



# Barefoot Technicians In Mahatma Gandhi National Rural Employment Guarantee Scheme

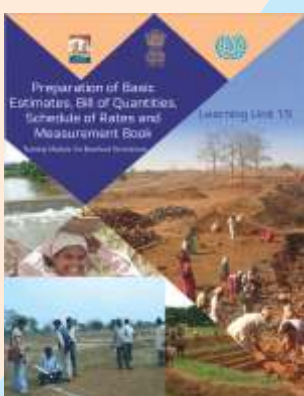
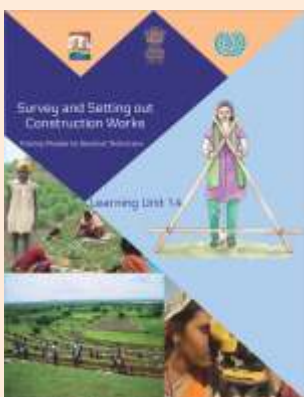
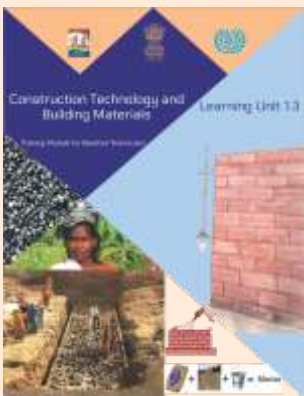
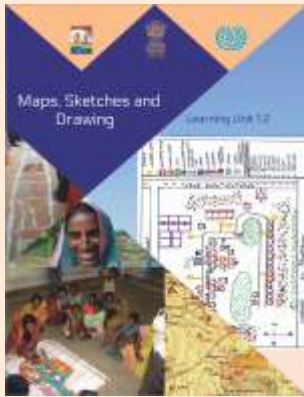
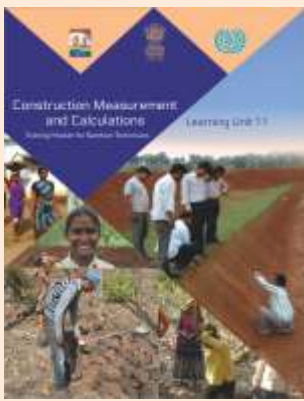




## Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS)

### On South-South collaboration

- The ILO has been supporting South-South knowledge exchange on MGNREGA with MORD through the Employment Intensive Investment Programme (EIIP) as early as 2004 (at the time of the enactment of MGNREGA).
- More recently since 2010 ILO has been collaborating closely with MORD and the Joint Secretaries of MGNREGA in the development of the training material for the Innovations in Public Employment Programmes (IPEP).
- An IBSA event technically supported by the ILO was held in India in 2012 organized with MOLE and MORD to further this collaboration. This collaboration has continued through various South-South events, including EIIP's annual Public Investment and Employment Programme Learning Forum at ITC-ILO and through a Memorandum of Understanding a workshop on IPEP was also hosted at the University of Cape Town in South Africa.
- ILO has submitted a Concept Note for further South-South collaboration based in India as a Regional hub for Asia and the development of an Indian Centre of Excellence for joint research and collaboration was shared with MORD.



### Capacity Building of Barefoot Technician in MGNREGS

- Two key challenges were highlighted by the MoRD –MGNREGS division : the quality of the assets and the existing skills gap in MGNREGA to transition into formality – for which ILO's support was sought. In 2014, the ILO received an official request to provide TA to address some of these issues through the development of capacity building material initially for 10,000 Barefoot Engineers / Technicians (out of the 50,000 mentioned earlier). The ILO in joint collaboration with Aajeevika Skills, also developed the National Occupational Standards (NOS) Qualification Pack.
- ILO carried out an initial assessment of the TA needs and the availability of existing capacity building material in 2014 and a proposal was made for the development of a 3-month training course for Barefoot Technicians. EMP/INVEST further commissioned a study to assess the actual training requirements that would be required to meet the proposed NOS Framework for certification, which concluded that to carry out adequate training, at least a 1-1.5 year training programme would be required.
- The ILO financed a team composed of 8 national staff and 1 international consultant for the development of the 3-month training material in collaboration with MGNREGA and Aajeevika delivered by March 2015.

## Who is BFT ?

BFT is a 10<sup>th</sup> class passed adult person identified among the local MGNREGS workers or from the labour households. Once a person is identified, he/she will be trained in basic civil engineering subjects especially in taking measurements of works, construction technology, estimation of works, watershed concepts, permissible works and on key features of the program, using a customised training module such that the BFT acquires required skills for identification and estimation of simple works, giving mark-out for works in the field and to record measurements of the work done in the measurement book. Initially, all 2500 blocks which are selected for Intensive Participatory Planning Exercise (IPPE) would be eligible for positioning BFTs in addition to the Technical Assistant if the State Government, after due assessment, feels the need for an additional person for improving technical support in backward areas.

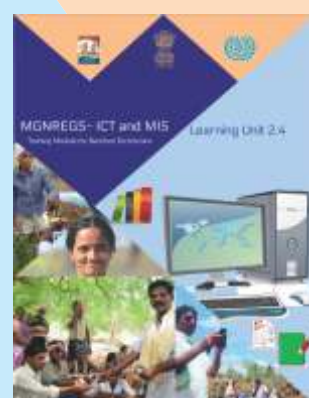
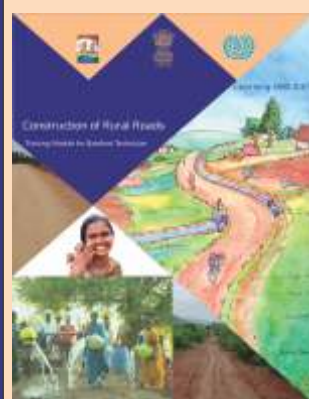
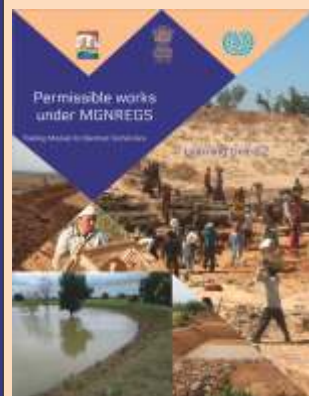
## Role of BFT :

On successful completion of the training and certification, the candidates shall be designated as BFT in the GPs from where they are drafted by the Programme Officer. The Ministry of Rural Development has issued guidelines to book the expenditure on salaries/honoraria of BFTs from additional 1 % provided for this purpose under MGNREGS.

A BFT shall be entrusted with the task of identification of proposed works, assist the TA/Junior engineer in conducting technical surveys and in preparation of estimates and assist in the planning process. BFTs shall be authorised to give layout for works as per requirement, supervise execution of works and also record measurements in the M- books under MGNREGS. These measurements shall, however, be check-measured by a designated TA/Junior Engineer. BFTs will perform these functions under the supervision and guidance of qualified Technical Assistant /Junior Engineer/Assistant Engineer. The BFT shall also guide the mates/masons in executing the works under MGNREGS.

About Training Modules:  
The Training modules for BFT includes following:

Sl.No	LU	Learning Unit name
1.	LU 1.1	Construction measurements & calculation
2.	LU 1.2	Maps, Sketches & Drawings
3.	LU 1.3	Construction Technology & Building Materials
4.	LU 1.4	Survey & Setting out Construction Works
5.	LU 1.5	Preparation of Basic Estimates, Bill of Quantities, Schedule of Rates and Measurement Book
6.	LU 2.1	MGNREGS-Key Features
7.	LU 2.2	Permissible Work under MGNREGS
8.	LU 2.2.1	Construction of Rural Roads
9.	LU 2.3	MGNREGS - Documents, Forms & Registers
10.	LU 2.4	MGNREGS -ICT & MIS
11.		Pocket Book
12.		Trainers Guide
13.		Session Plan Design





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