

Sn.	ENTITLEMENT	DANGERS	TRANSPARENCY AND SOCIAL AUDIT MEASURES TO BE TAKEN BY THE GOVERNMENT	TRANSPARENCY AND SOCIAL AUDIT MEASURES TO BE TAKEN BY THE PEOPLE
1.	Registration of families whose members are potential REGS workers [Responsibility to register: Gram Sewak/ GP Secretary]	1. Absence of the concerned functionary. 2. Denial of registration to eligible applicants 3. Incomplete list of adults in each household 4. Registration of bogus families/individuals 5. Rejection of "incomplete" registration forms. 6. Asking for money for registering names/ families.	1. The process of registration shall be transparent. It should be carried out publicly with facilities for people to verify their own details, or those of others. 2. Initial registration shall be carried out in a special gram sabha convened for the purpose. 3. A prior survey shall be conducted by the gram panchayat to enumerate all the families and their adult members who are eligible to register. This is supposed to be the basis for ensuring that all persons who are eligible and wish to be included in the scheme, are accounted for. 4. This enumeration is also supposed to help in preventing the registration of fictitious/ineligible names, but should not to be used to exclude the eligible who might not have been listed. 5. Subsequent to the initial registration, there shall be a public reading at the Gram Sabha of: • Lists of all registered households • Lists of registered adults in each registered household 6. A form, with a tear-away receipt at the bottom, will be used for registration,	1. The people must attend all such gram Sabhas in large numbers and be vigilant. They must carefully observe the process to ensure that no outsiders or ineligible people are being registered, but they must also watch the entries that are being made and check from time to time that only eligible persons are being registered. 2. Where an eligible person or family is being denied registration, the people must always be ready to intercede on their behalf and question the concerned functionaries on why these eligible persons are being denied registration Where the concerned functionaries are not co-operative, the people must jointly complain to the relevant authority. 3. Where there is any doubt about any family, the people should insist on consulting this survey. They should also demand to see the enumeration to ensure that no eligible person has been left out. 4. Again, the people must attend all such ward and gram Sabhas in large numbers and be vigilant. They must carefully listen to the names, as they

Payments will be made, as far as possible, by an agency independent of the implementing agency.

5. Disclosure of piece rate measurement should be made individually, and not en masse so as to provide each worker with his/her exact due. This would prevent division of the wage earned by ghost workers etc.

allowance

Officer]

1. Denial of unemployment allowance by wrongly accusing a person for not reporting to work
2. Late payment of unemployment allowance
3. Payment of unemployment allowance to the wrong person
4. Payment of unemployment allowance to non-existent (ghost) persons.
5. Demand of bribe for paying allowance.

1. A public announcement of work allocation **should** be made, and work allocation orders will be displayed publicly.
2. Payments should be made in a Public place on fixed days to **ensure that there is no ambiguity regarding payments**
3. All recipients and amounts of payment must be read aloud to ensure that the illiterate are not cheated, and also to check ghost payments.
4. A list detailing all payments to be made must be put up in a public and easily accessible place prior to the reading aloud of the list.
5. Provisions may be made to facilitate payments through the post office and other financial institutions.
6. The Gram Panchayat should automatically generate, each week, in advance of the weekly meeting, a list of those eligible for receiving the allowance.

1. The people must attend, as already stressed before, these meetings and must remain vigilant, carefully listening to the list, as it is read out. They should also verify the authenticity of the list that is generated by the Gram Panchayat.

			and the receipt will be given to the registered person/family 7. If a form is incomplete in any way, it will be the responsibility of the concerned functionary to have it completed there and then. 8. The final list of registered families/adults will be verified, and complaints of exclusion settled. 9. No case of denial of registration can take place without giving the concerned household members an opportunity to be heard. All cases of refusal to register will be brought before the Gram, Sabha. 10. The final list will be put up for public display at the Gram Panchayat office and updated every three months. 11. Subsequent to the initial registration, the process of registration must remain perpetually open at the gram panchayat.	are being read out, and be ready to raise objections if any ineligible or fictitious names have been included. - Where an eligible person or family has been denied registration, the people must demand their inclusion. If this is denied, then they must collectively complain to the relevant authority. - They must also examine the lists that are being read out, in order to ensure that what is being read out is not different to what is on the list. 5. The people must ensure that this list is put up and regularly updated, and also that it is authentic and does not contain any fictitious/ ineligible names. 6. The people must also monitor this and if there is any problem in eligible people registering their names subsequent to the initial registration, this must be taken up with the concerned functionary and, if necessary, with higher authorities.
2.	Distribution of job card	1. Delay in receiving job cards 2. Issuance of false cards 3. Issuance of job cards to ineligible	1. There shall be (enforceable) one month time limit for the supply of job cards, from the date of registration.	1. The people must ask the concerned functionaries to explain the reasons for any delay in distributing job cards

		6. A copy of the sanction/work order must be available for public inspection at the work site. 7. There should also be provisions for access to samples of works, to be taken as per the procedure developed for the RTI Act. 8. A daily materials-register must be kept, and verified by five workers every day. 9. The daily/individual measurement records for each work and worker must be available for public inspection. 10. The vigilance committee should check the work as per a checklist prepared for them, and their evaluation report should be prepared before every biannual Social Audit Forum as described in the text.	
agency]	1. Non-payment of wages 2. Late payment of wages. 3. Under payment of wages. 4. Payment of wages to the wrong person. 5. Payment of wages in the name of non-existent (Ghost) workers. 6. Payment of wages for non-existent projects. 7. Failure to pay minimum wages	1. Payments should be made in a Public place on fixed days to ensure that there is be no ambiguity regarding payments 2. All recipients and amounts of payment will be read aloud to ensure that the illiterate are not cheated, and also to check ghost payments. 3. A list detailing all payments to be made must be put up in a public and easily accessible place prior to the reading aloud of the list. 4. Provisions may be made to facilitate payments through the post office and other financial institutions.	1. The people must attend, as already stressed before, these meetings and must remain vigilant, carefully listening to the list, as it is read out. They should also verify the authenticity of the list that is pasted.

	[Responsibility for timely distribution: Sarpanch]	persons - To non-residents - To minors - To those not members of the listed family - Non-issuance of a job card - Asking for money for issuing job card.	- The list of job card holders must be updated every month, and be available for inspection at the Gram Panchayat office - A file containing photocopies of all job cards issued shall be open for inspection at the Gram Panchayat office. - The job card should state the fact that there is no charge for it. The job card should also list the basic entitlements (including the minimum wage rate) under NREGA on one of its sides.	over and above the prescribed time limit. If necessary, the RTI Act can be used to get this information. Where the reasons for delay are not justifiable, or where there is a very long delay, the matter must be taken up by the people with the higher authorities. The people must also examine the list and file on a regular basis to monitor whether the distribution of job cards is on schedule and being done in a fair manner.
3.	Receipt of Work Application [Responsibility to receive and acknowledge applications: Sarpanch/PO]	- Non-acceptance of work application by the relevant authorities - The wrong date or no date recorded on the work application. - Rejection of "incomplete" forms. Oral application or request for work being made an excuse for denial of work on time.	- Individuals may send applications for work by post or deliver it by hand. - They will have the right to an immediate, written, signed and dated receipt. - A date-wise list, that is updated weekly, shall be displayed at the Gram Panchayat office, along with a register detailing the applications received. - If an application is incomplete in any way, it will the responsibility of the concerned functionary to have it completed. An applications should not be rejected just because it is incomplete. - There should be simple preformatted forms available, so that anyone who wants to make an oral application can have the form immediately filled for	- Insist on a written and dated receipt. - The people must regularly check this list and ensure that the information is correct. - The people should insist on the concerned functionary completing all incomplete forms.

ision of Work e: Agency]	1. Recording of non-existent (ghost) workers. 2. Recording of fictitious (Ghost) works. 3. Work not conforming to work specifications or prescribed standards 4. Supply of less than sanctioned/poor quality materials and tools.	1. An open 'project meeting' with all potential workers and open to people from the Gram Panchayat should be held to explain the work plans, and their details and work requirements before the work commences. The Vigilance and Monitoring committee members should be selected or announced at this meeting. 2. At these meetings, for each of the types of work allotted, the wage norms must be explained to the people and put up on the notice board. The questions that must be answered include: a. What is the wage? b. What is the wage norm (what constitutes a full day's work)? c. The public must also be told that there will be individual measurements of each person's work, unless a group collectively decides to have joint measurements. 3. A board with details of work – estimates and running costs – material, labour and funds, will be put up at every site, and updated regularly. The format must be user friendly. 4. The public must be able to access muster rolls upon demand. 5. Every week five workers must verify and certify all of bills/vouchers of their work site.	1. The people must periodically verify the information on the board and in the muster rolls. 2. The people must ensure that the five workers selected are all reliable and independent of the authorities. These five workers must verify all the documents after carefully checking them. 3. The people must also periodically ensure that the work is going as per the sanction/work order. They must also take random samples of the material as this would put pressure on the authorities to ensure that standards are maintained. 4. The people must ensure that the five workers selected are all reliable and independent of the authorities. These five workers must verify the daily materials register after carefully checking the relevant facts. 5. This will only be an effective check if people regularly inspect these records and ensure that they are accurate.
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			him/her by the Gram Panchayat officials and get a receipt.	
4.	Selection of the public work to be taken up in a particular Gram Panchayat [Responsibility to facilitate this: Sarpanch]	1. Selection of a low priority or inappropriate work. 2. Selection of work that serves a vested interest. 3. Lack of public support/cooperation for that work. 4. Poor selection of a worksite	1. The shelf of projects/ works to be taken up should be determined by the gram sabha. 2. The shelf of projects/ works should also be assessed for relevance and priority by the gram sabha 3. A list of the finally selected projects and works, in their order of priority, must be publicly displayed at the Gram Panchayat office.	4. The people must insist on deciding the projects and sites that are to be taken up. 5. They should participate fully and actively in the process and ensure that the final list contains only those project sand sites, and in the order of priority, decided by them.
5.	Development & approval of technical estimates/issuance of work order [Responsibility to facilitate: Junior Engineer/ Sarpanch]	1. Exaggerated/ inaccurate technical estimates. 2. Inclusion, in estimate, of unnecessary expenditure. 3. Excessive rates and material. 4. Unclear work order that does not make the details of the work clear/leaves scope for mis-interpretation.	1. Technical estimate must be carried out with the involvement of the local people. 2. The technical estimate must be put to the gram sabha for approval. 3. The format for the technical estimate must be simple and easily understood by the people. 4. Similarly, a people friendly format must be used for the sanction and work order. 5. This format must be put on public display so that people can access this information and understand the details of the work.	1. The people must participate in this exercise and ensure that the estimates are realistic, that the rates being quoted are as per local availability and that no unnecessary items of expenditure are being included. 2. The people need to remain vigilant and check the final estimate and work order to ensure that they are in accordance with what was collectively decided.
6.	Allotment of Work [Responsibility:	1. Giving out-of-turn allotments. 2. Favouring or discrimination against people in allotting type/location	1. Maintaining a work allocation register for public scrutiny at the gram panchayat office.	1. It is very important that as many people as possible attend these weekly meetings, on the designated

	The date up to which work has been allocated should also be made public every time work is allocated. 3. Fix a specific day (typically Sunday – or the weekly <i>haat</i> day) and a specific time and place (typically at the gram panchayat office) to provide information about the REGS. 4. On that day, ensure that the public is informed of the work allotted or ready to be allotted, along with the names of allottees, their date of application, location and type of work, and other relevant information. 5. At these meetings, for each of the work allotted, the wage norms will be explained to the people and put up on the notice board. The questions that must be answered include: a. What is the wage? b. What is the wage norm (How much per day/how many of what will constitute a full days work). 6. There will be individual measurements of each persons work, unless a group collectively decides to have joint measurements.	2. Individual measurements are a right, and must be insisted upon by the people.
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	Sarpanch/PO]	of work. 3. Not respecting the gender quota. 4. Not informing the applicant and then marking him/her as absent. 5. Demanding money for allotting work	2. Ensure that the public is informed through notice boards and through other measures (like drum beating) every time a new batch of work is allotted. The date up to which work has been allocated should also be made public every time work is allocated. 3. Fix a specific day (typically Sunday – or the weekly <i>haat</i> day) and a specific time and place (typically at the gram panchayat office) to provide information about the REGS. 4. On that day, ensure that the public is informed of the work allotted or ready to be allotted, along with the names of allottees, their date of application, location and type of work, and other relevant information. 5. At these meetings, for each of the work allotted, the wage norms will be explained to the people and put up on the notice board. The questions that must be answered include: a. What is the wage? b. What is the wage norm (How much per day/how many of what will constitute a full days work). 6. There will be individual measurements of each persons work, unless a group collectively decides to have joint measurements.	day. They must be vigilant and ensure that all the stipulated information is given to them and must also verify the fairness and authenticity of the list of allotted work. 2. Individual measurements are a right, and must be insisted upon by the people.
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1. Selection of a low priority or inappropriate work. 2. Selection of work that serves a vested interest. 3. Lack of public support/cooperation for that work. 4. Poor selection of a worksite	1. The shelf of projects/ works to be taken up should be determined by the gram sabha. 2. The shelf of projects/ works should also be assessed for relevance and priority by the gram sabha 3. A list of the finally selected projects and works, in their order of priority, must be publicly displayed at the Gram Panchayat office.	4. The people must insist on deciding the projects and sites that are to be taken up. 5. They should participate fully and actively in the process and ensure that the final list contains only those project sand sites, and in the order of priority, decided by them.
1. Exaggerated/ inaccurate technical estimates. 2. Inclusion, in estimate, of unnecessary expenditure. 3. Excessive rates and material. 4. Unclear work order that does not make the details of the work clear/leaves scope for mis-interpretation.	1. Technical estimate must be carried out with the involvement of the local people. 2. The technical estimate must be put to the gram sabha for approval. 3. The format for the technical estimate must be simple and easily understood by the people. 4. Similarly, a people friendly format must be used for the sanction and work order. 5. This format must be put on public display so that people can access this information and understand the details of the work.	1. The people must participate in this exercise and ensure that the estimates are realistic, that the rates being quoted are as per local availability and that no unnecessary items of expenditure are being included. 2. The people need to remain vigilant and check the final estimate and work order to ensure that they are in accordance with what was collectively decided.
1. Giving out-of-turn allotments. 2. Favouring or discrimination against people in allotting type/location of work. 3. Not respecting the gender quota. 4. Not informing the applicant and then marking him/her as absent. 5. Demanding money for allotting work	1. Maintaining a work allocation register for public scrutiny at the gram panchayat office. 2. Ensure that the public is informed through notice boards and through other measures (like drum beating) every time a new batch of work is allotted.	1. It is very important that as many people as possible attend these weekly meetings, on the designated day. They must be vigilant and ensure that all the stipulated information is given to them and must also verify the fairness and authenticity of the list of allotted work.

7.	Implementation and Supervision of Work [Responsibility to facilitate: Sarpanch/PO/Designated Agency]	1. Recording of non-existent (ghost) workers. 2. Recording of fictitious (Ghost) works. 3. Work not conforming to work specifications or prescribed standards 4. Supply of less than sanctioned/poor quality materials and tools.	1. An open 'project meeting' with all potential workers and open to people from the Gram Panchayat should be held to explain the work plans, and their details and work requirements before the work commences. The Vigilance and Monitoring committee members should be selected or announced at this meeting. 2. At these meetings, for each of the types of work allotted, the wage norms must be explained to the people and put up on the notice board. The questions that must be answered include: a. What is the wage? b. What is the wage norm (what constitutes a full day's work)? c. The public must also be told that there will be individual measurements of each person's work, unless a group collectively decides to have joint measurements. 3. A board with details of work – estimates and running costs – material, labour and funds, will be put up at every site, and updated regularly. The format must be user friendly. 4. The public must be able to access muster rolls upon demand. 5. Every week five workers must verify and certify all of bills/vouchers of their	1. The people must periodically verify the information on the board and in the muster rolls. 2. The people must ensure that the five workers selected are all reliable and independent of the authorities. These five workers must verify all the documents after carefully checking them. 3. The people must also periodically ensure that the work is going as per the sanction/work order. They must also take random samples of the material as this would put pressure on the authorities to ensure that standards are maintained. 4. The people must ensure that the five workers selected are all reliable and independent of the authorities. These five workers must verify the daily materials register after carefully checking the relevant facts. 5. This will only be an effective check if people regularly inspect these records and ensure that they are accurate.
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4. Non-issuance of a job card 5. Asking for money for issuing job card.	3. A file containing photocopies of all job cards issued shall be open for inspection at the Gram Panchayat office. 4. The job card should state the fact that there is no charge for it. The job card should also list the basic entitlements (including the minimum wage rate) under NREGA on one of its sides.	there is a very long delay, the matter must be taken up by the people with the higher authorities. 2. The people must also examine the list and file on a regular basis to monitor whether the distribution of job cards is on schedule and being done in a fair manner.
1. Non-acceptance of work application by the relevant authorities 2. The wrong date or no date recorded on the work application. 3. Rejection of "incomplete" forms. Oral application or request for work being made an excuse for denial of work on time.	1. Individuals may send applications for work by post or deliver it by hand. 2. They will have the right to an immediate, written, signed and dated receipt. 3. A date-wise list, that is updated weekly, shall be displayed at the Gram Panchayat office, along with a register detailing the applications received. 4. If an application is incomplete in any way, it will be the responsibility of the concerned functionary to have it completed. An application should not be rejected just because it is incomplete. 5. There should be simple preformatted forms available, so that anyone who wants to make an oral application can have the form immediately filled for him/her by the Gram Panchayat officials and get a receipt.	1. Insist on a written and dated receipt. 2. The people must regularly check this list and ensure that the information is correct. 3. The people should insist on the concerned functionary completing all incomplete forms.

			work site. 6. A copy of the sanction/work order must be available for public inspection at the work site. 7. There should also be provisions for access to samples of works, to be taken as per the procedure developed for the RTI Act. 8. A daily materials-register must be kept, and verified by five workers every day. 9. The daily/individual measurement records for each work and worker must be available for public inspection. 10. The vigilance committee should check the work as per a checklist prepared for them, and their evaluation report should be prepared before every biannual Social Audit Forum as described in the text.	
8.	Payment of wages [Responsibility: Implementing/designated agency]	1. Non-payment of wages 2. Late payment of wages. 3. Under payment of wages. 4. Payment of wages to the wrong person. 5. Payment of wages in the name of non-existent	1. Payments should be made in a Public place on fixed days to ensure that there is be no ambiguity regarding payments 2. All recipients and amounts of payment will be read aloud to ensure that the illiterate are not cheated, and also to check ghost payments. 3. A list detailing all payments to be made must be put up in a public and easily accessible place prior to the reading aloud of the list. 4. Provisions may be made to facilitate	1. The people must attend, as already stressed before, these meetings and must remain vigilant, carefully listening to the list, as it is read out. They should also verify the authenticity of the list that is pasted.

	registered person/family - If a form is incomplete in any way, it will be the responsibility of the concerned functionary to have it completed there and then. - The final list of registered families/adults will be verified, and complaints of exclusion settled. - No case of denial of registration can take place without giving the concerned household members an opportunity to be heard. All cases of refusal to register will be brought before the Gram, Sabha. - The final list will be put up for public display at the Gram Panchayat office and updated every three months. - Subsequent to the initial registration, the process of registration must remain perpetually open at the gram panchayat.	names have been included. - Where an eligible person or family has been denied registration, the people must demand their inclusion. If this is denied, then they must collectively complain to the relevant authority. - They must also examine the lists that are being read out, in order to ensure that what is being read out is not different to what is on the list. - The people must ensure that this list is put up and regularly updated, and also that it is authentic and does not contain any fictitious/ ineligible names. - The people must also monitor this and if there is any problem in eligible people registering their names subsequent to the initial registration, this must be taken up with the concerned functionary and, if necessary, with higher authorities.
- Delay in receiving job cards - Issuance of false cards - Issuance of job cards to ineligible persons - To non-residents - To minors - To those not members of the listed family	- There shall be (enforceable) one month time limit for the supply of job cards, from the date of registration. - The list of job card holders must be updated every month, and be available for inspection at the Gram Panchayat office	The people must ask the concerned functionaries to explain the reasons for any delay in distributing job cards over and above the prescribed time limit. If necessary, the RTI Act can be used to get this information. Where the reasons for delay are not justifiable, or where

		(Ghost) workers. 6. Payment of wages for non-existent projects. 7. Failure to pay minimum wages	payments through the post office and other financial institutions. Payments will be made, as far as possible, by an agency independent of the implementing agency. 5. Disclosure of piece rate measurement should be made individually, and not en masse so as to provide each worker with his/her exact due. This would prevent division of the wage earned by ghost workers etc.	
9.	Payment of unemployment allowance [Responsibility: Program Officer]	1. Denial of unemployment allowance by wrongly accusing a person for not reporting to work 2. Late payment of unemployment allowance 3. Payment of unemployment allowance to the wrong person 4. Payment of unemployment allowance to non-existent (ghost) persons. 5. Demand of bribe for paying allowance	1. A public announcement of work allocation should be made, and work allocation orders will be displayed publicly. 2. Payments should be made in a Public place on fixed days to ensure that there is no ambiguity regarding payments 3. All recipients and amounts of payment must be read aloud to ensure that the illiterate are not cheated, and also to check ghost payments. 4. A list detailing all payments to be made must be put up in a public and easily accessible place prior to the reading aloud of the list. 5. Provisions may be made to facilitate payments through the post office and other financial institutions. 6. The Gram Panchayat should automatically generate, each week, in advance of the weekly meeting, a list of	1. The people must attend, as already stressed before, these meetings and must remain vigilant, carefully listening to the list, as it is read out. They should also verify the authenticity of the list that is generated by the Gram Panchayat.

DANGERS	TRANSPARENCY AND SOCIAL AUDIT MEASURES TO BE TAKEN BY THE GOVERNMENT	TRANSPARENCY AND SOCIAL AUDIT MEASURES TO BE TAKEN BY THE PEOPLE
1. Absence of the concerned functionary. 2. Denial of registration to eligible applicants 3. Incomplete list of adults in each household 4. Registration of bogus families/individuals 5. Rejection of “incomplete” registration forms. 6. Asking for money for registering names/families.	1. The process of registration shall be transparent. It should be carried out publicly with facilities for people to verify their own details, or those of others. 2. Initial registration shall be carried out in a special gram sabha convened for the purpose. 3. A prior survey shall be conducted by the gram panchayat to enumerate all the families and their adult members who are eligible to register. This is supposed to be the basis for ensuring that all persons who are eligible and wish to be included in the scheme, are accounted for. 4. This enumeration is also supposed to help in preventing the registration of fictitious/ineligible names, but should not to be used to exclude the eligible who might not have been listed. 5. Subsequent to the initial registration, there shall be a public reading at the Gram Sabha of: • Lists of all registered households • Lists of registered adults in each registered household 6. A form, with a tear-away receipt at the bottom, will be used for registration, and the receipt will be given to the registered person/family	1. The people must attend all such gram Sabhas in large numbers and be vigilant. They must carefully observe the process to ensure that no outsiders or ineligible people are being registered, but they must also watch the entries that are being made and check from time to time that only eligible persons are being registered. 2. Where an eligible person or family is being denied registration, the people must always be ready to intercede on their behalf and question the concerned functionaries on why these eligible persons are being denied registration. Where the concerned functionaries are not co-operative, the people must jointly complain to the relevant authority. 3. Where there is any doubt about any family, the people should insist on consulting this survey. They should also demand to see the enumeration to ensure that no eligible person has been left out. 4. Again, the people must attend all such ward and gram Sabhas in large numbers and be vigilant. They must carefully listen to the names, as they are being read out, and be ready to raise objections if any ineligible or fictitious

		allowance.	advance of the weekly meeting, a list of those eligible for receiving the allowance.	
10.	evaluation of completed works [Responsibility Sarpanch/PO/Designated agency]	1. Taking and/or recording of improper measurements 2. Not consolidating the information regarding the works in one place. 3. Issuing of false completion certificates	1. Verification of works, for conformity with work order in terms of specifications and quality, must be carried at an open "project meeting" with all REGS workers who worked on that site, and opened to all the people of the Gram Panchayat An assessment of relevance of new works, along with appropriateness, will also be carried out by a Ward/ Gram Sabha. 2. Completion data must be made public in a people friendly format at this meeting.	1. The people must participate in the verification and assessment exercise, and ensure that the work done conforms with what was commissioned and is of use to the people.

		4. Works not conforming to specifications/ standards. 5. Data recorded in a confusing/ Incomprehensible manner.	No completion certificate should be issued unless his open project meeting has taken place and its observations have been taken into consideration.	
11.	The entitlement to participate in a peoples audit meeting , where all the projects and activities related to the NREGA are assessed and publicly verified. [Responsibility: Gram Sewak/ EG Officer]	1. No public hearing actually takes place, but is shown on paper to have taken place. 2. The public hearing is manipulated so that only those interested in one point of view are allowed to attend. 3. People are prevented from fully participating or from speaking the truth. 4. The hearing is disrupted by rowdy elements.	1. Comprehensive public hearings will be held, relating to works and individual entitlements, bi annually at the Ward/Gram Sabha level for all works completed in that period. The details of the requirements for this public hearing are given in the next section. 2. On a random sampling basis, these hearings will be attended by state/central observers and also by independent research groups. 3. Wherever possible, audio-visual records of the public hearing will be maintained.	1. This peoples audit meeting (public hearing) is perhaps the most important element of the social audit and people must participate fully in this and raise issues, without fear or favour, in order to ensure that the NREGA is being properly implemented.

