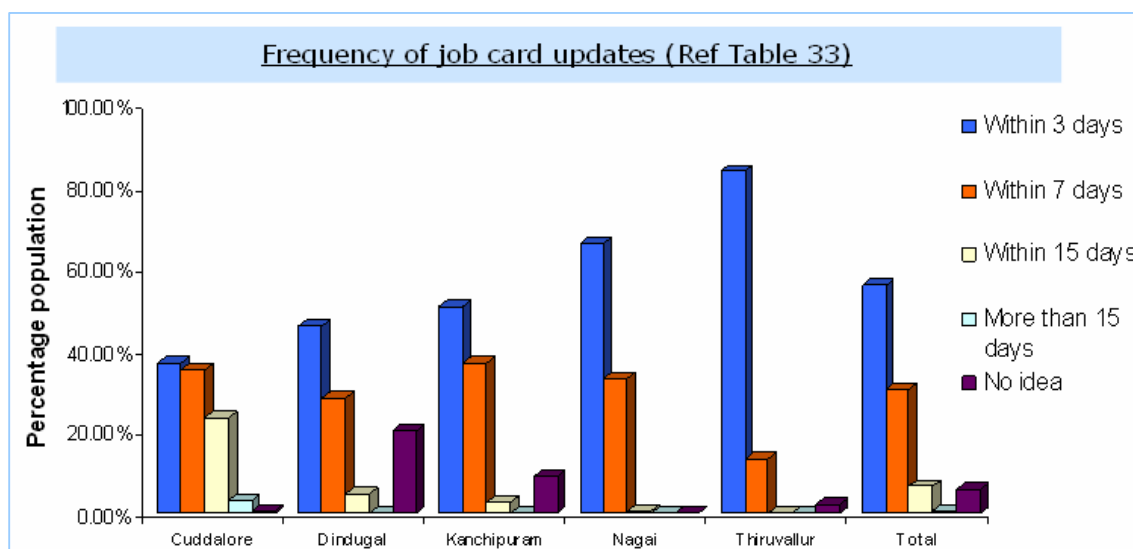


Fig.45. Frequency of Job card updates

Job cards were updated with in 7 days in most of the districts except Cuddalore. Otherwise, job cards are updated within 15 days in all districts.

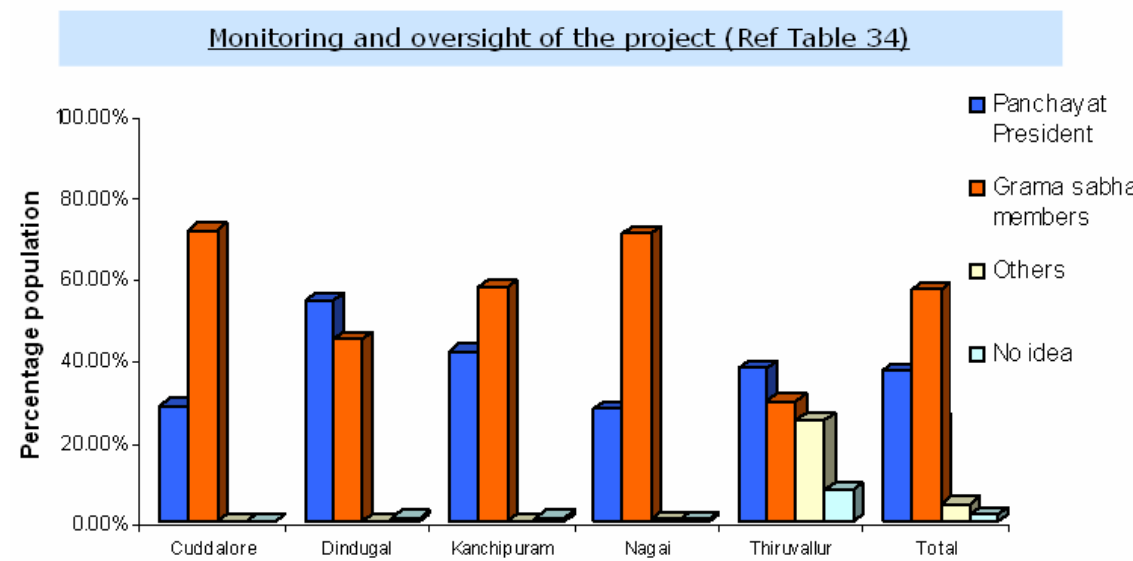


Fig.46. Monitoring and oversight of projects

Panchayat president and Grama sabha members were perceived as authorities who did monitoring and oversight. The field observations revealed that Gram rozgar sewa performed over all work monitoring/ oversight. His work involved making day-to-day attendance, register maintenance/updates, provision of work measurement standards.

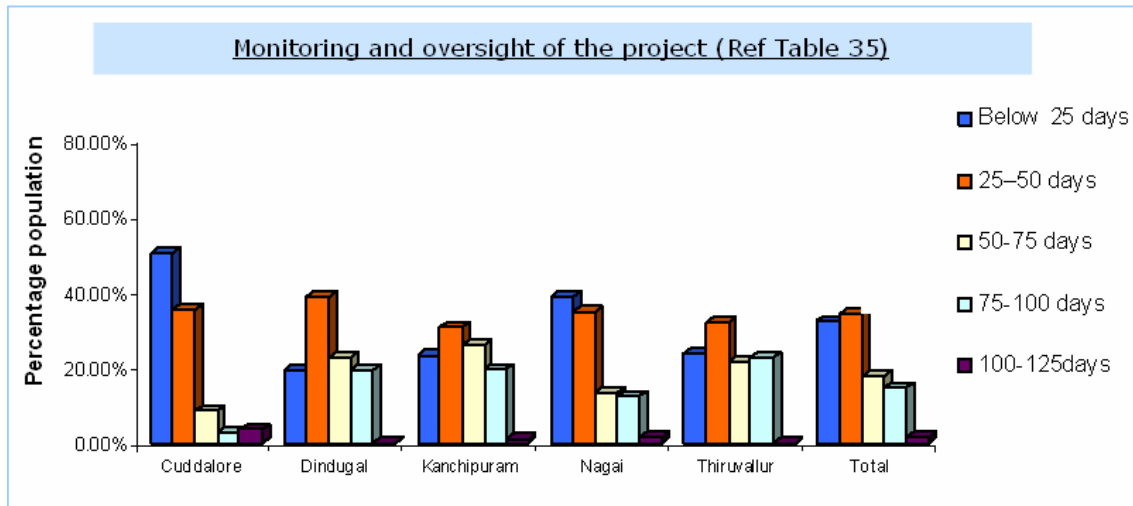


Fig.47. Monitoring and oversight of projects

Most of the people seem to have worked lesser than 50 days and in few cases duration of work found to exceed more than 100 days. This could be attributed to individual cases (not household) and might need to be checked at household level. This insight was further probed in the next section (interaction with officials).

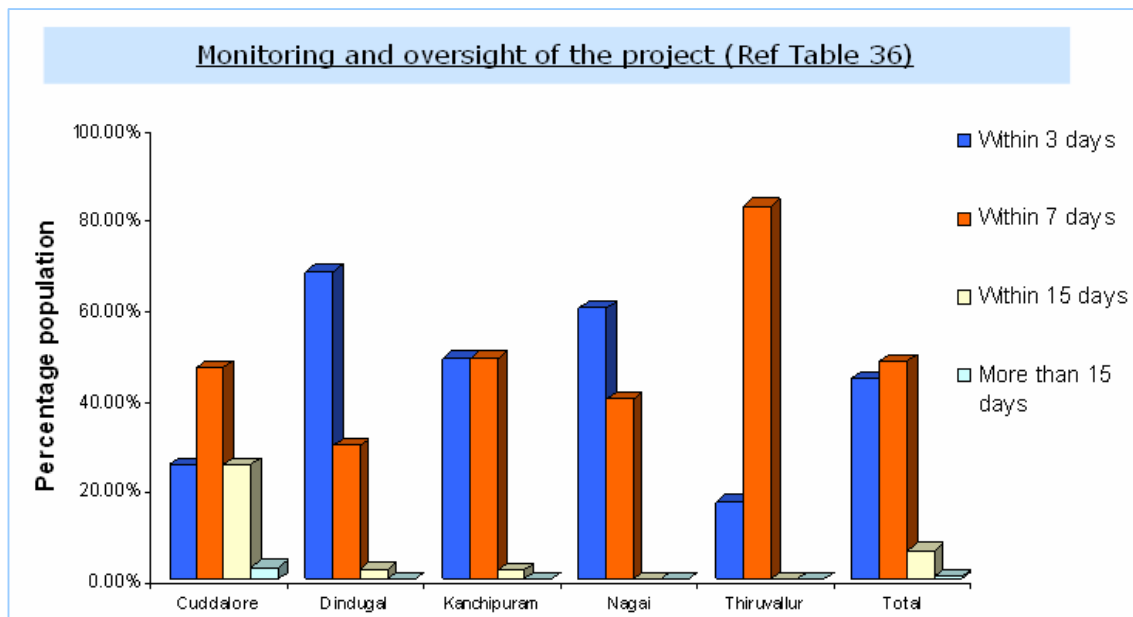


Fig.48. Monitoring and oversight of projects

More than 97 % cases received payment in a week except Cuddalore. In Cuddalore, only 72.27 % received weekly payments in time.

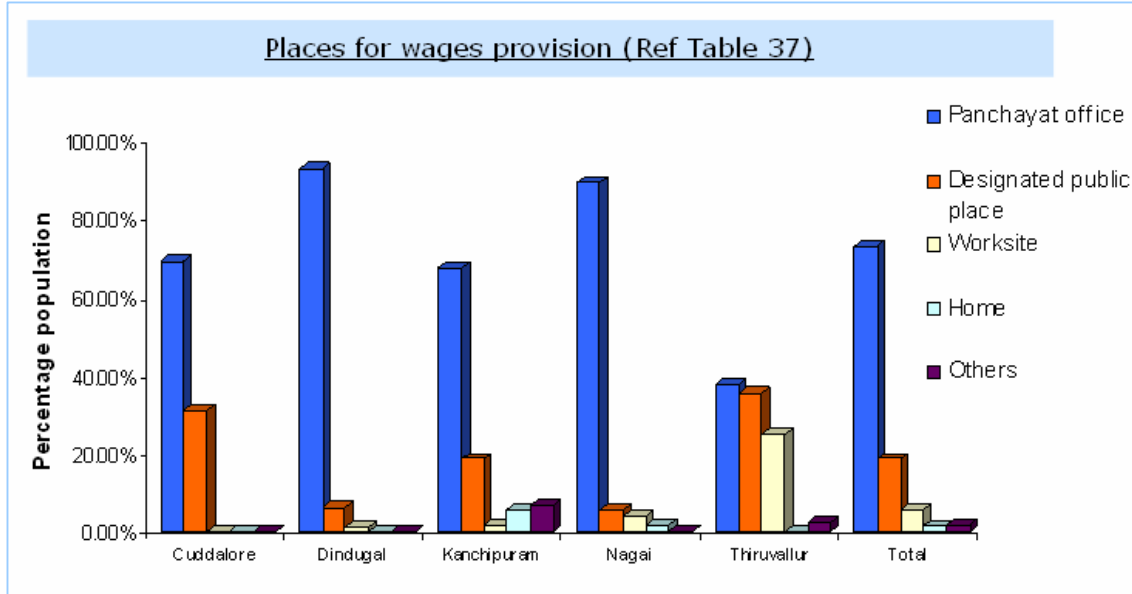


Fig.49. Places for wages provision

Most of the people reported that wages were given either in panchayat office or some designated place. 5.56% respondents in Cuddalore, around 1.5% respondents in Nagai reported payments received at home. Kanchipuram witnessed 6.48% of payment received as 'Others'. Panchayat officials denied practices of money disbursement at home. To prevent such possibilities, it is suggested to have bank accounts.

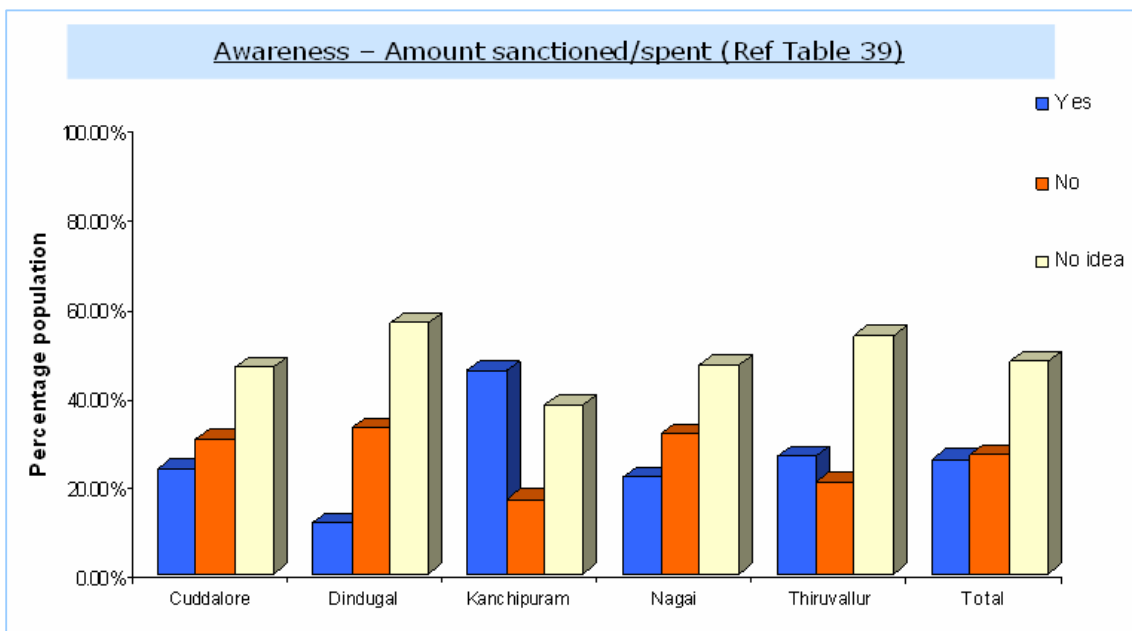


Fig.50. Segmentation by awareness of amount sanctioned/spent

Awareness about amount sanctioned, amount spent were observed very poor among the people. Need for effective communication, participation is clearly felt.

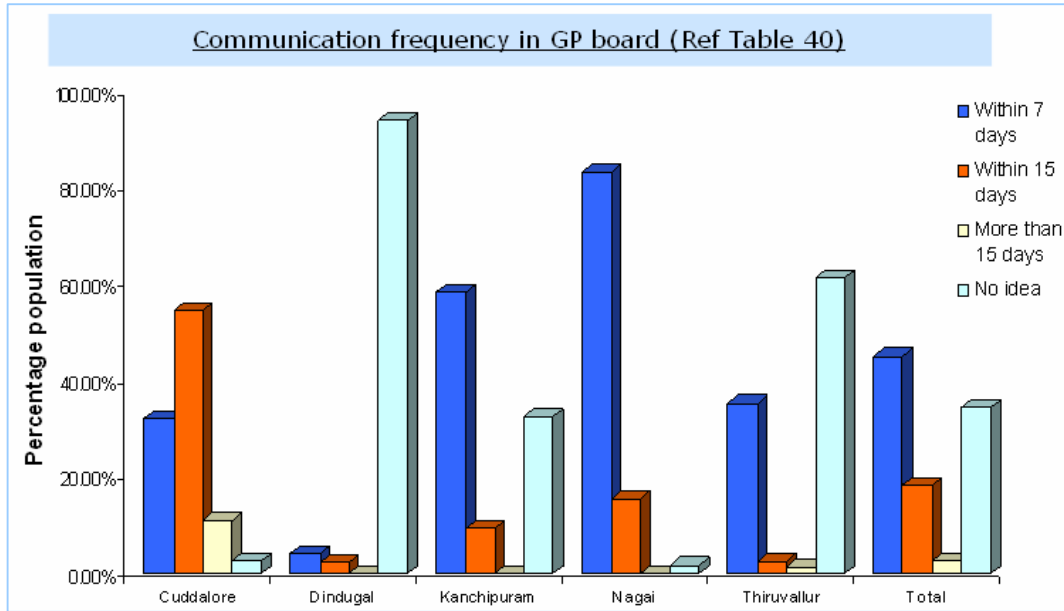


Fig.51. Communication frequency by job card updates

Except Nagai, frequencies of GP board updates were irregular in all districts. Also, a very high proportion of Dindugal sample respondents (about 94%) reported that they were not aware of GP communication updates. This highlights clearly the communication roadblocks to NREGA activities.

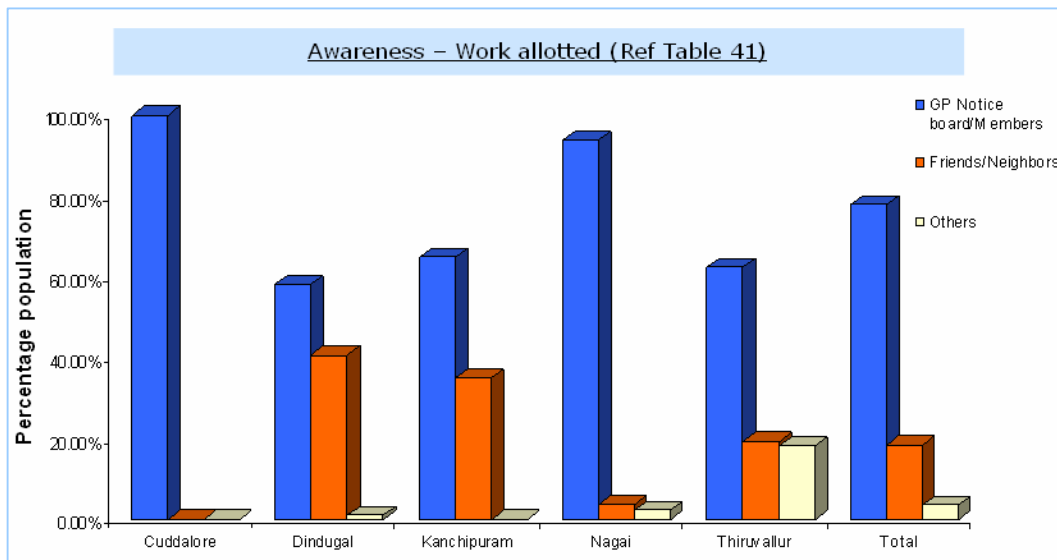


Fig.52. Awareness by work allotted

GP notice board is the primary source of information on work allotted/availability. This is very effective in Cuddalore district. Friends/Neighbours were the sources of communication in other districts. Considering the education profile of the rural people, it is desired to have effective communication campaigns.

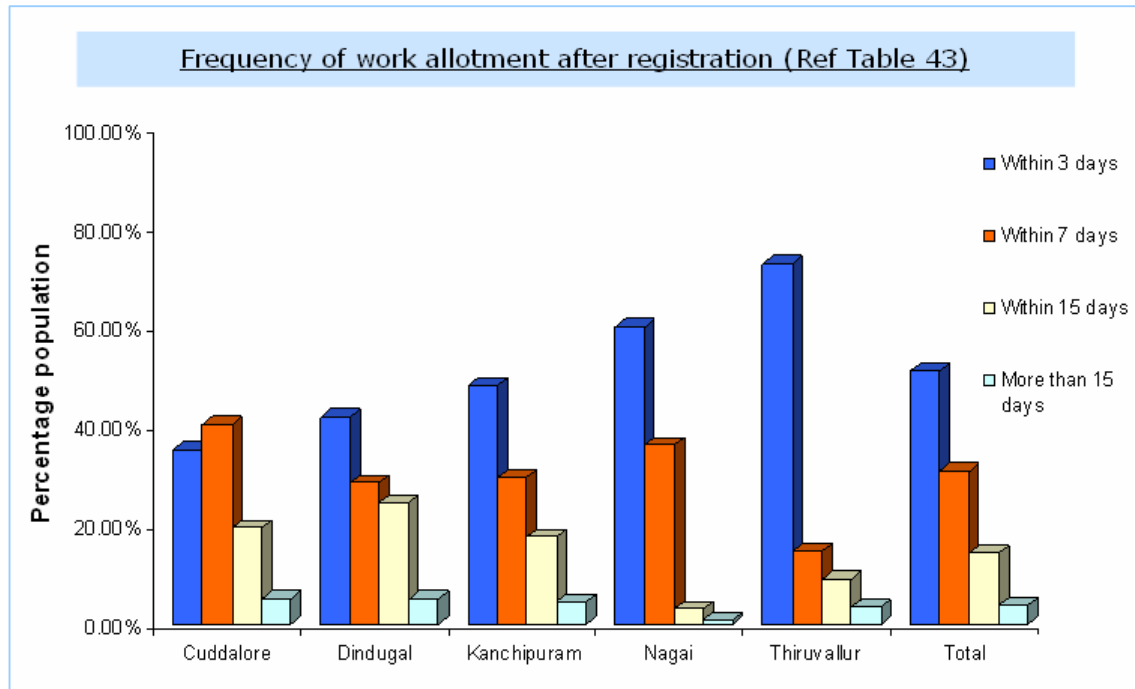


Fig.53. Frequency of work allotment after registration

Except Nagai and Thiruvallur, many cases of work allotment exceeding 7 days are commonly observed.

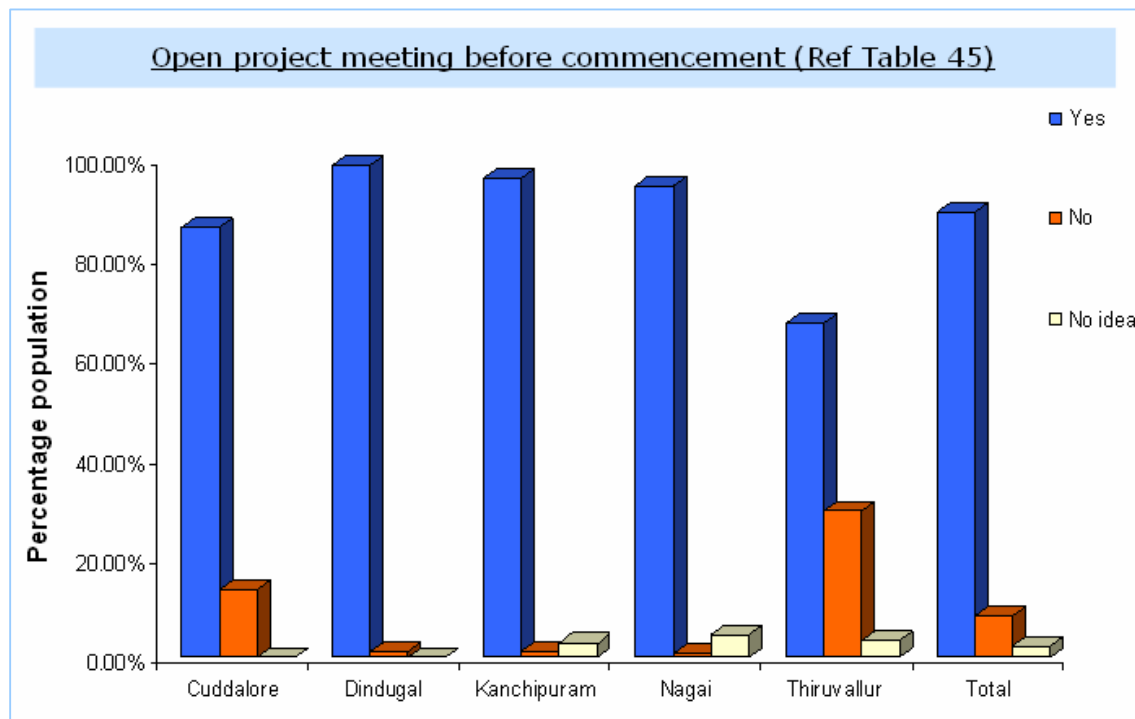


Fig.54. Open project meeting before commencement

Significant proportion of sample respondents in Thiruvallur, Cuddalore districts have reported non conductance of project meetings before commencement of work. Otherwise, about 95 % of respondents in other districts have reported regular project meetings before commencement of work.

Table 46, 47, 48, 49 reveal that Most of the respondents have taken 2-3 jobs under NREGA. Thiruvallur district reported cases were people have been employed in five jobs and above. Daily measurement of work is religiously conducted in almost all the districts. About 85 % sample respondents have applied for job first time under NREGS. Almost all cases expressed that panchayat members are responsible for final measurement. Only few cases mentioned that Junior engineers measured the final measurement.

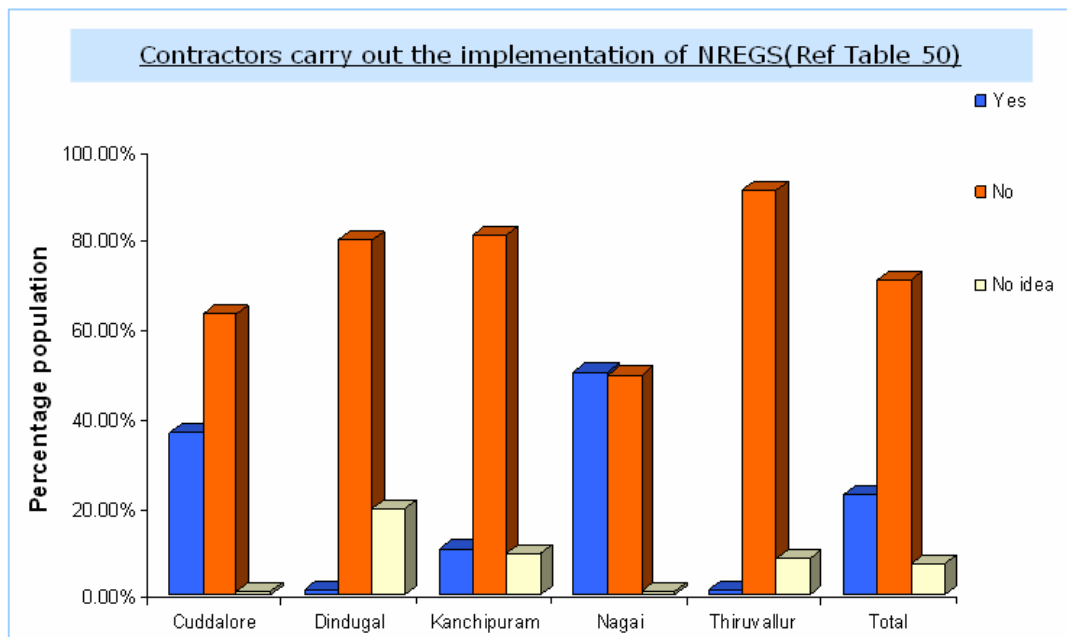


Fig.55. Perception for involvement of the contractors

People have mentioned about contractor carrying out implementation of NREGS work. This could be attributed to their experience with past government initiatives. This insight was further probed in the next section. (Refer annexure 2).

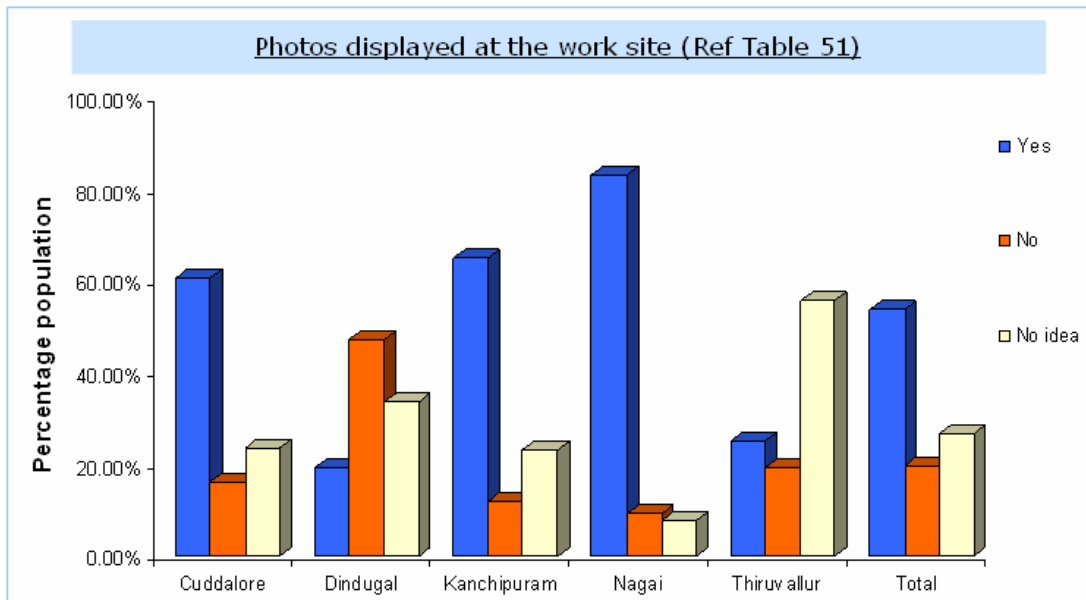


Fig.56. Photos displayed at work site

Very low proportion of respondents from Dindugal and Nagai reported a photos being displayed at the work site. Almost half of the total sample respondents were of the opinion that photos not being displayed at work site.

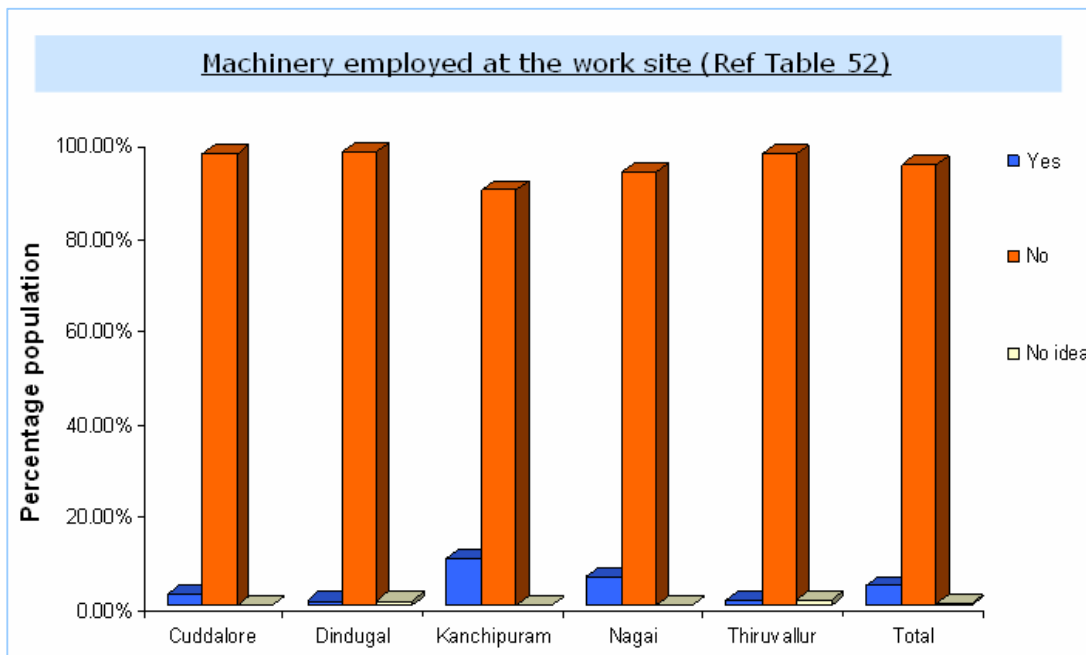


Fig.57. Machinery employed at the work site

About 4.42 % of total respondents reported the usage of machines for NREGS work.

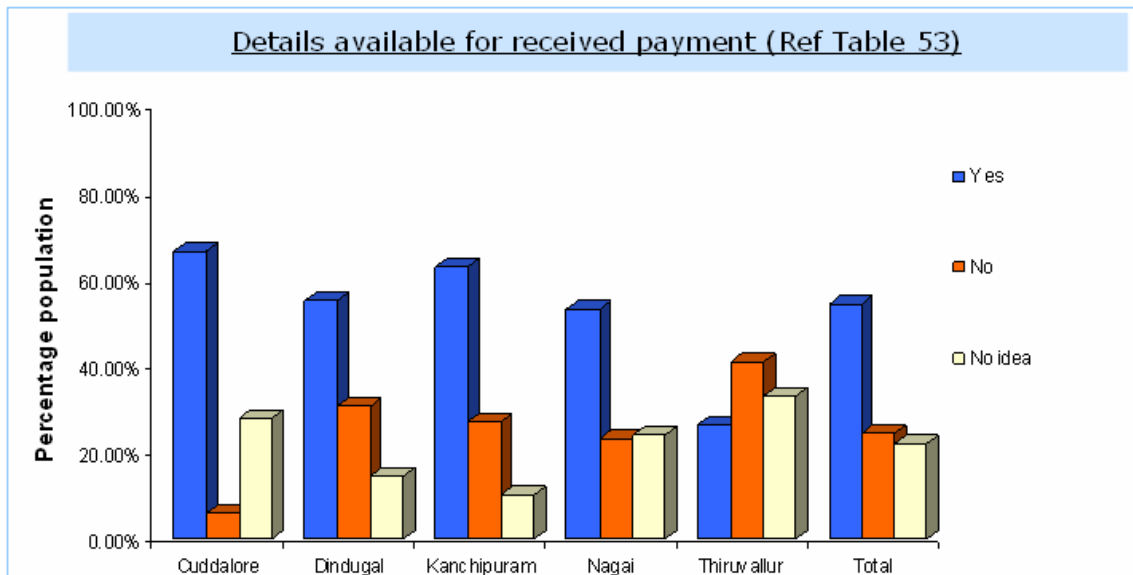


Fig.58. Details available for received payment

About 53.96 % of total respondents reported the availability of payment details before payment. Thiruvallur district witnessed very low proportion of 26.14 % respondents expressing the availability of payment details. This insight was further probed in the next section (interaction with officials).

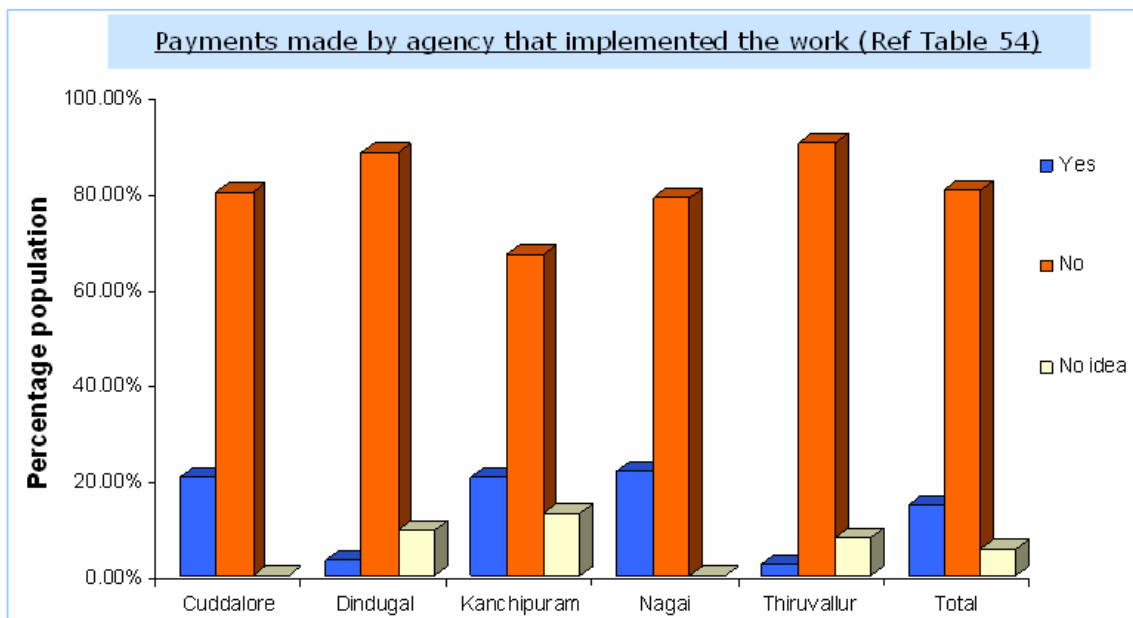


Fig.59. Payments made by external agency

Respondents from all districts have expressed that external agents were used for payment. This insight was further probed in the next section (interaction with officials).



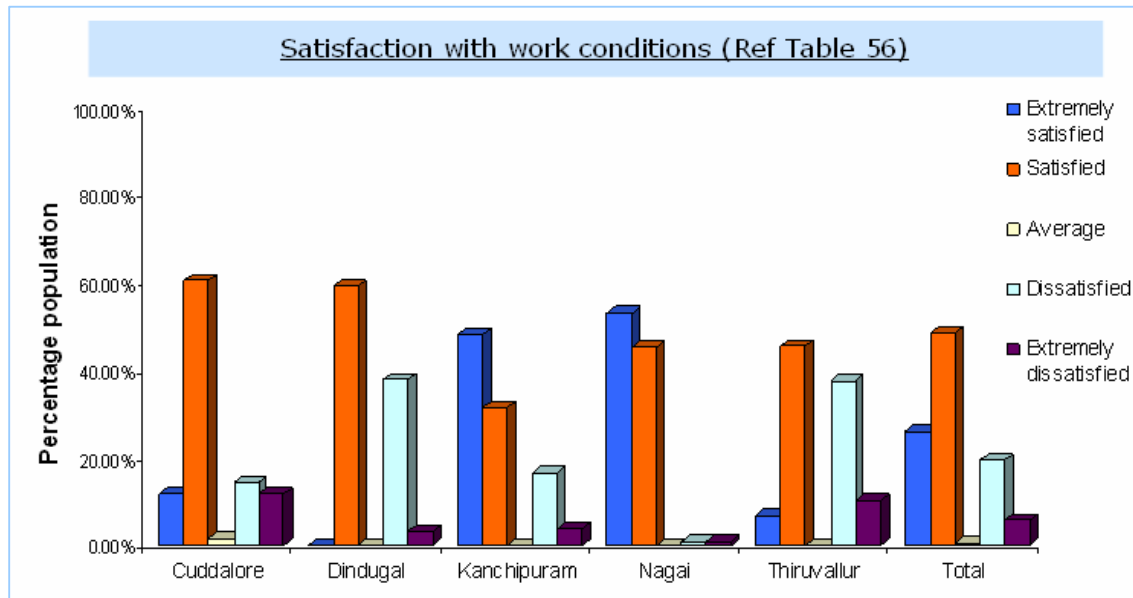


Fig.60. Satisfaction with work conditions

Significant proportions of respondents have expressed dissatisfaction over the work conditions in all districts. This is severe in case of Dindugal and Thiruvallur districts. This insight was further probed in the next section (interaction with officials).

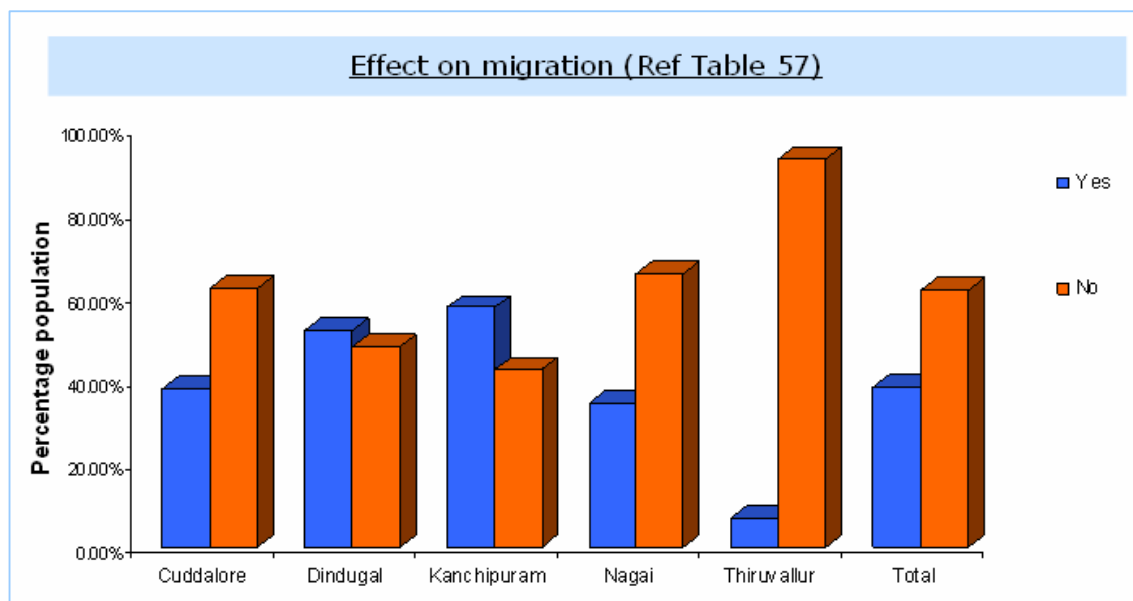
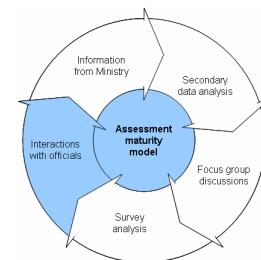


Fig.61. Effect on Migration

Rural people do not perceive NREGS as an effective program to stop migration. This insight is further dwelled during the interactions with officials. (Please refer to next section)

(e) Interaction with officials

Interviews with district level NREGA officials held to validate the survey findings and focus group interactions. Crux of the discussion with critique is presented in the following thematic titles below. Please refer to Annexure 4 to know what NREGA officials actually expressed.



Discussion item	Critique
Staffing	<ul style="list-style-type: none"> <li>- Dedicated staff needed exclusively to manage this scheme.</li> <li>- MIS needs to be strengthened to have visibility at Block/Panchayat level</li> </ul>
People selection /Counseling	<ul style="list-style-type: none"> <li>- Program targeted for unskilled labor but there are evidences of people working with better qualifications. Short listing criterion needs to be revised to accommodate people according to their profiles. (Highlighted in data analysis section and is elaborated in action plan).</li> <li>- Communication channels should be improved for effective people participation and better understanding</li> </ul>
Educated/skilled people in NREGS	<ul style="list-style-type: none"> <li>- If the objective of the program is to improve the living standards of deprived people by providing unskilled work, it is not well understood by officials. The program seems to be taken as a mechanism to increase household wealth (supplementary in most cases)</li> <li>- Panchayat level people should ensure the benefits are primarily reached to underprivileged based on certain minimum counselling.</li> </ul>
NREGS & Agriculture	<ul style="list-style-type: none"> <li>- The program should focus on long term benefits instead of job ensuring short term objectives. Instead of competing/hindering agricultural activities, it should strengthen agricultural activities. Water conservation, renovation projects are good initiation and it should continue to focus more on such long term rewarding projects.</li> </ul>
Utilizing land assets	<ul style="list-style-type: none"> <li>- Agriculture focus should not diffuse with the success of NREGS. NREGS need to strengthen agricultural produce.</li> <li>- Appropriate initiatives to be planned to ensure the success of agriculture in rural</li> </ul>
Understanding shelf of projects	<ul style="list-style-type: none"> <li>- People have poor understanding of shelf of projects and not involved in decision making processes (discussed in survey analysis section).</li> </ul>

	<ul style="list-style-type: none"> <li>- Communication channels should be improved for effective people participation and better understanding</li> </ul>
Contractors in NREGS	<ul style="list-style-type: none"> <li>- People confuse the act with past government schemes and so there is lot of assumptions and beliefs. This is highlighted earlier in data analysis section where many people highlighted the presence of contractors/machines for NREGS work</li> <li>- Communication channels should be improved for effective people participation and better understanding</li> </ul>
Minimum wage awareness	<ul style="list-style-type: none"> <li>- Officials expressed that people are aware of the minimum wages paid but this is not the opinion expressed by people in focus group interactions and survey analysis (refer to supporting evidences in annexure)</li> <li>- Communication channels should be improved for effective people participation and better understanding.</li> </ul>
Unemployment allowance	<ul style="list-style-type: none"> <li>- Proper NREGA orientation needs to be planned and administered frequently in villages to <b>make a difference</b></li> </ul>
Pending registrations	<ul style="list-style-type: none"> <li>- Pending registrations are immediately resolved in all the districts. This is a very healthy sign happening in every panchayat.</li> </ul>
Job card update	<ul style="list-style-type: none"> <li>- Job cards are updated every week and this is a very healthy trend observed in all districts</li> </ul>
50 – 60 days of attendance	<ul style="list-style-type: none"> <li>- Officials are of the opinion that attendance figures notified are not referring to household attendance and just that particular individual's attendance.</li> </ul>
Role of vigilance committee	<ul style="list-style-type: none"> <li>- Frequent monitoring is very much required for the success of the program</li> </ul>
Stopping migration	<ul style="list-style-type: none"> <li>- NREGS should try and make every village a self sustainable eco system. The shelf of projects should aid to that objective. Officials should be effective drivers of this objective.</li> </ul>
Pin evaluation	<ul style="list-style-type: none"> <li>- Continuous monitoring of every district every six months.</li> <li>- Communication of best practices and critique project selection</li> <li>- Advice officials in suggesting projects for that locality.</li> </ul>

## CHAPTER V: Inferences

### (a) Survey insights

The inferences developed are grouped based on our thematic approach to the project. The references/evidences are mentioned in the previous section. This section summarizes the essence of our analysis.

<p><b>Socio economic</b></p>	<ul style="list-style-type: none"> <li>Job with in the village is very much encouraging/motivating the villagers.</li> <li>Ensures gender equality in rural TamilNadu</li> <li>Very good involvement of scheduled caste and backward caste people.</li> </ul>	<ul style="list-style-type: none"> <li>Program must evolve to suit the uniqueness of the village/blocks rather than just confining to the boundaries of suggested scope by center.</li> <li>No differentiation on educated/skilled</li> <li>Lack of counseling to household people that approach with better living standards</li> <li>Involving youth in manual unskilled labor</li> </ul>
<p><b>Awareness</b></p>	<ul style="list-style-type: none"> <li>Involvement of SHG improves people awareness</li> <li>GP noticeboard &amp; Grama sabha members are primary communication channels</li> </ul>	<ul style="list-style-type: none"> <li>Minimum wage awareness, unemployment allowance, accident compensation, understanding of shelf of projects and overall NREGA process undersanding lacking in people.               <ul style="list-style-type: none"> <li>Educated people (actually those going to colleges) also have poor understanding of NREGA process.</li> <li>Highlights the ineffectiveness of communication</li> </ul> </li> <li>People unaware about the scheduled of Grama sabha meetings</li> </ul>
<p><b>Participation</b></p>	<ul style="list-style-type: none"> <li>Panchayat president is a stimulating factor for people participation</li> </ul>	<ul style="list-style-type: none"> <li>Poor participation of people in Grama sabha meetings</li> </ul>
<p><b>Process</b></p>	<ul style="list-style-type: none"> <li>Well written act promising the rural orientation</li> <li>Registrations in GP open though out the year</li> <li>Job cards issued on time.</li> </ul>	<ul style="list-style-type: none"> <li>No ceiling limit on age. Old people undergo laborious work &amp; instill lethargic work culture.</li> <li>Well-off household members have a non-serious approach to NREGS               <ul style="list-style-type: none"> <li>The program perceived as supplementary mechanism to add wealth.</li> </ul> </li> <li>Job card updates were not efficiently done.</li> <li>MIS to be strengthened at block/panchayat level.</li> </ul>

<p><b>Monitoring and Supervision</b></p>	<ul style="list-style-type: none"> <li>Panchayat president perceived as unbiased monitoring agent</li> </ul>	<ul style="list-style-type: none"> <li>Officials need a change in mindset especially the approach to educated/skilled people.</li> <li>Need to identify village requirements based on secondary research</li> <li>Need to perform continual data analysis to gauge the program effectiveness and efficiency.</li> <li>Non standardized work measurement. Need to consider soil texture, climate conditions, etc.</li> </ul>
<p><b>Payment details</b></p>	<ul style="list-style-type: none"> <li>Financial inclusion strategies like bank account opening and rural ATM for NREGS beneficiaries eases the payment mechanism.</li> <li>Payments received within a week in most of the cases.</li> </ul>	<ul style="list-style-type: none"> <li>Most of the people haven't received any dated receipts for application of work</li> <li>Lack of enforcement of wage regulation policies</li> <li>Dissatisfaction on payments received.</li> </ul>
<p><b>Transparency</b></p>	<ul style="list-style-type: none"> <li>...</li> </ul>	<ul style="list-style-type: none"> <li>Frequency of GP board updates were not regular</li> <li>Awareness about amount sanctioned, amount spent were very poor among the people.</li> <li>Need for effective communication from panchayat</li> </ul>
<p><b>Worksite facilities</b></p>	<ul style="list-style-type: none"> <li>...</li> </ul>	<ul style="list-style-type: none"> <li>People knew very little about worksite entitlements like place of rest during work, crèche facilities for the workers' babies, safe drinking water facilities, and medical treatment in case of accidents and compensation entitlement in case of death during work.</li> <li>Disatisfaction over work site facilities</li> </ul>
<p><b>Impact</b></p>	<ul style="list-style-type: none"> <li>Very successful program promising jobs to needy</li> <li>Very good involvement of women and scheduled caste people.</li> </ul>	<ul style="list-style-type: none"> <li>Use ICT developments in quick growing villages.</li> <li>Work in partnership with other government initiatives.</li> <li>Not an effective showcase for migration</li> </ul>

(b) Best practices observed in Cuddalore district

Best practices were observed in panchayats of Cuddalore district that could be replicated in other districts for scaling better efficiency and performance.

- Rural ATM incorporated at four villages (namely Periyakanganakuppam, Pathirikuppam, Pachayankuppam, and Thiruvanthipuram) of Cuddalore block has resulted in multiplier effects of savings, financial safety, hassle free wage disbursements and ease of money with drawl. (Cuddalore block)






	<p>Pommiyammal, resident of Periyakankanakuppam Village in Cuddalore district. Husband unable to support family due to old age and the family distress addressed through Pommiyammal's involvement in NREGS works. She likes the services of rural ATM as it reduces the effort of going to panchayat office or bank and ensures easier wage collection.</p>		<p>Andal resident of Pathirikuppam village in Cuddalore District. An illiterate widow living with her daughter relied primarily on agricultural work that involved considerable traveling which was daunting due to her old age. NREGS ensured job within village with wages of Rs. 80/day. She was able to purchase gifts for her grand children due to better saving practices through ATM/bank.</p>
	<p>Sagunthala, resident of Periyakankanakuppam village in Cuddalore District. She has 3 children and her family was able to get minimum amount of salary to run family through NREGS works. Launching of ATM ensured availability of financial services at neighborhood ensured NREGS wages through ECS transfer inculcating better saving mechanisms at bank.</p>		<p>Kannayiram resident of Pathirikuppam village in Cuddalore District. Poor, illiterate and 60 years old. Due to old age, job opportunity denied everywhere but NREGS ensured job within the village. Difficulty of collecting payments from Panchayat leader is now overcome by ATM provisions. No more hassles, pain to follow up for the money. Household savings has improved very much.</p>
	<p>Uma, resident of Periyakankanakuppam village in Cuddalore district. Household consisting of 5 family members. Very difficult to rely on the salary of Uma's husband alone. NREGS came as relief to her family providing sufficient wages to meet family needs. Amount from ATM ensured money withdrawal on essential circumstances alone thereby fostering good savings.</p>		<p>Valarmathi resident of Pathirikuppam village in Cuddalore District. Poor and illiterate. Husband and wife are unskilled laborers. Savings account creation under NREGS ensured saving a decent proportion of earnings. NREGS is a great programme and the introduction of ATM kiosks is blessing to rural people.</p>

Fig.62. ATM services for NREGA beneficiaries

- In Cuddalore district, the proportion of men coming to work were found bit higher. This could be due to the fact that the blocks visited (both Parangipettai, Viruthachalam) were located far away from the city limit (More than 32 Kms). Places far away from the city limit have involved participation from both men and women.

- In Cuddalore, job card updates were efficiently done compared to other districts. This is due to better process monitoring and process adherence by the respective block officials, complain resolving mechanisms.

### (c) Limitations of the Survey

1. Survey evaluation reflects a very tiny proportion of beneficiaries that represented the short listed panchayats of the chosen five districts. It is essential to consider this limitation while criticizing a massive program like NREGS. More survey administrations should be conducted at regular intervals to gauge the program effectiveness.
2. Prior planning is effective to the extent of selection of districts, blocks and panchayats but beneficiaries' selection is based on random sampling of people available in the work site. It is essential to consider the fact that rural people have very strong affinity towards caste. The inputs received from beneficiaries would more or less be reflection of that particular majority caste worked that day. When RACE analysts enquired the reasons of such practices, panchayat officials responded mentioning that district administration instructed them to execute such work allotments. This might be due to the reality that caste issues are sensitive and are very powerful social factors to eliminate. This is highlighted by former Project Officer of Dindugal, Ms. Pooja Kulkarni.
3. Prior experiences with government schemes make most of the people to think NREGA in the same lines of earlier schemes. Therefore, the perceptions/inputs received would be reflection on past government initiative as well. This is a severe short coming on communication mechanisms.
4. To conform to Ministry's schedule for data collection per district (6 days), RACE field officers had to confine with blocks that are located within 15 Km from the city. This is also suggested by respective district DRDA's.
5. When RACE analysts wanted to verify/validate the survey findings with district officials, the time line extended in finding a mutually convenient slot to district officials.
6. The project started pretty late in the month of April with Ministry's permission due to which survey administering, interactions with officials and report compilation got delayed.



(d) Testimonials

### A blessing that makes living possible ...

Kamatchi, a NREGS beneficiary from Thiruvallur district finds difficult to live without NREGS work. Her husband is alcoholic and is not committed to any family building activities. She has to raise her young daughter and hence finds NREGA as a boon that entails right to work. She recalled a hopeless situation that changed to self-dependent living condition because of NREGA. NREGA fulfilled dreams of millions of deprived household that wanted to live a better life.

Please refer to video17 in Annexure 2.

### Savior during the non-agriculture season ...

Selvi, a NREGS beneficiary from Kancheepuram district explains that a sustainable livelihood is possible only by initiatives like NREGS. NREGS becomes the major employment assuring initiative during non-agriculture season. Absence of NREGS work would lead to families deprived of daily bread and would eventually force them to starve. NREGS thus becomes a savior to such households by giving employment opportunities.

Please refer to video 6 in Annexure 2.

**More testimonials available at Annexure 2 (Video illustrations)**



## CHAPTER VI: Remedial Action, Recommendations & Future Interventions

All's well that begins well. Participation of rural women, SC/STs are highlights of this program that broadcasts the success of this program considering other government schemes that happened in the past/present. NREGS is an excellent initiative that energizes the rural people in building a better sustainable ecosystem themselves.

Our survey evaluation reflects a very tiny proportion of beneficiaries that represented the short listed panchayats of the chosen districts. It is essential to consider this limitation in mind while criticizing a massive program like NREGS. More surveys should be conducted at regular intervals to gauge the program effectiveness and performance.

Almost all NREGA works of rural TamilNadu is focused on building poverty alleviation initiatives like water harvesting/renovation of water bodies, etc. These works are very much gelling with the visions of the program i.e. ensuring unskilled work to rural people to raise their livelihood. The program should also address specific infrastructure initiatives that would deliver multiplying effects to their village. For a developing rural economy, the program is definitely a boon but it needs to metamorphose fitting to the locality needs and thereby maturing its activities from being just a means of "short term job provider" to "long term sustainable livelihood enhancement initiatives".

Skilled work should be included considering the long term growth perspectives of the villagers and the village. Similarly educated people (above 8th grade) should not be considered for the manual labour. The survey also reveals that significant proportions of educated people get involved in all categories including college graduates. Reason for their enrolment for unskilled labour needs to be evaluated! The system should evolve to incorporate the interests of qualified stakeholders instead of involving them in operational activities. Instead of employing these people for unskilled work, they can be utilized for jobs that would justify their education qualifications. For instance, skilled/educated people could be considered in activities like creating maps of the village infrastructure using mobile enabled with GIS/GPRS technologies. The work performed would be a better match to their skill sets and the beneficiaries would be motivated to participate and execute the village initiatives. While the government is giving lot of reservation benefits to underprivileged, it is sad to see that community get involved in unskilled work.

It is also saddening to note that beneficiaries have very low awareness of NREGA processes. Communication channels should be made effective to make rural people understand the processes and features. Participation of people in Gram sabha meetings is very much essential in deciding the village infrastructure requirements. This could be addressed by involvement of task force (please refer to Fig. 64) that would identify initiatives by secondary data research and also provide the needed support structure for the effectiveness of panchayat functions.

Few panchayats as analyzed in previous sections have witnessed many enrolments and panchayats had to restrict the beneficiaries to few days of employment so that employment to everybody is ensured. This could lead to arguments supporting/against such practices but this action only highlights the fact that such practices are happening. It is essential to weed off such non-conformities by regular audits to ensure that act is being followed in right perspective and implementing sub units don't make any rules themselves.

Sadly, few government officials/beneficiaries see this program as means to add few more rupees to household. This highlights the fact that the program is seen as one of the supplementary means to generate household income in few cases. (Please refer to interaction with officials section, Annexure 4). Awareness committee can be formed consisting of educated youth who would bring communication effectiveness of village building initiatives at district/block level.

RACE analysts conducted various audits at panchayats and blocks. The audit findings are available under the folder 'Audits' in the CD delivered along with this report. Ekadu block of Tiruvallur district reveals few practices that can be eliminated for better operations. The findings are also validated with respective panchayat and block officials.

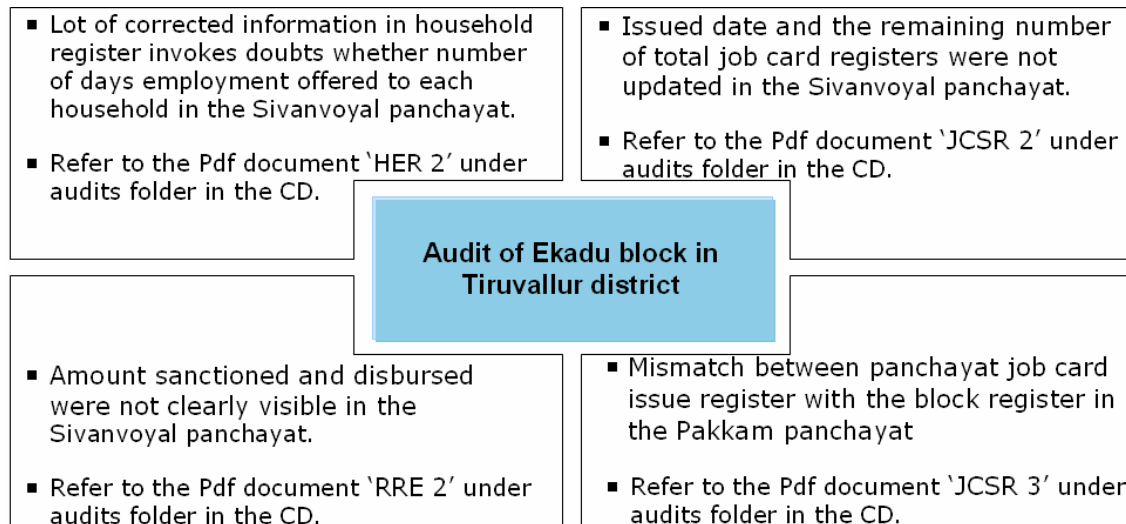


Fig.63. Audit of Ekadu block in Tiruvallur district

Field observations highlight few discrepancies existing in the job card maintenance and information maintenance in panchayat. Proper guidance and training is required for the Panchayat clerk and 'Makkal nala paniyalar' who maintains the NREGS records. It is essential to build Management Information Systems that would assure better transparency in the system.

Considering all the above perspectives, RACE team is proposing few changes in the NREGA implementation.

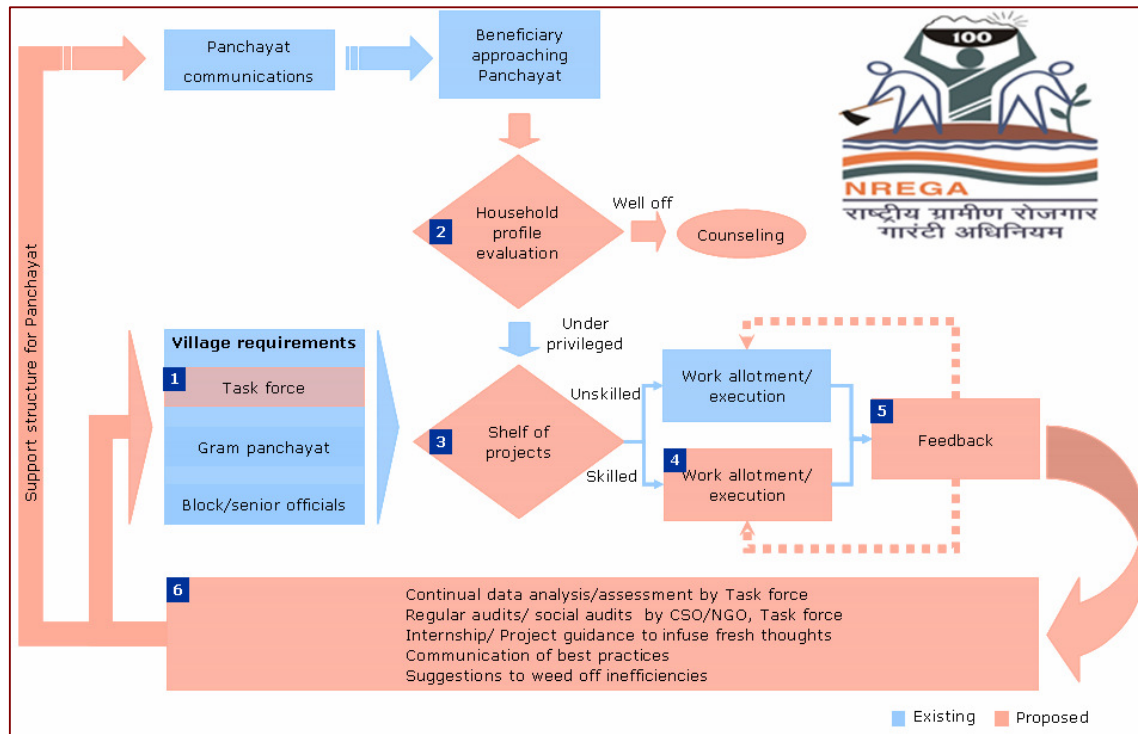


Fig.64. Proposed changes in the act

The above workflow would capture the essence of NREGA implementation with our proposed changes. Based on our analysis, we recommend six changes in the workflow that would bring valuable difference in the program objective.

#### 1. Introducing task force

**RACE recommends creating an independent task force structure that researches the opportunities specific to the village and infuses fresh thoughts to Gram Sabha/Block officials based on its research.** Involvement of such a team would bring valuable difference to the program as it would strive to

1. chalk out long term growth strategy.
2. do an independent assessment of project implementation/execution by regular audits.
3. communicate best practices to village panchayat/ block officials based on its involvement with other blocks/villages.
4. provide a support structure to panchayat to scale efficiencies.
  - Advise panchayat office to chalk out employment opportunities based the existing employment and development oriented programs in the

district and other centrally and state sponsored programs that aim at providing additional employment and development of infrastructure in rural areas

5. perform continuous data analysis at village level to arrive at preventive/corrective actions

**RACE team has capability in planning and executing the proposed task force structure. RACE team volunteers to render advisory services to the Ministry, district and block officials for effective implementation of NREGS works.**

## 2. Household profile evaluation

Based on village Household information is very much collected but it is not used for any purpose. It is essential to know the beneficiary profiles so that appropriate counseling can be provided to those that may need. This is a proactive thought considering the long term implementation of the act. There could be several levers considered while doing this household profiling

- House type, Household assets, Land holding
- Education
- Household income, expenses
- Number of dependents/ earning members

The objective of this program is to ensure that the life conditions of the beneficiaries improved after some time. Profile evaluation would invariably help us to gauge the improvements in the life conditions of each and every household. **RACE recommends monitoring the profile of NREGA beneficiaries every six months to gauge the program effectiveness.**

An insightful report by NCAER and Max New York Life titled 'How India Earns, Spends and Saves' reveals information on rural India income based on survey conducted pan India. According to the report, the average rural household size is 5.08 and the dependents (non wage earners) being 1.43 while the annual income earned would be 51, 922 Rs and the expenses being 40, 309 Rs. The below table would summarize the findings.

Rural	Household Size	Earners	Dependents	Ann income (INR)	Ann expense (INR)
	5.08	1.43	3.65	51,922	40,309

This information could be used to profile households to ensure benefits are provided to people that fall below this criterion. Involving those households that fall above this criterion in NREGS works would very much degrade their life conditions as they are better off doing their normal activities. Those that approach panchayat with better life conditions need to be counseled to understand their requirements. **RACE recommends evaluating this approach by doing a small pilot in 20 villages (5 districts, 10 blocks) to study the impact assessment.**

### 3. Shelf of projects and Work allotment (skilled)

RACE recommends including “skilled works” in the NREGA. Provision of skilled work would cater to the long term growth of the rural India. The profile of the individual should be matched against the requirements of the villages.

The intent is to build an ecosystem in village that sustains itself curbing migration and other bottle necks. The task force, block officials and the Gram panchayat would gear activities that would help in realization of this goal. Work allotment/execution procedures need to be chalked out like the current processes set for unskilled work. **RACE recommends evaluating this approach by doing a small pilot in 20 villages (5 districts, 10 blocks) to study the impact assessment.** Fisheries development could be considered in coastal districts like Cuddalore and Nagapattinam. The focus would be more on training modern fishing skills and building infrastructure for improving rural livelihood.

### 4. Feedback

#### Feedback criteria

- Impact on their livelihood
- Impact on the village
- Stimulating factors
- Hardships facing/faced
- Comments to improve

**RACE recommends receiving feedback from the participants to gauge effectiveness of the program during the execution as well as after completion of the project.** The feedback should broadly address impact on their livelihood, impact on

villages, stimulating factors, hardships facing/faced, and comments to improve.

The feedback received would be critical to improve/cater the program as this is the voice of the beneficiaries.

## 5. Continual improvements

To hone effectiveness, the program needs to piggy-back on the successfully established networks and models. **RACE recommends utilizing services of task force, successful civil service organizations to perform social audits at regular intervals. Also, RACE recommends building robust Management Information Systems (MIS) at block level that would help to arrive at prompt corrective/preventive actions on time.**

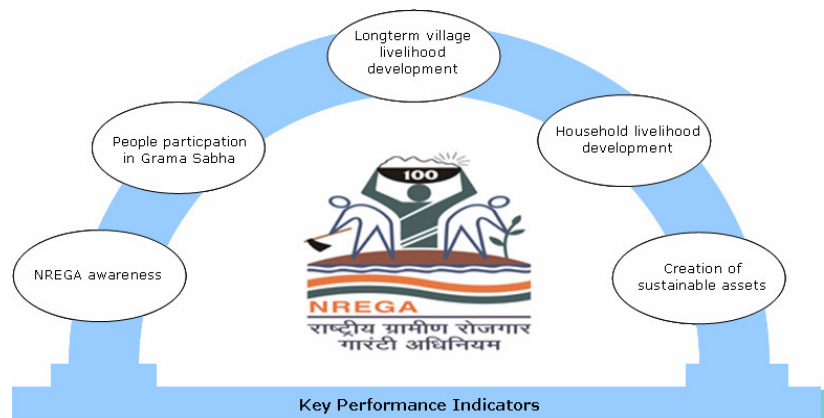
Student involvement as interns infuses fresh thoughts in the program as well as a communication opportunity to spread the rights of NREGA across regions. This is very much proving in the case of IIT Madras NREGS interns. All the projects are identified by the student themselves. Their willingness to quickly learn/contribute new perspectives brought radically different perspectives to the NREGS steering committee that managed the project.

### Student internship activities

- Social audit effectiveness in Tamil Nadu
- Work/wage correlation
- Effects of inflation on minimum wage
- Regression model Household income, Dependents, No of earners

The program should measure value delivered to improve its activities. **RACE recommends to devise key performance indicators would enable the program to achieve quantifiable results.**

The performance indicator should measure NREGA awareness created,



proportion of people participation in Grama Sabha, long term village livelihood



development, household livelihood development and creation of sustainable assets. RACE steering committee is very much willing to strategize with the Ministry to devise the framework for key performance indicators. The steering committee of RACE expresses best wishes towards the success of NREGS program. With NREGS works happening around the village neighbourhood, it is only matter of few more years that rural India would see the luxuries of modern world.



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## Annexure 1: Survey questionnaire designed in Tamil

### பயனாளர் கேள்விப் பட்டியல்

#### இடம்:

அ.கிராமம்

ஆ.பஞ்சாயத்து

இ.வட்டாரம்

ஈ.மாவட்டம்

Job Card Details

Latha font is required to view the Annexure 1. If this font is not available in your system, the text would appear garbled. Please copy the font from the CD and place it in your default font's library of your operating system.

#### சமூக பொருளாதர நிலைமை:

1. பெயர்

2.வயது

3.பாலினம்

4.மதம்

5.ஜாதி பிரிவு

6.திருமணத் தகவல்

7.கல்வி விபரங்கள்

8.பிரதானா வேலைவாய்ப்பு மற்ற 265 நாட்களில்

9.வீட்டின் ஒரு வருட ஊதியம்:

10.குடும்பதினர் எத்தனை பேர்

11.ரேஷன் அட்டையின் நிறம் என்ன

12.நில விபரங்கள்:

13.வீட்டில் மின் வசதி உள்ளதா ?

14.கழிவரை விபரம்

15.உங்களுக்கு தூய குடிநீர் வசதி உள்ளதா

### விழிப்புணர்வு

16.இத்திட்டத்தை பற்றி உங்களுக்கு எப்படி தெரிய வந்தது?

17.இத்திட்டதின் கீழ் அரசாங்கம் நிரனையித்த குறைந்த பட்ச ஊதியம் பற்றி தெரியுமா?

18.உங்களில் யாராவது குறைந்த பட்ச ஊதியத்தை விட குறைவாக ஊதியம் பெறுகிறார்களா?

19.நூறு நாள் வேலை திட்டத்தின் "வேலையில்லா கால- உதவி தொகை" பற்றி உங்களுக்கு தெரியுமா?

20.உங்கள் குடும்பதினர் யாராவது அந்த உதவி தொகை பெற தகுதியானவரா?

21.ஆம் என்றால் அத்தொகை பெற ஏதேனும் முயற்சி எடுத்தீர்களா?

22.இல்லை என்றால் ஏன்?

23.உங்களுக்கு நூறு நாள் திட்டத்தின் " ஆண்டு பணி திட்டப் பட்டியல்" பற்றி தெரியுமா?

24.நீங்கள் மேற் கொண்ட பணிகள் அத்திட்டத்தில் உள்ளனவா?

25.நூறு நாள் வேலை திட்டத்தின் கீழ் உங்கள் வீட்டை விட்டு 5.கீ.ம. தாண்டி சென்றீர்களா?

26.ஆம் என்றால் போக்குவரத்து ஏற்பாடு செய்யப்பட்டதா?

27.இல்லை என்றால் போக்குவரத்திற்கு எவ்வளவு உதவி தொகை வழங்கப்பட்டதா?

28.வேலை பார்க்கும் இடத்தில் விபத்து அல்லது அசம்பாவிதம் ஏதாவது ஏற்பட்டால் வழங்கப்படும் உதவி தொகை பற்றி உங்களுக்கு தெரியுமா?

**பங்கேற்றல்:**

29.கிராம சபை கூட்டத்தில் எடுக்கும் முடிவுகளில் நீங்கள் பங்குபெற்றீர்களா?

30.இல்லை என்றால் ஏன்?

31.கிராம சபையில் யார் முடிவு எடுப்பார்கள்?

## நூறு நாள் வேளை திட்ட செயல்பாடுகள்

### வேலை பதிவு

32.வேலை பதிவு வருடம் முழுவதும் நடந்ததா?

33.உங்கள் கிராமத்தில் வேலைக்கு பதிவு செய்யாதவர்கள் உள்ளனரா?

### வேலை அட்டை

34.பதிவு செய்த ஒரு மாதத்திற்குள் வேலை அட்டைகள் கிடைத்ததா?

35.வேலை அட்டை விபரங்கள் உங்கள் பார்வைக்கு கிராம அறிவிப்பு பலகையில் வைக்கப்பட்டதா?

36.வேலை அட்டை இலவசமாக வழங்கப்பட்டதா?

37.உங்கள் கிராமத்தில் பதிவு செய்தும் வேலை அட்டை கிடைக்காதவர்கள் யாராவது உள்ளார்களா?

38.வேலை அட்டை ஊதியம் கிடைத்த எத்தனை நாட்களில் குறியீடு செய்யப்பட்டது?

39.யார் உங்கள் வேலையை மேற் பார்வை செய்வது ?

40.எந்த கால இடைவெளியில் மேற்பார்வை பொதுவாக நடக்கும்?

41. பொதுவாக எப்படி புகார் அளிப்பீர்கள்?

42.யாரிடம் புகார் அளிப்பீர்கள்?

43.இத்திட்டதின் கீழ் எத்தனை நாட்கள் வேலை செய்தீர்கள் (2008)?

44.உங்கள் வார வருமானம் வேலை முடித்து எத்தனை நாட்களுக்குள் கிடைத்தது?

45.ஊதியம் எங்கே வழங்கப் பட்டது?

46.உங்களின் ஊதியம் இதுவரை கிடைக்காமல் உள்ளதா?



47.இத்திட்ட விபரங்கள், ஊதியம் மற்றும் அரசாங்கம் அளித்த தொகை விபரங்கள் பற்றி உங்களுக்கு தெரியுமா?

48.எவ்வளவு விரைவில் கிராம சபை விபர பலகையில் குறியீடு செய்யபடுகின்றது?

49.இத்திட்டப் பணிகள் பற்றிய விபரங்கள் உங்களுக்கு எப்படி தெரியும்?

50.வேலைக்கு பதிவு செய்தவுடன் அதற்க்கான "ரசீது " பெற்றீர்களா?

51.பதிவு செய்தவுடன் எத்தனை நாட்களில் வேலை கிடைத்தது?

52.வேலை பார்க்கும் இடத்தில் வேலை விபரங்கள் குறித்த விபர பலகை வைக்கப்பட்டதா?

53.வேலை ஆரம்பிக்கும் முன்பு வேலை பற்றிய அறிவிப்பு கூட்டம் நடந்ததா?

54.இத்திட்டத்தில் எத்தனை வகையான வேலைகளில் நீங்கள் பங்குபெற்றீர்கள்?

55.எத்தனை முறை வேலைக்கு பதிவு செய்தீர்கள்?

56.தினந்தோரும் வேலை அளவு பட்டியல் நிர்னயிக்கப்பட்டு அளக்கபடுகிறதா?

57.அளவு மேற்பார்வை செய்பவர் யார்?

58.திட்டங்கள் எவையெனும் "ஒப்பந்தகாரர் " மூலம் செயல்படுத்தப்பட்டதா?

59.வேலை செய்யும் இடத்தை புகைப்படம் எடுத்தார்களா?

ஆரம்பத்தில்  வேலை நடக்கும் பொழுது  வேலை முடிவில்

60.எடுத்த புகைப்படங்கள் பஞ்சாயத்து அறிவிப்பு பலகையில் வைக்கப்பட்டதா?

61.வேலை செய்ய ஏதாவது இயந்திரங்கள் பயன்படுத்த பட்டதா?

62.ஊதியம் கிடைக்கும் முன்பே ஊதிய விபரங்கள் பற்றி தெரியுமா?

63.வேலை செயல்படுத்திய நிர்வாகத்தை தவிர வேறு ஏதாவது நிர்வாகம் ஊதியம் வழங்கியதா?

64.ஊதியம் கிடைத்த விதம்?

65.கீழ் காணும் வசதிகள் நீங்கள் வேலை பார்க்கும் இடத்தில் உள்ளதா?

அ.முதலுதவி பெட்டி

ஆ.நிழல்

இ.நீர்

ஈ.குழந்தைகள் பராமரிப்பு இடம்

66.இத்திட்டத்தில் உங்களுக்கு வழங்கப் படும் வேலை வசதிகள் மன  
நிறைவாக உள்ளதா?

67.இத்திட்டதினால் உங்கள் வீட்டு வருமானம் மற்றும் வேலை வாய்ப்பு  
வசதிகள் மீது ஏதாவது தாக்கம் உள்ளதா?

68.இத்திட்டதினால் உங்கள் வீட்டுக் கடன் பிரச்சனை மீது ஏதாவது  
தாக்கம் உள்ளதா?

69.இத்திட்டத்தால் வேலை தேடி வெளியூர் செல்வோர் மீது ஏதாவது தாக்கம் உள்ளதா?

70.இத்திட்டத்தால் உங்கள் வீட்டில் யாரேனும் வேலை தேடி வெளியூர் செல்வதை நிறுத்தி உள்ளனரா?

71.நூறு நாள் திட்டதின் மூலம் கிழ்குறிப்பிட்டுள்ள வேலைகளில் ஏற்பட்டுள்ள தாக்கம் அசாலை பணிகள்

ஆ.நீர் சேமித்தல்

இ.வெள்ளம் தவிர்க்கும் பணிகள்

ஈ.நீர்ப்பாசன பணிகள்

உ.வறட்சி தவிர்க்கும் பணி

ஊ.நில முன்னேற்றம்

72.நூறு நாள் வேலை வாய்ப்பு திட்டத்தைப்பற்றி உங்கள் கருத்து:

## Annexure 2: Focus group interaction (Video evidences)

Assessment	Cuddalore	Dindugal	Kanchipuram	Nagai	Thiruvallur
<b>Positive aspects</b>	<p><b>Video 46 fgd - Cuddalore - Parangipettai</b> - Coordinator explains the importance of financial inclusion through NREGS (Impact)</p> <p><b>Video 48 fgd -Cuddalore - Parangipettai</b> - Work satisfaction and need for continuous work through out the year (Impact)</p> <p><b>Video 49 fgd- Cuddalore - parangipettai</b> - Work measurement based on the soil quality. (Process)</p>	<p><b>Video 9 fgd</b> Work within the village</p>	<p><b>Video 6 fgd</b> - Poverty alleviation scheme otherwise beneficiary expressing that villagers would starve (Impact)</p> <p><b>Video 7 fgd</b> - Work within a village is an energizing factor</p>	<p><b>Video 24 fgd - Nagapattinam (impact)</b> - NREGS is a good scheme and people benefit from it - Access to bank account (Payment)</p> <p><b>Video 30 fgd -Nagapattinam</b> - Need NREGS work throughout year - Creation of Village assets making it self sustainable (Impact) - Financial independence. Not any more dependent on money lenders/creditors (Impact)</p> <p><b>Video 33 fgd - Nagapattinam</b> - Coordinator/beneficiaries interaction on NREGS (Process)</p>	<p><b>Video 2 fgd</b> - Beneficiary explaining that NREGS is a boon for underprivileged people like her - NREGS helps in meeting rural poor demands</p> <p><b>Video 3 fgd</b> - NREGS wages are better than agricultural wages. More interested to work for NREGS rather than agriculture</p> <p><b>Video 17 fgd</b> - Beneficiary expressing that the program is a boon to women that lacks support from household men (show case for impact created by NREGS)</p>
<b>Negative aspects</b>	<p><b>Video 42 fgd (Payment)-Cuddalore</b> - 75 rest for both male and female is not enough to meet the demands</p> <p><b>Video 43 fgd ( material cost)- Cuddalore</b> - No provision to provide equipments for work.</p> <p><b>Video 47 fgd ( Worksite facilities)- Cuddalore</b> - Women with children in worksite do not have proper shade/creche facilities</p> <p><b>Video 48 fgd (Payment)-Cuddalore</b> - Delayed payment of wages addressed</p> <p><b>Video 50 fgd ( Impact)-Cuddalore</b> - No proper alternate employment opportunity occupation hence role of dregs is crucial</p>	<p><b>Video 9 fgd windgall ( participation)</b> Nobody in the group participates in grama sabha meetings Shelf of projects are decided by panchayat leader only Quality of soil should be assessed and measurements should be marked accordingly</p> <p><b>Video 12 fgd windgall (participation)</b> Less participation of people in grama sabha was addressed</p> <p><b>Video 15 fgd Dindugal ( awareness)</b> People claiming ignorance in overall process of NREGS especially job card and information validation.</p>	<p><b>Video 5 Kanchipuram (work process)</b> - Geographic settings pertaining to hard soil becomes a barrier to complete the calculated work in stipulated time. Role of old age beneficiaries doesn't play any significant role in NREGS. Beneficiaries claim proper treatment for injured at site.</p> <p><b>Video 6 kanchipuram ( participation)</b> Crucial role of Self Help Group leaders in grama sabha meeting was addressed.</p> <p><b>Video 7 kanchipuram (wages)</b> People request for nominal minimum wage</p>	<p><b>Video 23 fgd (Payment) - Nagapattinam</b> - Concerns to increase the mandated minimum wage. Work routine from 9:30 am to 5 pm requires better remuneration. - During measurement 'women' factor should be considered.</p> <p><b>Video 34 fgd - Nagapattinam</b> - Lack of creche, drinking water facilities</p> <p><b>Video 40 fgd (Payment)- Nagapattinam</b> - 75 Rs perceived as meagre salary.</p> <p><b>Video 41 fgd (Payment)-Nagapattinam</b> - Work allotment for just 45 days. Salary/day provide is 75 Rs. Work allotment is possible for 3 days/week due to rain.</p>	<p><b>video 1 FGD (No Suggestions) (participation/ wages/worksite facilities)</b> - People were not part of Grama sabha decision Women beneficiaries were not participating in grama sabha meetings - Demand for ensuring minimum wage expressed. - Work measurement doesn't match the minimum wage.</p> <p><b>Video 4 fgd (No Suggestions) ( process)</b> - Hardships faced in clearing bushes, encountering wild animals highlighted.</p> <p><b>Video 18 fgd ( Participating)</b> - People understanding the importance of Grama sabha &amp; assuring to attend in future.</p>

<b>Awareness</b>					<p><b>video 3 fgd (No Suggestions) ( impact)</b> - Labourers demand NREGS throughout the year.</p> <p><b>'- Video 19 fgd (No Suggestions) ( wages)</b> - People wanting to increase the NREGS wages.</p>
<b>Impact</b>				<p><b>Video 27 fgd ( process) - Nagapattinam</b> updating of job card and nor addressed</p> <p><b>'- video 37 ( process)-Nagapattinam -</b> importance of job card was addressed</p> <p><b>'- video 38 ( process)-Nagapattinam</b> importance of bank account opening was addressed</p>	<p><b>Video 1FGD Tiruvalur( worksite)</b> - Basic worksite facilities lacking</p> <p><b>-Video21 fgd ( Monitoring and Supervision)</b> Overseers at Tiruvallur explain their hard core work, meagre salary paid and the type of training obtained from DRDA.</p>

### Annexure 3: Tables of survey (Survey data)

Age	18-24	24-30	30-36	36-42	42-48	48-54	54-60	60 above
Total	10.50%	22.84%	18.78%	16.94%	11.60%	9.21%	7.73%	2.39%
Cuddlaore	11.22%	31.63%	17.35%	14.29%	6.12%	8.16%	8.16%	3.06%
Dindugal	11.22%	31.63%	17.35%	14.29%	6.12%	8.16%	8.16%	3.06%
Kanchipuram	11.11%	33.33%	23.15%	12.04%	10.19%	1.85%	5.56%	2.78%
Nagai	10.00%	19.23%	17.69%	14.62%	16.92%	10.77%	9.23%	1.54%
Thiruvallur	15.91%	18.18%	19.32%	19.32%	14.77%	4.55%	7.95%	

Table 1: Segmentation by age

Sex	Female	Male
Total	77%	23%
Cuddlaore	70%	30%
Dindugal	84%	16%
Kanchipuram	81%	19%
Nagai	70%	30%
Thiruvallur	88%	13%

Table 2: Segmentation by sex

Female	18-24	24-30	30-36	36-42	42-48	48-54	54-60	60 above
Cuddalore	1.20%	15.66%	21.69%	24.10%	7.23%	18.07%	10.84%	1.20%
Dindugal	10.98%	34.15%	17.07%	15.85%	6.10%	4.88%	8.54%	2.44%
Kanchipuram	9.20%	40.23%	22.99%	12.64%	9.20%	2.30%	2.30%	1.15%
Nagai	10.99%	20.88%	21.98%	15.38%	16.48%	6.59%	6.59%	1.10%
Thiruvallur	14.29%	20.78%	20.78%	20.78%	14.29%	2.60%	6.49%	0.00%
Total	9.29%	26.43%	20.95%	17.62%	10.71%	6.90%	6.90%	1.19%

Table 3: Female segmentation by age group

Male	18-24	24-30	30-36	36-42	42-48	48-54	54-60	60 above
Cuddalore	16.67%	8.33%	5.56%	25.00%	13.89%	19.44%	0.00%	11.11%
Dindugal	12.50%	18.75%	18.75%	6.25%	6.25%	25.00%	6.25%	6.25%
Kanchipuram	19.05%	4.76%	23.81%	9.52%	14.29%	0.00%	19.05%	9.52%
Nagai	7.69%	15.38%	7.69%	12.82%	17.95%	20.51%	15.38%	2.56%
Thiruvallur	27.27%	0.00%	9.09%	9.09%	18.18%	18.18%	18.18%	0.00%
Total	14.63%	10.57%	11.38%	14.63%	14.63%	17.07%	10.57%	6.50%

Table 4: Male segmentation by age group

Religion	Christian	Hindu	Others
Total	2.76%	97.05%	0.18%
Cuddalore	0%	100%	0%
Dindugal	0%	100%	0%
Kanchipuram	8.33%	90.74%	0.93%
Nagai	1.54%	98.46%	0%
Thiruvallur	4.55%	95.45%	0%

Table 5: Male segmentation by age group

Caste	SC	ST	MBC	BC	Others
Total	43.65%	0.18%	26.34%	22.84%	7.00%
Cuddalore	21.85%	0%	47.90%	27.73%	2.52%
Dindugal	39.80%	0%	3.06%	38.78%	18.37%
Kanchipuram	40.74%	0.93%	35.19%	15.74%	7.41%
Nagai	65.38%	0%	16.15%	14.62%	3.85%
Thiruvallur	48.86%	0%	27.27%	19.32%	4.55%

Table 6: Segmentation by Caste



	18-24	24-30	30-36	36-42	42-48	48-54	54-60	60 above
<b>Backward Caste</b>								
<b>Cuddalore</b>	0.84%	2.52%	5.04%	8.40%	1.68%	5.88%	2.52%	0.84%
<b>Dindugal</b>	4.08%	9.18%	8.16%	4.08%	2.04%	7.14%	4.08%	0.00%
<b>Kanchipuram</b>	0.93%	3.70%	3.70%	1.85%	4.63%	0.00%	0.00%	0.93%
<b>Nagai</b>	1.54%	0.77%	1.54%	1.54%	5.38%	1.54%	0.77%	1.54%
<b>Thiruvallur</b>	4.55%	2.27%	5.68%	2.27%	4.55%	0.00%	0.00%	0.00%
<b>Total</b>	2.21%	3.50%	4.60%	3.68%	3.68%	2.95%	1.47%	0.74%
<b>Most Backward Caste</b>								
<b>Cuddalore</b>	4.20%	8.40%	6.72%	10.92%	5.88%	6.72%	1.68%	3.36%
<b>Dindugal</b>	0.00%	2.04%	1.02%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Kanchipuram</b>	2.78%	15.74%	4.63%	4.63%	4.63%	0.93%	0.93%	0.93%
<b>Nagai</b>	2.31%	4.62%	2.31%	2.31%	3.08%	1.54%	0.00%	0.00%
<b>Thiruvallur</b>	0.00%	5.68%	5.68%	2.27%	6.82%	2.27%	4.55%	0.00%
<b>Total</b>	2.03%	7.37%	4.05%	4.24%	4.05%	2.39%	1.29%	0.92%
<b>Others</b>								
<b>Cuddalore</b>	0.00%	0.00%	0.84%	0.84%	0.00%	0.84%	0.00%	
<b>Dindugal</b>	1.02%	4.08%	2.04%	3.06%	4.08%	1.02%	3.06%	
<b>Kanchipuram</b>	0.00%	3.70%	0.93%	2.78%	0.00%	0.00%	0.00%	
<b>Nagai</b>	0.00%	0.00%	0.77%	0.77%	0.00%	0.00%	2.31%	
<b>Thiruvallur</b>	3.41%	0.00%	0.00%	1.14%	0.00%	0.00%	0.00%	
<b>Total</b>	0.74%	1.47%	0.92%	1.66%	0.74%	0.37%	1.10%	
<b>Scheduled Caste</b>								
<b>Cuddalore</b>	0.84%	2.52%	4.20%	4.20%	1.68%	5.04%	3.36%	0.00%
<b>Dindugal</b>	6.12%	16.33%	6.12%	7.14%	0.00%	0.00%	1.02%	3.06%
<b>Kanchipuram</b>	7.41%	10.19%	12.96%	2.78%	0.93%	0.93%	4.63%	0.93%

<b>Nagai</b>	6.15%	13.85%	13.08%	10.00%	8.46%	7.69%	6.15%	0.00%
<b>Thiruvallur</b>	7.95%	10.23%	7.95%	13.64%	3.41%	2.27%	3.41%	0.00%
<b>Total</b>	5.52%	10.50%	9.02%	7.37%	3.13%	3.50%	3.87%	0.74%

Table 7: Caste split by age group

Education	Illiterate	Primary (5th grade & below)	Middle School (from 5th - 8th)	Matriculation (from 8th – 10th)	Higher secondary (10th - 12th)	College
<b>Total</b>	46.96%	11.79%	23.76%	11.23%	4.24%	0.74%
<b>Cuddalore</b>	54.62%	12.61%	16.81%	10.92%	5.04%	0.00%
<b>Dindugal</b>	57.14%	9.18%	22.45%	7.14%	2.04%	2.04%
<b>Kanchipuram</b>	34.26%	14.81%	28.70%	13.89%	7.41%	0.93%
<b>Nagai</b>	42.31%	17.69%	25.38%	10.77%	3.85%	0.00%
<b>Thiruvallur</b>	47.73%	1.14%	26.14%	13.64%	2.27%	1.14%

Table 8: Segmentation by Education

	SC	ST	MBC	BC
<b>College</b>				
<b>Cuddalore</b>	0.00%	0.00%	0.00%	0.00%
<b>Dindugal</b>	2.04%	0.00%	0.00%	0.00%
<b>Kanchipuram</b>	0.93%	0.00%	0.00%	0.00%
<b>Nagai</b>	0.00%	0.00%	0.00%	0.00%
<b>Thiruvallur</b>	0.00%	0.00%	0.00%	1.14%
<b>Total</b>	0.55%	0.00%	0.00%	0.18%
<b>Higher secondary (10th -12th)</b>				
<b>Cuddalore</b>	0.84%	0.00%	3.36%	0.84%

<b>Dindugal</b>	1.02%	0.00%	0.00%	1.02%
<b>Kanchipuram</b>	3.70%	0.00%	0.93%	2.78%
<b>Nagai</b>	3.85%	0.00%	0.00%	0.00%
<b>Thiruvallur</b>	2.27%	0.00%	0.00%	0.00%
<b>Total</b>	2.39%	0.00%	0.92%	0.92%
<b>Matriculation (from 8th – 10th)</b>				
<b>Cuddalore</b>	0.00%	0.00%	5.04%	5.88%
<b>Dindugal</b>	3.06%	0.00%	0.00%	2.04%
<b>Kanchipuram</b>	5.56%	0.00%	4.63%	2.78%
<b>Nagai</b>	5.38%	0.00%	3.85%	0.00%
<b>Thiruvallur</b>	6.82%	0.00%	2.27%	1.14%
<b>Total</b>	4.05%	0.00%	3.31%	2.39%
<b>Middle school (from 5th – 8th)</b>				
<b>Cuddalore</b>	1.68%	0.00%	10.08%	5.04%
<b>Dindugal</b>	6.12%	0.00%	1.02%	12.24%
<b>Kanchipuram</b>	10.19%	0.00%	13.89%	2.78%
<b>Nagai</b>	13.85%	0.00%	6.15%	3.85%
<b>Thiruvallur</b>	14.77%	0.00%	5.68%	4.55%
<b>Total</b>	9.21%	0.00%	7.55%	5.52%
<b>Primary (5th grade &amp; below)</b>				
<b>Cuddalore</b>	0.00%	0.00%	5.88%	5.04%
<b>Dindugal</b>	2.04%	0.00%	0.00%	6.12%
<b>Kanchipuram</b>	9.26%	0.93%	2.78%	0.93%
<b>Nagai</b>	10.77%	0.00%	1.54%	5.38%
<b>Thiruvallur</b>	1.14%	0.00%	0.00%	0.00%
<b>Total</b>	4.97%	0.18%	2.21%	3.68%
<b>Illiterate</b>				

	19.33%	0.00%	23.53%	10.92%
<b>Cuddalore</b>	19.33%	0.00%	23.53%	10.92%
<b>Dindugal</b>	25.51%	0.00%	2.04%	17.35%
<b>Kanchipuram</b>	11.11%	0.00%	12.96%	6.48%
<b>Nagai</b>	31.54%	0.00%	4.62%	5.38%
<b>Thiruvallur</b>	20.45%	0.00%	18.18%	9.09%
<b>Total</b>	21.92%	0.00%	12.15%	9.58%

Table 9: Caste split by Education

Occupation other than NREGA in remaining 265 days								Unemployed	Blanks
	Agriculture	Animal husbandry	Homemaker	Own business	Private	Retired	Student		
Total	68.69%	3.50%	18.78%	2.03%	2.95%	0.18%	0.74%	2.95%	0.18%
Cuddalore	71.43%	4.20%	18.49%	0.00%	4.20%	0.00%	0.00%	1.68%	0.00%
Dindugal	85.71%	1.02%	9.18%	0.00%	2.04%	0.00%	2.04%	0.00%	0.00%
Kanchipuram	41.67%	5.56%	42.59%	4.63%	2.78%	0.93%	0.00%	1.85%	0.00%
Nagai	78.46%	3.85%	6.92%	1.54%	1.54%	0.00%	0.00%	7.69%	0.00%
Thiruvallur	64.77%	2.27%	18.18%	4.55%	4.55%	0.00%	2.27%	2.27%	1.14%

Table 10: Segmentation by Occupation

Annual Income	12000 & below	12001-24000	24001-36000	36001-48000	Blanks
Total	69.24%	21.92%	2.76%	2.58%	3.50%
Cuddalore	97.48%	2.52%	0.00%	0.00%	0.00%
Dindugal	40.82%	47.96%	5.10%	6.12%	0.00%
Kanchipuram	53.70%	30.56%	8.33%	7.41%	0.00%
Nagai	95.38%	4.62%	0.00%	0.00%	0.00%
Thiruvallur	43.18%	34.09%	1.14%	0.00%	21.59%

**Table 11: Segmentation by Income**

Daily Wage	20	40	60	80	100
Ann Income	7300	14600	21900	29200	36500

**Table D. Indicative annual figures by wages**

Family members	1	2	3	4	5	6	7	8	9	10	12
Total	1.29%	10.50%	16.76%	31.49%	23.76%	10.68%	2.95%	1.84%	0.37%	0.18%	0.18%
Cuddlaore	2.52%	12.61%	16.81%	28.57%	21.85%	13.45%	2.52%	0%	0.84%	0%	0.84%
Dindugal	0%	17.35%	13.27%	41.84%	17.35%	5.10%	3.06%	2.04%	0%	0%	0%
Kanchipuram	0.93%	11.11%	18.52%	30.56%	22.22%	12.04%	1.85%	2.78%	0%	0%	0%
Nagai	0.77%	6.92%	16.15%	26.15%	26.92%	13.85%	5.38%	3.08%	0%	0.77%	0%
Thiruvallur	2.27%	4.55%	19.32%	32.95%	30.68%	6.82%	1.14%	1.14%	1.14%	0%	0%

**Table 12: Segmentation by family members**

Colour of ration card	Blue	Green	Yellow	Red	No ration card
Total	1.29%	95.21%	0.74%	1.47%	1.29%
Cuddlaore	99.16%	0.00%	0.00%	0.00%	0.84%
Dindugal	1.02%	97.96%	0.00%	0.00%	1.02%
Kanchipuram	3.70%	87.04%	1.85%	3.70%	3.70%
Nagai	0.77%	96.92%	0.00%	2.31%	0.00%
Thiruvallur	1.14%	94.32%	2.27%	1.14%	1.14%

**Table 13: Segmentation by ration card**

Land ownership	Landless	Below 2 acres	2-4 acres	4-10 acres
Cuddalore	64.71%	25.21%	7.56%	2.52%
Dindugal	81.63%	13.27%	4.08%	1.02%
Kanchipuram	86.11%	10.19%	3.70%	0.00%
Nagai	84.62%	13.08%	2.31%	0.00%
Thiruvallur	93.18%	6.82%	0.00%	0.00%
Total	81.40%	14.18%	3.68%	0.74%

Table 14: Segmentation by land size

Land ownership	Landless	<= 2 acres	2-4 acres	4-10 acres
<b>College</b>				
<b>Cuddalore</b>	0.00%	0.00%		
<b>Dindugal</b>	1.02%	1.02%		
<b>Kanchipuram</b>	0.00%	0.93%		
<b>Nagai</b>	0.00%	0.00%		
<b>Thiruvallur</b>	1.14%	0.00%		
<b>Total</b>	0.37%	0.37%		
<b>Higher secondary (10th -12th)</b>				
<b>Cuddalore</b>	0.00%	1.68%	3.36%	
<b>Dindugal</b>	2.04%	0.00%	0.00%	
<b>Kanchipuram</b>	4.63%	2.78%	0.00%	
<b>Nagai</b>	3.08%	0.77%	0.00%	
<b>Thiruvallur</b>	2.27%	0.00%	0.00%	
<b>Total</b>	2.39%	1.10%	0.74%	
<b>Matriculation (from 8th – 10th)</b>				
<b>Cuddalore</b>	5.04%	3.36%	1.68%	0.84%

<b>Dindugal</b>	4.08%	2.04%	1.02%	0.00%
<b>Kanchipuram</b>	9.26%	1.85%	2.78%	0.00%
<b>Nagai</b>	9.23%	1.54%	0.00%	0.00%
<b>Thiruvallur</b>	13.64%	0.00%	0.00%	0.00%
<b>Total</b>	8.10%	1.84%	1.10%	0.18%
<b>Middle school (from 5th – 8th)</b>				
<b>Cuddalore</b>	12.61%	2.52%	1.68%	
<b>Dindugal</b>	17.35%	2.04%	3.06%	
<b>Kanchipuram</b>	25.00%	3.70%	0.00%	
<b>Nagai</b>	20.77%	3.85%	0.77%	
<b>Thiruvallur</b>	23.86%	2.27%	0.00%	
<b>Total</b>	19.71%	2.95%	1.10%	
<b>Primary (5th grade &amp; below)</b>				
<b>Cuddalore</b>	7.56%	3.36%	0.00%	1.68%
<b>Dindugal</b>	5.10%	4.08%	0.00%	0.00%
<b>Kanchipuram</b>	14.81%	0.00%	0.00%	0.00%
<b>Nagai</b>	12.31%	3.85%	1.54%	0.00%
<b>Thiruvallur</b>	1.14%	0.00%	0.00%	0.00%
<b>Total</b>	8.66%	2.39%	0.37%	0.37%
<b>Illiterate</b>				
<b>Cuddalore</b>	39.50%	14.29%	0.84%	0.00%
<b>Dindugal</b>	52.04%	4.08%	0.00%	1.02%
<b>Kanchipuram</b>	32.41%	0.93%	0.93%	0.00%
<b>Nagai</b>	39.23%	3.08%	0.00%	0.00%
<b>Thiruvallur</b>	44.32%	3.41%	0.00%	0.00%
<b>Total</b>	41.07%	5.34%	0.37%	0.18%

Table 15: Segmentation by land size

Sanitary facility	Open	Private	Public
Cuddalore	69.75%	13.45%	16.81%
Dindugal	68.37%	29.59%	2.04%
Kanchipuram	87.04%	5.56%	7.41%
Nagai	60.77%	13.08%	26.15%
Thiruvallur	53.41%	15.91%	30.68%
Total	68.14%	15.10%	16.76%

Table 16: Segmentation by sanitary facilities

Access to drinking water	Yes	No
Cuddalore	76.47%	23.53%
Dindugal	94.90%	5.10%
Kanchipuram	93.52%	6.48%
Nagai	71.54%	28.46%
Thiruvallur	96.59%	3.41%
Total	85.27%	14.73%

Table 17: Segmentation by drinking water facilities

How did you come to know about the act	Friends/Neighbours	GP Notice board	Grama Sabha members	Others
Cuddalore	0.00%	77.31%	22.69%	0.00%
Dindugal	22.45%	4.08%	73.47%	0.00%
Kanchipuram	8.33%	44.44%	47.22%	0.00%
Nagai	6.15%	76.92%	15.38%	1.54%
Thiruvallur	12.50%	39.77%	39.77%	7.95%
Total	9.21%	51.38%	37.75%	1.66%

Table 18: Awareness – Information sources



Aware of the minimum wage act	Yes	No	No idea
Cuddalore	69.75%	10.08%	20.17%
Dindugal	91.84%	7.14%	1.02%
Kanchipuram	76.85%	8.33%	14.81%
Nagai	53.08%	16.15%	30.77%
Thiruvallur	42.05%	22.73%	35.23%
Total	66.67%	12.71%	20.63%

Table 19.a: Awareness – Minimum wage

Aware of the minimum wage	Yes	No	No idea
<b>College</b>			
<b>Cuddalore</b>	0.00%	0.00%	0.00%
<b>Dindugal</b>	2.04%	0.00%	0.00%
<b>Kanchipuram</b>	0.93%	0.00%	0.00%
<b>Nagai</b>	0.00%	0.00%	0.00%
<b>Thiruvallur</b>	0.00%	0.00%	1.14%
<b>Total</b>	0.55%	0.00%	0.18%
<b>Higher secondary (10th -12th)</b>			
<b>Cuddalore</b>	5.04%	0.00%	0.00%
<b>Dindugal</b>	2.04%	0.00%	0.00%
<b>Kanchipuram</b>	5.56%	0.00%	1.85%
<b>Nagai</b>	2.31%	1.54%	0.00%
<b>Thiruvallur</b>	2.27%	0.00%	0.00%
<b>Total</b>	3.50%	0.37%	0.37%
<b>Matriculation (from 8th – 10th)</b>			
<b>Cuddalore</b>	7.56%	0.00%	3.36%

<b>Dindugal</b>	7.14%	0.00%	0.00%
<b>Kanchipuram</b>	10.19%	0.93%	2.78%
<b>Nagai</b>	6.92%	3.08%	0.77%
<b>Thiruvallur</b>	6.82%	4.55%	2.27%
<b>Total</b>	7.73%	1.66%	1.84%
	<b>Middle school (from 5th – 8th)</b>		
<b>Cuddalore</b>	14.29%	0.84%	1.68%
<b>Dindugal</b>	19.39%	2.04%	1.02%
<b>Kanchipuram</b>	17.59%	5.56%	5.56%
<b>Nagai</b>	16.15%	3.85%	5.38%
<b>Thiruvallur</b>	10.23%	5.68%	10.23%
<b>Total</b>	15.65%	3.50%	4.60%
	<b>Primary (5th grade &amp; below)</b>		
<b>Cuddalore</b>	8.40%	0.84%	3.36%
<b>Dindugal</b>	8.16%	1.02%	0.00%
<b>Kanchipuram</b>	14.81%	0.00%	0.00%
<b>Nagai</b>	7.69%	4.62%	5.38%
<b>Thiruvallur</b>	0.00%	0.00%	1.14%
<b>Total</b>	8.10%	1.47%	2.21%
	<b>Illiterate</b>		
<b>Cuddalore</b>	34.45%	8.40%	11.76%
<b>Dindugal</b>	53.06%	4.08%	0.00%
<b>Kanchipuram</b>	27.78%	1.85%	4.63%
<b>Nagai</b>	20.00%	3.08%	19.23%
<b>Thiruvallur</b>	18.18%	10.23%	19.32%
<b>Total</b>	30.39%	5.34%	11.23%

Table 19.b: Awareness – Minimum wage: Split by education

Workers earning less than minimum wage	Yes	No
Cuddalore	56.30%	43.70%
Dindugal	14.29%	85.71%
Kanchipuram	39.81%	60.19%
Nagai	10.77%	89.23%
Thiruvallur	20.45%	79.55%
Total	28.73%	71.27%

Table 20: Awareness – Existence of workers that get minimum wage

Aware of the unemployment allowance	Yes	No	No idea
Cuddalore	30.25%	36.97%	32.77%
Dindugal	7.14%	15.31%	77.55%
Kanchipuram	6.48%	45.37%	48.15%
Nagai	24.62%	19.23%	56.15%
Thiruvallur	6.82%	22.73%	70.45%
Total	16.21%	28.18%	55.62%

Table 21: Awareness – Unemployment allowance

Aware about shelf of projects	Yes	No	No idea
Cuddalore	65.55%	12.61%	21.85%
Dindugal	9.18%	20.41%	70.41%
Kanchipuram	48.15%	12.96%	38.89%
Nagai	66.15%	14.62%	19.23%
Thiruvallur	28.41%	20.45%	51.14%
Total	46.04%	15.84%	38.12%

Table 22: Awareness – Shelf of projects

Aware of the accident compensation	Yes	No	No idea
Cuddalore	38.66%	39.50%	21.85%
Dindugal	41.84%	15.31%	42.86%
Kanchipuram	61.11%	12.96%	25.93%
Nagai	39.23%	35.38%	25.38%
Thiruvallur	38.64%	19.32%	42.05%
Total	43.83%	25.60%	30.57%

Table 23: Awareness – Accident compensation

Were you part of decision making for selection of projects in Grama Sabha	Yes	No	No idea
Cuddalore	52.94%	44.54%	2.52%
Dindugal	19.39%	77.55%	3.06%
Kanchipuram	48.15%	46.30%	5.56%
Nagai	64.62%	33.85%	1.54%
Thiruvallur	38.64%	56.82%	4.55%
Total	46.41%	50.28%	3.31%

Table 24: Part of decision making

If no, why?	Illiterate and lacks skills for participation	Inputs/ suggestions are not considered.	Non productive	Not aware of the process and scheduled meetings	Only men participates in Grama sabha	Others
Cuddalore	21.85%	0.00%	0.00%	29.41%	0.84%	47.90%
Dindugal	23.47%	0.00%	2.04%	44.90%	2.04%	27.55%

Kanchipuram	9.26%	0.93%	1.85%	7.41%	29.63%	50.93%
Nagai	33.08%	0.77%	0.77%	5.38%	7.69%	52.31%
Thiruvallur	7.95%	0.00%	4.55%	5.68%	18.18%	63.64%
Total	20.07%	0.37%	1.66%	18.23%	11.23%	48.43%

Table 25: Part of decision making

Then, who takes decision regarding nreg projects?	Block officials	No idea	Others	Panchayat president	Village men
Cuddalore	0.00%	5.88%	0.84%	91.60%	1.68%
Dindugal	0.00%	29.59%	11.22%	59.18%	0.00%
Kanchipuram	0.93%	3.70%	0.93%	89.81%	4.63%
Nagai	0.00%	2.31%	0.77%	93.08%	3.85%
Thiruvallur	0.00%	17.05%	6.82%	75.00%	1.14%
Total	0.18%	10.68%	3.68%	83.06%	2.39%

Table 26: Perception as decision authority

Registrations open in the Grama Sabha throughout the year?	Yes	No	No idea
Cuddalore	97.48%	2.52%	0.00%
Dindugal	91.84%	3.06%	5.10%
Kanchipuram	94.44%	0.00%	5.56%
Nagai	98.46%	0.77%	0.77%
Thiruvallur	87.50%	2.27%	10.23%
Total	94.48%	1.66%	3.87%

Table 27: Registrations open in Grama Sabha

Any one remaining in the village, yet to be registered?	Many cases	Few cases	No cases	No idea
Cuddalore	0.00%	42.02%	56.30%	1.68%
Dindugal	0.00%	65.31%	10.20%	24.49%
Kanchipuram	10.19%	40.74%	34.26%	14.81%
Nagai	0.77%	36.92%	58.46%	3.85%
Thiruvallur	37.50%	38.64%	18.18%	5.68%
Total	8.29%	44.20%	37.94%	9.58%

Table 28: Cases remaining for Registration

Were job cards issued within one month of registration?	Yes	No	No idea
Cuddalore	88.24%	11.76%	0.00%
Dindugal	93.88%	6.12%	0.00%
Kanchipuram	95.37%	3.70%	0.93%
Nagai	89.23%	10.77%	0.00%
Thiruvallur	94.32%	1.14%	4.55%
Total	91.90%	7.18%	0.92%

Table 29: Job cards issued with in a month

Job card details regularly updated and put up on the GP notice board?	Yes	No	No idea
Cuddalore	84.87%	8.40%	6.72%
Dindugal	30.61%	13.27%	56.12%
Kanchipuram	72.22%	7.41%	20.37%
Nagai	78.46%	9.23%	12.31%
Thiruvallur	36.36%	28.41%	35.23%
Total	63.17%	12.52%	24.31%

Table 30: Job card details updated and put up in notice board.

Was the job card issued free of cost?	Yes	No	No idea
Cuddalore	95.80%	4.20%	0.00%
Dindugal	100.00%	0.00%	0.00%
Kanchipuram	95.37%	3.70%	0.93%
Nagai	94.62%	3.85%	1.54%
Thiruvallur	85.23%	14.77%	0.00%
Total	94.48%	4.97%	0.55%

Table 31: Job card issued free of cost

Any one in your village, who has not received the job card?	Yes	No	No idea
Cuddalore	10.08%	85.71%	4.20%
Dindugal	1.02%	95.92%	3.06%
Kanchipuram	12.96%	71.30%	15.74%
Nagai	12.31%	81.54%	6.15%
Thiruvallur	3.41%	86.36%	10.23%
Total	8.47%	83.79%	7.73%

Table 32: Not received Job cards

How soon is your job card updated after wage provision?	Within 3 days	Within 7 days	Within 15 days	More than 15 days	No idea
Cuddalore	36.97%	35.29%	23.53%	3.36%	0.84%
Dindugal	45.92%	28.57%	5.10%	0.00%	20.41%
Kanchipuram	50.93%	37.04%	2.78%	0.00%	9.26%
Nagai	66.15%	33.08%	0.77%	0.00%	0.00%
Thiruvallur	84.09%	13.64%	0.00%	0.00%	2.27%
Total	55.99%	30.39%	6.81%	0.74%	6.08%

Table 33: Frequency of job card updates

Who does the Monitoring and oversees the project in process?	Panchayat President	Grama sabha members	Others	No idea
Cuddalore	28.57%	71.43%	0.00%	0.00%
Dindugal	54.08%	44.90%	0.00%	1.02%
Kanchipuram	41.67%	57.41%	0.00%	0.93%
Nagai	27.69%	70.77%	0.77%	0.77%
Thiruvallur	37.50%	29.55%	25.00%	7.95%
Total	37.02%	56.91%	4.24%	1.84%

Table 34: Monitoring and oversight of the project

How many days did you work?	Below 25 days	25-50 days	50-75 days	75-100 days	100-125days
Cuddalore	50.42%	35.29%	8.40%	2.52%	3.36%
Dindugal	19.39%	38.78%	22.45%	19.39%	0.00%
Kanchipuram	23.15%	30.56%	25.93%	19.44%	0.93%
Nagai	38.46%	34.62%	13.08%	12.31%	1.54%
Thiruvallur	23.86%	31.82%	21.59%	22.73%	0.00%
Total	32.23%	34.25%	17.68%	14.55%	1.29%

Table 35: Monitoring and oversight of the project

Weekly payment was made?	Within 3 days	Within 7 days	Within 15 days	More than 15 days
Cuddalore	25.21%	47.06%	25.21%	2.52%
Dindugal	68.37%	29.59%	2.04%	0.00%
Kanchipuram	49.07%	49.07%	1.85%	0.00%
Nagai	60.00%	40.00%	0.00%	0.00%
Thiruvallur	17.05%	82.95%	0.00%	0.00%
Total	44.75%	48.43%	6.26%	0.55%

Table 36: Monitoring and oversight of the project



Where were the wages paid?	Panchayat office	Designated public place	Worksite	Home	Others
Cuddalore	68.91%	31.09%	0.00%	0.00%	0.00%
Dindugal	92.86%	6.12%	1.02%	0.00%	0.00%
Kanchipuram	67.59%	18.52%	1.85%	5.56%	6.48%
Nagai	89.23%	5.38%	3.85%	1.54%	0.00%
Thiruvallur	37.50%	35.23%	25.00%	0.00%	2.27%
Total	72.74%	18.60%	5.52%	1.47%	1.66%

Table 37: Places for wage provision

Is there any payment still due?	Yes	No	No idea
Cuddalore	1.68%	98.32%	0.00%
Dindugal	0.00%	100.00%	0.00%
Kanchipuram	5.56%	93.52%	0.93%
Nagai	3.85%	94.62%	1.54%
Thiruvallur	2.27%	97.73%	0.00%
Total	2.76%	96.69%	0.55%

Table 38: Places for wage provision

Aware of NREGS works, amount sanctioned & amount spent on the works?	Yes	No	No idea
Cuddalore	23.53%	30.25%	46.22%
Dindugal	11.22%	32.65%	56.12%
Kanchipuram	45.37%	16.67%	37.96%
Nagai	21.54%	31.54%	46.92%
Thiruvallur	26.14%	20.45%	53.41%
Total	25.60%	26.70%	47.70%

Table 39: Awareness – Amount sanctioned/spent

How frequently the GP board updated the list of work?	Within 7 days	Within 15 days	More than 15 days	No idea
Cuddalore	31.93%	54.62%	10.92%	2.52%
Dindugal	4.08%	2.04%	0.00%	93.88%
Kanchipuram	58.33%	9.26%	0.00%	32.41%
Nagai	83.08%	15.38%	0.00%	1.54%
Thiruvallur	35.23%	2.27%	1.14%	61.36%
Total	44.94%	18.23%	2.58%	34.25%

Table 40: Communication frequency in GP board

How did you come to know about the work allotted & available?	GP Notice board/Members	Friends/Neighbours	Others
Cuddalore	100.00%	0.00%	0.00%
Dindugal	58.16%	40.82%	1.02%
Kanchipuram	64.81%	35.19%	0.00%
Nagai	93.85%	3.85%	2.31%
Thiruvallur	62.50%	19.32%	18.18%
Total	77.90%	18.42%	3.68%

Table 41: Awareness – Work allotted

Did you receive dated receipts for application of work?	Yes	No	No idea
Cuddalore	33.61%	65.55%	0.84%
Dindugal	28.57%	46.94%	24.49%
Kanchipuram	16.67%	68.52%	14.81%
Nagai	37.69%	60.00%	2.31%
Thiruvallur	11.36%	73.86%	14.77%
Total	26.70%	62.80%	10.50%

Table 42: Dated receipts for application of work

Within how many days of registration did you receive work?	Within 3 days	Within 7 days	Within 15 days	More than 15 days
Cuddalore	35.29%	40.34%	19.33%	5.04%
Dindugal	41.84%	28.57%	24.49%	5.10%
Kanchipuram	48.15%	29.63%	17.59%	4.63%
Nagai	60.00%	36.15%	3.08%	0.77%
Thiruvallur	72.73%	14.77%	9.09%	3.41%
Total	51.01%	30.94%	14.36%	3.68%

Table 43: Frequency of work allotment after registration

Was there a board at the worksite giving all the details?	Yes	No	No idea
Cuddalore	98.32%	1.68%	0.00%
Dindugal	62.24%	28.57%	9.18%
Kanchipuram	95.37%	2.78%	1.85%
Nagai	91.54%	8.46%	0.00%
Thiruvallur	77.27%	11.36%	11.36%
Total	86.19%	9.94%	3.87%

Table 44: Board at worksite giving details

Was an open project meeting held before commencement of work to you?	Yes	No	No idea
Cuddalore	86.55%	13.45%	0.00%
Dindugal	98.98%	1.02%	0.00%
Kanchipuram	96.30%	0.93%	2.78%
Nagai	94.62%	0.77%	4.62%
Thiruvallur	67.05%	29.55%	3.41%
Total	89.50%	8.29%	2.21%

Table 45: Open project meeting before commencement

Different kinds of jobs taken by you under NREGS?	One	Two	Three	Four	Five & above
Cuddalore	16.81%	42.02%	25.21%	14.29%	1.68%
Dindugal	30.61%	18.37%	27.55%	14.29%	9.18%
Kanchipuram	33.33%	44.44%	8.33%	7.41%	6.48%
Nagai	20.77%	40.77%	25.38%	13.08%	0.00%
Thiruvallur	9.09%	39.77%	12.50%	7.95%	30.68%
Total	22.28%	37.57%	20.26%	11.60%	8.29%

Table 46: Different kind of Jobs taken by you under NREGS

How many times have you applied for a job under NREGS?	One	Two	Three	Four	Five & above
Cuddalore	81.51%	5.04%	5.88%	6.72%	0.84%
Dindugal	92.86%	2.04%	4.08%	0.00%	1.02%
Kanchipuram	97.22%	2.78%	0.00%	0.00%	0.00%
Nagai	79.23%	11.54%	4.62%	4.62%	0.00%
Thiruvallur	75.00%	2.27%	0.00%	0.00%	22.73%
Total	85.08%	5.16%	3.13%	2.58%	4.05%

Table 47: Different kind of Jobs taken by you under NREGS

Daily individual measurement of work conducted?	Yes	No	No idea
Cuddalore	97.48%	1.68%	0.84%
Dindugal	100.00%	0.00%	0.00%
Kanchipuram	98.15%	0.00%	1.85%
Nagai	100.00%	0.00%	0.00%
Thiruvallur	98.86%	0.00%	1.14%
Total	98.90%	0.37%	0.74%

**Table 48: Daily individual measurement of work conducted**

In charge of taking final measurement of work done?	Panchayat members	Junior Engineer	No idea
Cuddalore	100.00%	0.00%	0.00%
Dindugal	93.88%	6.12%	0.00%
Kanchipuram	89.81%	10.19%	0.00%
Nagai	86.92%	13.08%	0.00%
Thiruvallur	90.91%	0.00%	9.09%
Total	92.27%	6.26%	1.47%

**Table 49: Incharge of final measurement of work**

Contractor s carry out the implementation of Nregs work?	Yes	No	No idea
Cuddalore	36.13%	63.03%	0.84%
Dindugal	1.02%	79.59%	19.39%
Kanchipuram	10.19%	80.56%	9.26%
Nagai	50.00%	49.23%	0.77%
Thiruvallur	1.14%	90.91%	7.95%
Total	22.28%	70.72%	7.00%

**Table 50: Contractors carry out the implementation of NREGS**

Photos of worksite being displayed on Panchayat notice board	Yes	No	No idea
Cuddalore	60.50%	15.97%	23.53%
Dindugal	19.39%	46.94%	33.67%
Kanchipuram	64.81%	12.04%	23.15%
Nagai	83.08%	9.23%	7.69%
Thiruvallur	25.00%	19.32%	55.68%
Total	53.59%	19.71%	26.70%

Table 51: Photos displayed at the work site

Any machinery was employed in execution of NREGS work?	Yes	No	No idea
Cuddalore	2.52%	97.48%	0.00%
Dindugal	1.02%	97.96%	1.02%
Kanchipuram	10.19%	89.81%	0.00%
Nagai	6.15%	93.85%	0.00%
Thiruvallur	1.14%	97.73%	1.14%
Total	4.42%	95.21%	0.37%

Table 52: Machinery employed at the work site

All payment details available for you before you received payment?	Yes	No	No idea
Cuddalore	66.39%	5.88%	27.73%
Dindugal	55.10%	30.61%	14.29%
Kanchipuram	62.96%	26.85%	10.19%
Nagai	53.08%	23.08%	23.85%
Thiruvallur	26.14%	40.91%	32.95%
Total	53.96%	24.31%	21.73%

Table 53: Payment details available for received payment

Payments made by any agency other than the one who implemented the work?	Yes	No	No idea
Cuddalore	20.17%	79.83%	0.00%
Dindugal	3.06%	87.76%	9.18%
Kanchipuram	20.37%	66.67%	12.96%
Nagai	21.54%	78.46%	0.00%
Thiruvallur	2.27%	89.77%	7.95%
Total	14.55%	79.93%	5.52%

Table 54: Payments made by agency that implemented the work

Nature of payments	Cash	Cheque
Cuddalore	100.00%	0.00%
Dindugal	100.00%	0.00%
Kanchipuram	99.07%	0.93%
Nagai	100.00%	0.00%
Thiruvallur	95.45%	4.55%
Total	99.08%	0.92%

Table 55: Payment modes

Satisfied with the work conditions provided under NREGA?	Extremely satisfied	Satisfied	Average	Dissatisfied	Extremely dissatisfied
Cuddalore	11.76%	60.50%	1.68%	14.29%	11.76%
Dindugal	0.00%	59.18%	0.00%	37.76%	3.06%
Kanchipuram	48.15%	31.48%	0.00%	16.67%	3.70%
Nagai	53.08%	45.38%	0.00%	0.77%	0.77%
Thiruvallur	6.82%	45.45%	0.00%	37.50%	10.23%
Total	25.97%	48.43%	0.37%	19.52%	5.71%

Table 56: Satisfaction with work conditions

household stopped migrating after implementation of NREGA?	Yes	No
Cuddalore	37.82%	62.18%
Dindugal	52.04%	47.96%
Kanchipuram	57.41%	42.59%
Nagai	34.62%	65.38%
Thiruvallur	6.82%	93.18%
Total	38.49%	61.51%

Table 57: Effect on migration



**Annexure 4: NREGA block officials interaction**

S.No.	Discussion item	Dindugal	Kanchipuram	Nagapattinam	Cuddalore	Thiruvallur	Critique
		Mr.Arulmani (PO)	Mr.Ananthakumar (APO-DRDA)	Mrs.Namashri (PO- DRDA)	Miss.Rajasri (PO-DRDA)	Interview not conducted	
1	Staffing	Adequate staffing present. Independent body needed to assess capabilities and improve performance	Block officer burdened managing all the state govt schemes in addition to NREGS. Suggestion to include a deputy block officer, overseer, engineers exclusively for NREGA scheme, at District level software professionals needed to update MIS	Adequate human resource allocated for NREGS Block officials need to be in planning/monitoring position to have better facilitation.	Technical and administrative staff needed if enhanced will strengthen NREGS administration	<b>Interview not conducted as PO-DRDA couldn't give a slot for interaction</b>	- Dedicated staff needed exclusively to manage this scheme. - MIS needs to be strengthened to have visibility at Block/Panchayat level
2	People selection /Counseling	NREGS being targeted for unskilled labour hence people selection processes are simple	Panchayat leaders know about villagers that approach for work and they can have a good idea of his/her skill sets. Panchayat leaders can be trained to assess the skill sets if the program transforms into scheme that involves skilled labour as well.	Counseling of people is welcome and it should be entertained at block level as panchayat level counselling might discriminate people by various social factors.	Everything based on people's view and participation.	-	- Program though targeted for unskilled labour there are evidences of people working with better qualifications. (Highlighted in data analysis section and would be discussed in action plan). - Communication channels should be improved for effective people participation and better understanding
3	Participation of educated/skilled people in NREGS	Any job opportunity is useful if it is open for all with a focus on right to work then educational requirements are seen as secondary things. If I quit the PO job, I would like to get involved with NREGS field work. Students on college vacation ,work in NREGS just for pocket money or for their academic requirements .	NREGS is secondary to education. Additional monetary benefits absorbed through NREGS. Skilled workforce can be assigned special role in NREGS.	Focused initiatives should be created for educated youth. Skilled human resource should not be involved in digging work as this would very much undermine his/her potential	Special arrangements can not be done for educated with current act guidelines	-	If the objective of the program is to raise the living standards of deprived unskilled people by providing NREGS work, that is not well understood by the officials. The program seems to be taken as a mechanism to increase household wealth (supplementary in most cases) - Panchayat level people should ensure the benefits are primarily reached to underprivileged based on certain minimum counselling.

		<p>Rural people not willing to do agricultural work since it is hectic and heavy work load for just 50 Rs/day. NREGS work is more comfortable and flexibility mode availed with 70 – 80 rs. Hence obviously agriculture will be affected. Road construction projects implemented during rainy season and in summer water conservation projects are executed. In future, shelf of projects will be planned considering agriculture season for each village</p>	<p>Inclusion of agriculture work in NREGS requires well defined guidelines.</p>	<p>Land reclamation work can be accommodated in NREGS Inclusion of agriculture in NREGS should be carefully planned or else it will lead to practical difficulties</p>	<p>Including agriculture is not possible. Works like land leveling and land reformation can be executed with NREGS beneficiaries but agricultural production cannot be assured by NREGS work</p>		<p>- The program should focus on long term benefits instead of job ensuring short term objectives. Instead of competing/hindering agricultural activities, it should strengthen agricultural activities. Water conservation. renovation projects are good start and it should continue to focus more on such long term rewarding projects.</p>
<p>4 NREGS &amp; Agriculture</p>		<p>Proper recommendation sent to agricultural universities/departments for specific training to farmers on to effective use of land assets. If we can empower agricultural work then schemes like NREGS are no more needed since people will be engaged in agriculture work.</p>	<p>Proper irrigation, fertilizers usage, etc mostly not used in best manner and hence agriculture is not profitable making people to opt for NREGS work Provision for marginal farmers if strengthened, population for NREGS can be effectively reduced</p>	<p>Willingness to involve in agricultural work is losing its importance among farmers. Hence marginal farmers willing to sell their land for profits</p>	<p>Willingness of individual</p>		<p>- Agriculture focus should not diffuse with the success of NREGS. NREGS need to strengthen agricultural produce. - Appropriate initiatives to be decided and executed to ensure the success of agriculture in rural.</p>
<p>5 Utilizing land assets</p>		<p>As per the recommendation from govt, inputs from grama sabha meetings shelf of projects are decided. Block level officials were asked to participate in grama sabha meetings followed by a report generation was facilitated in dindugal district</p>	<p>According to guidelines of TamilNadu state government proper circulars sent to all panchayats for discussion and implementation. Shelf of projects are decided by community members only hence community requirement is more highlighted. Panchayat leaders need to take more responsibility in assessment of locality needs</p>	<p>Methods to conduct grama sabha meetings were clearly explained to panchayat officials. Proper system is enforced but regular monitoring is required</p>	<p>People are totally aware of shelf of projects</p>		<p>- Proper guidelines to plan/decide/execute shelf of projects are present. People have poor understanding of shelf of projects and not involved in decision making processes (highlighted in survey analysis section)</p>
<p>6 Understanding shelf of projects</p>		<p>No contractors are involved in NREGS work. For other schemes we use machines for ground clearance and people confuse those things with NREGS work</p>	<p>No contractors are involved in NREGS work. For other schemes we use machines for ground clearance and people confuse those things with NREGS work</p>	<p>No contractors are involved in NREGS work. For other schemes we use machines for ground clearance and people confuse those things with NREGS work</p>	<p>No contractors are involved in NREGS work. For other schemes we use machines for ground clearance and people confuse those things with NREGS work</p>		<p>- People confuse the act with past government schemes and so there is lot of assumptions and beliefs. This is highlighted even in data analysis section where many people expressed presence of contractors/machines.</p>
<p>7 Contractors in NREGS</p>							



