

**Building & Other Construction Workers' (Regulation of Employment & Conditions of Service) Act, 1996 and West Bengal Building & Other Construction Workers' (Regulation of Employment & Conditions of Service) Rules, 2004.**

The Building & Other Construction Workers' (Regulation of Employment & Conditions of Service) Act, 1996 and Rules, 2004 framed thereunder aims to regulate the employment and conditions of service of building & other construction workers and to provide for their safety, health and welfare measures.

Building & Other Construction Work includes construction, alteration, repairs, maintenance or demolition of buildings, streets, roads, railways, tramways, airfields, irrigation, drainage, embankment and navigation works, flood control works, generation, transmission, and distribution of power, water works, oil and gas installation, electric lines, wireless, radio, television, telephone, telegraph and overseas communications, dams, canals, reservoirs, water course, tunnels, bridges, viaducts, aqueducts, pipelines, towers, cooling towers, transmission towers etc.

Every building worker within the age limit of 18 to 60 years and who has worked for not less than 90 days during the preceding 12 months shall be eligible for registration as a beneficiary under this Act.

The Government has established the West Bengal Building and other Construction Workers' Welfare Board as per the Act for administering the benefits under the scheme and all matters connected with the administration of the West Bengal Building & Other Construction workers' Welfare Fund. The Board is a corporate body. The Hon'ble MIC, Labour is the Chairman of the Board.

**Registration :**

- A building and other construction worker eligible for this scheme submits application in form 27 along with four copies of passport size photograph and proof of age to the MWI/ ALC directly or through Self-employed Labour Organizer
- The application is verified and if found correct the construction worker is registered and identity card and passbook is issued to him/her. Rs.20/ as the registration fee and Rs.30 as yearly subscription is taken. The amounts taken are noted in the passbook and receipt is issued.
- After expiry of one year the subscription of the beneficiary is renewed on payment of renewal fee of Rs.30/- and submission of an application made in Form 27A
- If not renewed the registration of the beneficiary is cancelled after expiry of one year. Fresh application for renewal to be submitted to the ALC for consideration.

**Benefits:**

**At present a registered beneficiary is eligible for the following benefits under the Scheme:-**

- (1) **Assistance to a beneficiary in case of accident** (RULE 274)– On an application in form XXXIV a beneficiary is entitled to a financial assistance in case of hospitalization due to accident for five or more days up to a maximum amount of Rs.10,000/-. In case of disability due to accident the Board may sanction disability grant up to a maximum amount of Rs.50,000/-. A registered construction worker, who becomes permanently disabled, will be entitled for Rs.750/- per month as invalid pension. In case of death of such pension holder, his/her spouse/nominee will be entitled to family pension @Rs.375/- per month.
- (2) **Death Benefit** (Rule 275)– On an application in form XXXV, the Board may sanction an amount of Rs.50,000/- to the nominee(s) of the beneficiary as death benefit. If the death is due to an accident during the course of employment the nominee of the beneficiary is entitled to get Rs.1,50,000/-.
- (3) **Pension Benefit** (Rule 276) – On application in Form XXXVII a beneficiary registered for at least five years is entitled to pension on completion of sixty years of age at the minimum rate of Rs.750/- per month and maximum rate of Rs.1120/- per month. In case of death of

the beneficiary the spouse/nominee of the beneficiary is entitled to receive family pension @1/2 of the amount of the pension which the beneficiary used to receive prior to his death.

- (4) **Medical Expenses for treatment of major ailments of beneficiary or his / her dependent** (Rule 280)– On application in Form XI, the Board may sanction upto a maximum amount of Rs.20,000/- per annum as medical expenses for the treatment of beneficiary or his / her dependents suffering from Cancer, Heart disease, Kidney disease, T.B., Eye disease, Leprosy and Nerve disease. For operation of diseases in case of Heart, Kidney etc. the Board may sanction a maximum amount of Rs.60,000/-.
- (5) **Maternity benefit** (Rule281) – On application in Form XII, a beneficiary registered for one year shall be given a financial benefit of Rs.6,000/- during the period of maternity (for self for the female beneficiary or for wife in case of a male beneficiary)subject to maximum two times in his/her whole life time.
- (6)**Miscarriage to beneficiary** – On application in Form XII, a beneficiary registered for one year shall be given a financial benefit of Rs.6,000/- during the period of maternity (self for female & wife for male) subject to maximum two times in her/his whole life time.
- (7) **Financial Assistance for the education of the children or of the beneficiary** (Rule 279)– A beneficiary registered for a continuous period of six months shall be entitled to get financial assistance for himself / herself and his / her children studying Higher Secondary and above, ranging from Rs.4,000/- to Rs.30,000/-. This benefit can be availed of only twice by a single beneficiary.

Madhyamik passed & Admitted to class XI	4000
Promoted to class XII	5000
H.S. passed & Admitted to Graduation	6000
Admitted to P.G.	8000
Admitted to Medical/Engineering/MBA/CA	30000

- **Other Benefits under Rule 282**
- (8) **Refund of subscriptions** - The entire subscription deposited by the beneficiary will be refunded with interest @ 8% to the subscriber on maturity at the age of 60 years or unwillingness to continue as a beneficiary under the Board after 3 years or to the nominee (legal heir) upon the death of the subscriber.
- (9) **Funeral expenses** of Rs.3,000/- for each deceased beneficiary payable to nominee
- (10) **Tool purchase Grant** – The Board shall make one time reimbursement of Rs.2,000/- to each beneficiary who is registered with the Board for a period of at least six months for purchasing tools relating to his profession on production of original bill/voucher.
- (12) **Cost of spectacle** upto Rs. 500/- to a registered beneficiary if required.
- (13) **Cost of hearing aid** up to Rs. 5000/- to a registered beneficiary if required.
- (13) **Cycle or protective clothing purchase grant**: One time benefit of Rs. 3000/- to the beneficiary after being registered for six months.
- (14) **Marriage benefit to self/ daughter** (up to two daughters): Rs. 10,000/- per beneficiary after being registered for one year.
- (15) **Benefit for birth of girl child** (up to two daughters): Each beneficiary registered with the Board shall get Rs. 10000/- for giving birth to a girl child.

**As on 31/3/2015 2,289,976 construction workers throughout West Bengal are registered as beneficiaries to West Bengal Building & Other Construction Workers Welfare Board.**

**Rs. 3,406,883,170/- has been distributed in form of various benefits to 1,145,357 construction workers.**