

A Study of Maharashtra Building and Other Construction Workers Welfare Board and Welfare Schemes Provided by Them to the Registered Construction Workers in Maharashtra

Prof. G. K. Injekar¹, Prof. Dr. S. B. Wadkar²

¹Assistant Professor, Vishwakarma Dadasaheb Chavan Institute of Management and Research, Malwadi / Research Scholar, Commerce and Management Department, Shivaji University, Kolhapur

²I/c Director/Associate Professor, Venkateshwara Institute of Management, Peth

Abstract:

India is a developing country and by reaching at words no. fourth economy now it is moving towards became a developed country. To become a developed nation it is essential to develop nation's internal infrastructure. Development of infrastructure is wholly depend on growth and development of construction industry. Construction industry is among the one of the major contributor in the India's economy. Workers in construction business are the backbones of this industry. It is essential to take care personal life and improve their standard of living. By considering this, government of India is introduced The Building welfare cess Act in the year 1996. According to law it is necessary to every state in India to establish welfare board for the workers in the construction industry. In accordance with that, state government of Maharashtra also passed The Maharashtra Building and Other Construction Act in the year 1996 and formulated Maharashtra Building Other Construction Workers Welfare Board. This board no. of welfare schemes to the registered construction workers in the Maharashtra. These welfare scheme includes various schemes which are helpful for wellbeing of registered construction worker as well as their families. This study is the conceptual type of research which provides detailed information about Maharashtra Building Other Construction Workers Welfare Board and various welfare schemes provided by the board.

Keywords: Construction, Construction employee, welfare, welfare board

Introduction:

According to section 18(1) of The Building & Other Construction Workers Welfare Board, each state must establish a tripartite Board for Construction & other construction workers form the largest unorganized segment. With the objective of regulating the employment and conditions of service and to provide safety, health and welfare measures for the Construction & other construction workers, the Central government enacted legislation, namely The Building & Other Construction Workers (Regulation of Employment and Condition of Service) Act, 1996. Further the state government under the said Act, had also passed The Maharashtra Building & Other Construction Workers (Regulation of Employment and

Condition of Service) Rules 2007. Under the said rule, initially Maharashtra Building and Other Construction Workers Welfare Board was formed with 5 government representatives. Maharashtra Building and Other Construction Workers Welfare Board was restructured under notification of 2011, 2015 & in 2018 and a tripartite Board was formed. Currently the Board comprises Chairman along with 3 representative each from government, owners and labour. According to rule 35 (1), the tenure of the Maharashtra Building and Other Construction Workers Welfare Board is 3 years. The board is entrusted to ensure and provide safety, health and welfare measures to Building and Other Construction Workers through various schemes.

Functions of the Boards:

As per the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act 1996, Chapter I, Section 22

- **The Board may –**

1. Provide immediate assistance to a beneficiary in case of accident,
 2. Make payment of pension to the beneficiaries who have completed the age of sixty years,
 3. Sanction loans and advances to a beneficiary for construction of a house not exceeding such amount and on such terms and conditions as may be prescribed,
 4. Pay such amount in connection with premium for Group Insurance Scheme of the beneficiaries as may be prescribed,
 5. Give such financial assistance for the education of children of the beneficiaries as may be prescribed,
 6. Meet such medical expenses for treatment of major ailments of a beneficiary or, such dependant, as may be prescribed,
 7. Make payment of maternity benefit to the female beneficiaries,
 8. Make provision and improvement of such other welfare measures and facilities as may be prescribed.
- The Board may grant loan or subsidy to a local authority or an employer in aid of any scheme approved by the State Government for the purpose connected with the welfare of building workers in any establishment.
 - The Board may pay annually grants-in-aid to a local authority or to an employer who provides to the satisfaction of the Board welfare measures and facilities of the standard specified by the Board for the benefit of the building workers and the members of their family, so, however that the amount payable as grants-in aid to any local authority or employer shall not exceed—
 1. The amount spent in providing welfare measures and facilities as determined by the State Government or any person specified by it in this behalf, or
 2. Such amount as may be prescribed. Whichever is less provided that no grant-in-aid shall be payable in respect of any such welfare measures and facilities where the amount spent thereon determined as aforesaid is less than the amount prescribed in this behalf.

Vision:

To successfully implement all the schemes related to Building and Other Construction Worker Welfare by Maharashtra Government, ensuring that Maharashtra becomes the most Building and Other Construction Worker friendly state, resulting in improved conditions in the labour intensive industry.

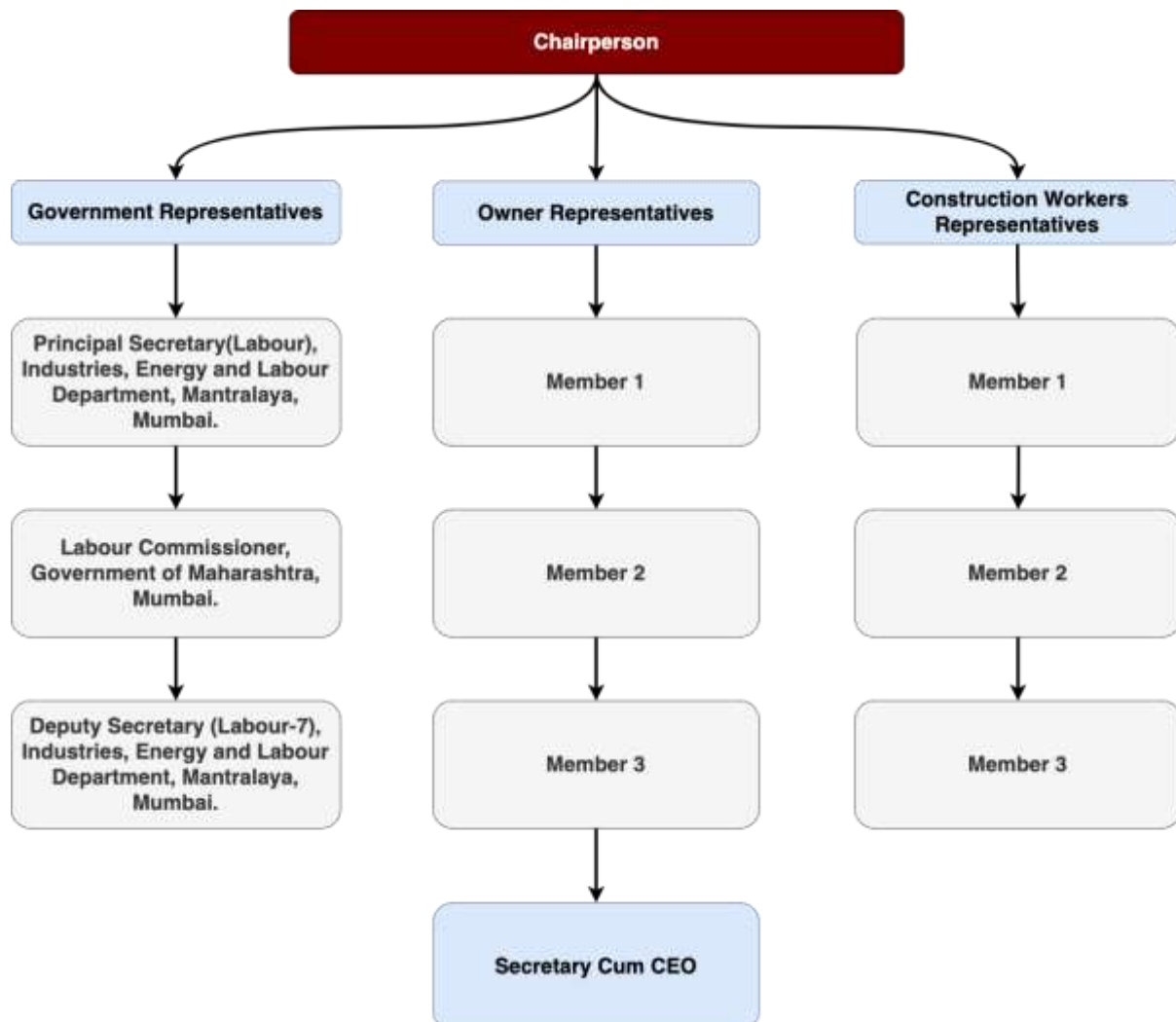
Mission:

The aim is to improve the quality of life and standard of living of the workers employed in Building and Other Constructions Works by improving the quality of their work and providing Social, Health, Education and Financial benefits under various Schemes and Programs.

Aims and Objectives:

- Simplification of Online Registration Process.
- Reaching out to the Construction Workers and collecting data from them at their work site.
- Easy submission of claim application.
- Improved Service Delivery of Welfare Schemes.
- Disbursement of benefits directly to the Bank Account through DBT.
- Increase the number of registrations of Construction Worker by reaching to their construction site.
- Bringing in operational efficiency.
- Unique registration numbers of Registered Construction Workers.
- Online workflow based approval of registration by the approving authority.
- Advanced analytics for improvements in Welfare Management.

Organization Structure of the Board:



Worker Registration:

Registration Eligibility Criteria

1. A worker should be between 18 to 60 years of age.
2. A worker must be working for more than 90 days in the last 12 months.

Documents required for registration:

To get registered with board, form-V has to be filled and submitted along with following documents.

1. Proof of Age
2. 90 days working certificate
3. Residence proof
4. Identity proof
5. Passport Sized Photographs
6. Registration fee- Rs. 1/- and subscription per year -Rs. 1/-

Definition of Recognised Types of Works:

Building or other construction work means the construction, alteration, repairs, maintenance or demolition, of or, in relation to...

1. Buildings,
2. Streets,
3. Roads,
4. Railways,
5. Tramways,
6. Airfields,
7. Irrigation,
8. Drainage,
9. Embankment And Navigation Works,
10. Flood Control Works (Including Storm Water Drainage Works),
11. Generation,
12. Transmission And Distribution Of Power,
13. Water Works (Including Channels For Distribution Of Water),
14. Oil And Gas Installations,
15. Electric Lines,
16. Wireless,
17. Radio,
18. Television,
19. Telephone,
20. Telegraph and Overseas Communications,
21. Dams,
22. Canals,
23. Reservoirs,
24. Watercourses,
25. Tunnels,
26. Bridges,

27. Viaducts,
28. Aquaducts,
29. Pipelines,
30. Towers,
31. Cooling Towers,
32. Transmission Towers and Such Other Work,
33. Cutting the stone, breaking it and crushing the stone finely.
34. Cutting and polishing of tiles or tiles.
35. Carpentry with paint, varnish, etc.,
36. Gutter and plumbing works.
37. Electrical works including wiring, distribution, tensioning, etc.,
38. Installation and repair of fire extinguishers.
39. Installation and repair of air conditioning equipment.
40. Installation of automatic lifts, etc.,
41. Installation of security doors and equipment.
42. Preparation and installation of iron or metal grills, windows, doors.
43. Construction of irrigation infrastructure.
44. Interior work (including decorative) including carpentry, virtual ceilings, lighting, plaster of Paris.
45. Cutting glass, plastering glass and installing glass panels.
46. Preparation of bricks, roofs, etc., not covered under the Factories Act, 1948.
47. Installation of energy efficient equipment like solar panels etc.,
48. Installation of modular units for use in places like cooking.
49. Preparation and installation of cement concrete material etc.,
50. Construction of sports or recreational facilities including swimming pool, golf course etc.,
51. Construction or erection of information panels, road furniture, passenger shelters or bus stations, signal systems.
52. Construction of Rotaries, Installation of Fountains etc.,
53. Construction of public parks, sidewalks, picturesque terrain etc.

Welfare Schemes provided by the Maharashtra Building & Other Construction Workers Welfare Board to the registered construction workers:

Maharashtra Building & Other Construction Workers Welfare Board offers various welfare schemes to workers in construction business in Maharashtra. These schemes are broadly divided into four categories which are as follows:

1. Social Security
2. Education
3. Health Care
4. Financial

1. Social Security

Schemes related to social security of registered construction employee:

1. Reimbursement of Rs. 30,000 for first marriage of registered construction employee.
2. Mid-Day Meal Scheme for all registered construction employee.

3. Pradhan Mantri Shram Yogi Mandahan Yojana to all registered construction employee.
4. Pradhan Mantri Jivan Jyoti Vima Yojana to all registered construction employee.
5. Pradhan Mantri Suraksha Vima Yojana to all registered construction employee.
6. Recognition of Prior Learning Training to all registered construction employee.
7. Financial assistance of Rs. 51,000/- for the marriage of one daughter of registered construction worker.

2. Education

Schemes related to educational scholarships to children's of registered construction workers:

All the benefits under this head are applicable only for 1st two children of registered construction workers.

1. 1st to 7th Standard students Rs. 2500/- per year
2. 8th to 10th Standard students Rs. 5000/- per year
3. 10th to 12th Standard students Rs. 10,000/- per year (for securing 50% or more percentage)
4. 10th to 12th Standard students Rs. 10,000/- per year
5. For degree course Rs. 20,000/- per year.
6. Medical degree Rs. 1,00,000/- . Engineering degree Rs. 60,000/-
7. Diploma course Rs. 20,000 per year
8. Post-Graduation Diploma course Rs. 25,000/- per year
9. Reimbursement of MSCIT course.

3. Health Care

Schemes related to health care of registered construction employee and their family

1. Financial assistance of Rs. 15,000/- for normal delivery of registered female employee or wife of registered male employee for first two living children's
2. Financial assistance Rs. 20,000/- surgical delivery registered female employee or wife of registered male employee for first two living children's
3. Financial assistance of Rs. 1,00,000/- for the treatment critical illness of registered construction employee & their family (applicable to two members in family for one time)
4. Financial assistance in the form of FD of Rs. 1,00,000/- to first girl child till girl child attend age her age of 18 (Has to undergo contraceptive surgery after birth of first girl child)
5. On 75% or Permanent Disability to registered construction employee in case of accident financial assistance of Rs. 2,00,000/-
6. Mahatma Jyotiba Phule Jan Arogya Yojana
7. Arrangement of Health Check Up to all registered construction employees

4. Financial Assistance

Schemes related to financial assistance after death of registered construction employee to nominee:

1. Accidental death during course of work at the construction site Rs. 5,00,000/- to the legal heir.
2. Financial assistance for natural death of registered construction worker - Rs. 2,00,000/-
3. Atal Bandhkam Kamgar Awas Yojana.
4. Funeral Assistance after death of registered construction employee - Rs. 10,000/-
5. Assistance of Rs. 24,000/- per year for widow of registered construction worker for 5 years.
6. Rs. 6,00,000/- for home loan from bank for purchase of house or Rs. 2,00,000/- grant.
7. Financial assistance to send the dead body of the registered workers to his village or place of residence by hearse.

These all schemes offered by Maharashtra Building and Other Construction Welfare Board of Maharashtra state government under Regulation of Employment and Condition of Service) Rules 2007 are to be studied

while carrying out this research.

Conclusion:

Maharashtra Building and Other Construction Workers Welfare Board provides the various schemes for wellbeing of the construction workers in Maharashtra. These schemes are helpful to improve the standard of living of the registered construction workers. These schemes are useful for individual construction worker as well as their family members. These schemes includes various schemes related to social security, financial assistance, educational benefits and health care of the construction workers and their families.

References:

1. Building and other construction workers welfare cess act, 1996.
2. Handbook of Maharashtra Building and Other Construction Welfare Board.
3. www.mahabocw.in