



FAQs on National Rural Employment Guarantee Act

1. Who can apply for employment under the Act?

All adult members of a rural household who have a Job Card. Even if a person is already employed/engaged in work, he/she has the right to demand employment as unskilled manual worker under this Act.

Women will get priority and 1/3rd of beneficiaries under the Programme are to be women

2. Can individual application for work be submitted?

Yes. Registration of employment seekers is done household-wise. But within registered households' entitlement – for 100 days of employment in a year - the individual members of the household can also apply for work.

3. How can one apply for work?

To get employment the registered adult holding a Job Card should ask for work through an application on a plain paper in writing to the Gram Panchayat or Programme Officer (at Block level) and ask for a dated receipt of application.

4. How many days of the year can one get this employment?

A household is entitled to 100 days of work in a financial year; and that can be divided among adult members of the household.

The work duration shall ordinarily be for at least 14 days continuously, with not more than 6 days per week.

5. When can one get employment?

Within 15 days of submitting the application or from the day work is demanded, employment will be provided to the applicant.

6. Who will allot employment?

Gram Panchayat or the Programme Officer, whoever has been requested

7. How will one know that one has been given employment?

Applicants are to be communicated where and when to report for work within 15 days, through a letter sent by the Gram Panchayat/ Programme Officer. There will also be a public notice displayed on the notice board of the Gram Panchayat and at the office of the Programme Officer at the Block level, providing information on the place, date and the names of those provided employment.

8. What has the applicant to do once the employment letter has been received?

Report for work with Job Card on the date specified at the site where work has been allotted.

9. What happens if he/she does not report for work?

If the person does not report for work within fifteen days of being notified by the Gram Panchayat or Programme Officer, he or she would not be entitled for unemployment allowance.

10. Can he/ she re-apply for work?

Yes.

11. What are the wages he/ she will get?

The statutory minimum wage applicable to agricultural workers in the State.

12. What will be the mode of payment? Daily wages or piece-rates?

Both are permitted under the Act. If wages are paid on a piece-rate basis, the schedule of rates has to be such that a person working for seven hours would normally earn the minimum wage.

13. When will wages be paid?

Wages are to be paid every week, or in any case 'not later than a fortnight after the date on which such work was done'. A proportion of the wages in cash may be paid on a daily basis.

14. What facilities are to be made available to workers?

Safe drinking water, shade for children, periods of rest and first-aid box with adequate material for emergency treatment for minor injuries and other health hazards connected with the work.

15. Where will work be provided?

Within 5 km of applicant's residence. If employment is provided beyond 5 km radius of the applicant's residence then he/she is entitled to 10% additional wages towards transport and living expenses. If some persons are directed for work beyond 5 kilometres, then persons older in age and women shall be given preference for work on worksites nearer to the village.

16. What are the provisions for a worker?

a) In case of accidents: If any labourer gets bodily injury during the course of employment at work site, the person is entitled to free medical treatment from the State Government.

b) In case of hospitalisation of the injured labourer: The concerned State Government shall provide complete treatment, medicines, hospital accommodation without any charge and the injured person will be entitled for daily allowance which shall not be less than 50% of wage rate applicable.

c) In case of death or permanent disability to the registered labourer due to accident at work site: An ex-gratia payment of Rs.25, 000 or such amount as may be notified by the Central Government shall be paid to the legal heir of the deceased or to the disabled as the case may be.

17. What happens if employment is not given to the eligible applicant?

If the eligible applicant does not get employment within 15 days of the demand for work or the date from which he sought work (date of submitting application), he shall be provided unemployment allowance as per terms and conditions laid down.

Allowance rate: The rate of unemployment allowance will be 25% of the wage rate for the first 30 days and 50% of the wage rate after that during the financial year subject to the household entitlements of days of employment.

18. What type of work will be given?

a) a) Durable assets: An important objective of Scheme is to create durable assets and strengthen the livelihood resource base of the rural poor.

b) Work done through contractors is not permissible

c) c) The kind of works permissible under the Programme and according to priority are:-

- (i) (i) water conservation and water harvesting;
- (ii) (ii) drought proofing, afforestation and tree plantation.
- (iii) (iii) irrigation canals including micro and minor irrigation works;
- (iv) (iv) provision of irrigation facility to land owned by households belonging to the Scheduled Castes and Scheduled Tribes or to land beneficiaries of land reforms or that of the beneficiaries under the Indira Awas Yojana of the Government of India.
- (v) (v) renovation of traditional water bodies including desilting of tanks,
- (vi) (vi) land development,
- (vii) (vii) flood control and protection works including drainage in water logged areas,
- (viii) (viii) rural connectivity to provide all-weather access. The construction of roads may include culverts where necessary, and within the village area culverts may be taken up along with drains.
- (ix) (ix) any other work which may be notified by the Central Government in consultation with the State Government

19 How are program functionaries accountable for what they do?

They are accountable through continuous and concurrent evaluation and audit of the Programme by internal as well external evaluators. The authority to conduct social audit is vested in Gram Sabha, a Village Level Vigilance committee is to be setup by Gram Sabha to oversee each work. Moreover, any contravention of the Act shall, on conviction, be liable to fine which may extend to one thousand rupees. There will also be a Grievance Redressal Mechanism that would be setup in each District.