

J-11012/02/2017-RH(M&T)
Government of India
Ministry of Rural Development
Rural Housing Division

Krishi Bhawan, New Delhi
Dated : 8th September 2017

To

The Addl.Chief Secretary/ Principal Secretary/Secretary(RD),
All States / UT Governments dealing with
Pradhan Mantri Awaas Yojana-Gramin (PMAY-G)

Subject : Guidelines for undertaking Rural Mason Training - Reg.

Madam/Sir,

I am directed to state that the Ministry of Rural Development with the objective of improving the quality of construction and also to ensure availability of skilled mason for construction of house, had incorporated a very critical component of rural mason training in the scheme of PMAY-G. In this direction, Qualification Pack for the rural mason training has been developed and the states have been advised to conduct rural mason training as per the approved qualification pack.

2. In this connection, it is stated that various State Governments have raised a number of issues / queries with regard to implementation of the rural mason training. In order to resolve the issues / queries and to ensure that the rural mason training takes up in a smooth way, Ministry of Rural Development has developed comprehensive guidelines with regard to the conduct of Rural Mason Training (copy enclosed). The guidelines contain the modalities for training, assessment and certification of Rural Masons in the state level.

3. It is requested that the requisite directions may be given to the officials concerned to take up rural mason training as per the enclosed comprehensive guidelines.

Yours faithfully,

Encl: As above.



(M.Rama Krishna)

Under Secretary to the Government of India

MINISTRY OF RURAL DEVELOPMENT, GOI

Guidelines

Rural Mason Training Under Pradhan Mantri Awaas Yojana - Gramin

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LIST OF ACRONYMS

AAP – Annual Action Plan

BPL – Below Poverty Line

CSDCI – Construction Skill Development Council of India

DGT – Directorate General of Training

IAY – Indira AwaasYojna

MGNREGA – Mahatma Gandhi National Rural Employment Guarantee Act

MIS – Management Information System

NSDA – National Skill Development Agency

NSDC – National Skill Development Corporation

NSQF – National Skills Qualification Framework

NTSA – National Technical Support Agency

PMAY-G – Pradhan Mantri Awaas Yojna – Gramin

QP – Qualification Pack

SECC – Socio Economic Caste Census

NQAF – National Quality Assurance Framework

- **Background & Introduction of PMAY – G:**

Public housing programme in the country started with the rehabilitation of refugees immediately after independence and since then, it has been a major focus area of the Government as an instrument of poverty alleviation. Rural housing programme, as an independent programme, started with Indira Awaas Yojana (IAY) in January 1996. Although IAY addressed the housing needs in the rural areas, certain gaps were identified during the concurrent evaluations and the performance Audit by Comptroller and Auditor General (CAG) of India in 2014. These gaps, i.e. non-assessment of housing shortage, lack of transparency in selection of beneficiaries, low quality of the house and lack of technical supervision, lack of convergence, loans not availed by beneficiaries and weak the mechanism for monitoring, were limiting the impact and outcomes of the programme.

To address these gaps in the rural housing program and in view of Government's commitment to provide "Housing for All" by 2022, the scheme of IAY has been re-structured into Pradhan Mantri Awaas Yojana –Gramin (PMAY-G) w.e.f. 1st April 2016.

PMAY-G aims at providing a pucca house, with basic amenities, to all houseless households and those households living in kutcha and dilapidated house, by 2022. The immediate objective is to cover 1.00 crore households living in kutcha house/dilapidated house in three years from 2016-17 to 2018- 19. The minimum size of the house has been increased to 25 sq.mt. (from 20 sq.mt.) with a hygienic cooking space. The unit assistance has been increased from Rs. 70,000 to Rs. 1.20 lakh in plain and from Rs. 75,000 to Rs. 1.30 lakh in hilly states, difficult areas and IAP district. The beneficiary is entitled to 90/95 person day of unskilled labour from MGNREGS. The assistance for construction of toilet of Rs 12000/- shall be leveraged through convergence with SBM-G, MGNREGS or any other dedicated source of funding. Convergence for piped drinking water, electricity connection, LPG gas connection, etc. under different Government programmes are also to be attempted.

The cost of unit assistance is to be shared between Central and State Government in the ratio 60:40 in plain areas and 90:10 for North Eastern and the Himalayan States. From the annual budgetary grant for PMAY-G, 95% of funds is to be released to States/UTs for the construction of new house under PMAY-G. This would also include 4% allocation towards Administrative expenses. 5% of the budgetary grant is to be retained at the Central Level as reserve fund for Special Projects. The annual allocation to the states is based on the Annual Action Plan (AAP) approved by the Empowered Committee.

One of the most important features of PMAY-G is the selection of beneficiary. To ensure that assistance is targeted at those who are genuinely deprived and that the selection is

objective and verifiable, PMAY-G instead of selecting a beneficiary from among the BPL households, selects beneficiaries using housing deprivation parameters in the Socio Economic and Caste Census (SECC), 2011 date which is to be verified by the Gram Sabhas. The SECC data captures specific deprivation related to housing among households. Using the data households that are houseless and living in 0,1 and 2 kutcha wall and kutcha roof houses can be segregated and targeted. The Permanent Wait List generated also ensures that the states have ready list of household to be covered under the scheme in the coming years (through Annual Select Lists) leading to better planning of implementation. To address grievances in beneficiary selection an appellate process has also been put in place.

Towards better quality of construction, setting up of a National Technical Support Agency (NTSA) at the national level is envisaged. One of the major constraints in quality house construction is the lack of the sufficient number of skilled masons. To address this, a pan-India training and certification programme of Rural Masons has been launched in the States/UTs. This will, in addition to ensuring quality construction, also ensure additional livelihood generation and career progression for rural masons. For timely construction/completion and to ensure good quality of house construction, it has also been envisaged to tag a PMAY-G beneficiary with a field level Government functionary and a Rural Mason.

The beneficiary to be informed with a bouquet of house design typologies inclusive of disaster resilience features that are suitable to their local geo-climatic conditions. These designs are developed through an elaborate public consultative process. This exercise will ensure that the beneficiary does not over-construct in the initial stages of house building which often results in the incomplete house or the beneficiary is forced to borrow money to complete the house.

In PMAY-G, programme implementation and monitoring is to be carried out through an end to end e-Governance model- Using AwaasSoft and Awaas App. While AwaasSoft is a work – flow enabled, web-based electronic service delivery platform through which all critical functions of PMAY-G, right from identification of beneficiary to providing construction linked assistance (through PFMS), is being carried out; AwaasApp- a mobile application is used to monitor real time, evidence based progress of house construction through date, time stamped and geo-referenced photographs of the house. The two IT applications help to identify the gaps in the achievement of targets during the course of implementation of the programme. All payments to beneficiary is to be through DBT to beneficiary's Bank/post office accounts registered in AwaasSoft MIS.

The States have to come up with their Annual Action Plan of PMAY-G that will include a plan for convergence in with other Government programmes. The mechanism for convergence in PMAY-G is also strengthened through a system to system real-time transfer of information between the programme that are in convergence with PMAY-G.

A willing beneficiary is to be facilitated to avail institution finance up to Rs. 70,000 which would be monitored through the SLBC, DLBC and BLBC.

The programme implementation is to be monitored not only electronically, but also through community participation (Social Audit), Member of Parliament (DISHA Committee), Central and State Government officials, National Level Monitors, etc.

- **Need for the Rural Mason Training -**

In pursuance of the government's vision to ensure "Housing For All by 2022", the Ministry of Rural Development (MoRD) has initiated several endeavours to augment the capacity of States in implementing the scheme. One of the major initiative in this direction has been towards ensuring 'Skill Development of Rural Masons' through a formal mechanism of training, assessment and certification to improve quality of construction and provide avenues for career progression.

- **Targets for Rural Mason Training-**

Target for Rural Mason training is decided based on the number of houses to be built under PMAY-G in the States. The state wise target for Rural Mason training is annexed.

- **House identification for the training -**

The house will be constructed by the beneficiary himself/herself under PMAY-G. No contractor should be engaged by the State in construction of houses. If any case of construction through contractor comes to notice, the Ministry of Rural Development will have the right to recover the releases made to the State for those PMAYG houses. The house should also not be constructed by any Government department/agency other than where specifically mentioned.

House construction sites for the rural mason training may be identified and prioritised in cases **where the beneficiary is old or infirm or minor or person with disability**, and therefore not in the position to get the house constructed on his own. Such houses shall be taken to be built under the Rural Mason training program.

Simultaneously **demo houses** need to be built at block level under Rural Mason Training.

Additionally a beneficiary registered himself/ herself as a potential Rural Mason trainee and interested to get his/her house built under the Rural Mason training program. The States should continuously capture the interest of beneficiary in this regard and create a pool of interested beneficiaries who can be registered for Rural Mason training program.

• Training and Curriculum-

Training and Curriculum would be based on Qualification Pack (QP) aligned to the National Skills Qualification Framework (NSQF). This will make sure that the training given is according to the National Occupational Standards.

○ National Skills Qualification Framework (NSQF) -

The National Skills Qualifications Framework (NSQF) is a competency-based framework that organizes all qualifications according to a series of levels of knowledge, skills and aptitude. These levels, graded from one to ten, are defined in terms of learning outcomes which the learner must possess regardless of whether they are obtained through formal, non-formal or informal learning. Under NSQF, the learner can acquire the certification for competency needed at any level through formal, non-formal or informal learning. In that sense, the NSQF is a quality assurance framework. The NSQF is anchored at the National Skill Development Agency (NSDA) and is being implemented through the National Skills Qualifications Committee (NSQC) which comprises of all key stakeholders. The NSQC's functions amongst others include approving NOSs/QPs, approving accreditation norms, prescribing guidelines to address the needs of disadvantaged sections, reviewing inter-agency disputes and alignment of NSQF with international qualification frameworks.

Specific outcomes expected from implementation of NSQF are:

1. Mobility between vocational and general education by alignment of degrees with NSQF
2. Recognition of Prior Learning (RPL), allowing transition from non-formal to organised job market
3. Standardised, consistent, nationally acceptable outcomes of training across the country through a national quality assurance framework
4. Global mobility of skilled workforce from India, through international equivalence of NSQF
5. Mapping of progression pathways within sectors and cross-sectorally
6. Approval of NOS/QPs as national standards for skill training

It has been mandated by the Govt. of India that all the Qualifications have to be aligned with NSQF and accordingly training will only be imparted on NSQF aligned Qualifications.

○ Qualification Pack (QP) for Rural Mason -

Central and State Governments have been training people in the fields of Masonry, Bar Bending, Shuttering Carpentry and Plumbing separately under different schemes/training programs. The existing qualifications and training have been based on skill sets identified in

the exclusively designed for one of the jobroles. There is great demand of trained multi-skilled Rural Mason who is master of all relevant trades and is in high demand in the rural areas. The lack of such qualification leads to the development of a multi-skilled qualification pack of Rural Mason by Ministry of Rural Development.

The process of incorporating competencies required for the job profile of a Rural Mason into the National Skills Qualifications Framework (NSQF) was initiated by MoRD in July 2015. Subsequently a Qualification Pack (QP) for 'Rural Mason' was developed by MoRD in collaboration with Construction Skill Development Council of India (CSDCI). The QP has been approved by NSDC and NSQC and has been uploaded on the National Qualification Register (NQR). The QP of Rural Mason serves as a benchmark for imparting standardized training on conventional technologies to rural masons based on National Occupational Standards.

The Rural Mason QP has been pegged at Level 4 and after successfully completing the training and passing the assessment, the person will be considered as Skilled Rural Mason. MoRD is also in the process of development of Rural Mason Qualifications at lower NSQF levels of 2 & 3 who would work as assistant to Rural Mason and will eventually grow in the career. The uniqueness about these Qualifications is about multi-skilling the trainees in necessarily relevant trades which is very much needed for rural India.

The training on Rural Mason Qualification Pack (QP) is mandatory for Rural Mason training under the PMAY-G scheme. The QP is available on the PMAY-G website. The final assessment would also be done on Rural Mason QP.

o Curriculum -

Training would be imparted as per Rural Mason QP. The curriculum for the Rural Mason Qualification Packs (QPs), developed with support from ILO shall be used. The curriculum is available on the PMAY – G website.

Rural Mason training is primarily onsite training and the training has to be delivered on the site during construction of the house. However theoretical concepts may be taught. The QP also details out the list of equipment needed to undertake the training. It is mandatory for the trainees to maintain 80% attendance to be eligible to appear in the assessments. System of recording the trainees and trainers attendance would be mandatory. All trainings shall be imparted by CSDCI / DGT certified trainers who have completed the ToT programme.

The training module for the Rural Mason Qualification pack is for an estimated training duration of about 45 days considering 8 hours of work per day. A Tentative timeline (Annexure – 1) for the Rural Mason Training (Day wise schedule) has been prepared and may be used for delivering the rural mason training. The tentative timeline is suggestive in nature and may vary with the technology, number of trainees and other variables.

The following training materials have been developed in collaboration with ILO:

- Five handbooks for trainers. These handbooks contain theoretical knowledge of concepts, key elements of practice and worksheet for guiding field work.
- A handbook for trainees have also been developed which will essentially guide the trainees in the field to follow the correct practice related to each task.
- Ready Reckoner on Quality Construction of Rural Houses (with help of CBRI)

• Preparation for Rural Mason Training:

The states will facilitate following activities to expedite the training:

- a) Selection of houses / beneficiaries under Rural Mason Training
- b) Identify, screen and nominate semi skilled persons in the rural areas who are willing to undergo training at the village level
- c) Linking the Trainee rural masons with the beneficiary houses and formation of batches
- d) Identify and engage a Training Provider as per prescribed guidelines for conducting the training of rural masons
- e) availability of unskilled labour/ helper at the site
- f) Timely payment to the person engaged in training and construction of houses
- g) Arrangements for assessment and certification of the trained rural masons through an Assessment Agency accredited to the CSDCI / DGT on completion of the training.
- h) Provide infrastructure to CSDCI / DGT for conducting Training of Trainers and for Assessors
- i) Provide list of certified rural masons available in the blocks to the beneficiaries
- j) Robust monitoring and implementation of the program.

• Screening and Counselling of Trainees:

Trainees for Rural Mason training would be selected from;

- the final list of beneficiary prepared for the houses under PMAY-G as per Chapter 4 of Framework for Implementation of PMAY-G.
- interested candidates registered for the Rural Mason Training

The list of interested candidates & beneficiaries would be provided to the selected Training provider for further counselling of trainees. Counselling of trainees would involve informing them about the process & duration of training, assessment & certification requirements and any other details about the training. The counselling process will ensure that the final list of trainees have the potential learning abilities and willingness in undergoing the Rural Mason training. The final list of trainees after counselling would be submitted to the State by the Training Provider and TP will register these candidates on AwaasSoft.

• Selection of Training Provider for Rural Mason Training:

The States may select the training provider for undertaking the Rural Mason Training from Training providers affiliated / accredited by any one of the below National / State level organization:

- I. Training institutions affiliated by NCVT/DGT (www.sdi.gov.in)
- II. Training Institutions affiliated by CSDCI (www.csdcindia.org)
- III. NSDC approved Training Providers (Approved on NSDC - SMART Portal) (<https://www.nsdcindia.org/New/training-partners-list>)
- IV. Training Institutions affiliated by State Skill Development Missions (SSDMs)
- V. Training institution affiliated by any State / Central body as per the norms of NQAF at the minimum of NQAF level 2 accreditation
- VI. State run training institutes affiliated with CSDCI (Auto affiliation)

The total payment to the TPs would be fixed as per the Common Norms Notification and latest amendment (available on www.msde.gov.in)

A list of CSDCI, NSDC, DGT affiliated TPs is available on their websites and States may refer to the list while selecting the TPs to implement the program in the State. The States may select the TPs from the available pool of empanelled TPs by authorized agencies as mentioned above, so that a good number of TPs are selected to impart the training. The States need to provide the enabling environment to TPs and ABs. This means partnership with the TPs, giving them adequate clusters of houses based on the certified trainers and demonstrators, smooth transfer of funds, automatic revision of per hour payment to the TPs on revision of the common norms.

○ Payment to Training Providers:

While the building materials for the training may be procured by the beneficiary using the PMAY-G assistance for the house, the cost of training shall be paid to the Training Provider as per the uniform common cost norms laid out by the Ministry of Skills Development & Entrepreneurship, Government of India as mentioned above. The common cost norms are inclusive of the cost of mobilization of trainees, procurement of raw materials, making available training infrastructure and common tools, provision of training materials to trainees as well as placement of trainees.

It is recommended that the payment may be made to the Training Providers as per the following schedule:

Instalment	Percentage of Total Cost	Output Parameters
I	30%	After signing the agreement with State

II	70%	Completion of Houses and Upon successful certification of candidates (per candidates basis)
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State may provide tool kit to the trainees on successful completion of the training and certification. Wage compensation to the trainees shall be paid at the rates as decided by the States from admin fund.

• Training of Trainers (ToT) -

CSDCI and DGT are mandated to conduct Training of Trainers (ToT) for certification of trainers / lead trainers / demonstrators. All Training Providers need to get their trainers certified through CSDCI / DGT by sending their trainers to the Training of Trainers (ToT) programme. CSDCI / DGT will publish a calendar of Training of Trainers based on which different training providers can nominate their trainers for a selected training program. The training should cover all the aspect of Rural Mason QP along with pedagogical skills needed for trainer. Only CSDCI / DGT certified trainers / lead trainers / demonstrators are eligible to conduct training.

States may consider providing infrastructure to CSDCI / DGT for conducting Training of Trainers and Assessors. State level institutions like SIRD, etc may be utilized for the same.

CSDCI and DGT will empanel institutions in different states for conducting Training of Trainers and Assessors programs. The list of empanelled institutes and training calendar would be published on regular basis by CSDCI and DGT. States may nominate their institutions for conducting ToT. The State nominated institutions will be auto empanelled by CSDCI / DGT for conducting the Training of Trainers and Assessors.

• Funding:

○ Common norms for funding for skill development training programs:

Government of India, Ministry of skill Development & Entrepreneurship (www.msde.gov.in) has approved the Common Norms for funding skill development training programs in the country in order to bring about uniformity and standardization in the implementation of various Skill Development schemes. As per latest amendments under the Common Norms, the funding for Mason Training is revised at the cost of Rs. 38.50/- per hour for one trainee. The payment to training provider under Rural Mason Training should be in compliance with the Common Norms and funding rates should be revised in accordance to the amendments approved by the Common Norms Committee.

The revision of Common Norms generally happens in the month of April every year. A Common Norms Committee chaired by Secretary – MSDE is the apex body to update and suitable revise the common norms.

<http://www.skilldevelopment.gov.in/notification.html>

○ **Fund allocation for Rural Mason Training-**

20% of the admin fund released to States / UTs shall be exclusively reserved and utilized for Rural Mason training. As prescribed in the Framework for Implementation of PMAY-G in the Para 3.3.1(V), the funds for Rural Mason training and certification would be released by the States under the funds allocated for administering the scheme.

Additional funding for Rural Mason training would be available under special projects for North East States and hilly states.

○ **Single instalment payment for houses under Rural Mason Training -**

The PMAY-G assistance money would be paid in one instalment to the beneficiaries whose houses are selected to be built under Rural Mason training program. This will ensure that the beneficiaries are able to purchase the raw materials upfront and there is no delay in construction of houses under the training program. Exception will be made in AwaasSoft for payment of assistance in single instatement.

● **Assessment and Certification of the trainees -**

Assessment & Certification would be done through DGT or CSDCI. Assessment shall be conducted by the CSDCI / DGT empanelled assessment agencies. A detailed assessment criterion is mentioned in the Qualification Pack. The assessors of ABs should also have undergone the Training of Assessors on Rural Mason QP. Only CSDCI / DGT certified assessors are eligible to conduct assessment.

Once the training is completed, the Training Provider will inform the States and CSDCI / DGT for the readiness of rural mason training batch to undergo the assessment. A suitable date will be finalized for assessment in consultation with States, CSDCI / DGT and Training Provider and accordingly an Assessment Body would be assigned the work. The respective assessors of AB will conduct the assessment on the selected date and will submit the results to CSDCI / DGT. Based on the results submitted, the certification of candidates would be done by the awarding bodies (CSDCI / DGT and MoRD).

The assessment shall be conducted within 15 days of completion of training. The certification shall also be issued within 10 days of completion of assessment. A penalty clause may be introduced in the agreement between States and TPs.

- **Monitoring-**

Rigorous continuous monitoring system should be designed by the States/UTs to ensure adherence to quality standards and guidelines of the Rural Mason Training under PMAY-G. States / UTs may take services of third party agency to undertake continuous monitoring of all the Training and their outcomes. The Training Providers, assessments, and assessors should be monitored throughout the Scheme's tenure.

- **Implementation & Monitoring through AwaasSoft -**

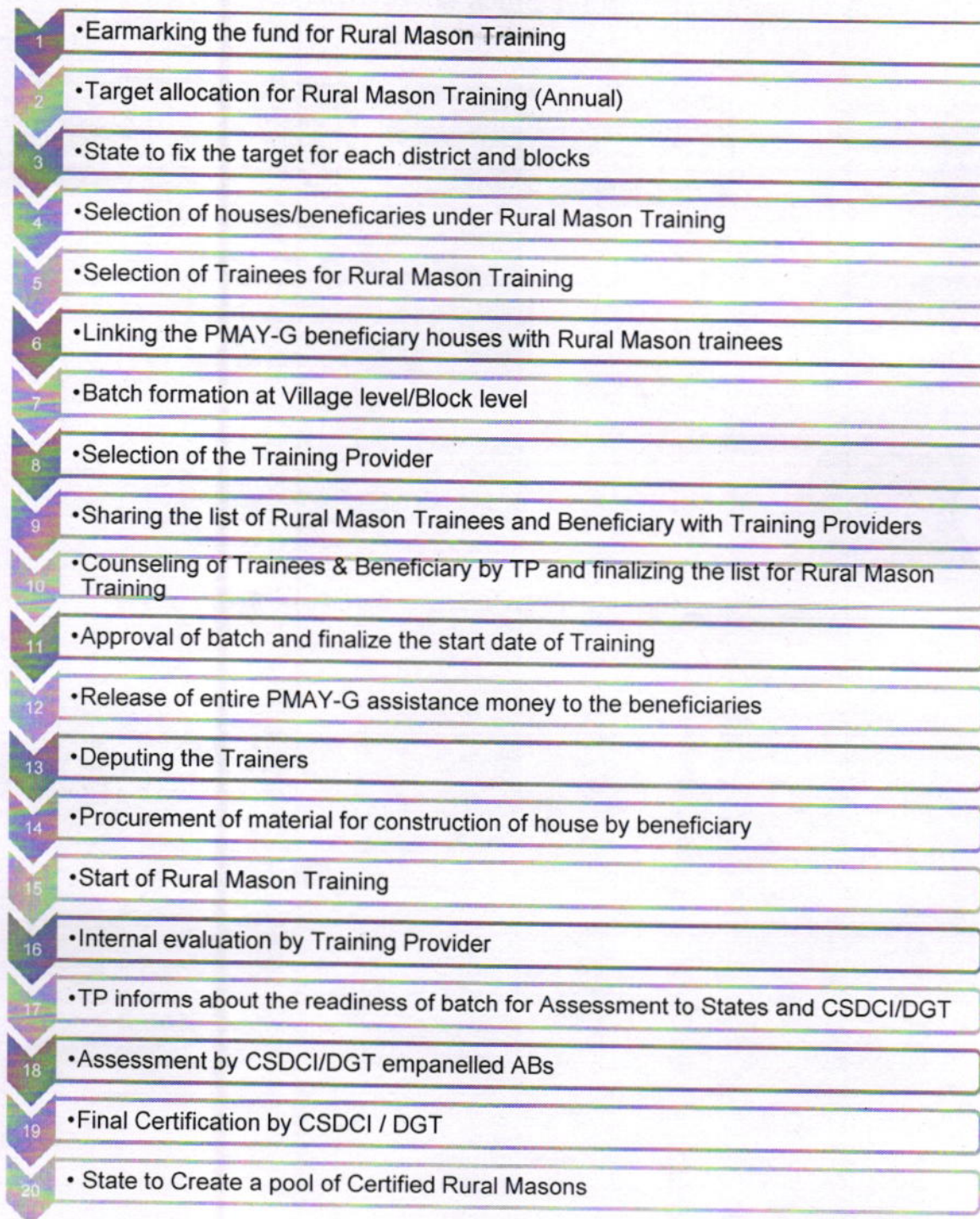
A robust monitoring mechanism has been adopted to monitor performance as well as the processes under PMAY-G. Performance monitoring is done through real time capture of progress under workflow enabled transactional data in AwaasSoft. The monitoring of rural mason training will also be monitored through AwaasSoft.

The e-modules under AwaasSoft will be developed to capture real time data regarding Rural Mason training. Following components would be available at the initial level and would be further designed as per the dynamic need of the program.

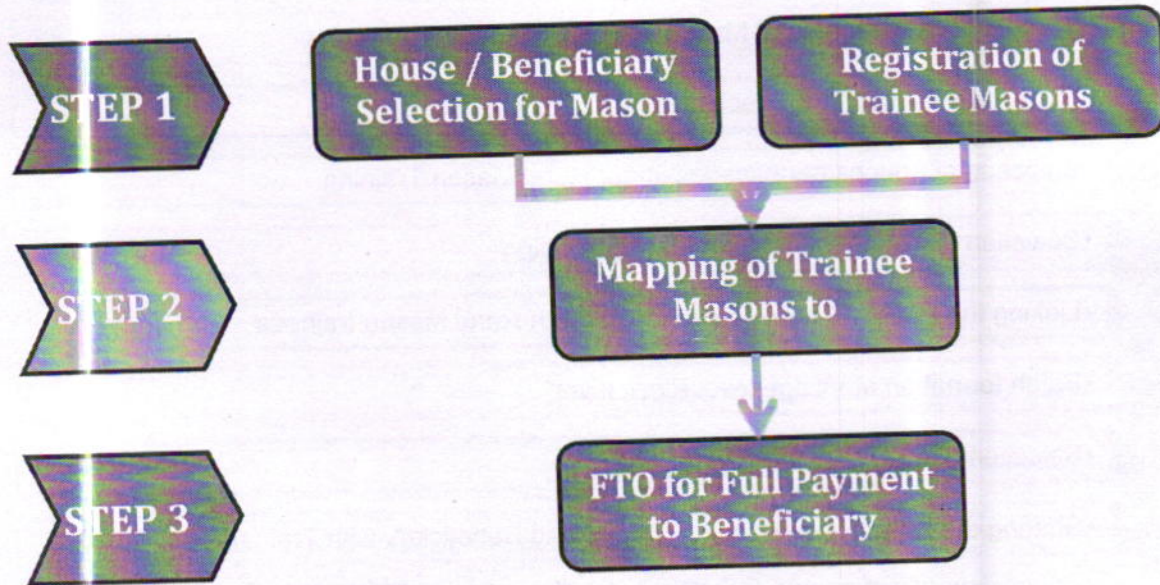
- Earmarking of funds and target setting for Rural Mason training
 - State Level
 - District & Block Level
- Registration of approved TPs
- Training Calendar for Trainers and Assessors
- List of certified Trainers and Assessors
- Selection of Beneficiary houses to be built under Rural Mason Training
- Registration of Candidates for Rural Mason Training
- Payment of PMAY – G assistance to the beneficiary
- Training Progress & Reports generation
 - Trainees Enrolled
 - Batch Assigned
 - Training Days (Planning)
 - Start Day
 - Completion Day
 - Assessment Day
 - Undergoing Training

- Training Completed / Ready for Assessment
- Assessment Completed
- Certified
- Status of Houses
- List of Certified Rural Masons

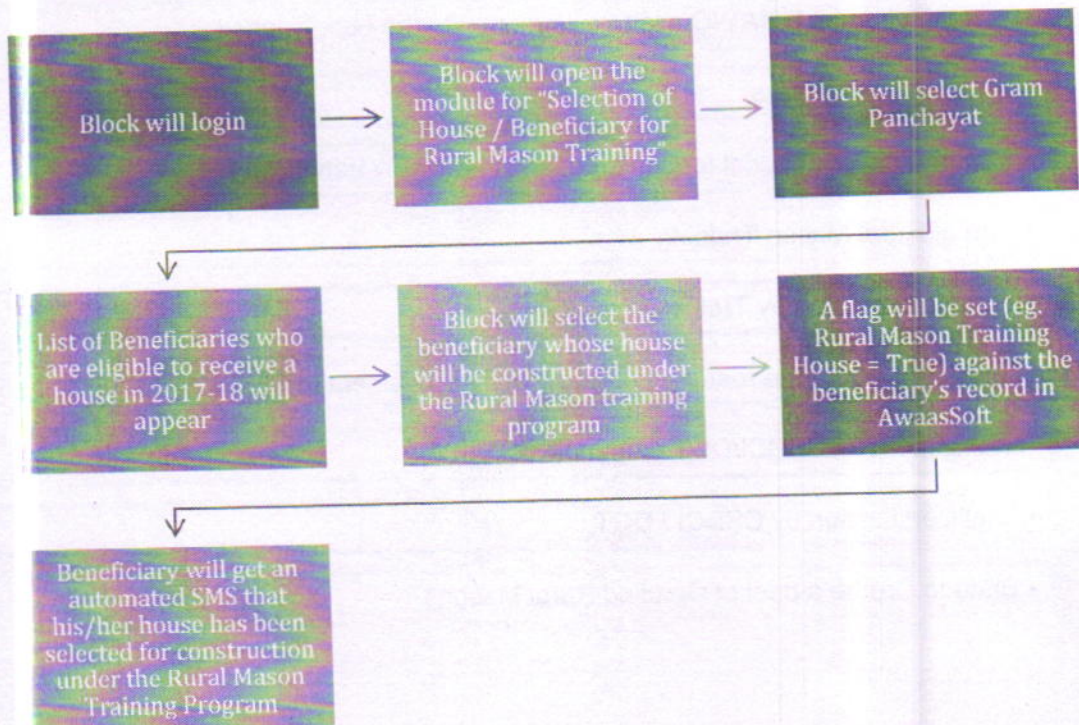
• Process Flow of Rural Mason Training (Step Wise Illustration)



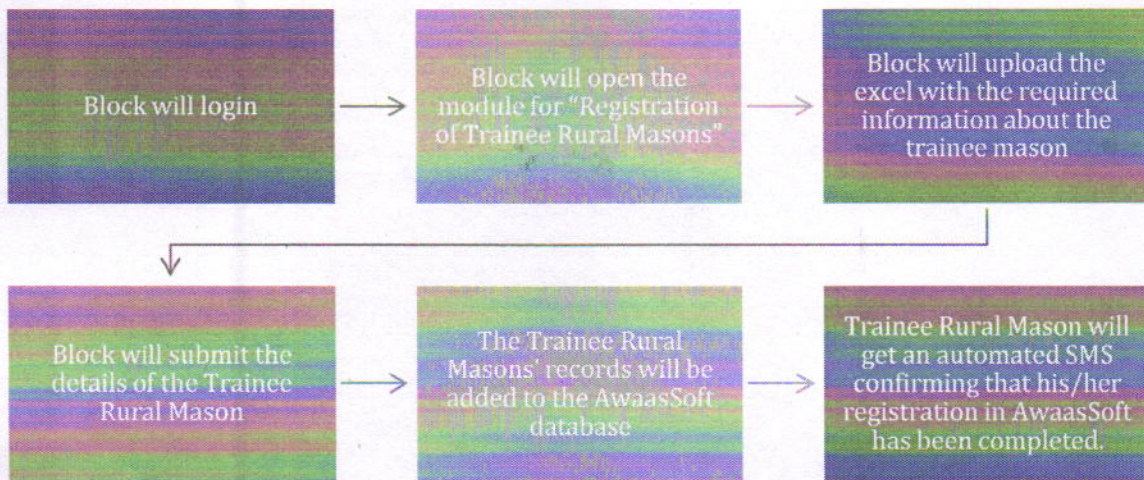
- Implementation & Monitoring of Rural Mason Training through e-modules under AwaasSoft for Block Level Officer



Sequence of events for Rural Mason Training at Block level (Overall Picture)



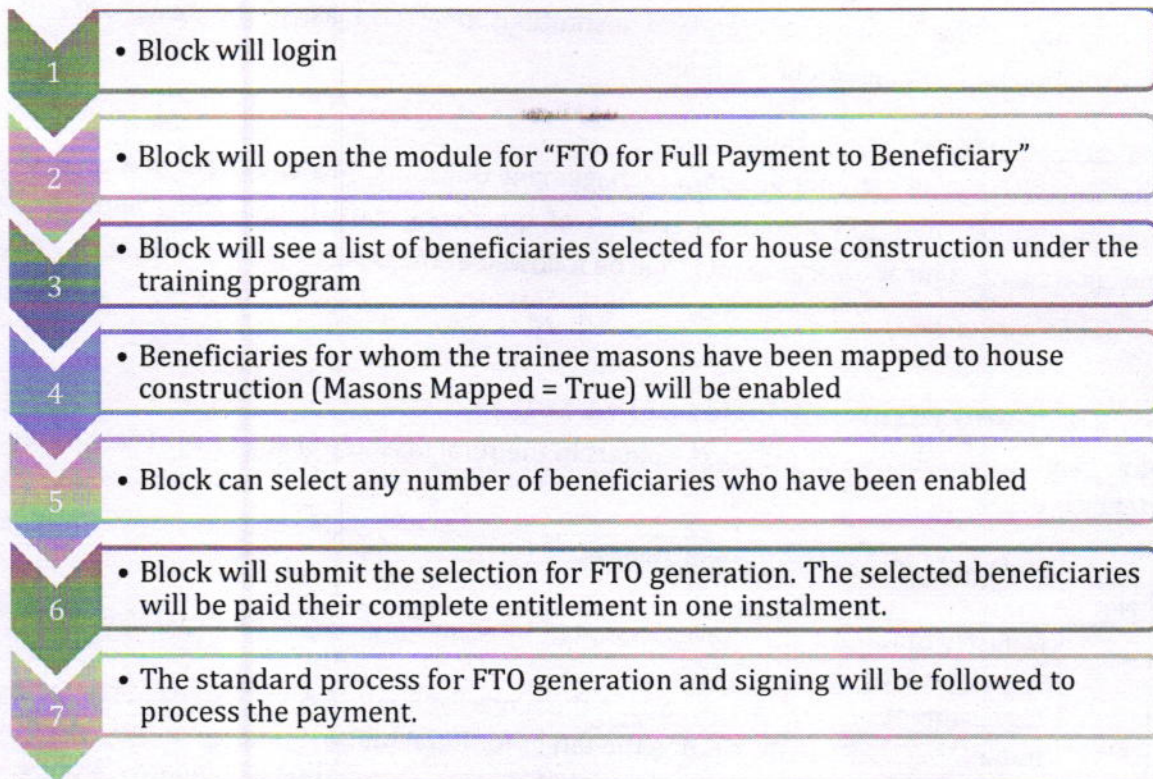
House / Beneficiary selection for Rural Mason Training



Registration of Trainee Rural Mason

- 1 • Block will login
- 2 • Block will open module for "Mapping of Trainee Masons to Beneficiary House"
- 3 • Block will see a list of Beneficiaries selected for house construction under the Rural Mason training program
- 4 • Block will select a particular beneficiary
- 5 • Adjacent to the beneficiary, a list of trainee rural masons registered in the Block, who have not been mapped yet, will appear
- 6 • Block will select the trainee rural masons who are to be mapped to the construction of the beneficiary house
- 7 • Block will submit the selection
- 8 • A flag will be set (eg. Rural Masons Mapped = True) against the beneficiary's record in AwaasSoft

Mapping of Trainee Rural Masons to Beneficiary House



FTO for Full Payment to Beneficiary

• **Implementation Support Mechanism-**

Support mechanism at different levels of the implementation is detailed below:

○ **National Technical Support Agency for Rural Housing & Mason Training**

To provide technical support in achieving the target of 'Housing for All', a National Technical Support Agency (NTSA) for Rural Housing shall be set up at the national level. The activities of the agency, inter-alia, would include ensuring quality construction, monitoring of implementation, management of extra budgetary finances, Information Education and Communication (IEC) activities, organize training and workshops and coordinate / monitor / facilitate the functioning of technical facilitation centres identified by the States/UTs. NTSA would also be involved in overseeing the conduct of Rural Mason training and coordinate with the States/UTs for the same.

The NTSA may also collaborate with other organizations / institutions in the field of constructions on technical matters, Rural Mason Training and undertake studies and evaluation as suggested by the Ministry.

○ **Technical Support at the State Level -**

The State/UT Governments may identify technical institutions of repute to provide technical support to beneficiaries in constructing their houses along with rural mason training and

monitoring of the same. The identified institutions may also assist the beneficiary in construction and completion of the house.

State Program Management Units:

The States/UTs shall set up a Program Management Unit (PMU) to undertake the tasks of implementation, monitoring and supervision of quality of construction along with rural mason training. Similar arrangements shall be followed at the District and Block level.

• **Roles and responsibilities of key stakeholders -**

Roles and responsibilities of the stake holders in the rural mason training under PMAY-G are detailed below:

<u>Sr. No.</u>	<u>Stakeholder</u>	<u>Responsibilities</u>
<u>1</u>	Ministry of Rural Development, Government of India	<ul style="list-style-type: none"> ○ Development of National Framework for Rural Mason Training ○ Earmarking the funds for Rural Mason Training in the States ○ Setting the target for Rural Mason Training for the States ○ Development of National Occupational Standards (NOS) & Qualification Pack (QP) of Rural Mason at different NSQF levels ○ IT enabled operation and Monitoring system through AwaasSoft ○ Assist in development of alternative housing typologies ○ Monitoring of the program
<u>2</u>	State Rural Development Department	<ul style="list-style-type: none"> ○ Enabling environment by the state to motivate TPs and ABs to participate ○ Selection of Houses/Beneficiaries for Rural Mason Training ○ Selection of candidates for Rural Mason Training ○ Selection of Training Providers ○ Release of unit assistance to beneficiaries ○ Monitoring the training progress & Reporting on AwaasSoft ○ Payment to TPs and Trainees
<u>3</u>	CSDCI / DGT	<ul style="list-style-type: none"> ○ Dedicated Team for Rural Mason Training at Central level ○ Development of Rural Mason QPs ○ Empanelment of Training Providers (TPs) & Assessment Bodies (ABs) ○ Training of Trainers & Assessors ○ Organizing Assessment ○ Development of training material ○ Certification of Candidates
<u>4</u>	Training Provider	<ul style="list-style-type: none"> ○ Counseling of candidates and beneficiaries ○ Maintaining a pool of Rural Mason Trainers ○ Training of Trainers on Rural Mason QP ○ Training the candidates

		<ul style="list-style-type: none"> ○ Updating training data on AwaasSoft
<u>5</u>	Assessment Bodies	<ul style="list-style-type: none"> ○ Maintaining a pool of Assessors across the country ○ Training of Assessors on Rural Mason QP ○ Conducting assessment ○ Sending the results to CSDCI
<u>6</u>	Beneficiary	<ul style="list-style-type: none"> ○ Procurement of the construction material ○ Monitoring the construction of house
<u>7</u>	National & International Agencies	<ul style="list-style-type: none"> ○ Act as Knowledge Partner ○ Capacity building of States ○ Training the Master Trainers & Assessors ○ IEC Activities ○ Independent Audit & Monitoring

• Construction of demo houses at the block level:

Ministry of Rural development, Government of India has developed housing typologies for Sustainable housing solutions to rural areas. Housing prototypes have been developed for each housing zones within state based on the climatic conditions, disaster risk factors, local construction materials and traditional skills.

To promote adoption of sustainable housing technology by states in PMAY-G houses, it is imperative that demonstration houses built using such technology are constructed at block level. Therefore, it is proposed that financial arrangement met out form states administrative funds for construction of such houses in the block. The demo house may be utilized as Block PMAYG office.

BDO or Gram panchayat will identify trainees who are willing to undergo the training. Selection of site for construction of demo houses on alternate technologies proposed by MoRD and States government by BDO.

Process:

- a) BDO identify the site for construction of demo houses (at least 2) at the block level.
- b) Gram panchayat or BDO identify persons for training.
- c) Procurement of material by BDO
- d) State identified TP start conducting training to nominate persons.

• Recognition of Prior Learning (RPL)

Recognition of Prior Learning (RPL) is a very important function associated with National Skills Qualification Framework (NSQF). RPL can be defined as “the process of recognising previous learning, often experiential, towards gaining a qualification”. RPL is of particular

significance in India, especially in the informal sector that employs more than 90% of the workforce (MoSPI 2012). While there is an urgent need for 'skill-based' training for jobs across the country, the absence of sufficient training avenues prevents the existing workforce to acquire skill training through formal channels. As a result, most of the skill acquisition takes place through informal channels such as family occupation, on-the-job training under master craftsman, etc. Reconciling these issues is at the core of RPL framework in India. RPL will be particularly beneficial for those masons who have worked for long time but have no certificate or training for the same. The RPL process will enable them to get certified and also learn missing elements. This will not only enable the socio-economic mobility of workers, but will also facilitate professional/educational progression. An 'outcomes-based' approach is integral to the RPL that will recognize skills of workers irrespective of the methods/inputs utilized.

RPL under Rural Mason Training is envisaged where the Masons who have experience of more than 5 years can directly undergo the assessment after a bridge training. All the processes for RPL will remain same as Rural Mason training except the fact that the training (bridge training) will not be more than 2-3 weeks. To ensure that the candidates being assessed under RPL are also oriented to the standardized NSQF levels, QP-NOSs of Rural Mason that would be followed under RPL will be same as the one followed under Rural Mason fresh training.

Guidelines and Implementation Strategy:

Under RPL, the candidate can be certified in two ways:

Full Qualification

In this scenario, a candidate enrolled under RPL is assessed as per the assessment criteria of the QP-NOS of the Rural Mason Job Role. If the candidate clears competency based assessment under the designated Job Role, candidate is awarded a 'Rural Mason Level 4' Certificate.

Partial Qualification – NOS Based Certification

Under this scenario, a candidate enrolled under RPL is assessed as per the same QP-NOS of Rural Mason Job Role. The Construction SSC will define the minimum assessment criteria / Critical NOSs that the trainee has to attain in order to get NOS based certificate.

Bridge Course Option:

Training Providers may propose Bridge Courses to be imparted to candidates in addition to the general orientation. The proposed Bridge Course must be of 120-160 hours duration and based on the NOSs of the Rural Mason job role. TPs may undertake the Bridge Course,

subject to the approval of the State RD Department. If approved, payout to TPs for Bridge Course shall be in accordance with the Common Norms.

Detailed Strategy:

The RPL process comprises of five steps:

- STEP 1 Mobilisation
- STEP 2 Counselling & Pre-Screening
- STEP 3 Orientation
- STEP 4 Final Assessment
- STEP 5 Certification

Mobilization & Counselling

The Training Partner (TP) will counsel candidates eligible for RPL. The mobilized candidates will be counselled, informed about the process of RPL regarding Rural Mason QP.

TPs will also be required to provide orientation training to candidates covering the following aspects. This training will form as a part of pre-screening and bridge orientation of a candidate:

- What is PMAY-G?
- Benefits and process of PMAY-G to the candidate
- Information about Ministry of Rural Development & State RD Department
- Information about Rural Mason Training under PMAY-G
- Information about the NSQF
- What is a QP and NOS?
- Who/what is SSC?
- What is RPL and the need for it
- Familiarization with Assessment Process and Orientation on Assessment Criteria
- Run through mock assessment questions
- Who is a Training Provider
- Who is an Assessment Body
- Certification by CSDCI and DGT

- Domain Training (clarifying any doubts/gaps a candidate may have with respect to Job Role including the topic of Health and Safety)
- Bridge Training

Pre-screening of candidates

Pre-screening guidance, counselling and support will be provided to the candidates by the TP. CSDCI & DGT will be required to establish pre-screening criteria for the Rural Mason Job Role and make it available online. The Training Partners will be mandated to pre-screen the candidate basis of these criteria before the candidate undergoes assessment. After counselling, the RPL facilitator is to conduct a robust and thorough pre-screening of the Candidates to ascertain if the job role of Rural Mason matches with their prior knowledge and experience most and to identify knowledge gaps, if any. The pre-screening process is divided into two parts:

Part 1: Collection of supporting documentation and evidence from the candidate if any,

Part 2: Candidate self-assessment – CSDCI and DGT, in partnership with the participating Assessment Agency, will design a self assessment sheet for Rural Mason job role. Questions are to be based on the Core/Critical NOSs of the job role.

Assessment

The candidates enrolled will be assessed by the Assessment Agency affiliated with the CSDCI or DGT on the basis of assessment criteria. The candidate will need to pass in the minimum assessment criteria of Rural Mason QP.

Assessment is very critical for the success of whole RPL process. There are possibly three ways through which a candidate can undergo the assessment process:

1. Stand alone assessment- Candidate approaches the assessment centre on her/his own and gets her/himself assessed
2. Worksite assessment- Assessment of the employees is carried out at the site
3. Assessment at Training centre- Assessment is carried out at the Training Centre.

The guidelines for the assessor to conduct the assessments are:

- Assessments have to be conducted in local languages wherever possible.
- The assessment should be carried out in accordance with the assessment criteria.

- Language, communication and expression used in assessment should be understandable and appropriate, to the candidate.
- Questions based on practical assessment of the skills should be simple, direct and comprehensible.
- In order to assess the proficiency of the subject knowledge, the candidate will take test developed by Assessment Agency keeping in view the literacy level of the candidate.
- While assessing, the assessment agency will also review the evidence submitted by the candidate i.e. confirm the identity of the candidate, physical verification of the documentation provided.

Certification

Successfully assessed candidates will be eligible for either "Rural Mason Level 4" or "Partial Qualification – NOS based Certification" as described above.

Payment under RPL

Payment under RPL would be in accordance to the Common Cost Norms laid down by MSDE, GOI.

The Training Provider shall be paid as per following:

Rural Mason Level 4 Certification or Partial NOS based Certification with 3 days orientation:
Rs 1450/- per candidate

The payment for bridge training to TPs would be done as per cost norms laid down for Mason Training (per hour cost)

The trainee shall be paid for the wage compensation during the period of undergoing RPL program as per rate decided by States.

- **Grievance Redressal**

An effective grievance redressal mechanism should be put in place by States/UTs. States / UTs are encouraged to establish a system of awareness and grievance redressal through helpline numbers.

Any revisions made to these Guidelines will be uploaded on the official website of PMAY-G. All stakeholders are advised to regularly check for amendments / changes, if any.

Phases	Item	Intro	Mark out	Plinth and foundation			Super Structure				RCC slab roof casting						Finishes				Construction of Individual Household Latrine	Wrapping Session
Column No	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	
No of days	1	1	2	7	1	10	2	4	3	3	2	2	1	7	1	3	4	2	1	7	1	
Start day	1	2	3	5	12	13	18	17	14	23	26	28	30	31	38	39	32	42	44	16	45	
End day	1	2	4	11	12	22	19	20	16	25	27	29	30	37	38	41	35	43	44	23	45	
Day14																						
Day15																						
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Day32																						

Phases	Intro	Mark out	Plinth and foundation	Super Structure	RCC slab roof casting	Finishes	Construction of Individual Household Latrine	Wrap up
Item	Material/ Tools information, Safety	Mark out	Excavation for foundation Soling, foundation and plinth filling DPC/ RCC at plinth	Masonry Casting of lintels Erecting Scaffolding Fixing of Doors and Windows	Shuttering for slab Mnts / cutting of steel Placing of steel for slab Casting of slab Wait for Removing shuttering support Removing shuttering support	Plastering Internal Plastering External Flooring Painting	Construction of Individual Household Latrine	Wrap up
Column No	(1)	(2)	(3) (4) (5)	(6) (7) (8) (9)	(10) (11) (12) (13) (14) (15)	(16) (17) (18) (19)	(20)	(21)
No of days	1	1	2 7 1	10 2 4 3	3 2 2 1 7 1	3 4 2 1	7	1
Start day	1	2	3 5 12	13 18 17 14	23 29 28 30 31 38	39 35 42 44	16	45
End day	1	2	4 11 12	22 19 20 16	25 27 29 30 37 38	41 43 44	23	45
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ANNEXURE-II

State wise targets for Rural Mason Training for FY 2016-17

S.No.	State	Total allocation for funds including admin expenses (Centre+State) INR in lacs , 2016-17	Total admin fund (Centre +state) INR in lacs 2016-17	Targets for rural mason training 2016-17
1	Andhra Pradesh	93667.08	3746.68	2230
2	Bihar	795796.61	31831.86	18948
3	Chhattisgarh	301848.76	12073.95	7187
4	Gujarat	141766.02	5670.64	3375
5	Haryana	31894.35	1275.77	759
6	Jharkhand	288106.47	11524.26	6860
7	Karnataka	116144.59	4645.78	2765
8	Kerala	40634.05	1625.36	967
9	Madhya Pradesh	570969.46	22838.78	13595
10	Maharashtra	287567.23	11502.69	6847
11	Odisha	519785.86	20791.43	12376
12	Punjab	30537.21	1221.49	727
13	Rajasthan	312322.25	12492.89	7436
14	Tamil nadu	220069.83	8802.79	5240
15	Telangana	63596.22	2543.85	1514
16	Uttar pradesh	717921.72	28716.87	17093
17	West bengal	552953.33	22118.13	13166
18	Himachal Pradesh	6590.21	263.61	157
19	Jammu & Kashmir	23010.77	920.43	548
20	Uttarakhand	14684.47	587.38	350
	Total Non-NE state	5129866.49	205194.66	122140
21	Arunachal Pradesh	12214.57	488.58	291
22	Assam	297027.5	11881.10	7072
23	Meghalaya	23024.49	920.98	548
24	Mizoram	6497.4	259.90	155
25	Tripura	32083.45	1283.34	764
	Total NE State	370847.41	14833.90	8830
26	Andaman & Nicobar	262.51	10.50	6
27	Dadra & Nagar Haveli	378.92	15.16	9
28	Daman & Diu	67.35	2.69	2
	Total Uts w/o legislature	708.78	28.35	16.88
	Grand Total	5501422.68	220056.91	130986

State wise targets for Rural Mason Training for FY 2017-18

S.No.	State	Total allocation for funds including admin expenses (Centre+State) INR in lacs 2017-18	Total admin fund (Centre +state) INR in lacs 2017-18	Targets for rural mason training 2017-18
1	Andhra Pradesh	59976.38	2399.06	1428
2	Bihar	672620.83	26904.83	16015
3	Chhattisgarh	257552.25	10302.09	6132
4	Gujarat	113702.78	4548.11	2707
5	Haryana	16081.72	643.27	383
6	Jharkhand	207578.79	8303.15	4942
7	Karnataka	65250.43	2610.02	1554
8	Kerala	12320.25	492.81	293
9	Madhya Pradesh	486135.93	19445.44	11575
10	Maharashtra	188365.63	7534.63	4485
11	Odisha	448606.70	17944.27	10681
12	Punjab	8255.52	330.22	197
13	Rajasthan	279088.99	11163.56	6645
14	Tamil nadu	162507.07	6500.28	3869
15	Telangana	24604.32	984.17	586
16	Uttar pradesh	494949.31	19797.97	11785
17	West bengal	467536.99	18701.48	11132
18	Himachal Pradesh	3394.87	135.79	81
19	Jammu & Kashmir	29408.70	1176.35	700
20	Uttarakhand	6645.08	265.80	158
	Total Non-NE state	4004582.54	160183.30	95347
21	Arunachal Pradesh	2956.82	118.27	70
22	Assam	54240.88	2169.64	1291
23	Meghalaya	5022.68	200.91	120
24	Mizoram	2425.48	97.02	58
25	Tripura	1702.16	68.09	41
	Total NE State	66348.02	2653.92	1580
26	Andaman & Nicobar	326.97	13.08	8
27	Dadra & Nagar Haveli	999.64	39.99	24
28	Daman & Diu	33.96	1.36	1
	Total Uts w/o legislature	1360.57	54.42	32
	Grand Total	4072291.13	162891.65	96959