

Indira Gandhi Shehari Rozgar Guarantee Yojana

Concurrent Evaluation

2023

Submitted to the Government
of Rajasthan

Centre for Research in Schemes
and Policies, New Delhi

CRISP
Deliberate. Design. Deliver.

Centre for Research in
Schemes and Policies



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Government of Rajasthan**

**Centre for Research in Schemes and
Policies (CRISP)**



Foreword

Centre for Research in Schemes and Programmes (CRISP) (www.crispindia.net) is an initiative by a group of (10) senior civil servants, worked at the level of Secretary to Government of India, to support the State and Central Governments for designing / redesigning / evaluating the schemes/programmes in the social sector and thereby causing large public good. Based on the invitations by the Governments of Rajasthan, Karnataka, Uttar Pradesh, Andhra Pradesh and Meghalaya, CRISP is now working in these 5 States in the fields of urban poverty, rural development, poverty alleviation, quality education and health. The organisation has set up offices in these States equipped with teams of highly motivated development professionals.

Growing urban areas in the Country are characterized by pockets of extreme poverty and chronic unemployment/underemployment. Since unemployment is at the core of poverty, several States have made employment-creation central to their efforts for urban poverty alleviation. The Indira Gandhi Shehari Rozgar Yojana (IRGY) of Rajasthan is one of the largest of such efforts for creating employment opportunities for the urban poor. CRISP has partnered with Government of Rajasthan for conducting concurrent evaluation of the programme, and for bringing qualitative changes based on independent feedback from the field for improving implementation of this crucial scheme. This study is the first in this series of evaluations.

The Government of Rajasthan has facilitated the field visits and has shared the scheme database, which were essential inputs into this exercise. The guidance of Ms. Usha Sharma Chief Secretary, Mr. Akhil Arora Principal Secretary Finance, Mr. Nikhil Dey MKSS, Mr. Joga Ram Secretary Local Self Government and Mr. Gaurav Goyal Secretary in the CM office were invaluable in conducting this study. The study has been conducted by the young professionals of CRISP: Ms. Aakanksha Raghav, Mr. Aravind Nair, Mr. Jagatpal Singh and Ms. Krati Goyal, working under the direction of Mr. Khemraj Chaudhary, Mr. Nachiket Udupa and Ms. Rakshita Swamy.

Based on a critical understanding of the field level conditions and after extensive deliberations with the stakeholders, the Report has made several recommendations for further fine-tuning the implementation of the scheme. We hope by making these mid-course corrections, there will be an appreciable increase in labour participation and large welfare gains.

Radhe Shyam Julania
Sekhar Bonu
R. Subrahmanyam

Table of Contents

List of abbreviations	6
List of figures	7
List of tables	8
A. Executive Summary	9
B. Introduction	10
1. Urban Employment Guarantee Schemes	10
2. Indira Shehari Rozgar Guarantee Yojana (IRGY-Urban)	11
3. Objectives of the Study	11
C. Data and Methodology	12
1. Sampling	12
2. Field visit plan	13
3. Tools for data collection	13
4. Data analysis	14
D. Findings.....	15
1. Analysis of administrative data	15
a. Nature of sanctioned works.....	15
b. Analysis of primary data collected through field visits	16
2. Insights - Interactions with IRGY Staff.....	17
a. Capacity building requirements of the IRGY staff.....	18
b. Staff Vacancies	19
c. Insights - Job demand and attendance.....	19
3. Worksite Observations	22
a. Nature of works.....	22

b.	Worksite attendance	22
c.	Availability of worksite facilities	24
d.	Basis of work measurement	24
4.	Insights - Interaction with the workers	25
a.	Background of the respondents	25
b.	Previous employment profile of the respondents	25
c.	Reasons for registering under IRGY	25
d.	Status of wage payments.....	26
e.	Reasons for the delay in payments	27
5.	Best practices from other states	29
E.	Recommendations	30
1.	For improving worker participation:	30
2.	More timely wage payment:	31
3.	Opening new works:.....	32
4.	Ranking of ULBs based on performance in IRGY	32
5.	Other recommendations	34
F.	Success stories	35
G.	References	38
H.	Annexure	39
1.	Worksite Inspection Survey	39
2.	Interaction with ULB Officials	43
3.	Interaction with workers	48

List of abbreviations

AEN - Assistant Engineer

AUEGS - Ayyankali Urban Employment Guarantee Scheme

CMIE - Centre for Monitoring Indian Economy

IRGY - Indira Gandhi Shehari Rozgar Guarantee Yojana

JE - Junior Engineer

JTA - Junior Technical Assistant

LFPR - Labor Force Participation Rate

LSG - Local Self Government

MGNREGA - Mahatma Gandhi National Rural Employment Guarantee Act

MIS - Management Information System

SNA - Single Nodal Account

UEG - Urban Employment Guarantee

ULB - Urban Local Body

XEN - Executive Engineer

List of figures

	Page No.	
Figure 1	Total Unemployment rate in India (2016-2022)	7
Figure 2	Total Unemployment Rate in Rajasthan (2016-2022)	8
Figure 3	Geographic coverage of the study	10
Figure 4	Nature of works (tangible, cleaning or convergence based)	13
Figure 5	Job card created vis-a-vis job demand	14
Figure 6	Division-wise percentage of job demanded by job card holders	14
Figure 7	Details of IRGY Staff Interviewed	16
Figure 8	Have the staff received training?	16
Figure 9	Is additional training required?	16
Figure 10	Topics for staff training	17
Figure 11	Number of vacant staff positions in the ULBs visited	17
Figure 12	Nature of works visited	19
Figure 13	No. of workers as per muster roll vs no. workers present at the worksite	20
Figure 14	Attendance Percentage	20
Figure 15	Gender-wise breakup of attendance	21
Figure 16	Availability of worksite facilities	21
Figure 17	Basis of Work Measurement	22
Figure 18	Previous employment profile of workers	23
Figure 19	Duration of employment under IRGY	23
Figure 20	Reasons for joining IRGY (Other than wages)	24
Figure 21	Status of wage payments	25
Figure 22	Duration of pending payments	25
Figure 23	Payment process	26

List of tables

	Page No.
Table 1 Division wise allocation to CRISP Consultants	11
Table 2 Methods of data collection	11-12
Table 3 Data Collection - Overview	15
Table 4 ULB Wise IRGY Statistics - Job cards created, job demand and attendance	18-19
Table 5 Comparison of minimum wage across UEG schemes	27
Table 6 Existing ranking scheme and available parameters in the MIS	30

A. Executive Summary

The Indira Gandhi Shehari Rozgar Guarantee Yojana (IRGY) was launched by the Government of Rajasthan in September 2022. The objective of IRGY is to provide 100 days of guaranteed wage employment to a family: to adults between 18-60 years of age residing in urban areas. The budget allocated for the scheme in 2022-23 is ₹800 crores.

The objective of this study is to carry out a quick concurrent assessment of IRGY. The report covers challenges, best practices, and recommendations for improving the performance of the scheme. A team of four consultants from the Centre for Research in Schemes and Policies (CRISP) conducted field visits covering at least one district in each division over a period of one month. Overall, 57 worksites were visited across 11 districts that involved a survey of 396 workers. The field visits were divided into three parts which included (i) interactions with the ULB staff, (ii) interactions with the workers and (iii) worksite observations. All relevant documents and data related to IRGY were collected from the ULB, which included a copy of muster rolls of the sites visited, and worker statistics. The previous employment profile of the workers, status of payments and major challenges faced at the worksites were collected through a survey. Types of works, attendance percentage of the workers, availability of worksite facilities, gender composition of the workers and basis of work measurements were inspected at the worksites. Field visits revealed that pending payments was a major issue, which has affected worker participation.

An analysis of the MIS data scheme revealed that sanitation works constituted the majority of the works taken up at the ULBs. Convergence works, heritage management etc., which have a scope to be taken up in Rajasthan constitute less than 5% of the total works taken up. The nature of works observed during field visits follow the same trend, with sanitation works constituting a major portion of sanctioned works. This indicates the need to expand the scope of work beyond sanitation.

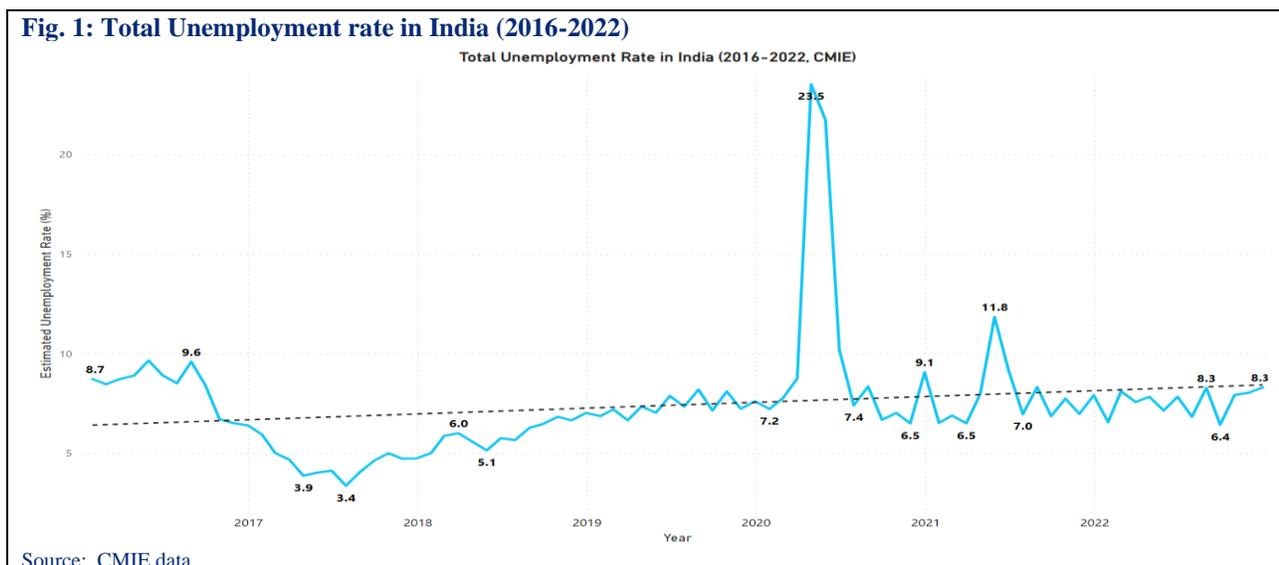
Based on the issues identified in the study, some recommendations have been formulated for improving worker's participation, resolving payment issues, ensuring the availability of basic worksite facilities, expanding the scope of works and for streamlining communication. The report also suggests ranking parameters for the ULBs to foster a healthy competition.

B. Introduction

1. Urban Employment Guarantee Schemes

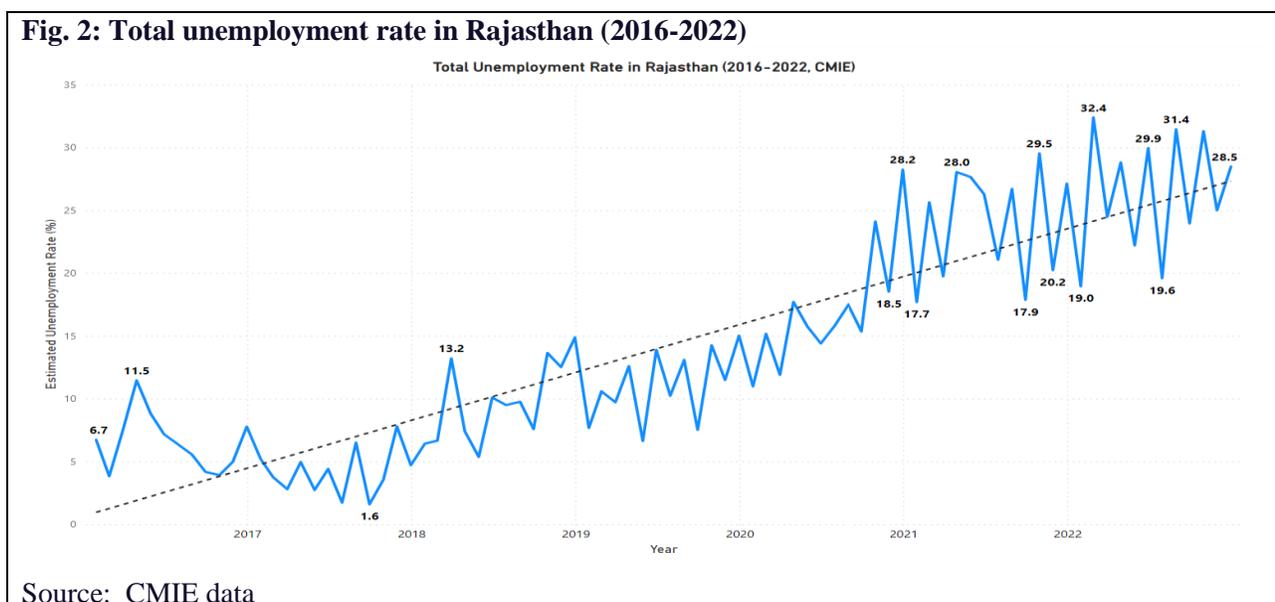
The issues of unemployment and poverty have consistently been at the forefront of development debates in India. These issues are interrelated, meaning that the lack of gainful employment and the resultant lack of income exacerbates poverty, while the lack of resources and skills due to poverty further hamper the chances of getting gainful employment by the poor. According to World Bank data, annual unemployment rates in India have varied between 5-6% since the early 2000s, until the onset of Covid-19. Urban unemployment rates have consistently been higher than the rural unemployment rates as per Centre for Monitoring Indian Economy (CMIE). The enactment of MGNREGA in 2005 has played an important role in addressing these issues in rural India. However, no Indian state other than Kerala and West Bengal had introduced employment guarantee schemes for urban areas until 2019-20.

The Covid-19 has brought to focus the need to address urban unemployment across India. The unemployment rates rose sharply across the country during the Covid pandemic, peaking at 23.5% in April 2020 (**Figure 1**). A World Bank report based on the Consumer Household Pyramid Survey (CHPS) released by CMIE has estimated that in line with the rise in global poverty, the poverty rate in India went up significantly during the same period (World Bank, 2022). While the economy has gradually returned to normalcy at present, it can be observed that the national unemployment rate of 8.3% in December 2022 is still higher than the pre-pandemic rates. Vyas (2023) observed that bulk of rise in unemployment is concentrated in urban areas, implying that urban India has not been able to match the employment demands of the rising labor force. Taking cognizance of this issue, urban employment guarantee schemes have been launched in 5 more states since 2019: Jharkhand (2020), Himachal Pradesh (2020), Odisha (2020), Tamil Nadu (2022) and Rajasthan (2022).



2. Indira Shehari Rozgar Guarantee Yojana (IRGY-Urban)

The percentage of unemployment in Rajasthan has witnessed a steep rise compared to the national average. It can be inferred from **Figure 2** that the percentage of unemployment in the state has displayed a fluctuating but upward trend. In December 2022, Rajasthan was among the states with the highest unemployment rate in India at 28.5%. However, a positive side of the rise in unemployment has been that it has been accompanied by a steady increase in the LFPR, which is higher than the national average. The LFPR has been higher in urban areas, shifting the focus towards increasing employment opportunities to match the rising demand for employment.



3. Objectives of the Study

The objectives of the study are:

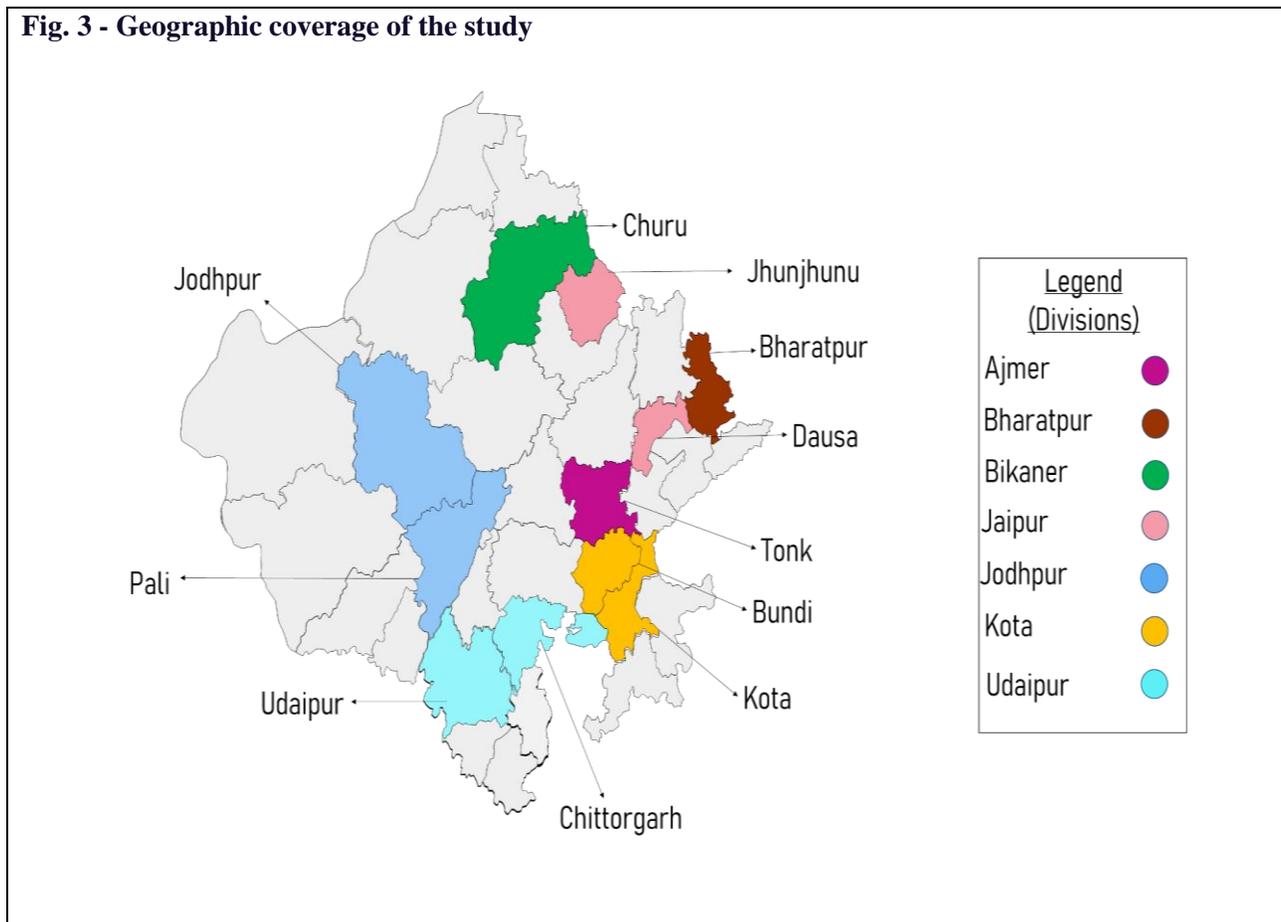
- To conduct an interim assessment of the IRGY and to document on-ground insights, challenges, and best practices;
- To formulate recommendations for streamlining the implementation of the scheme;
- To develop a framework for ranking the performance of the ULBs to foster healthy competition.

C. Data and Methodology

1. Sampling

The ULBs to be visited were selected on the basis of a district-level progress report of IRGY from September to December. A composite score was devised factoring the number of works, job demand vis-a-vis job cards created and payments made till date. The districts in each division were ranked based on this score, and low-performing districts were selected for the initial visits.

With the objective of covering all three tiers of ULBs in all divisions, some ULBs were also selected on a convenience basis. The worksites to be visited were selected by the concerned ULB officials in most cases, again based on convenience. 57 worksites were visited across 21 ULBs in 11 districts, covering 396 workers. The geographic coverage of the study has been illustrated in **Figure 3**.



2. Field visit plan

The seven administrative divisions of Rajasthan were divided among the four consultants of CRISP as indicated in **Table 1**. The respective Deputy Directors (Regional), Local Self Government (LSG) were contacted to organize the field visits. The field visits were divided into three parts which included interaction with the ULB staff (including head of the ULB, AEN, JE, JTA, MIS Manager, Lekha Sahayak & Rozgar Sahayak), interaction with the workers and worksite observations. All relevant documents and data related to IRGY were collected from the ULB including a copy of the muster rolls of the sites visited, worker statistics (number of job cards, job demand, attendance), annual action plan, pending payment details etc. On an average, 3-4 worksites were visited per ULB. At the sites, observations were made regarding the utility of the work, available worksite facilities, and basis of work measurement. Approximately 10 workers per site were interviewed based on a customized questionnaire, covering previous employment profile of the workers, pending payments, available worksite facilities and challenges faced at the worksite.

Table 1 - Division wise allocation to CRISP Consultants

S. No.	Consultant's Name	Division Allocated
1.	Jagatpal Singh	Kota, Ajmer
2.	Aravind Nair	Jodhpur, Bikaner
3.	Krati Goyal	Jaipur, Bharatpur
4.	Aakanksha Singh Raghav	Udaipur

3. Tools for data collection

The tools used for data collection, the types of data collected and the purpose of collecting each data point have been summarized in **Table 2**. Additionally, all internal government orders related to the scheme and scheme performance data from the MIS portal have been compiled.

Table 2 - Methods of data collection

Type of data	Tools used for data collection	Respondents	Purpose
Mixed	Structured survey with open ended and closed ended questions	IRGY Workers	1. To collect quantitative data regarding the gender composition of workers, pendencies in payments, and basic facilities available at worksites 2. To collect qualitative data regarding other major challenges faced by workers

Type of data	Tools used for data collection	Respondents	Purpose
Mixed	Structured survey with open ended and closed ended questions	ULB Staff	<ol style="list-style-type: none"> 1. To collect qualitative data regarding challenges faced by ULB staff in the implementation of the scheme 2. To collect qualitative data regarding the training requirements of the ULB staff (if any).
Mixed	Observation-based structured worksite survey with open ended and closed ended questions	Researcher	<ol style="list-style-type: none"> 1. To collect quantitative data regarding the types of works taken up. 2. To observe the quality of work and the provision of on-site basic facilities.
Qualitative	Focus Group Discussions	IRGY workers, Non-IRGY workers	<ol style="list-style-type: none"> 1. To record narratives of the experiences and challenges faced by IRGY workers 2. To interact with non-IRGY workers to gauge their willingness to join the scheme, and to record the reasons for non-participation

4. Data analysis

Quantitative variables, mostly nominal in nature, have been collected in this study and have been presented using appropriate visualizations. Averages and percentages have been used wherever necessary. Qualitative data related to the experiences and challenges faced by stakeholders in the scheme have been coded, and recurring themes have been identified. Administrative data pertaining to scheme performance was downloaded from the MIS and analyzed using basic statistical measures.

The sample is small and not representative. While this sample may not be representative of the entire state, the visits were carried out in a way that at least one district was covered in each division. Another limitation of the study is that, since the site visits were pre-announced, the selection of sites by the ULBs was not random and some bias would be reflected in the same. However, the findings could be positively biased given that the sites shortlisted by the ULBs would be among the better performing ones, and the gaps observed at these sites would have considerable significance.

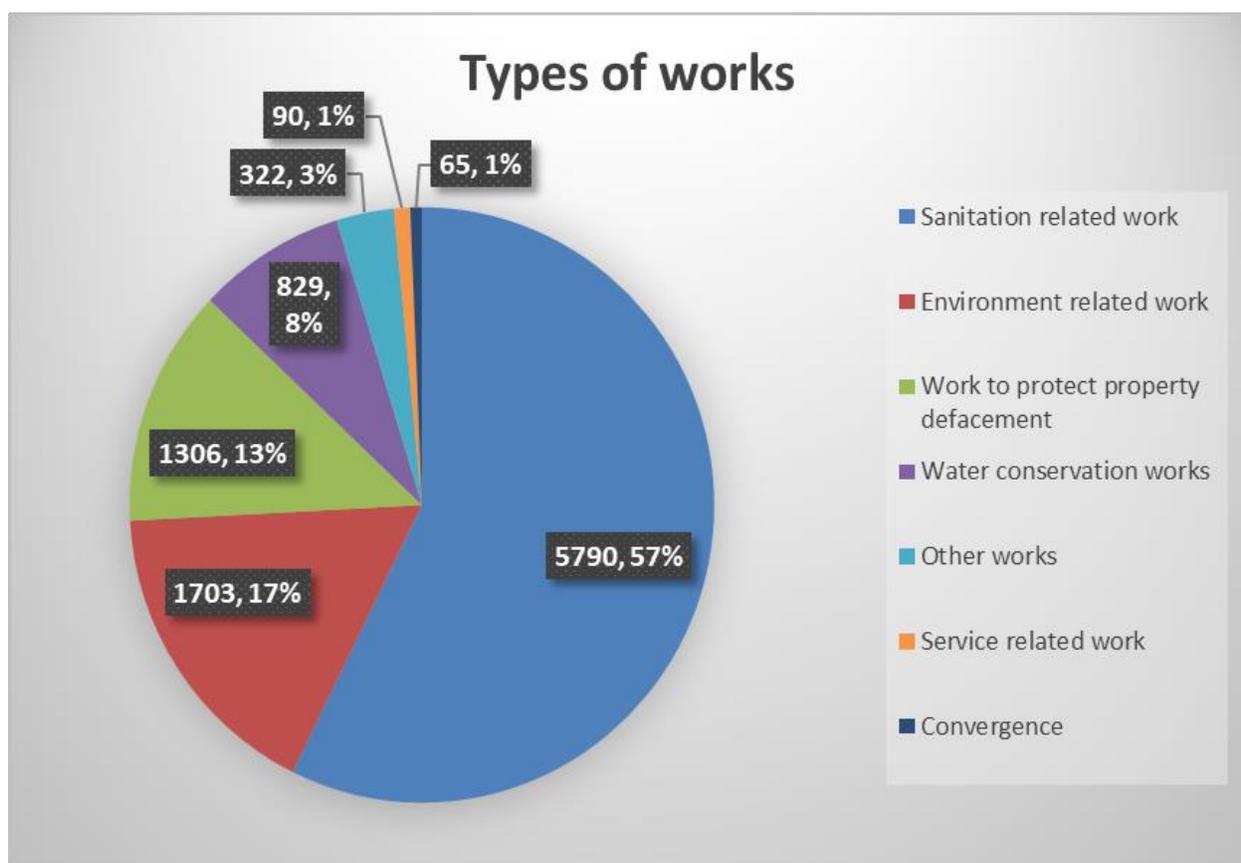
D. Findings

1. Analysis of administrative data

a. Nature of sanctioned works

Sanitation related work constitutes the highest (57%) of the total works, followed by environment related works which constitutes 17% of the total sanctioned works (**Figure 4**). Works related to heritage conservation, inter-department convergence and service provision constitute only 1% of the total sanctioned works. While sanitation is indeed a priority, there are multiple avenues for utilizing unskilled labour in urban areas. There is ample scope to diversify the nature of works being taken up under the scheme with a special focus on heritage conservation/management, considering the cultural context of Rajasthan.

Fig. 4 - Nature of works (tangible, cleaning or convergence based)



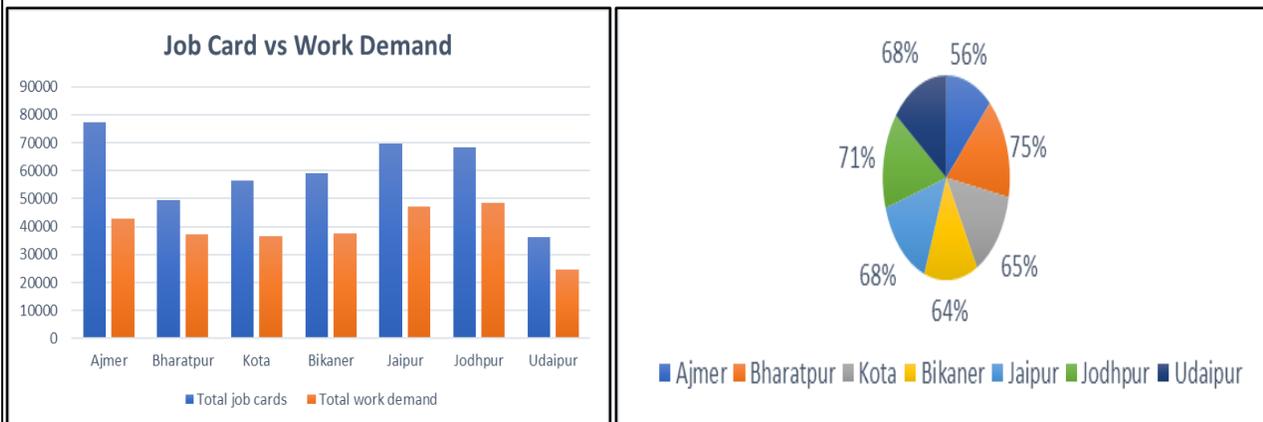
Source: IRGY MIS

The Bharatpur division has the highest percentage of citizens with job cards who have demanded work (75%), followed by Jodhpur which has 71% (**Figure 6**). This percentage is comparatively low in Ajmer division at 56%. This is in contrast with data regarding the number of job cards (**Figure 5**). The highest number of job

cards have been created in Ajmer division. This either implies that an adequate number of job cards haven't been created in the other divisions, or that Ajmer hasn't been able to generate job demand despite creating job cards. A detailed study would be required to elicit an explanation for this trend.

Fig. 5- Job card created vis-a-vis job demand

Fig. 6- Division-wise percentage of job demanded by job card holders



Source: IRGY MIS

b. Analysis of primary data collected through field visits

An overview of the primary data collection has been provided in **Table 3**.

Table 3 - Data Collection - Overview

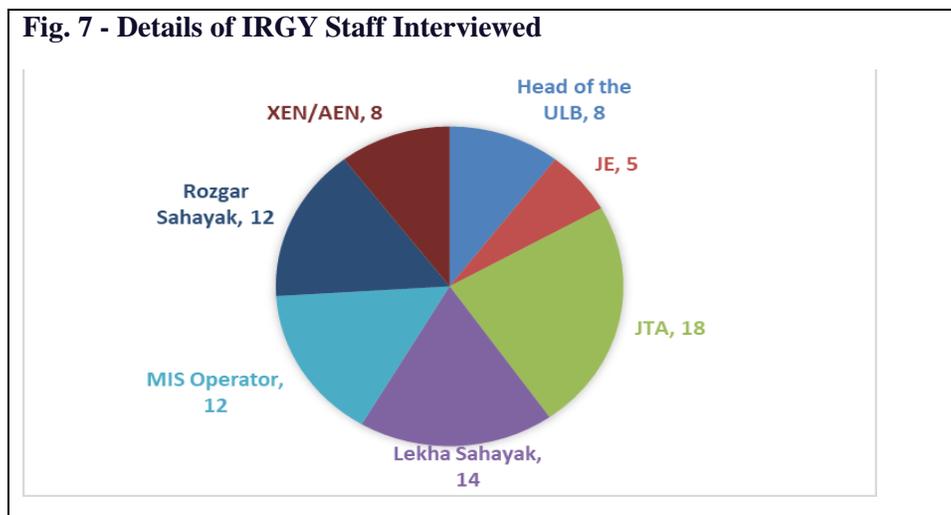
Name of the Division	Name of the District	ULBs visited	Number of ULBs visited	Number of sites visited	Number of ULB Staff interviewed	Number of workers interviewed
Ajmer	Tonk	Tonk, Uniara	2	5	8	25
Kota	Kota, Bundi	Kota- South, Kaithoon, Bundi, Nainwa	4	11	11	80
Bharatpur	Bharatpur	Kumher, Nagar	2	5	10	40

Name of the Division	Name of the District	ULBs visited	Number of ULBs visited	Number of sites visited	Number of ULB Staff interviewed	Number of workers interviewed
Jaipur	Dausa, Jhunjhunu	Dausa, Lalsot, Jhunjhunu	3	10	14	70
Udaipur	Udaipur, Chittorgarh	Udaipur, Salumber, Chittorgarh, Nimbahera, Rawatbhata	5	13	20	80
Jodhpur	Jodhpur, Pali	Jodhpur North, Pipar, Pali	3	9	12	67
Bikaner	Churu	Churu, Rajgarh	2	4	3	34
Total			21	57	78	396

Source: Primary data

2. Insights - Interactions with IRGY Staff

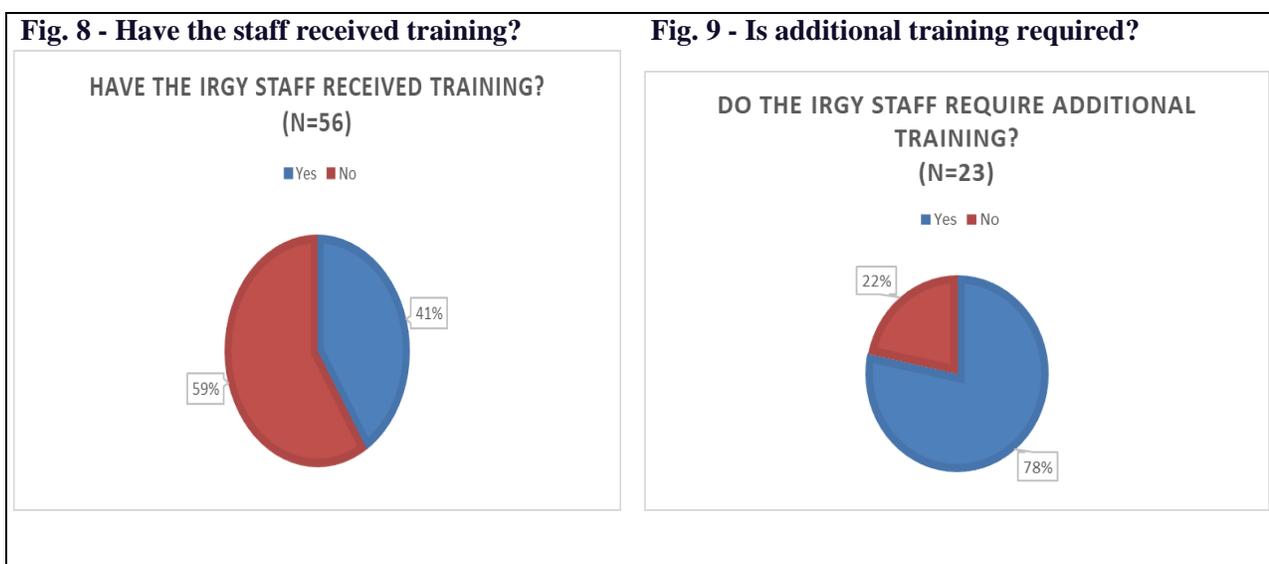
Interviews with 78 IRGY staff were conducted across 21 ULBs. A breakup of the respondents according to their posts is given in **Figure 7**.



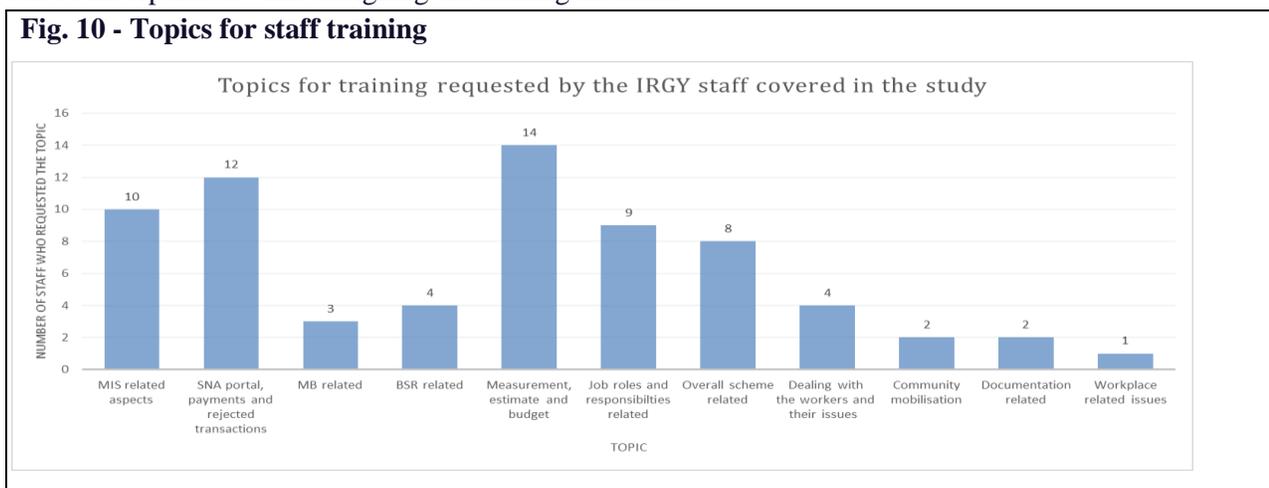
a. Capacity building requirements of the IRGY staff

It was observed that while the staff appointed for IRGY has undergone a division-level orientation covering details of the scheme, application procedure and a description of the job role of the staff. While this session covered the basic job roles and expectations from each staff position, it was a short session delivered in the lecture format based on a PowerPoint presentation.

During this study, we interacted with 78 ULB staff, out of which 56 were staff hired exclusively for IRGY (JTAs, MIS staff, Lekha Sahayaks and Rozgar Sahayaks). 60% of the IRGY staff interviewed had not received any training (Figure 8). Out of the 23 staff members who did receive training, 18 members (≈80%) were of the opinion that they required additional training (Figure 9).



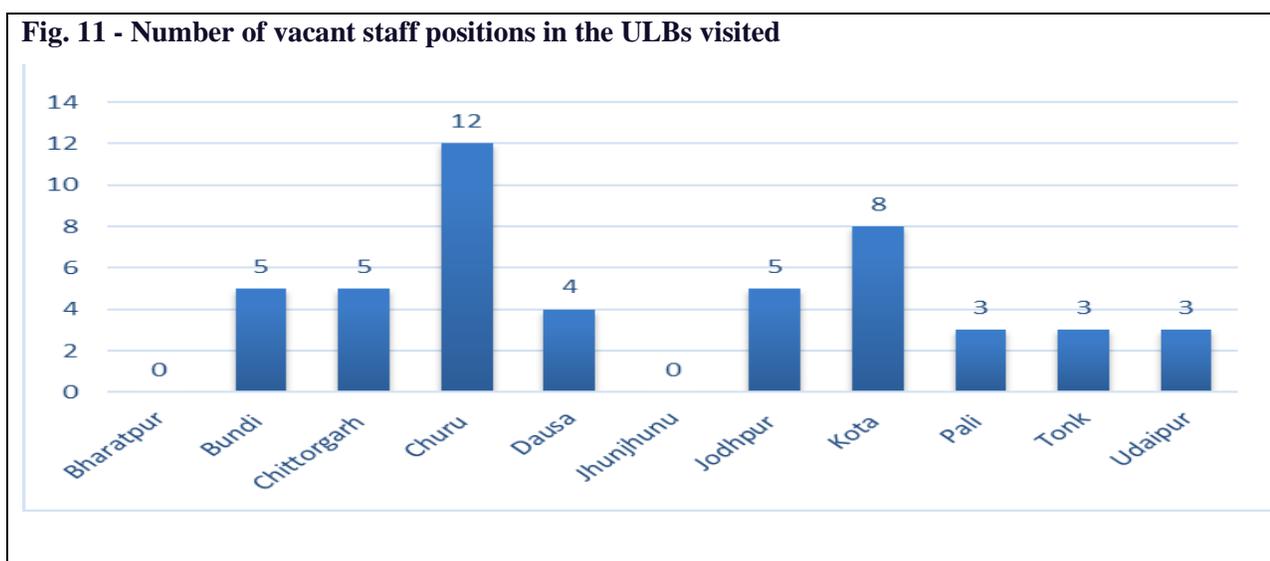
On the lines of the detailed ‘Capacity Building Module’ provided in the operational guidelines of MGNREGA, a capacity building programme can be designed for IRGY with both theoretical and practical components, with specialized modules designed according to each job role. The IRGY staff were also requested to mention topics on which they would require additional training. The responses, which have been detailed in Figure 10, can be incorporated while designing the training modules.



b. Staff Vacancies

It was observed that in some ULBs, there is an acute shortage of IRGY staff. The absence of key staff members such as Lekha Sahayaks or JTAs have led to an increased workload on the existing staff, resulting in delays in scheme implementation and payments.

It was observed at the time of the visits that all staff positions were filled up in the ULBs in Bharatpur and Jhunjhunu. The ULBs at Bundi, Chittorgarh and Jodhpur had 5 IRGY vacant positions respectively. There were 4 vacant positions in Dausa whereas Pali, Tonk, Udaipur district had 3 vacant positions respectively (**Figure 11**). Churu district had 12 vacant positions which has been affecting the implementation of the schemes. A major delay in payments was observed at the district, which triggered protests by workers. The IRGY staff working at the understaffed ULBs specifically requested that the vacancies be filled at the earliest, which would improve the efficiency of scheme implementation.



c. Insights - Job demand and attendance

An overview of the job card and attendance-related statistics has been provided in Table 4.

Table 4: ULB Wise IRGY Statistics - Job cards created, job demand and attendance

District Name	ULB Name	Total Job Card	Total job demand	Attendance (percentage in terms of total job demand)
Tonk	Tonk	4196	3252	600 (18%)
Tonk	Uniara	1042	900	210 (23%)
Kota	Kota- South	9898	6072	395 (6%)

District Name	ULB Name	Total Job Card	Total job demand	Attendance (percentage in terms of total job demand)
Kota	Kaithoon	900	750	100 (13%)
Bundi	Bundi	3199	2013	1220 (60%)
Bundi	Nainwa	1213	941	181 (19%)
Bharatpur	Kumher	1226	1328	72 (5%)
Bharatpur	Nagar	745	945	270 (28%)
Dausa	Dausa	2999	3060	1050 (34%)
Dausa	Lalsot	1669	1968	574 (29%)
Jhunjhunu	Jhunjhunu	1373	1070	444 (41%)
Udaipur	Udaipur	4230	2645	648 (24%)
Udaipur	Salumber	725	609	69 (11%)
Chittorgarh	Chittorgarh	2839	1127	338 (30%)
Chittorgarh	Nimbahera	843	642	230 (35%)
Chittorgarh	Rawatbhata	1047	718	156 (21%)
Jodhpur	Jodhpur North	3606	2789	623 (22%)
Jodhpur	Pipar	3636	3728	356 (9%)
Pali	Pali	5628	4133	1423 (34%)
Churu	Churu	1005	636	128 (20%)
Churu	Rajgarh	800	558	148 (26%)

It can be inferred from Table 4 that while ULBs such as Kota South and Udaipur have generated the maximum number of job cards, this has not been translated into job demand or attendance. At the same time, ULBs such as Pali, Dausa, and Bundi have been able to generate maximum job demand and attendance.

On an average, only 32% of workers who demanded work are showing up for work. The reasons for this could possibly include:

1. Absence of prior information (with workers) on details of works opening.
2. High transportation costs to be incurred by the workers to attend the worksite.
3. Genuine workers needing work not having job cards and demanding work, leading to uninterested workers enlisting for work instead.

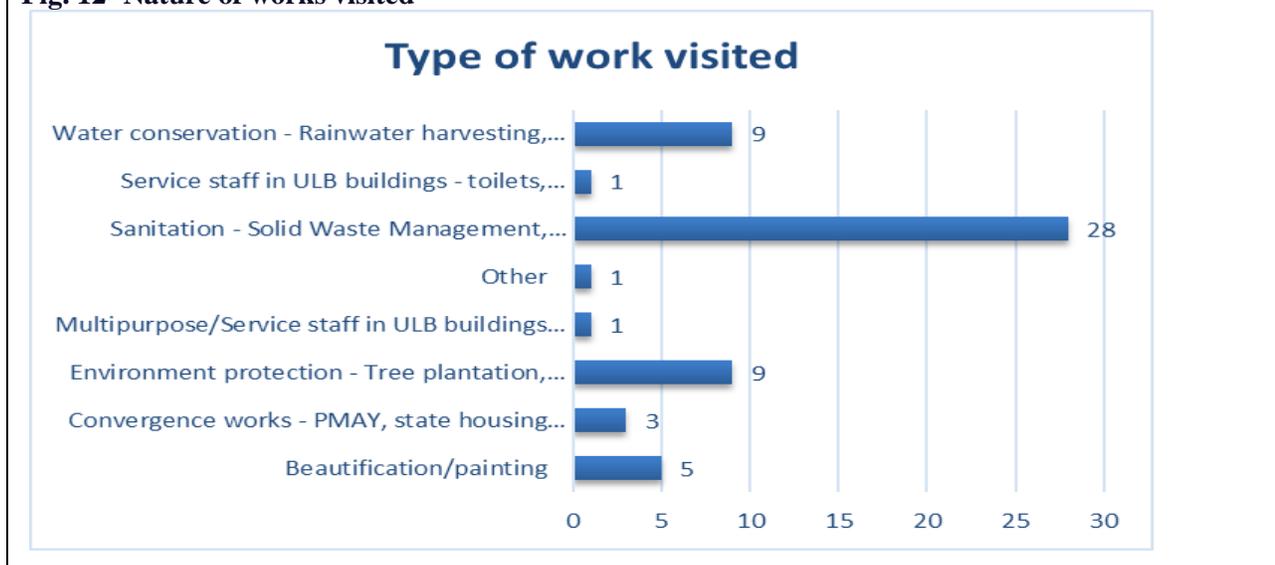
A detailed study and interaction with workers is required to identify the reasons for the disparities in job card creation, job demand and attendance.

3. Worksite Observations

a. Nature of works

Out of 57 worksites visited, 28 were related to sanitation, which is consistent with the MIS data (57% of the worksites across the state were related to sanitation) (Figure 12). At 9 sites, water conservation and environment protection works were observed. Beautification of government schools and offices were observed at 5 worksites. A total of 3 convergence work sites were visited which included the construction of a waterfront in Pali where the material cost had been covered by ULB funds, plantation work in Kota in convergence with Forest Department and forestry work in Beed area of Jhunjhunu in convergence with the Forest Department. One multitasking staff site was visited in Chittorgarh Nagar Parishad, where IRGY workers were deployed in office tasks such as file keeping, record maintenance etc.

Fig. 12- Nature of works visited



The composition of worksites at the ULBs visited is consistent with the state-wide composition of worksites. This indicates the need to rethink the planning stage of the scheme so as to diversify the nature of works away from sanitation.

b. Worksite attendance

At the worksites visited, 3364 workers in total were enrolled in the muster roll, out of which 64% workers (2156) were present at the worksites. Attendance above 80% was observed at Jhunjhunu, Tonk and Bundi districts. Chittorgarh, Bharatpur, Pali and Dausa had above 70% of the allocated workers present at the worksites whereas Kota, Jodhpur and Udaipur had around 50% attendance (Figures 13 and 14). Churu district had recorded an attendance of 36% at the worksite which is quite low. As mentioned in the previous section, Churu district had reported protests at the worksites due to excessive delay in payments which has significantly affected the attendance at the worksites.

Fig. 13 - No. of workers as per muster roll vs no. workers present at the worksite

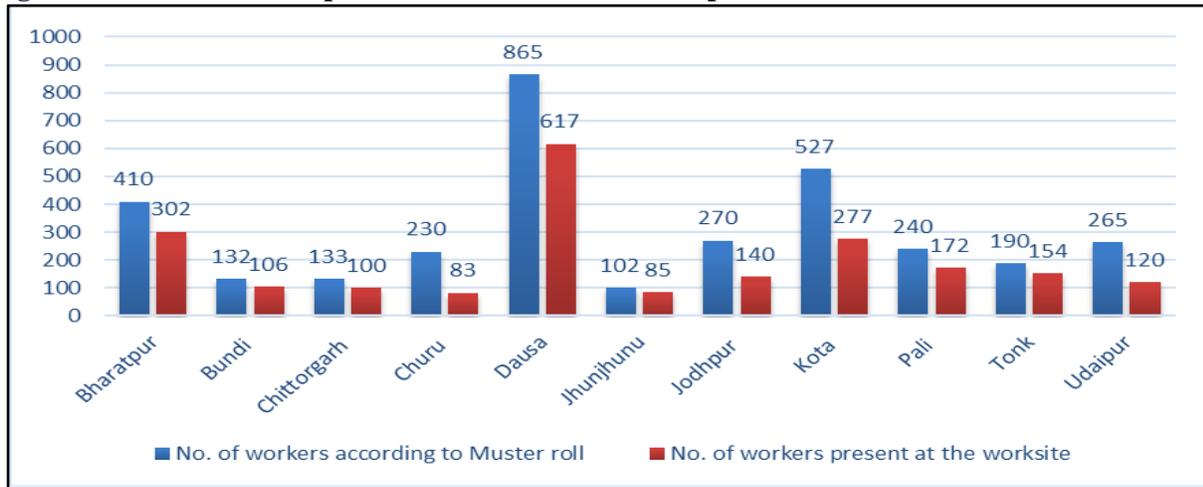


Fig. 14 - Attendance Percentage

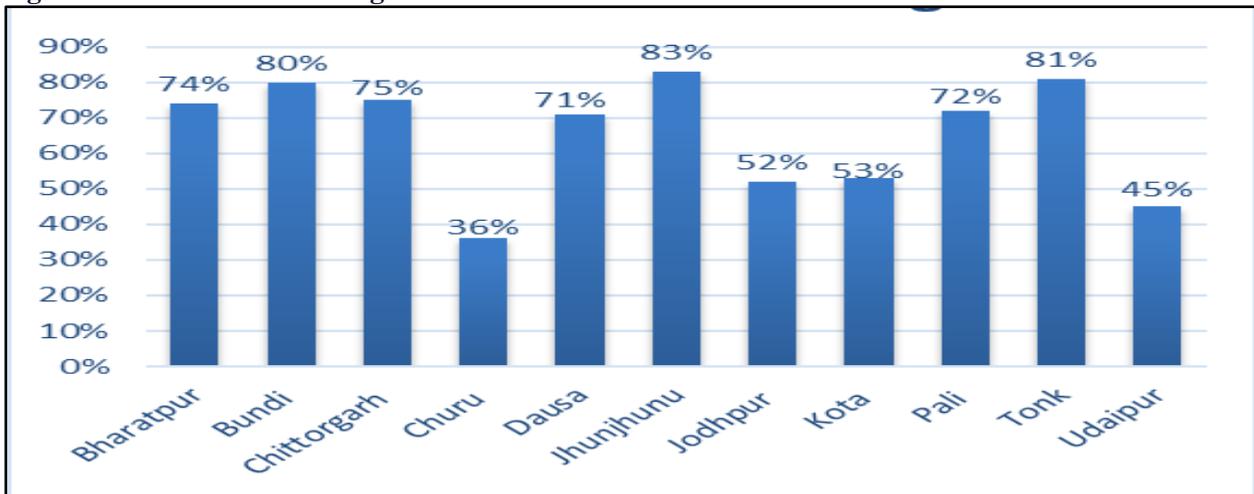
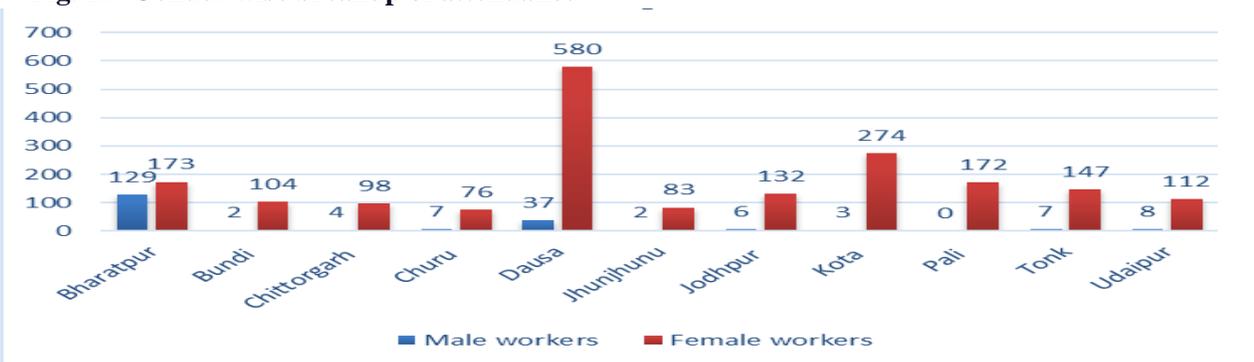


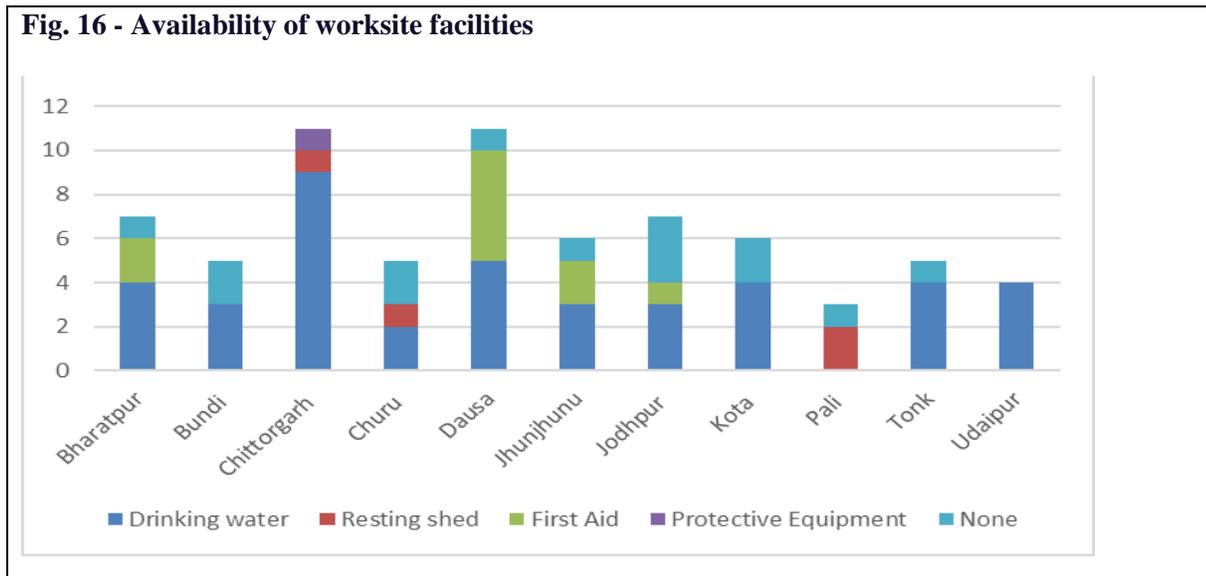
Fig. 15- Gender-wise breakup of attendance



As evident from **Figure 15**, Bharatpur had the highest number of male workers present at the worksite. Across the other districts, female workers formed a majority of the workforce. The possible reasons for this gender composition has been analyzed in the subsequent sections.

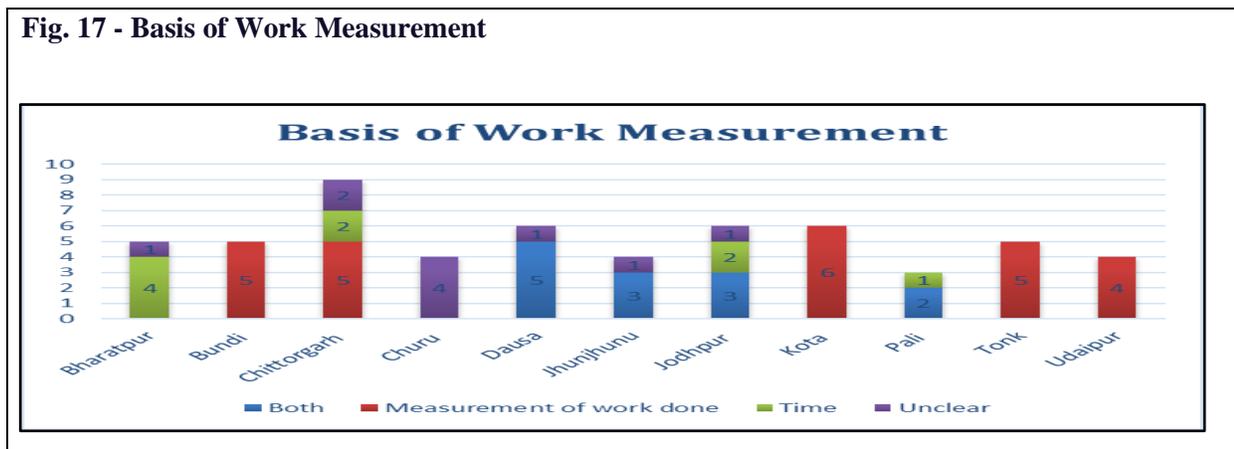
c. Availability of worksite facilities

Out of 57 worksites visited, 41 had drinking water facilities available, 10 had first aid facilities available and 14 worksites had no facilities available (**Figure 16**). It was observed across multiple ULBs (Churu Nagar Parishad, Pali, Jodhpur North Municipal Corporation, etc.), that the implementing officials were not clear about the types of worksite facilities to be provided and the provision of funds for the same.



d. Basis of work measurement

It can be inferred from **Figure 17** that out of the 11 ULBs visited, work is measured based on task allocation in 5 ULBs, whereas at the other ULBs it is a mix of time and measurement of task allocation. This indicates the need to standardize the basis of work measurement across the state.



4. Insights - Interaction with the workers

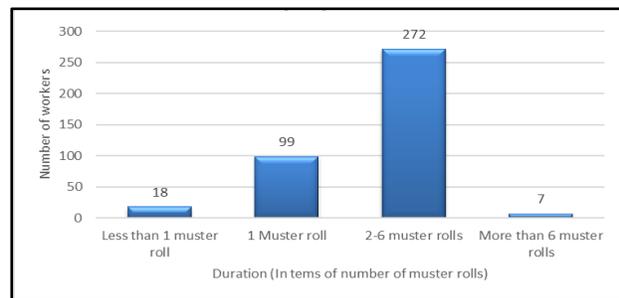
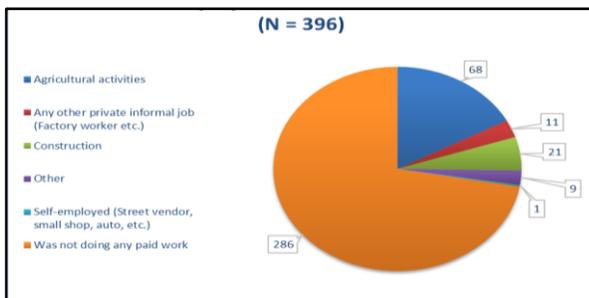
a. Background of the respondents

An overwhelming majority of the respondents covered in this study were women (95%). A possible explanation for the skewed gender composition of the workers is that the wages offered under IRGY are considerably lower than the market wages, which has failed to attract men who have the capability to earn higher wages in the open market. Based on group discussions with daily wage workers (in Jodhpur and Chittorgarh), who have not enrolled in IRGY, it was observed that men earn between ₹550-900 per day and women earn at least ₹450-600 per day in the open market. These insights will be further detailed in a separate section. The disparity in wages could be the explanation for the fact that a majority of the current IRGY workers (72%, refer Figure) have never been involved in any form of paid work before enrolling in the scheme.

b. Previous employment profile of the respondents

As discussed in the previous section, it can be inferred from Figure 18 that 286 out of the 396 respondents (72%) were unemployed before enrolling in IRGY. In ULBs bordering rural areas, it was observed that agricultural workers have joined the scheme expecting regular income during the off-season. 68 respondents were working as agricultural workers before enrolling in IRGY. 21 respondents were working in the construction sector, 11 workers were involved in private jobs such as cleaning staff at private offices, 9 workers were involved in other professions and 1 worker was self-employed. The respondents were requested to share their reasons for enrolling in IRGY, which has been detailed in the next section.

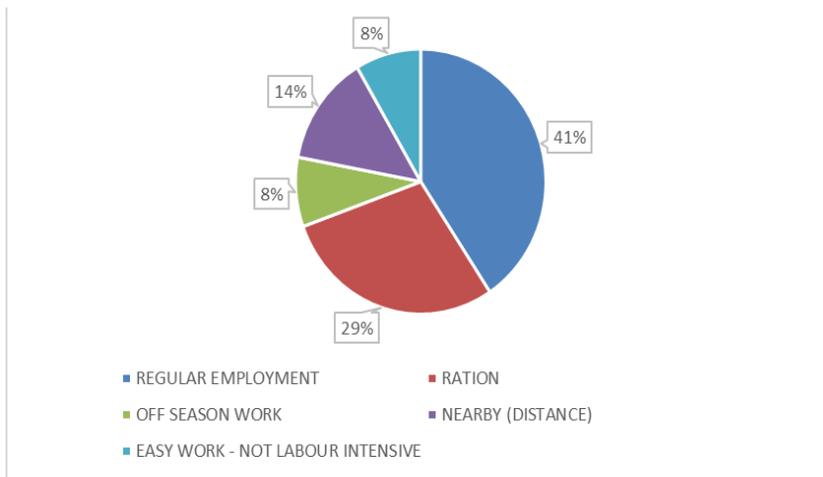
Fig. 18- Previous employment profile of workers **Fig. 19 - Duration of employment under IRGY**



c. Reasons for registering under IRGY

The respondents were requested to share their reasons (other than wages) for enrolling under IRGY. Since this was an open-ended question, a text analysis was used to identify the following major reasons (Figure 20):

Fig. 20 - Reasons for joining IRGY (Other than wages)



- The need for regular employment
- The expectation of receiving government benefits, such as a permanent government job or extra ration
- The expectation of finding work in proximity to their residence
- The need for income during off-season in their profession

While the reasons for enrolling in the scheme will vary across respondents, these common expectations of the workers can be analyzed to strengthen participation in the scheme. For example, the expectation of citizens, especially women, to find work near the residence can easily be fulfilled.

d. Status of wage payments

One of the primary incentives for workers to join the scheme are wages. Given that a significant majority of the workers belong to socially/economically disadvantaged backgrounds, processing the payments on time should be one of the highest priorities. The status of payments across the ULBs visited and the bottlenecks identified in the processing of payments have been covered in this section.

It can be inferred from the above pie chart that a significant number of workers - 38% claimed that they have pending payments. According to the scheme guidelines, the maximum time allowed to ULBs for processing payments is 15 days. Out of the 152 respondents who claimed to have pending payments, 86 workers claimed that they have payments pending for more than 2 muster rolls. 64 workers claimed to have payments pending for more than 15 days, but less than a month. This is a priority focus area for improvement since pending wages for more than a month will worsen the economic situation of workers, especially those from BPL and marginalized backgrounds.

It was observed during the field visits that in several districts (Churu, Udaipur, Dausa), workers had been staging protests against the delay in payments. The resultant negative publicity could adversely affect the enrollment and participation in the scheme.

Fig. 21 - Status of wage payments

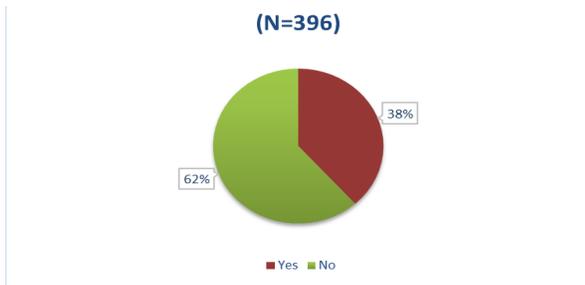
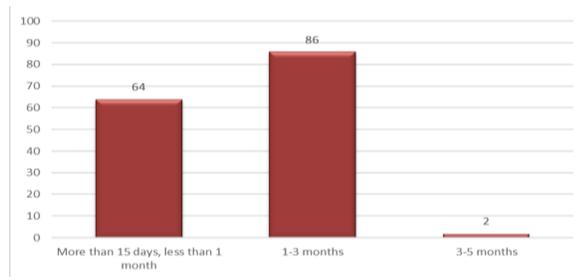


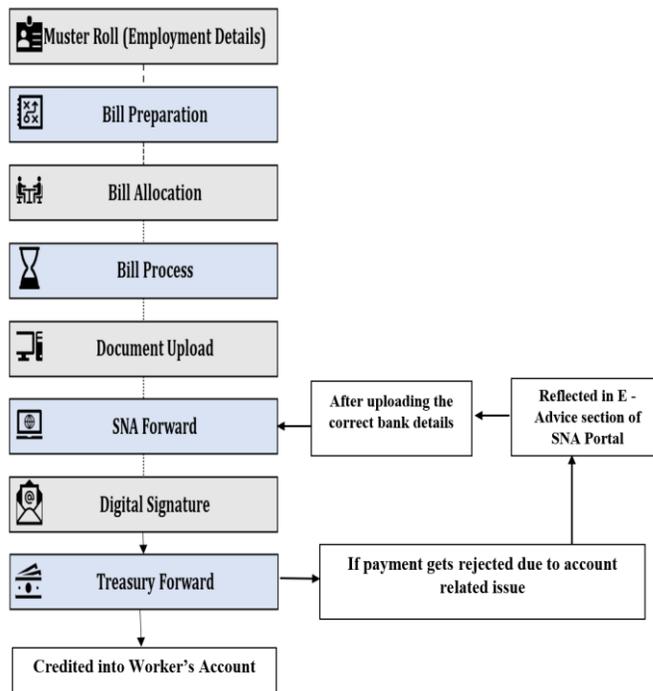
Fig. 22 - Duration of pending payments



e. Reasons for the delay in payments

- One major reason for the delay in payments was that payments were being rejected on the SNA portal due to incorrect bank details provided in the Jan Aadhaar of the workers. It was observed that obsolete bank accounts, incorrect account numbers, incorrect IFSC codes were common reasons for the rejection of payments. It could take 10-15 days post rejection to reprocess the payment, resulting in a major delay. In Bundi Nagar Parishad alone there were 70 rejected payments due to these issues. In Dausa Nagar Parishad, around 150 payments got rejected due to incorrect account details. There is a complete lack of clarity at the ULB level regarding the procedure for reprocessing these payments, which delays the payment cycle.

Fig. 23 - Payment process



-
- The acute shortage of IRGY staff has been identified as another reason for payment delays. It was observed in multiple districts that there were multiple vacancies especially for the roles of JTA/MIS Manager/Lekha Sahayak. At the Lalsot Nagar Palika, 4 staff positions are vacant which is a reason for the delay in the payments. All staff positions have an important role to play in the payment process. In some ULBs, the shortage of IRGY staff has led to a situation where one or two IRGY staff have to operationalize the scheme on their own. Otherwise, the scheme is operated by other ULB staff (JENs, data entry operators, ULB accountants) who are already overburdened with multiple tasks. In either case, these staff shortages are a major reason for the delay in the processing of payments.

5. Best practices from other states

Based on the analysis of existing urban employment guarantee schemes in India, the following inferences and best practices have been derived which can inform policy decisions to further strengthen these schemes:

- **Clear definition of worker's rights** – It is extremely important that employment guarantee schemes have a well-defined set of rights for the workers, including the right to basic amenities at the workplace and the right to medical support or compensation in the event of injury. The right to receive unemployment allowance/compensation for delayed payments is another important right which can protect the workers from receiving delayed payments by creating a pressure for the implementing officers to provide work and release payments on time. Among all the schemes compared in this report, the AUEGS, and the Bhagat Singh Employment Guarantee Bill have the most comprehensive worker's rights. The rights of workers defined under NREGA can also be referred to while defining these rights under urban employment guarantee schemes.
- **Decentralized planning and selection of works** – The implementation of asset building or maintenance works will be most successful when done with community support and participation. This is why it is important to incorporate the opinion of citizens and civil society groups in the planning stage of the scheme. The planning guidelines of Odisha and Kerala have defined a comprehensive decentralized mechanism for selection works which are relevant for the development of the concerned ULB.
- **Expanding the scope of work** - While urban employment guarantee schemes have been operational in more than 5 states, the scope of work offered under these schemes have been limited to unskilled work similar to that offered under NREGA. However, there is significant scope for expanding the scope of UEG schemes according to the requirement of labour in urban areas. Linking UEG schemes with skill development will act as a catalyst for expanding the scope of work in urban areas.
- **Scope for skill development and forward linkages** – While employment guarantee schemes provide a safety net for the urban poor by providing basic sustenance, linkages to skill development can foster an environment for generating sustainable employment, which can also address the issue of educated unemployment. Only Himachal Pradesh has incorporated skill development into the UEG scheme through a linkage with NULM. This model can be studied further and incorporated into UEG schemes across the country.
- **Provisions for persons with disabilities** – Persons with disabilities face marginalization at multiple levels and rightfully deserve to participate in UEG schemes. However, this would require a dedicated component in the scheme to detail an appropriate list of works and would require sensitization of the implementing staff. Even though the schemes of Kerala, Rajasthan and the Bhagat Singh Employment Guarantee Bill have mentioned giving preference to people with disabilities, none of the existing schemes have a well-defined SOP for ensuring the participation of people with disabilities in UEG schemes.

E. Recommendations

1. For improving worker participation:

There is tremendous potential to enhance the worker participation in the programme, considering the urban poverty and employment levels. There is a special need to ensure that intra and inter-state migrants residing in ULBs of Rajasthan are able to avail the benefits of this meaningful scheme. Towards this end, the following may be implemented by the Government of Rajasthan:

1. **Intense mobilization may be done by the Rajiv Gandhi Yuva Mitras:** The Mitras may be actively involved for spreading awareness about the programme through a Kaam Pao Abhiyaan (KPA) in the poorest pockets of each ULB. If needed, a brief orientation programme may be organised for them at the ULB level in February 2023.
2. **The existing guidelines may be altered to provide for task-based payment, rather than time-based payment.** Those who complete the task expected for a day be allowed to leave on completion of the assigned volume task. And those who take longer time to complete the assigned task may work longer hours or complete the task the next day. This flexibility would help the most vulnerable persons and also those living in extreme weather conditions e.g., Churu district. This will allow flexibility for the workers and would encourage more participation as per convenience. This would ensure the most marginalized and the most in need of work, participate in the IRGY as it would enable them to complete their allocated task in time and leave for additional jobs that they need to engage in to earn a living wage.
3. **Although IRGY is designed as a subsistence wage employment and as a fallback mechanism for the poorest, it is a good practice to abide by the minimum wages prescribed by the State Government.** A revision of the wages offered under IRGY should be considered. Even a comparative study of the programme with other States (details in Table 5) shows that there is a case for revision of the IRGY wages.

Table 5: Comparison of minimum wage across UEG schemes

State	Scheme Name	Minimum Wage
Himachal Pradesh	Mukhya Mantri Shahri Guarantee Ajeevika Yojana (MMSAGY)	₹350
Kerala	Ayyankali Urban Employment Guarantee Scheme (AUEGS)	₹311
Odisha	Mukhyamantri Karma Tatapara Abhiyan (MUKTA)	₹326
Tamil Nadu	Tamil Nadu Urban Employment Scheme	₹362
Jharkhand	Mukhyamantri Shramik Rozgar Yojana	₹316

-
4. **District-level committees/ working groups can be established** with the participation of SHGs, CSOs,, front line functionaries and local elected representatives to elicit their cooperation in setting up ward-wise camps with a special focus on BPL/other marginalized communities for registration of job card, demand for work and obtaining dated receipts.
 5. **Communities engaged in rag-picking can be reached out to**, with the objective of involving them in waste collection, segregation, and recycling.
 6. **Special camps and registration drives** can be set up at labour chowks or areas with a concentration of casual labourers.
 7. **Special efforts must be undertaken by the Planning Department** to ensure that all those needing work under the IRGY are provided with Jan Aadhar Cards. This will ensure that intra and inter-state migrants, the homeless and all other vulnerable sections of society who don't possess domicile documents are pro-actively supported by the Planning Department in getting Jan Aadhar Cards so that they can work under the IRGY.
 8. **In order to empower workers to be informed regarding each stage of the implementation process** and track the status of their entitlements on a concurrent basis, the Management Information System should be open to the public. Disaggregated information related to the job card registration, work demand, work allocation, work completion, payment of wages, staff deployment and worksite facilities must be available for the public in local language and in citizen friendly formats.
 9. **Amend rules to ensure that workers can be allocated work in ULBs** outside of the ULB mentioned in their registered address in Jan Aadhar. Given that the Jan Aadhar is a unique ID, the database would be able to detect double entry, if any, that takes place. This will ensure that seasonal intra state migrants can enroll and work under IRGY.

2. More timely wage payment:

10. **The following measures can be taken up to reduce the quantum of pending payments:**
 - a) Empirical evidence indicates that it takes two to four fortnights after closure of the muster rolls for wages getting credited to the labour's account. In cases where an error of bank IFS code or account numbers occur, the delay is of an additional one month. This is driving down the participation rate of the poorest who are dependent on weekly wages. It is therefore recommended that the Guidelines may be modified to provide for a **weekly payment of wages**. This is doable by reducing some stages of processing, orientation of the staff dealing with ISRY and filling up of vacancies. A detailed work-flow chart will be proposed to allow for weekly muster rolls and weekly payment of wages.
 - a) The vacancy position of the IRGY staff should be brought down to Zero by the end of February, with a special focus on ULBs with acute staff shortage.
 - b) The rejection of payments and the subsequent delay in reprocessing can be avoided by tasking the mates/Rozgar Sahayaks/JTAs to collect updated bank details from all workers, collating and updating the necessary details at ULB level on e-advise.
 - c) The payments processed and forwarded to the treasury should be captured on the MIS portal. This will be one of the major indicators of the performance of the ULB and should be linked to a ranking system (the longer the pendency, the lower the rank).

3. Opening new works:

11. The works shall foster ownership by the workers. Towards this end, new works shall be opened which:
 - a) are nearer to the poorest habitations
 - b) help in bettering living conditions in the slums/poor localities
 - c) help maintaining public assets and
 - d) done in convergence with other ULB/Govt works.

12. The list of permitted works may be amended to add the following new works:
 - a) Maintenance of Mandis and markets in clean and organised conditions
 - b) Upkeep of ASI sites – cleaning and maintaining order
 - c) Maintenance of all public places such as parks, hospitals, Government educational institutions
 - d) Maintenance of traffic and upkeep of road safety utilities such as zebra-crossings.
 - e) Innovative works as approved by the District Collectors which fulfil the mandate of creating employment and result in measurable outputs.
 - f) Public service provisioning in public institutions such as anganwadis, schools, community and primary health centers, prisons, juvenile justice homes, homeless shelters etc.

13. Convergence with skill development should be done for getting sustainable employment. This can be done by providing internship with service, industry, or business establishments. The internship can be counted as eligible workdays under IRGY resulting in payment of wages. On completion of the 100-day internship, the establishment can absorb the worker in their workforce, which can result in sustainable employment. Trades such as masonry, plumbing, carpentry, electrician, stone laying, white washing, geriatric care givers, domestic workers, cooks, physiotherapists can all be used for this purpose.

14. Tool kits such as hand gloves, mask and boots may be made available to the labour engaged in sanitation works like cleaning of drains, rag picking, garbage collection and sorting, etc. The training component may include how dignity could be added to undignified works.

4. Ranking of ULBs based on performance in IRGY

15. The ranking of ULBs based on objective and verifiable parameters will foster healthy competition among the ULBs, incentivize better performance, facilitate cross-learning, and encourage the adoption of best practices. Performance Ranking of ULBs should be done keeping in view the size of the ULBs (and as per GoR's existing classification:
 - Category A – Large size ULBs
 - Category B – Mid Size ULBs
 - Category C – Small ULBs

A detailed ranking scheme is given in Table 6.

Table 6 - Ranking scheme for ULBs

Parameter	Sub-parameter	Weightage	Marks
Labour Engagement	Number of job cards created as a percentage of the population of the ULB	20%	30
	Percentage of registered workers for whom Muster Rolls have been generated	20%	
	Percentage of workers employed relative to muster rolls generated	60%	
Wage payment	Payment made from the end of a work week	Within one week: 30 marks	30
		Within two weeks: 20 marks	
		Within three weeks: 10 marks	
		After three weeks: 00 marks	
Works undertaken	Convergence works	30%	25
	Impact on improvement in civic amenities	30%	
	Sustainability	20%	
	Impact on skilling	20%	
Work Environment	Working conditions	NA	7.5
IEC and Public perception	Methods of IEC used, instances of community-based IEC	NA	7.5
Total			100

Parameters to be considered outside the MIS

The following parameters for ranking the ULBs are not available on the MIS:

- Timely payment arrangements
 - The number of payments that are pending at the level of each ULB should be available on the MIS portal, which can also be aggregated to the district/divisional level. The process of capturing this data and the potential linkage with the SNA portal needs to be explored.
- Best practices/Innovation
 - Each ULB can be tasked to document cases of innovative utilization of IRGY and to upload these cases on the MIS portal, which can be scrutinized at the district/divisional level. Points can be awarded to the ULBs based on the utility of the work and uniqueness of the application.
- Expenditure of the budget allocated to the bodies
 - The status of expenditure of the sanctioned funds at each ULB should be captured on the MIS dashboard. This data can be updated periodically by the ULBs.

5. Other recommendations

16. Help desks should be formed, or existing help desks should be strengthened at the ULB level along with the provision of a helpline to assist citizens with the creation of job cards, placing job demands and updating the status of payments.
17. Orders may be issued for mandatorily providing worksite facilities along with the budgetary and accounting procedures for the same. A provision should be added in the scheme for worksite injuries and compensation for the workers on the lines of MGNREGA scheme. These provisions can be adopted from the UEG schemes of other states, which has been detailed in the 'Best practices' section.
18. A repository of FAQ documents, presentations and video tutorials regarding the challenges related to the MIS and SNA portals should be compiled and shared with the concerned staff across the state. This repository can help in instant resolution of technical issues to some extent by reducing the need for communication with the state team.
19. All IRGY functionaries shall be trained as per their job role. Resource persons and a detailed curriculum can be formed in collaboration with resource persons hired for MGNREGA.

F. Success stories

Name of the Worker- Seema

Age- 26 years

Worksite Name- Kandra Pokhar digging & Cleaning, Nagar Palika Nagar, Bharatpur

No. of Family Members- 6

This is Seema from Nagar block of Bharatpur. She is 26 years old and has a mother-in-law, a husband, 2 daughters & a brother-in-law in her family. She is 8th pass, and belongs to an indigent family. For almost 3 months, Seema has been working under the IRGY. Before enrolling in the scheme, she was not doing any paid work, even her husband did not have any stable source of income. After talking with Seema, we found how her life has improved after joining this scheme. In her words “*Didi pehle ghar par samay barbad karte the, aab kaam karke paisa avam khushi dono milta hai*”. She is getting a regular source of income after joining the scheme and ensuring food for her family through this income. She has that sense of awareness that she is ‘able’ to contribute to her community through her labour.



Name of the Worker- Mamta

Age- 28 years

Worksite Name- Sanitation & Cleaning of drains, Ward 35, Chittorgarh

No. of Family Members- 6

28-year-old Mamta lives in Chittorgarh and works at a site related to sanitation and cleaning of drains. She is one of two earning members in a family of six. Mamta studied only up to grade 11 as she was married off at a young age. She was a homemaker until she joined work under IRGY. Back then, her family could not survive on her husband's sole income. Money had to be borrowed for daily expenses, as well as the children's school fees. Now, Mamta is happy that she is finally capable of contributing to the family's expenses. Her steadfast work as a laborer for over two and a half months has led to her further appointment as a mate. Now, she supervises twenty other women working under the same scheme that empowered her and many others from her community to step out of their houses.





Worksite Details - Cleaning of public toilets, Pipar, Jodhpur district

This is a community toilet situated at a marketplace in Pipar block of Jodhpur district. Earlier these toilets were maintained & cleaned by a private contractor, but the quality of the work was not satisfactory. After the launch of IRGY, these toilets are maintained by a guard and cleaned by 3-4 women daily. The quality of the work has improved a lot which is reflected in the before and after photo. Now, people are using these toilets in a hassle-free manner.

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H. Annexure

1. Worksite Inspection Survey

Name of the consultant _____		
District		
<input type="radio"/> Ajmer	<input type="radio"/> Alwar	<input type="radio"/> Banswara
<input type="radio"/> Baran	<input type="radio"/> Barmer	<input type="radio"/> Bharatpur
<input type="radio"/> Bikaner	<input type="radio"/> Bhilwara	<input type="radio"/> Bundi
<input type="radio"/> Chittorgarh	<input type="radio"/> Churu	<input type="radio"/> Dausa
<input type="radio"/> Dholpur	<input type="radio"/> Dungarpur	<input type="radio"/> Ganganagar
<input type="radio"/> Hanumangarh	<input type="radio"/> Jaipur	<input type="radio"/> Jaisalmer
<input type="radio"/> Jalore	<input type="radio"/> Jhalawar	<input type="radio"/> Jhunjhunu
<input type="radio"/> Jodhpur	<input type="radio"/> Karuli	<input type="radio"/> Kota
<input type="radio"/> Nagaur	<input type="radio"/> Pali	<input type="radio"/> Pratapgarh
<input type="radio"/> Rajsamand	<input type="radio"/> Sawai Madhopur	<input type="radio"/> Sikar
<input type="radio"/> Sirahi	<input type="radio"/> Tonk	<input type="radio"/> Udaipur
Name of the ULB _____		
Type of ULB		
<input type="radio"/> Municipal Corporation		
<input type="radio"/> Municipality		
<input type="radio"/> Municipal Committee		
<input type="radio"/> Municipal Council		
<input type="radio"/> Nagar Panchayat		
Date of the inspection <u> </u> / <u> </u> / <u> </u>		
Time of the inspection <u> </u> : <u> </u>		
Work ID _____		

Type of work

- Environment protection - Tree plantation, maintenance of gardens, horticulture
- Water conservation - Rainwater harvesting, pond restoration
- Sanitation - Solid Waste Management, maintenance of public property and toilets, C&D waste removal
- Prevention of property defacement - Removal of posters/banners
- Convergence works - PMAY, state housing schemes, road construction, asset construction and other schemes
- Services - Goshala, multipurpose staff in offices
- Heritage conservation
- Other

Convergence with which department/scheme?

Describe "Other"

Worker details

Name of the worker

Gender of the worker

- Male
- Female
- Other

Age of the worker

Job card number

How long have you been working under IRGY?

- Less than a month
- 1-3 months
- 3-5 months
- Above 5 months

How far is the worksite from your residence? (If the worker answers based on time taken to travel, estimate the distance based on this)

- Less than 1 KM
- 1-3 KMs
- 3-5 KMs
- 5-7 KMs
- More than 7 KMs

How much do you spend per day on travel to the worksite? (Enter the amount only)

Which of the following facilities are available for you at the worksite?

- Drinking water
- Resting shed
- Creche
- First Aid
- Protective equipment
- Other
- None of these facilities

Describe "Other"

Have you ever been injured at the worksite?

- Yes
- No

How did you manage this injury?

How do you manage the tools for your work?

- No tools required
- I use my own tools
- I purchased new tools
- The tools are provided at the site
- I rent the tools

How much do you spend per day on rent for your tools? (Enter the amount only)

How much did you spend on buying the tools?

Are you facing any other major challenges at the worksite?

Yes

No

Describe the challenges

Are you treated with respect by the government officials/the mates/co-workers?

Yes

No

Elaborate on any instances of disrespect

Is the work that you are doing under this scheme useful in any way for you/your community/the society?

Yes

No

Not sure

What other works would you want to be taken up in this scheme that is beneficial for the community/society?

Any other comments

2. Interaction with ULB Officials

Name of the consultant

District

- | | | |
|-----------------------------------|--------------------------------------|----------------------------------|
| <input type="radio"/> Ajmer | <input type="radio"/> Alwar | <input type="radio"/> Banswara |
| <input type="radio"/> Baran | <input type="radio"/> Barmer | <input type="radio"/> Bharatpur |
| <input type="radio"/> Bikaner | <input type="radio"/> Bhilwara | <input type="radio"/> Bundi |
| <input type="radio"/> Chittorgarh | <input type="radio"/> Churu | <input type="radio"/> Dausa |
| <input type="radio"/> Dholpur | <input type="radio"/> Dungarpur | <input type="radio"/> Ganganagar |
| <input type="radio"/> Hanumangarh | <input type="radio"/> Jaipur | <input type="radio"/> Jaisalmer |
| <input type="radio"/> Jalore | <input type="radio"/> Jhalawar | <input type="radio"/> Jhunjhunu |
| <input type="radio"/> Jodhpur | <input type="radio"/> Karoli | <input type="radio"/> Kota |
| <input type="radio"/> Nagaur | <input type="radio"/> Pali | <input type="radio"/> Pratapgarh |
| <input type="radio"/> Rajsamand | <input type="radio"/> Sawai Madhopur | <input type="radio"/> Sikar |
| <input type="radio"/> Sirohi | <input type="radio"/> Tonk | <input type="radio"/> Udaipur |

Name of the ULB

Type of ULB

- Municipal Corporation
- Municipal Committee
- Municipal Council
- Municipality

Date of the inspection

yyyy-mm-dd

Time of the inspection

hh:mm

Details of the ULB Staff

Name

Gender

- Male
- Female
- Other

Post

- Head of the ULB
- XEN/AEN
- JE
- JTA
- Rozgar ~~Sahayak~~
- MIS Operator
- Other ULB Staff

Describe "Other"

How many new staff have been appointed for IRGY? (Enter the number only)

Number of vacancies in the staff for IRGY?

How has the ULB identified the work for IRGY?

- Based on internal discussions in the ULB
- Based on consultation with external experts
- Based on consultation with citizens, CSOs
- Other

Who were the stakeholders at the citizen/community level?

Who were the stakeholders at the expert level?

Define "Other"

Is it useful in your opinion to involve the community in each ward during planning so that works created can reflect the needs of citizens?

- Yes
 No

Detailed comments

Did this scheme add to the workforce or substitute contract works which ULB was in any case doing?

- Added to the workforce
 Substituted existing labour
 Both

Detailed comments

Number of citizens with job cards (Enter the number only)

No. of citizens actually working (Enter the number only)

Has any community based IEC been organized for awareness regarding IRGY?

- Yes
 No
 Not applicable

Details regarding the IEC

Is there a specific helpline at the ULB level for IRGY?

- Yes
 No
 Not applicable

Have you received any specific training for IRGY?

- Yes
 No
 Not applicable

Was the training sufficient ?

- Yes
- No
- Not applicable

If a training were to be organized for the staff of your ULB, what topics would you want covered? (Can be unrelated to IRGY as well)

Have any of the mates received any training regarding IRGY?

- Yes
- No
- No info available

How many mates have received the training?

Duration of the training (Enter only the number of days)

Who conducted the training?

What are the challenges faced by the Head of the ULB related to IRGY?

What are the challenges faced by the XEN/AEN related to IRGY?

What are the challenges faced by the JE related to IRGY?

What are the challenges faced by the JTA related to IRGY?

What are the challenges faced by the Rozgar Sahayak related to IRGY?

What are the challenges faced by the MIS Operator related to IRGY?

What are the challenges faced by the other ULB staff?

Any innovative practices related to IRGY?

Do you think IRGY is helpful for the beneficiaries ?

- Yes
- No
- Not applicable

Detailed comments

Has IRGY helped in any asset creation and development in your ULB?

- Yes
- No
- Not applicable

Detailed comments

Any other comments

3. Interaction with workers

Name of the consultant

District

<input type="radio"/> Ajmer	<input type="radio"/> Alwar	<input type="radio"/> Banswara
<input type="radio"/> Baran	<input type="radio"/> Barmer	<input type="radio"/> Bharatpur
<input type="radio"/> Bikaner	<input type="radio"/> Bhilwara	<input type="radio"/> Bundi
<input type="radio"/> Chittorgarh	<input type="radio"/> Churu	<input type="radio"/> Dausa
<input type="radio"/> Dholpur	<input type="radio"/> Dungarpur	<input type="radio"/> Ganganagar
<input type="radio"/> Hanumangarh	<input type="radio"/> Jaipur	<input type="radio"/> Jaisalmer
<input type="radio"/> Jalore	<input type="radio"/> Jhalawar	<input type="radio"/> Jhunjhunu
<input type="radio"/> Jodhpur	<input type="radio"/> Karuli	<input type="radio"/> Kota
<input type="radio"/> Nagaur	<input type="radio"/> Pali	<input type="radio"/> Pratapgarh
<input type="radio"/> Rajsamand	<input type="radio"/> Sawai Madhopur	<input type="radio"/> Sikar
<input type="radio"/> Sirohi	<input type="radio"/> Tonk	<input type="radio"/> Udaipur

Name of the ULB

Type of ULB

- Municipal Corporation
- Municipality
- Municipal Committee
- Municipal Council
- Nagar Panchayat

Date of the inspection

yyyy-mm-dd

Time of the inspection

hh:mm

Work ID

Type of work

- Environment protection - Tree plantation, maintenance of gardens, horticulture
- Water conservation - Rainwater harvesting, pond restoration
- Sanitation - Solid Waste Management, maintenance of public property and toilets, C&D waste removal
- Prevention of property defacement - Removal of posters/banners
- Convergence works - PMAY, state housing schemes, road construction, asset construction and other schemes
- Services - Goshala, multipurpose staff in offices
- Heritage conservation
- Other

Convergence with which department/scheme?

Describe "Other"

Worker details

Name of the worker

Gender of the worker

- Male
- Female
- Other

Age of the worker

Job card number

How long have you been working under IRGY?

- Less than a month
- 1-3 months
- 3-5 months
- Above 5 months

What work were you doing before joining this scheme?

- Was not doing any paid work
- Agricultural activities
- Self-employed (Street vendor, small shop, auto, etc.)
- Any other private informal job (Factory worker etc.)
- Construction
- Other

Describe "Other"

Wages per day received before the joining IRGY - at the previous workplace? (Enter the amount only)

What is your motivation for working in IRGY (Other than the wages)?

Do you have any pending/delayed wages?

- Yes
- No

Since how long have your wages been pending/delayed?

- Less than a month
- 1-3 months
- 3-5 months
- More than 5 months

Did you try to approach the mate/government officials regarding the delayed wages?

- Yes
- No

Describe their replies

How far is the worksite from your residence? (If the worker answers based on time taken to travel, estimate the distance based on this)

- Less than 1 KM
- 1-3 KMs
- 3-5 KMs
- 5-7 KMs
- More than 7 KMs

How much do you spend per day on travel to the worksite? (Enter the amount only)

Which of the following facilities are available for you at the worksite?

- Drinking water
- Resting shed
- Creche
- First Aid
- Protective equipment
- Other
- None of these facilities

Describe "Other"

Have you ever been injured at the worksite?

- Yes
- No

How did you manage this injury?

How do you manage the tools for your work?

- No tools required
- I use my own tools
- I purchased new tools
- The tools are provided at the site
- I rent the tools

How much do you spend per day on rent for your tools ? (Enter the amount only)

How much did you spend on buying the tools?

Are you facing any other major challenges at the worksite?

- Yes
 No

Describe the challenges

Are you treated with respect by the government officials/the mates/co-workers?

- Yes
 No

Elaborate on any instances of disrespect

Is the work that you are doing under this scheme useful in any way for you/your community/the society?

- Yes
 No
 Not sure

What other works would you want to be taken up in this scheme that is beneficial for the community/society?

Any other comments



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