

New Labour Codes of India
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Lecture 41
Social Security in Case of Building and Other Construction Worker

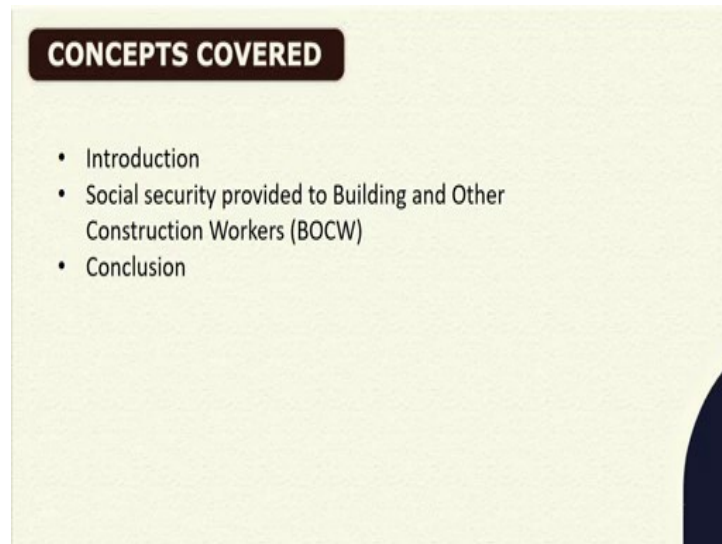
Dear students, so, we are going to discuss about the Social security provisions with regard to the building and other construction workers in this particular class. So, in earlier classes also we saw the definition of construction and also the construction workers. So, we will see the old legislation, what are the provisions and what are the benefits available to the construction workers and also the new code, the Social Security Code of 2020.

And what are the new provisions which is providing for Social Security benefits, what are those benefits and who is eligible and to what extent the benefits are available to the construction workers and also the new additions like migrant workers in the ambit of the benefits, different benefits are available to these construction workers, because the migrant workers constitute the majority of the construction workers in some of the states like the southern states like Andhra Pradesh, Tamil Nadu and Kerala.

So, we have to see what are those special provisions with regard to the construction workers and also some of the state legislations are earlier passed by the State governments for the special benefits which are available to the construction workers. Now, those benefits are also merged into this new central code.

Now, if the state governments want to implement some special provisions, they can come out with rules for the implementation of this 2020 Social Security Code. So, we will look into these construction workers.

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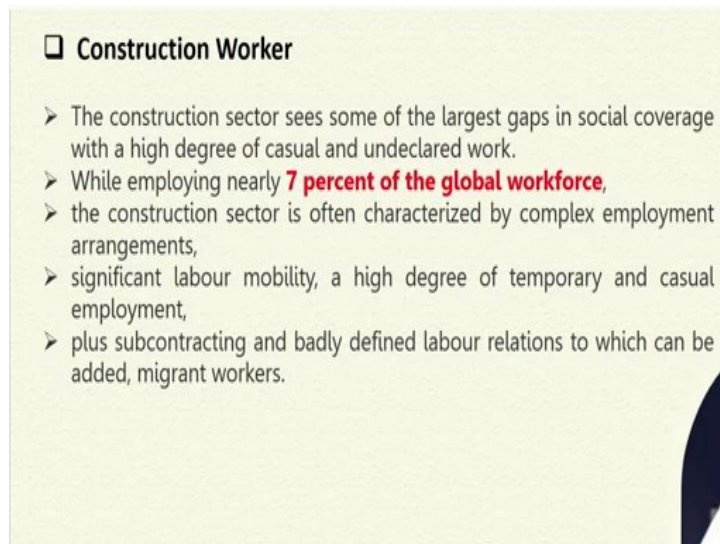


Why these construction workers are important in the sense that they are very important with regard to the total contribution of their contribution and the sector contribution to the GDP of the country.

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If we look into, their benefits, mainly the benefits come from a very small levy on each and every construction. So, this levy is going to the construction worker's fund and this fund is used for various welfare activities of the construction workers.

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Construction Worker

- The construction sector sees some of the largest gaps in social coverage with a high degree of casual and undeclared work.
- While employing nearly **7 percent of the global workforce**,
- the construction sector is often characterized by complex employment arrangements,
- significant labour mobility, a high degree of temporary and casual employment,
- plus subcontracting and badly defined labour relations to which can be added, migrant workers.

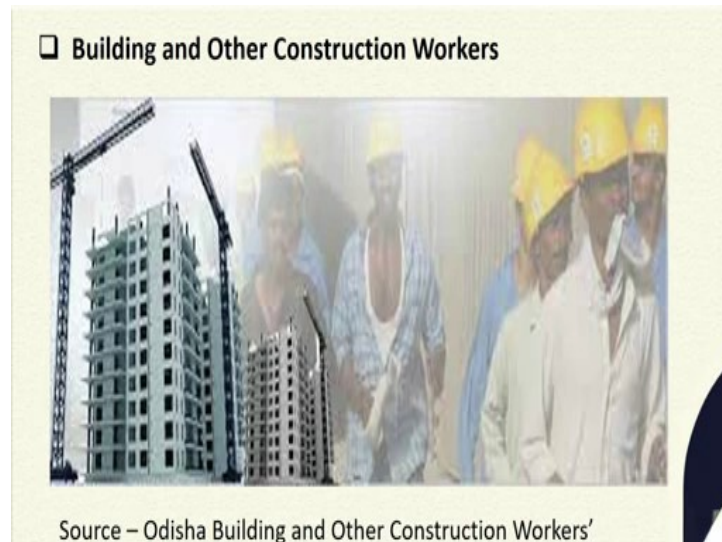
So, if you look all over the world, the ILO says that the construction workers or the construction sector are very important. So, very important in the social coverage, because in the social coverage, their work, nobody has considered it as very important because of the nature of work, they are inevitable workers in a particular sector or the development of the country, but mostly they are casual, their work is casual in nature.

So, their work is like undeclared work and ILO says that 7 percent of the global workforce are construction workers. So, this statistics we have to rely on these because it is data given by ILO. So, 7 percent of the global workforce is construction workers and there are no special benefits to this huge workforce as far as every country is concerned.

So, their work arrangements are also absolutely different. Their work arrangements and their appointments are different. Mostly their works are temporary in nature, casual in nature and mobility from one worksite to another site, is very usual.

And also mostly this construction work is going on, on subcontracting, subcontracting from through the contractor from contractor to subcontractor and from subcontractor to various subcontractors like plumbing, subcontractor, electrical subcontractor, and all kinds of subcontractors. So, that is why this particular class is mostly it is dominated by migrant workers. So, that increases the problem for the implementation of some kind of benefits.

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So, we can see that every state so tries to come out with some of the benefits through their state leashes, whether it is Odisha or West Bengal or Kerala. The earlier before the 1996 Central Act, they come out with the state acts to some kind of benefit to this particular class of workers.

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❑ Introduction

- Building and other construction workers (BOCW) are one of the **most vulnerable segments of the unorganized labour sector in India**
- At the time of enactment of The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 - **Repealed** it was estimated that **8.5 million workers in India engaged in building and other construction works.**
- The Building and Other Construction works are characterized by –
 - i. Their inherent risk to life and limb of the workers
 - ii. Its casual nature
 - iii. Temporary relationship between employer and employee
 - iv. Uncertain working hours
 - v. Lack of basic amenities
 - vi. Inadequacy of welfare facilities

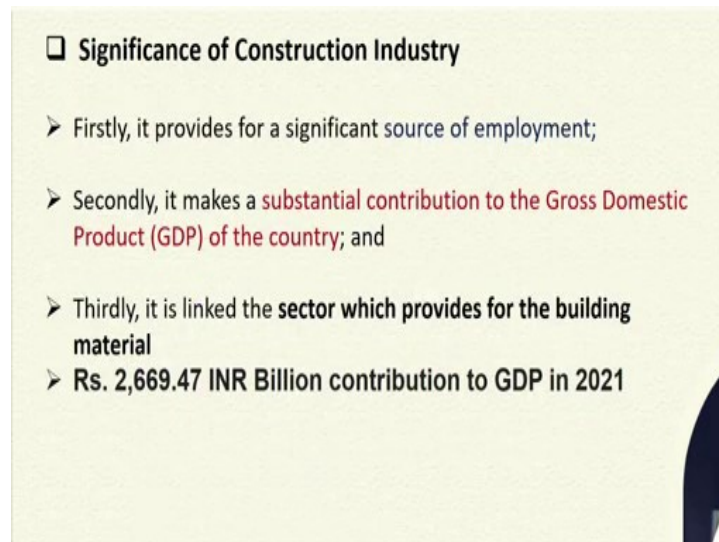
So, in building and construction workers, that is why they are mostly called as vulnerable section, the vulnerable segment of the unorganized sector, they are the most vulnerable section and also that is why the central government come out with the Building and Other Construction Workers Regulation of Employment and Conditions of Service Act 1996.

Now, it is repealed and the provisions are merged with the Social Security Code of 2020. So, here we can see that mostly these provisions where the central government has passed this particular legislation, because of the inherent risk to their life and the limb of the workers in their work sites.

So, mostly this work is of casual nature and only there is a temporary relationship between employer and employee mostly uncertain working hours and mostly the work is in the name or piece rate works. So, all the workers work on piece rate works. So, there are no specific wages are fixed per day. So, the workers also like it, it is piece-rate work.

So, they think that they can earn more on piece rate or piecemeal work and lack of basic amenities and inadequacy of welfare facilities, all these components, the nature of work, the nature of lack of employer, employee relationship, lack of specific working time, lack of amenities and all these contributes to the lack of welfare facilities. So, it is easy for the contractor to escape from the liability of welfare measures in particular cases.

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So, if you look into India, we can see that they are a significant contributor to the GDP of the country. So, the latest data says that the Indian construction industry is contributing 2,669.47 Billion Indian rupees to the GDP in the last year 2021. So, this is not a small amount at all. So, we can see that this is a huge contribution to the Indian economy. So, this sector is very much important to the country.

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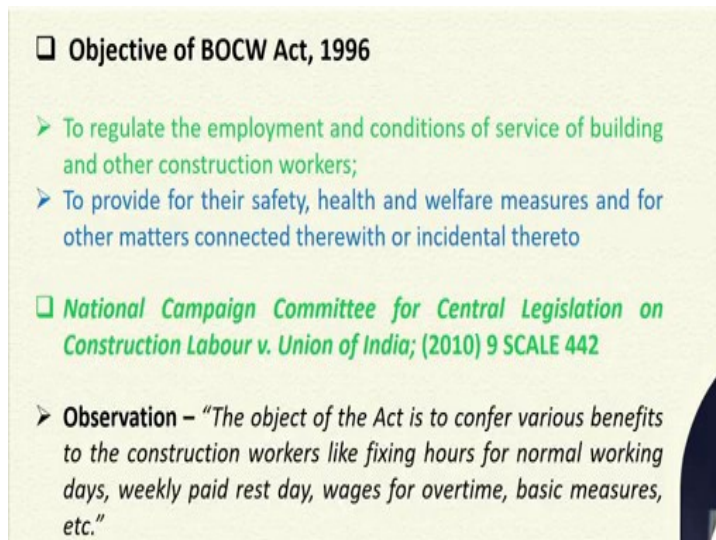
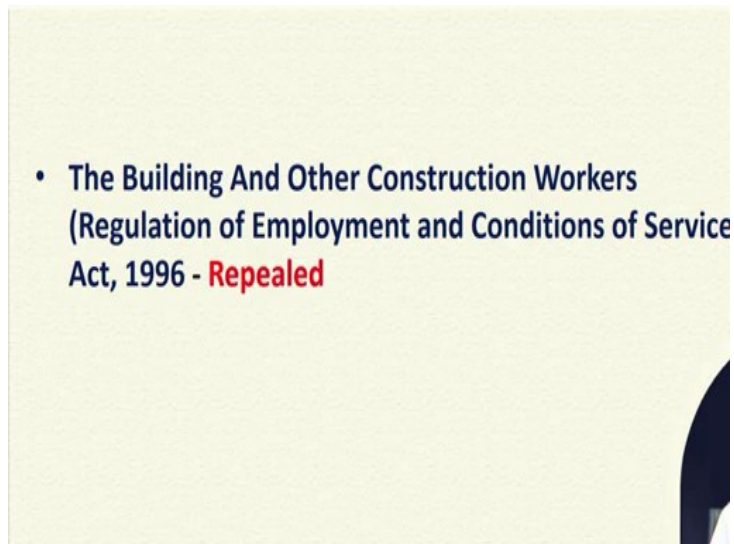
❑ Construction Industry – Basic Characteristics

- Construction takes place as per requirement
- Workers in the construction industry shift from one site to another as the construction project location keeps changing.
- Construction work ranges from highly capital-intensive to the highly labour intensive activities.
- Construction activities are generally undertaken through a process of contracting systems
- Different parts of work could be sub-contracted to various groups, for example to carpenters.

So, we can see that the construction industry is a basic nature or basic character. So, the work we can see the construction is taking place in different work sites. So, because of its nature these construction projects are changing or sites are changing from place to place and sometimes the construction work is very labour intensive and sometimes it is highly capital-intensive, the basic character of the construction system in the country is through contracting.

And also we can say that the entire construction work is done through contracting. So, whether it is a carpenter, whether it is a plumber, whether that is electrical work or any work related to construction, it is contracting out. So, contracting out is one of the basic problems of the construction industry for implementing any kind of welfare measures.

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So, we will see what the basic provisions contained in the 1996 Act. So, the Act says that what is the objective? The objective of this particular Act is to regulate the employment and conditions of service of building and other construction workers. And also to provide safety, health and welfare measures relating to the construction work.

In the case of National Campaign Committee for Central Legislation on Construction Labour versus Union of India, 2010 case the court observed that the object of the Act is to confer various benefits to the construction workers fixing hours for the normal working day, weekly paid rest day wages for overtime, basic measures, etc.

So, whatever discuss problem, we discussed earlier was addressed by the Supreme Court addressed by the new Act and the Supreme Court retreated these objectives. So, like fixing of hours of the normal working day, weekly paid rest, the wage for overtime and basic measures et cetera. So, the Supreme Court has clearly mentioned about that what is the objective of this particular Act.

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□ **Definition – Sec. 2(e) u/ BOCW Act, 1996 “building worker” means**

A person who is employed to do any skilled, semi-skilled or unskilled, manual, supervisory, technical or clerical work for hire or reward, whether his employment is expressed or implied, in connection with any building or other construction work but **does not include –**

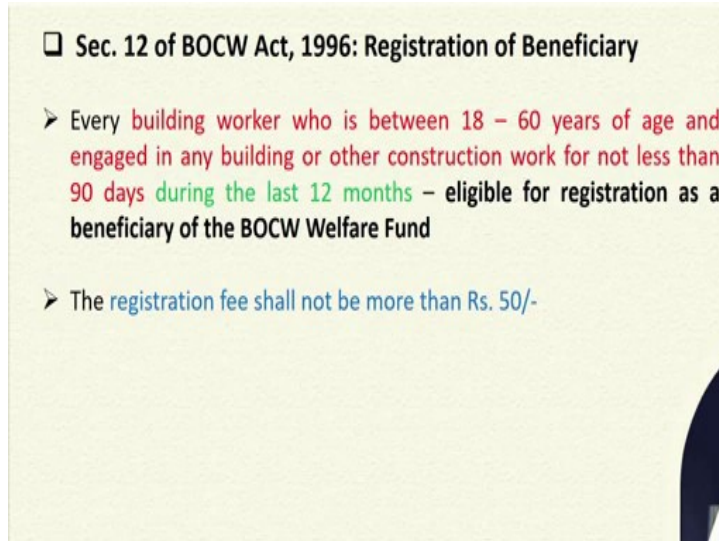
- i. Who is employed in a managerial or administrative capacity; or
- ii. Who, being employed in a supervisory capacity, draws wages exceeding 1600/mensem or exercise duties which are managerial nature

So, here we can see, what you mean by a building worker and also a construction worker. So, here you can see that the building worker which will come under the purview is skilled, non-skilled, semi-skilled and even manual, supervisory, technical or clerical work for hire or reward.

So, other than managerial and administrative people they will come under the purview of the definition of building worker, but in the case of supervisory capacity, there is a wage ceiling. So, you can see that it is 1600 at the time of the entry of force of this particular Act in 1996.

Subsequently, it was raised by the government from time to time. So, in a supervisory capacity, there is a qualification, what is your per month salary in the case of managerial and administrative capacity, there are no benefits under this particular Act. So, you are not going to be called as a building worker.

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So, here you can see that any person who is in between 18 and 60 years of age and engaged in the building or other construction work for a period of 90 days within a period of 12 months, they are eligible to be registered in building and other construction worker welfare funds. So, it is a registration fee is not more than 50 rupees very small amount to be paid to get an identity card or get a registration under the particular Act.

So, you can see that it is saying that 18 to 60 years, then the question arises people who are working below 18 in the construction industry, so, we have to call them only the child workers. So, the Act is giving a blind eye to people who are below the age of 18. So, your eligibility is beyond 18 to 60 years.

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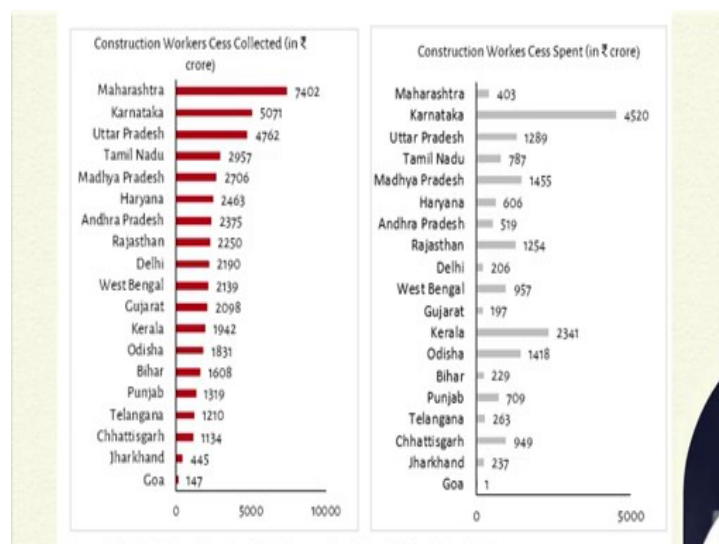
❑ **Sec. 16 of BOCW Act, 1996: Contribution of building workers**

- The registered Beneficiary, **until attaining the age of 60 years** shall **contribute to the Fund at such rate per mensem** as specified by the State govt.
- If any **beneficiary is unable to pay his contribution to the Fund**, the **Board can waive his payment of contribution for a period of not exceeding 3 months at a time**

So, here again, the beneficiary up to the age of 60, has to contribute to the fund, it is at the rates, and the rates are changed from state to state. So, they have to contribute to this particular, every month they have to contribute to this particular fund.

And also, if the benefit beneficiary is unable to contribute to the fund, so, the Board can waive this payment or contribution period of not more than, not exceeding 3 months at a time. So, maybe due to some reasons or some accident or something, then the Board can waive it for up to even 3 months period of time.

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So, it is very interesting to see this particular data. So, this data is released in 2019 in response to a Lok Sabha question, starred question. So you can see that this is on the left side, on one side you can see the construction workers' cess collected and on the other side we can see the construction workers this particularly collected cess spent by some of the states.

So, we can see the state governments how much they are interested in the welfare activities of construction workers from this particular data released in the parliament. So, Maharashtra is the state that collected the largest amount in the country to the tune of 7402 crore rupees. So, one of the largest collected amounts and if you look into this particular state how much they spent for the welfare of construction workers one of the lowest spending 403 crore rupees.

So, the other highest collecting state is Karnataka, you can say that Karnataka is one of the states and the highest spent state on construction workers, 4000, they have collected 5071 crores and they spent 4520 crores and another state. So, it is very interesting to see that Kerala has collected 1942 crores but they spent more than what they collected.

So, they spent 2341 crores. So, some states are like that also. So, they have spent more than what they collected and in some other states, you can find the largest collectors. So, Uttar Pradesh 4762 crores they collected, but they hardly spent 1289 crores. So, another state Tamil Nadu 2957 crores collected and what have they spent a mere fraction of 787 crores.

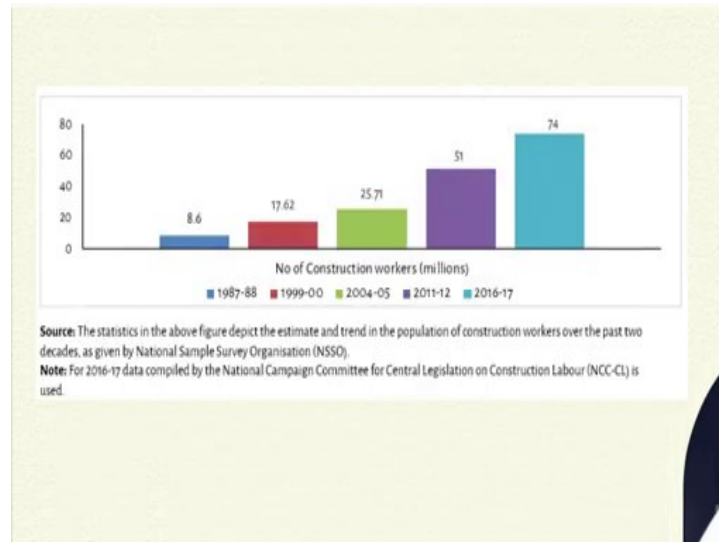
So, I am not going to explain each and every state, but you see the pathetic state of a small state like Goa they collected 147 crores they hardly able to spend 1 crore rupees. So, this is what we call India. So, we collect everything in accordance with the law. So, you look into some of the poorest like Bihar, which collected 1608 crores and hardly they spent 229 crores.

So, I do not want to explain too much. So, simply I want to say that there is gross negligence of some of the states in spending on welfare or looking into the welfare of this particular working class. That is why it is very clear the data shows how they are vulnerable in the sense that bureaucratic apathy, which leads to this kind of spending.

So, one of some of the highest cess collecting states in 1000s of crores, they do not want to spend the money for the welfare of these poor people. So, definitely, we have to rely on this particular data, because this data has been presented to the Indian parliament. So, this is the official data. So, there is no doubt about this particular data. So, I would say that this graph

itself shows that, yes, you require some new initiatives, and new provisions for the implementation of social security measures for this particular sector.

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If you look at this particular graph, so, you can see that the number of workers is increasing in the country, but the number is not increasing number is enormously increasing on the number of workers the population of construction workers. So, if it was 8.6 million in 1987-88. So, within a period of 20 years, in a period of hardly 20 years, it has gone up almost, I would say that 9 times to the tune of 74 million in 2016-17.

So, it means that for this particular class of workers, the numbers are going up enormously. At the same time, we saw how the state governments deal with these classes of workers. So, there is no dearth of money only there is the willpower to implement the social security measures for this particular class and these statics also from the NSSO sample survey. So, this is also official data.

So, the number is high, the number is going like anything, the number of workers probably now, the number may be reached even 100 million or 80 to 90 million workers in the country are in this construction workers. So, this is a huge mass of workers who require special provisions to special provisions are require special needs as a class of workers.

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The landmark judgment of the Supreme Court in the case of *Lanco Anpara Power Limited v State of Uttar Pradesh* rendered in 2016 cleared the air with regards to the applicability of the BoCW Act to premises that are registered under [the Factories Act, 1948](#).

The Apex court held that workers constructing a factory would not be understood as workers within Section-2(l) of the Factories Act and would not be entitled to the benefits therein.

Thus, the Court held that BoCW Act is applicable to those establishments registered under the Factories Act wherein construction work is being undertaken.

So, we can see the famous landmark judgment in *Lanco Anpara Power Limited versus State of Uttar Pradesh* in 2016. So, the applicability of the Construction Workers Act in the construction of factories was discussed by the Supreme Court. So, the basic argument was that for the people who are constructing the factories, this Act is not applicable, this was the argument.

So, the Supreme Court held that the workers constructing a factory, constructing factory would not be understood as workers within the section of the Factories Act and would not be entitled to the benefits they are in under the Factories Act. So, the court held that they are the Building and the Other Construction Workers Act is applicable to the establishment registered under the Factories Act, wherein construction work is being undertaken.

So, it is true that if a group of people are constructing a factory, they are not going to be the factory workers, they are not eligible to get the benefits under the Factories Act, rather than they are fully eligible for under the Building and Other Construction Workers Act. So, Supreme Court has confirmed this position in the 2016 judgment in *Lanco* judgment.

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The court adopted a **purposive interpretation** and held that establishments under the Factories Act employing construction workers in the **construction of factory premises** would not fall under the exclusion provided under **the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996**.

So, they are considered to be construction workers. So, here the Court adopted the purposive interpretation. So, even though they are constructing the factory, they are not factory workers. So, the purposive interpretation applied is the building construction workers Act.

Even though they are construction workers in the factory premises, they said that the Factory Act is not applicable, but the Building and Other Construction Workers Regulation of Employment and Conditions of Service Act 1996 is applicable and they are eligible to get the benefits under this special legislation.

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- **Social Security of Building and Other Construction Workers (BOCW) under The Code on Social Security 2020**

□ **Definition – Sec. 2(6) – “building or other construction work” –**

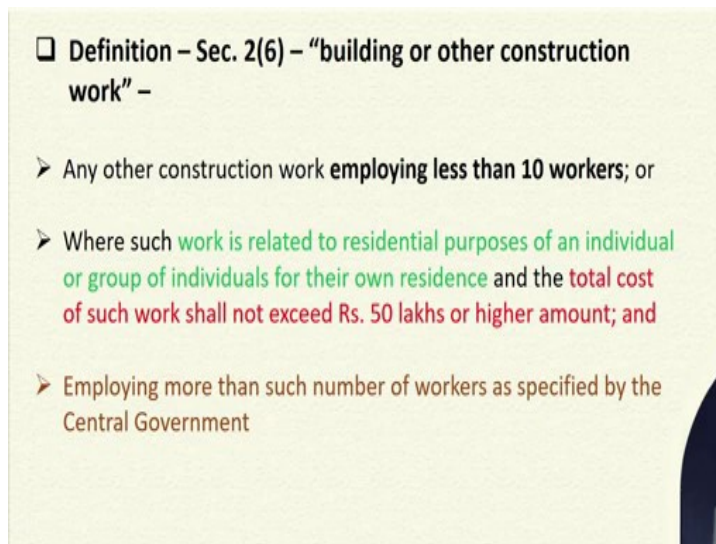
- Means the construction, alteration, repairs, maintenance or demolition in relation to –
- i. Buildings, streets, roads, railways, tramways, airfields, irrigation, drainage, embankment and navigation works;
 - ii. Flood control works (including storm water drainage works);
 - iii. Generation, transmission and distribution of power, water works (including channels for distribution of water);
 - iv. Oil and gas installation;
 - v. Electric lines, internet towers, wireless, radio, television, telephone, telegraph and overseas communication;
 - vi. Dams, canals, reservoirs, watercourses, tunnels, bridges, viaducts, aqueducts, pipelines, towers, cooling towers, transmission towers;
- or

So, quickly we will come and see the provisions under the new Social Security Code of 2020. Here the building and other construction workers are defined. So, they come under a huge definition. A huge number of people are included under the construction workers, which includes construction, alteration, repair, maintenance or demolishing with regard to building, streets, roads, railways, tram base, airfields, irrigation, drainage embankment and navigation works.

I do not know why they have specifically mentioned about specific areas. So, they can simply say that the building worker or construction work means any construction work. And also they included, drainage, flood control works, generation, transmission, distribution of power, waterworks, oil, gas installations, electric lines, internet towers, wireless networks, radio, television, telephone, telegraph, overseas communication, dams, canals, warehouse.

So they come out with a category of workings category of construction. So, there it is known as building and other construction works. So, I do not think anything is excluded from this.

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❑ Definition – Sec. 2(6) – “building or other construction work” –

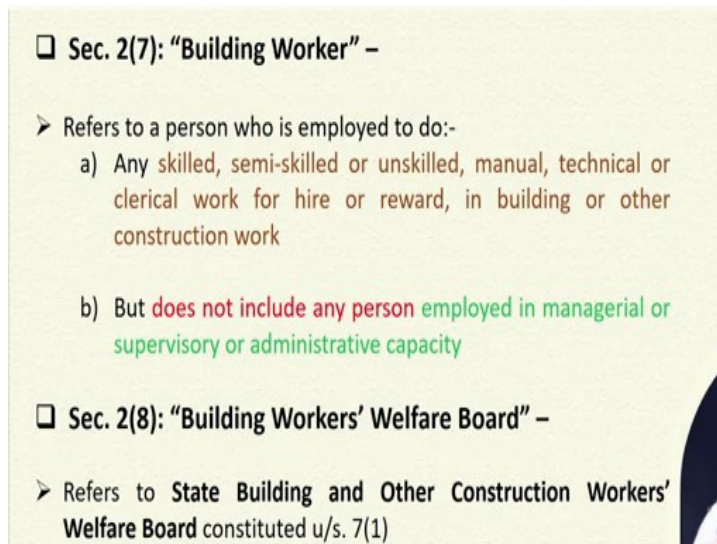
- Any other construction work **employing less than 10 workers**; or
- Where such work is related to residential purposes of an individual or group of individuals for their own residence and the total cost of such work shall not exceed Rs. 50 lakhs or higher amount; and
- Employing more than such number of workers as specified by the Central Government

So, the only exclusion is, is on construction on construction means if any construction worker employs less than 10 workers and also if somebody is constructing a house for his own purpose residential purposes or individual residential purposes or group residential purposes and the total cost is less than 50 lakh rupees or higher amount. So, two conditions that shall not exceed 50 lakh rupees and 10 employees.

So, we know that in a logical way at any point of time, a construction house construction there will be more than 10 workers also now, if you require the resident, forget about the group of people who are constructing the budget is 50 lakhs.

So, we know that any construction work 50 lakhs is not enough for a 2 bedroom house or 3 bedroom house. So, here we can say that the Central Government wants to restrict it to the small scale residential purposes and otherwise, they are the construction work is applicable in case of all residential purposes other than these particular restrictions, this is the only exception which is available under the particular Act.

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□ **Sec. 2(7): “Building Worker” –**

- Refers to a person who is employed to do:-
 - a) Any skilled, semi-skilled or unskilled, manual, technical or clerical work for hire or reward, in building or other construction work
 - b) But **does not include any person employed in managerial or supervisory or administrative capacity**

□ **Sec. 2(8): “Building Workers’ Welfare Board” –**

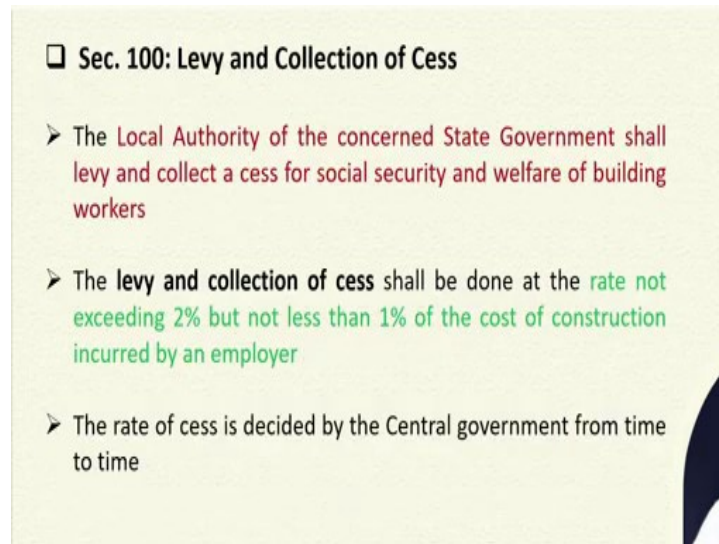
- Refers to **State Building and Other Construction Workers’ Welfare Board** constituted u/s. 7(1)

And we saw that. What do you mean by construction work? Now, they have defined under Section 2(7) building worker, so building worker and then construction worker. So, building worker refers to any kind of work, whether it is skilled, unskilled, semi-skilled technical personnel or any other building or other construction work, but the only exception is managerial, supervisory or administrative capacity.

So, now, very clearly the supervisory capacity is also within the purview of any person, those who are not eligible. So, earlier the supervisory capacity with a salary ceiling was included under the worker, but now, again take it back and put it he is not eligible.

So, managerial supervisory and administrative capacity is not eligible now, and every state in India has to establish a State Building and Other Construction Workers Welfare Board. So, it is not according to the state Act, under the central Act itself, every state has to make this particular State Boards.

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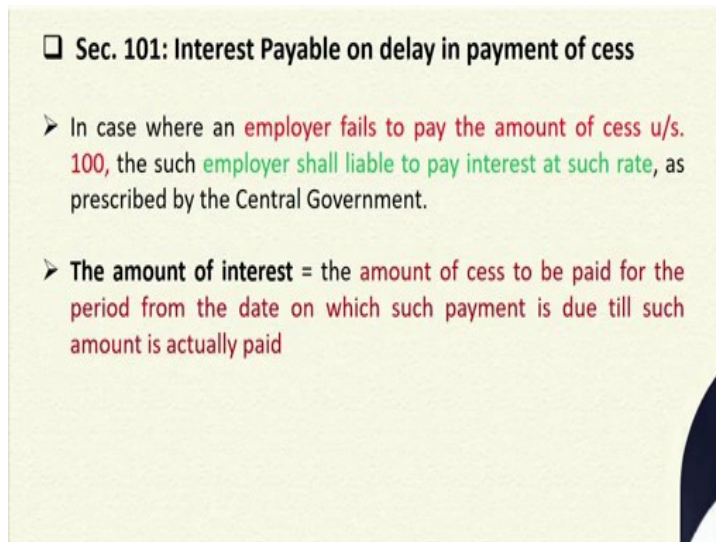


And also here we can see that the levy we were talking about is the cess, the cess is collected by the local authorities, and local state governments and the levy shall not increase. So, this levy is from 1 percent to 2 percent of the total construction cost. So, 1 to 2 percent but not less than 1 percent. So, it means it can be 1.5 or 1.6 or whatever it is, but the minimum is 1 percent.

And, and also the central government also can fix this particular from time to time percentage of cess collection. The purpose of the cost of construction, the calculation of how this cess is calculated the cost of construction includes the cost of land and any compensation payable to the employee or the legal representative under any other compensation Employees Compensation Act as well.

So, it is very simple, when you are submitting the plan for approval from the local authority for the construction of this particular house or building. So, the local authority will fix the construction workers' cess. So, this cess is to be recovered by the local self-government and to be deposited with the Welfare Board according to the state government notifications.

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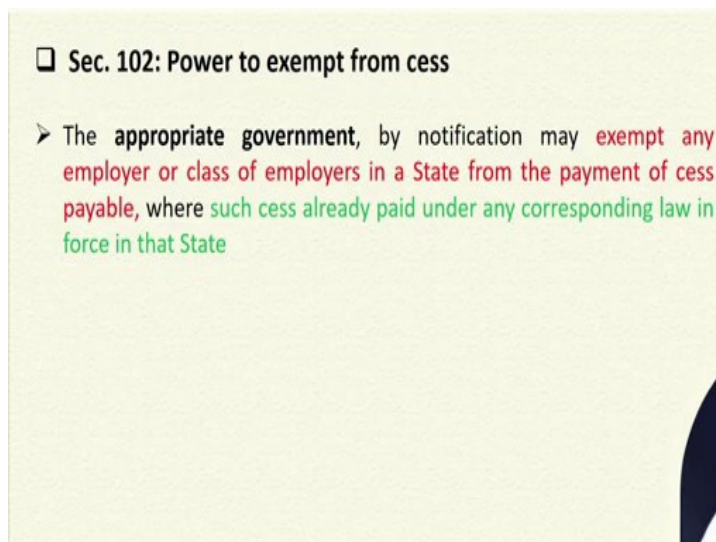


❑ **Sec. 101: Interest Payable on delay in payment of cess**

- In case where an employer fails to pay the amount of cess u/s. 100, the such employer shall liable to pay interest at such rate, as prescribed by the Central Government.
- **The amount of interest** = the amount of cess to be paid for the period from the date on which such payment is due till such amount is actually paid

So, if it is in the case the employer fails to pay the amount then the employer shall be liable to pay interest as prescribed by the particular government. So, the amount of cess to be paid for the period of the date on which the payment is due till the such amount is actually paid. So, it means that if the employer is failed to pay, he has to pay the cess plus interest until he is paid the particular amount.

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❑ **Sec. 102: Power to exempt from cess**

- The appropriate government, by notification may exempt any employer or class of employers in a State from the payment of cess payable, where such cess already paid under any corresponding law in force in that State

So, now, the appropriate government can, state government and central government can exempt any establishment from the purview of this particular cess for specific reasons.

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□ **Sec. 103: Self-Assessment of Cess**

- The employer shall within 60 days of completion of his every building or other construction work, pay such cess u/s. 100 after making self – an assessment on the cost of construction worked out on the basis of the documents
- For paying such cess, the employer shall file a return u/s. 123(d)
- The concerned authority to whom such return shall be filed, if found any discrepancy in such return, may conduct an inquiry and may make an appropriate assessment order

And the assessment of cess is to be made taking into consideration of the value of the land as well as the total construction cost which is submitted to the local authority also the local authority should conduct an enquiry and make any appropriate assessment, it is not the case that they will make simply follow what is submitted, but they will make an independent inquiry and make an appropriate assessment and then final order is to be passed.

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□ **Sec. 104: Penalty for non-payment of cess within the specified time**

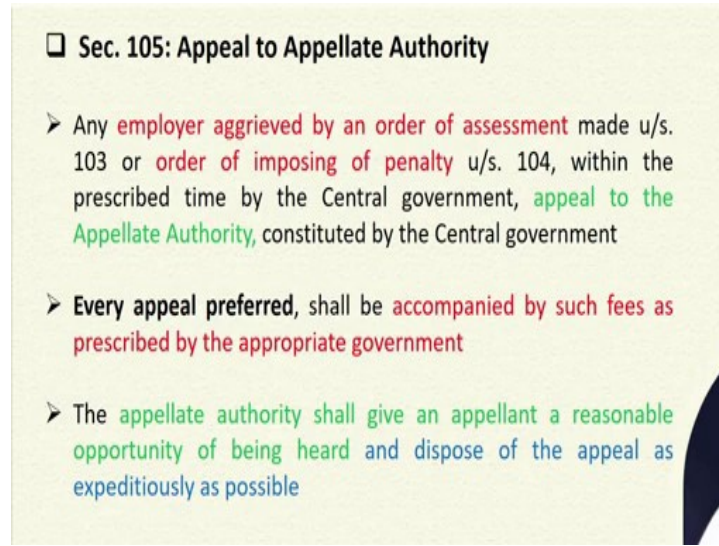
- When an employer fails to pay the cess within the date specified in the order of assessment made u/s. 103, it shall be deemed to be in arrears
- The authority specified by the Central Government, on this behalf, shall make an inquiry and if it deems fit, then impose a penalty not exceeding the amount of cess
- PROVIDED – before imposing of penalty, an employer shall be given a reasonable opportunity of being heard and hearing him, if the authority is satisfied that the delay was for any good and sufficient reason – no penalty shall be imposed

So, there will be a penalty also if the employer fails to pay the cess within a particular period of time, then the specified period of time then there is a penalty to be imposed, that penalty

should not exceed the amount of cess. So, one the amount of cess, two, the penalty and three, the interest till he is paying that particular amount.

So, before imposing the penalty, the employer must be given an opportunity of being heard. So, the principles of natural justice are applicable in this case as well.

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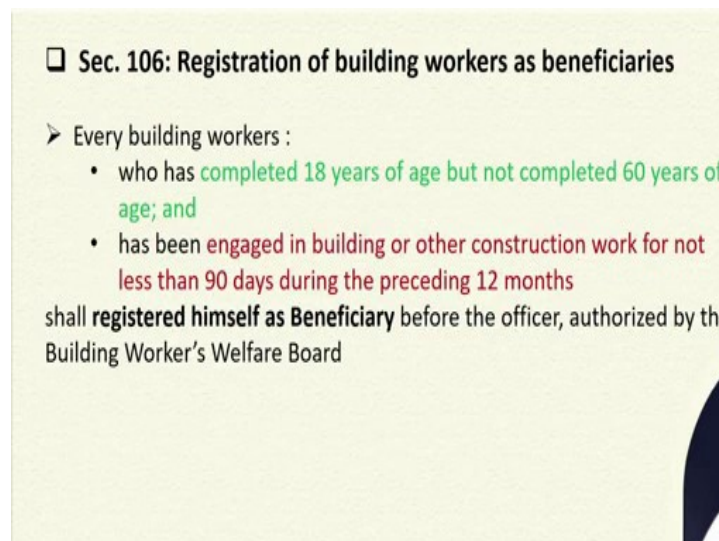


□ **Sec. 105: Appeal to Appellate Authority**

- Any employer aggrieved by an order of assessment made u/s. 103 or order of imposing of penalty u/s. 104, within the prescribed time by the Central government, appeal to the Appellate Authority, constituted by the Central government
- Every appeal preferred, shall be accompanied by such fees as prescribed by the appropriate government
- The appellate authority shall give an appellant a reasonable opportunity of being heard and dispose of the appeal as expeditiously as possible

And in any decision, an appeal can be filed along with the appellant authority to be notified by the State government and Central government. So, every appeal will be preferred, paid according to the rules and regulations and you have to pay the fees appropriate fees according to the rules.

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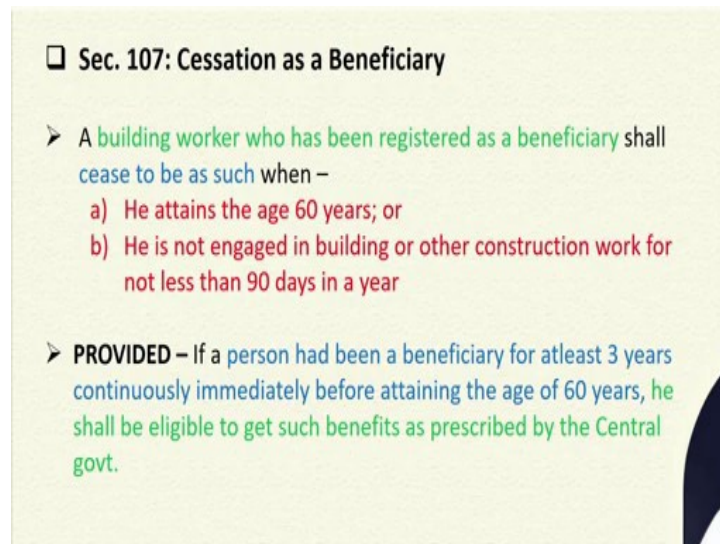
□ **Sec. 106: Registration of building workers as beneficiaries**

- Every building workers :
 - who has completed 18 years of age but not completed 60 years of age; and
 - has been engaged in building or other construction work for not less than 90 days during the preceding 12 months

shall registered himself as Beneficiary before the officer, authorized by the Building Worker's Welfare Board

And so, for every building worker, the same provision is taken from the old Act, the age of 18 to 60. So, any construction worker who is in between 18 years and 60 years of age, who are engaged in building or construction work within a period of, minimum working days of 90 days during 12 months period can be registered under this particular the, they can avail the benefits under this particular Act. And he can register himself as a beneficiary under the Building Workers Act.

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□ **Sec. 107: Cessation as a Beneficiary**

- A building worker who has been registered as a beneficiary shall cease to be as such when –
 - a) He attains the age 60 years; or
 - b) He is not engaged in building or other construction work for not less than 90 days in a year
- **PROVIDED** – If a person had been a beneficiary for atleast 3 years continuously immediately before attaining the age of 60 years, he shall be eligible to get such benefits as prescribed by the Central govt.

And the benefits to the building worker or one who is registered as a beneficiary. So his period of collection of contribution ceased when he attains the age of 60 years and he ceases to be a building worker or other construction work for more than less than 90 days time, which means that a minimum of 90 days work he has to undertake every year. And also if a person has been beneficial for at least 3 years continuously, immediately before attaining the age of 60 he shall be eligible to get other benefits prescribed by the Central government.

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❑ **Sec. 108: Building and Other Construction Worker's Welfare Fund and its application –**

- The Building Workers' Welfare Board shall constitute a fund to be called as Building and Other Construction Worker's Welfare Fund
- This Fund shall be credited to –
 - a) The amount of any cess levied
 - b) Any grants and loans made to the Building Workers' Welfare Board by the Central govt.
 - c) All sums received by the Board from such other sources as decided by the Central govt

So, here the building workers what is the welfare fund the fund is credited to the amount of any cess levied and also the grant and other loans which are coming to this particular Welfare Board by the central government.

For all sums received by the board from other sources, the central government can decide and the state government can decide. So, that will be credited to this particular fund.

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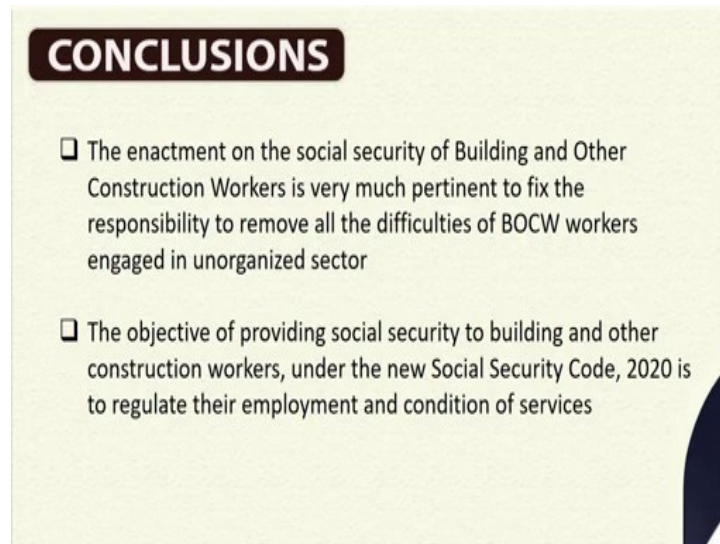
❑ **Sec. 108: Building and Other Construction Worker's Welfare Fund and its application –**

- The Building and Other Construction Worker's Welfare Fund is used for meeting –
 - a) Expenses of Building Worker's Welfare Board in discharging of its functions;
 - b) Salaries, allowances and other remunerations of the members, officers and other employees of the Board;
 - c) Expenses on object and for purposes authorized by this Code
- The Building Workers' Welfare Board shall not in any financial year, incur expenses that shall exceed 5% of total expenses during that financial year

And this welfare fund can be used for discharging functions of these particular boards. Salaries and allowances of its offices and board members and expenses are also authorized by

this particular code. And these expenses shall not exceed 5 percent of the total expenses or a total 5 percent of the total collection in a particular financial year.

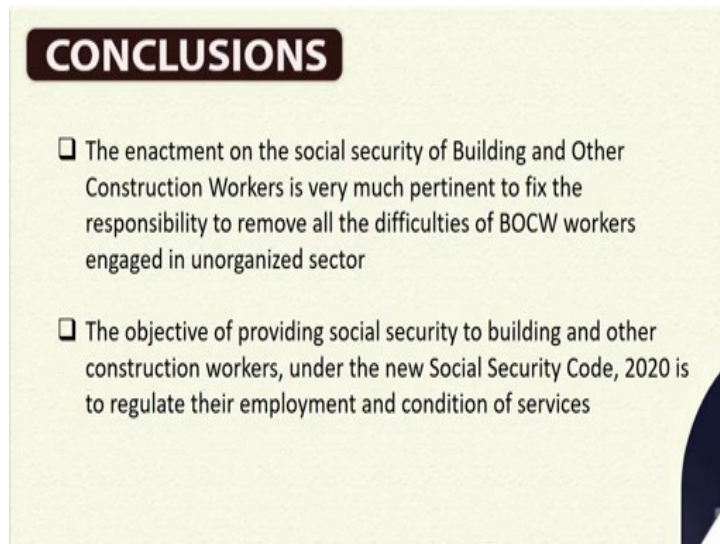
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So, here we can see that there are a lot of welfare measures, which is implemented by the state boards. For example, the state boards implementing the post-retirement after 60 years post-retirement pension, every monthly pension scheme is established. So, the education, scholarships given to the sons of workers and other benefits like, in a period of if somebody is met with some accident and they are not able to work.

So, disablement benefit is other than what is not under the Compensation Act. So, some kind of relief from this fund also can be passed on to the workers. So, we can see that other welfare measures, so group insurance, medical benefits, and a series of benefits are provided by some of the state governments. So, we can see through these particular provisions, the building and other construction workers are very well considered by the central government and included under the Social Security Code of 2020.

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CONCLUSIONS

- ❑ The enactment on the social security of Building and Other Construction Workers is very much pertinent to fix the responsibility to remove all the difficulties of BOCW workers engaged in unorganized sector
- ❑ The objective of providing social security to building and other construction workers, under the new Social Security Code, 2020 is to regulate their employment and condition of services

So thus, these provisions are going to be beneficial to more than maybe 70 to 80, or more than 80 million construction workers in this particular country. Thank you.