



A Study on BoCW Welfare Board in Bihar

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I. Overview

The construction workers constitute one of the largest categories of workers in the unorganised sector. Based on the sample survey conducted by National Sample Survey Organisation (NSSO) in 2011-12, about 5 crore workers are engaged in the construction activities in the country. In order to safeguard the interest of the workers of this sector, popularly known as Building and Other Construction Workers (BoCW), the government has enacted exclusive and comprehensive labour legislations, viz.,

- a) The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996
- b) The Building and Other Construction Workers' Welfare Cess Act, 1996

Generally available estimates of population of BOCW indicate towards a figure of 4.5 to 5.5 crore such workers in the entire country and approximately 25 lakhs in Bihar who are engaged in construction activities in public as well as in private sector. Taking a cue from NSSO survey, a figure of at least 5 crore BOCW in the country can be considered as largely genuine and commonly accepted estimate. Out of an estimated total workforce of 50 crore in the country, it can be seen that 10% of the total workforce is engaged in the construction activities. Therefore, BOCW is considered as a big chunk of the workforce. Not only that, it is also the most important workforce, a major player in nation-building and yet the most neglected lot.

It is pertinent to mention that this workforce needs Social Protection the most and therefore should be registered with the State Welfare Boards as per the Act, in order to avail the benefits of Social Security. Unfortunately, it is noticed that out of the 5 crore estimated construction workers, only 3.48 crore workers have been registered as on date. This means that about 30% workers are still

left-out of the perimeter of Registration process in the states.

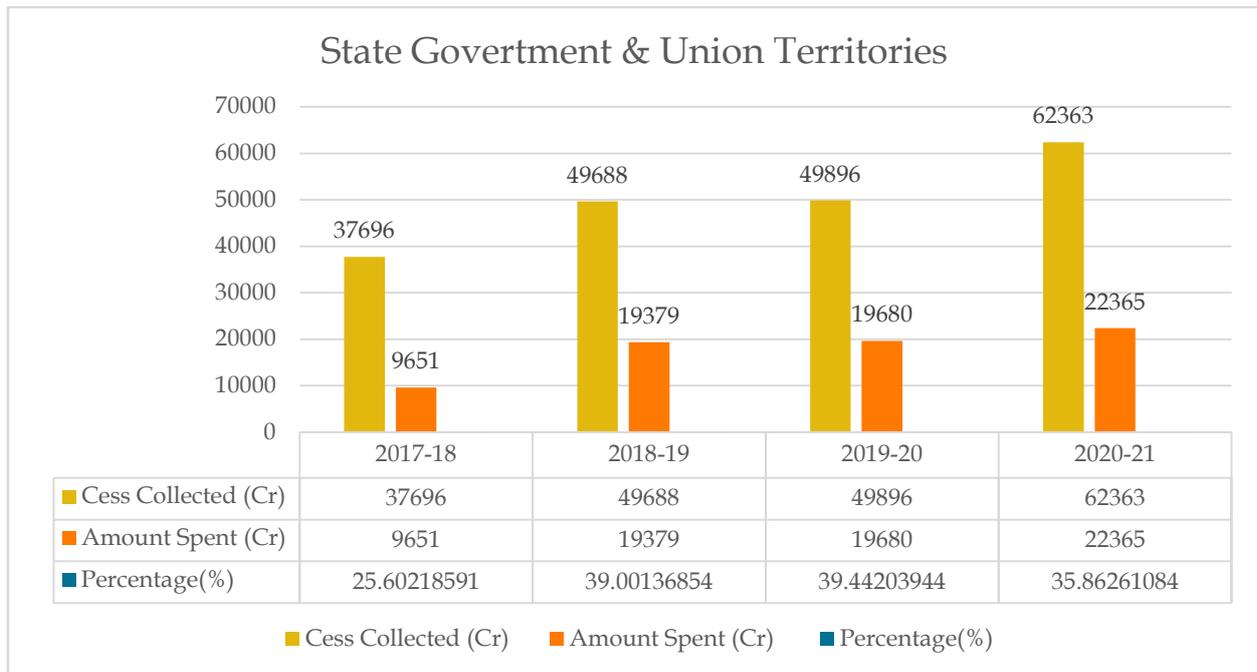
More importantly, only 2.57 crore BOCW are found to be 'live' registered workers as on date. It indicates that only half of the estimated BOCW are 'live', whose registration have been renewed up-to-date. This actually means that only five in ten workers in the field are live-registered and eligible for benefits under the cess fund.

II. National Scenario of BoCW for India

The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act" was enforced in the year 2005 in Bihar and The Building and Other Construction Workers Board (BoCW board) was established in the year 2005. The Board was constituted with the objective to conduct welfare schemes for those workers working in factories or any other commercial organizations having worker strength of ten employees. Registration of construction labour is done with the Board and various welfare schemes benefits are given individually and jointly. Various Welfare schemes are run through the CESS amount collected from construction employer.

The cess is levied at a rate not exceeding two percent of the cost of construction incurred by an employer through CESS act 1996. Kerala board is the oldest which (28 years) followed by Tamil Nadu (22 years) and then Madhya Pradesh (16 years old).

The funds so collected are used for providing social security and welfare benefits to the registered workers and their families. An amount of approx. Rs.62,363 crore (cumulative) has been collected as Cess by the State Governments and Union Territories till date pan India and an amount of approx. Rs.22,365 (cumulative) has been spent on the Welfare Schemes for Building and Other Construction workers by the State Governments and the Union Territories¹



Above data shows that the spent amount on social welfare for registered BoCW workers is on the lower end as compared to the cess collection.

Analyzing the Cess Collection amount in other states Maharashtra Board has the highest amount of about 7402 Crores followed by Karnataka Board 5071 Crores and Tamil Nadu about 2957 Crores as per Lok Sabha report on 31-03-19

Uttar Pradesh has the highest number (42 Lakhs) of registered labour followed by West Bengal which has (31Lakhs) and MP at third with (29 Lakhs) Madhya Pradesh has the Highest number of schemes (23) followed by Uttar Pradesh (20 schemes) and Orissa of 17 schemes as per the data available on the website

Hence Bihar is ---- performing well in terms of expenditure and number of schemes meant for construction labour by BoCWs per the data analysis.

In the current pandemic period, to mitigate the financial crisis of the Building and Other Construction Workers (BOCW) and protect them against the economic disruptions during Covid-19 pandemic and Country-wide lockdown, the Central Government has taken numerous measures to provide them financial assistance, food packages and other benefits. Advisory guidelines were issued on 24.03.2020 under Section – 60 of the Building and Other Construction Workers Act, 1996 to all the States/UTs Building and Other Construction Workers Welfare Boards to frame a scheme for transfer of adequate funds in the bank account of

construction workers through direct benefit transfer (DBT mode) from the cess funds collected by the States/UTs. In response the State Welfare Boards have cumulatively disbursed more than Rs.5000 Crores, through DBT, to the bank accounts of 1.83 Crores BOC Workers during lockdown and thereafter under Pradhan Mantri Garib Kalyan Yojana (PMGKY)ⁱⁱ. Food relief packages have also been provided by some States/UTs to around 30 lakh workers from the cess fund.

III. Set Up of BoCW in Bihar and related activities

The government established Bihar Building and other construction Worker's Welfare Board in 2005. The Board has 17 members. Labour Minister is the Chairman of the Board and all administrative, financial and general powers of the board are with the Chairman. The board has a secretary who is appointed by the state government.

3.1. Application Process for Registration as Labour

An application for registration can be made to the officer authorized by the Board in this behalf. The application shall be accompanied by necessary documents and fee of Rs.50/-i.e., Rs. 20/- for new registration and renewalRs.30/- which would be valid for 5 years.The Online Process of Registration is not available at a moment, but the department is in the process for implementing the same for the workers. The documents required for registration are



2 Photos Aadhar Card, Self-attested Form for Declaration as a construction labour/employer certificate, Bank passbook. A building worker who has been registered as a beneficiary shall when he/she is engaged in building or other construction work for number not less than ninety days in a year.

3.2. Issuing of Identity Card to Labour

An Identity card is issued to the labour after registration and proper verification of profession and documents

3.3. Contribution of Labour to Board

50 paise per month as a contribution fee, received by board officer for 5 years i.e., Rs. 30/-

3.4. Process of registration in Bihar

The department has a circle/block office across the state, and Labour enforcement officer (LEO) is the in charge of their concern block/circle for registration of workers as per definition by Act 1996 Building worker means a person who is employed to do any skilled, semiskilled or unskilled manual, supervisory, technical or clerical work. Every

building worker who has completed 18 years of age, and who has been engaged in any building or other construction work for number not less than 90 days during the preceding 12 months shall be eligible for registration as a beneficiary.

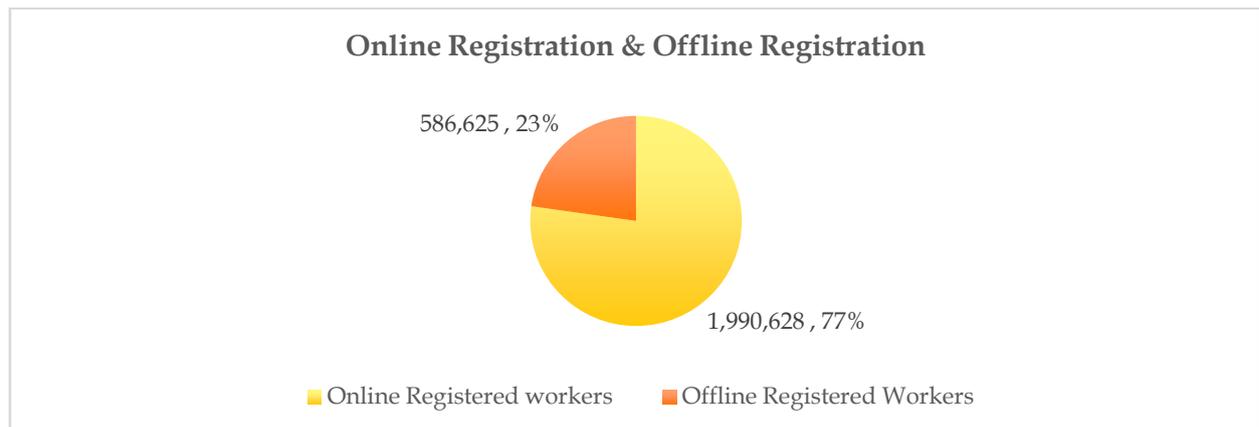
3.5. Schemes for Registered laborers under BOCW

One beneficiary can be a part of more than one scheme. There is total 16 schemes in Bihar.

IV. Bihar Related Data (2017-18 to 2021-22)

1990668 lakhs labourers are registered online and 586625 on offline with the Labour Board, Bihar. (Up-to Dec 2021), making it a total registration as 2577253. 16 welfare schemes are currently being implemented with the cess amount meant for Individual beneficiary.

Total 4065134 occurrences of benefits have been extended to the registered BoCW workers. In addition to it Zero (0) labourers underwent Skill building training



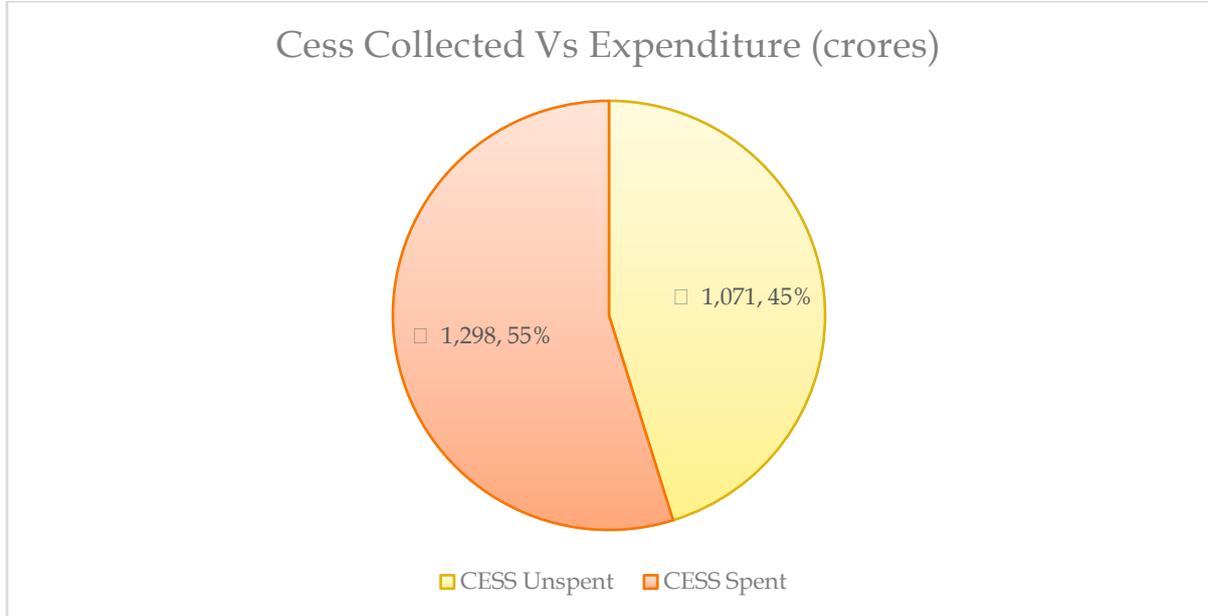
V. Benefit Received

Since 2017 the department has collected CESS of Rs. 1475 Cr. Out of which they have spent Rs. 1298/- Cr towards the welfare of registered workers through various schemes, which is almost

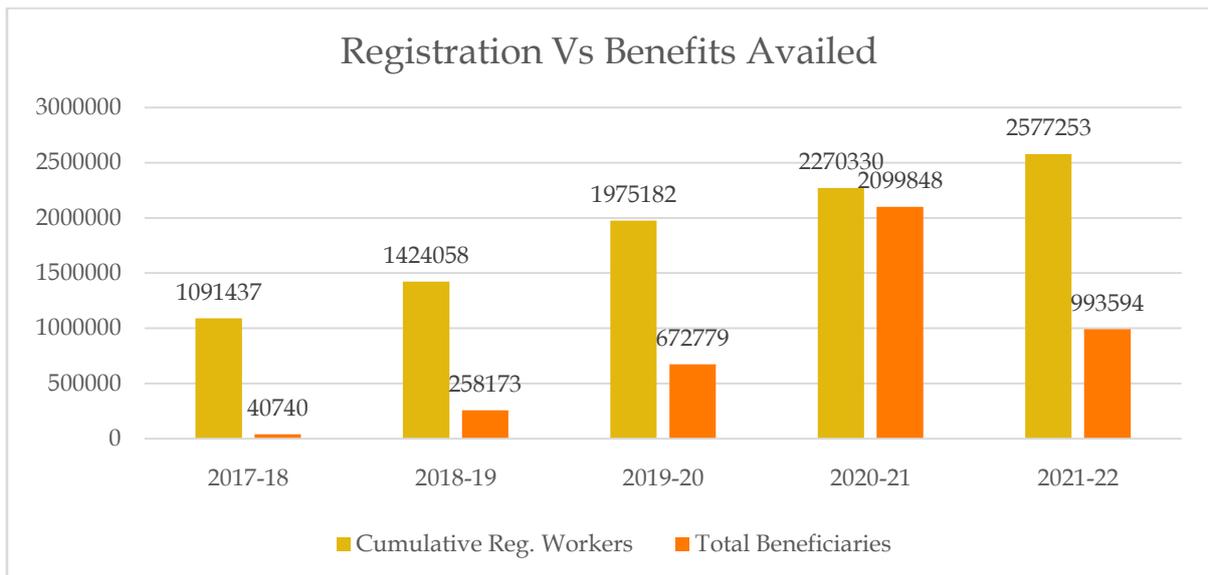
88% of the collected amount however the board already had the unspent amount of 894 crores with it as carried over balance and then further 1475 crores were collected in the last 5 years.



Cess collected and amount spent towards welfare for registered workers



Year wise registered and benefited numbers



* Before the FY 2017-18, BoCW welfare board of Bihar already had a legacy data of registered workers as 901008 and then new registrations were done each year.



The number of registered workers per year since 2017-18 till date is shown below-



VI. Schemes

As of now Bihar BoCW is running 16 schemes for the welfare of registered workers and the data is shown here for the cumulative registration of all the registered workers

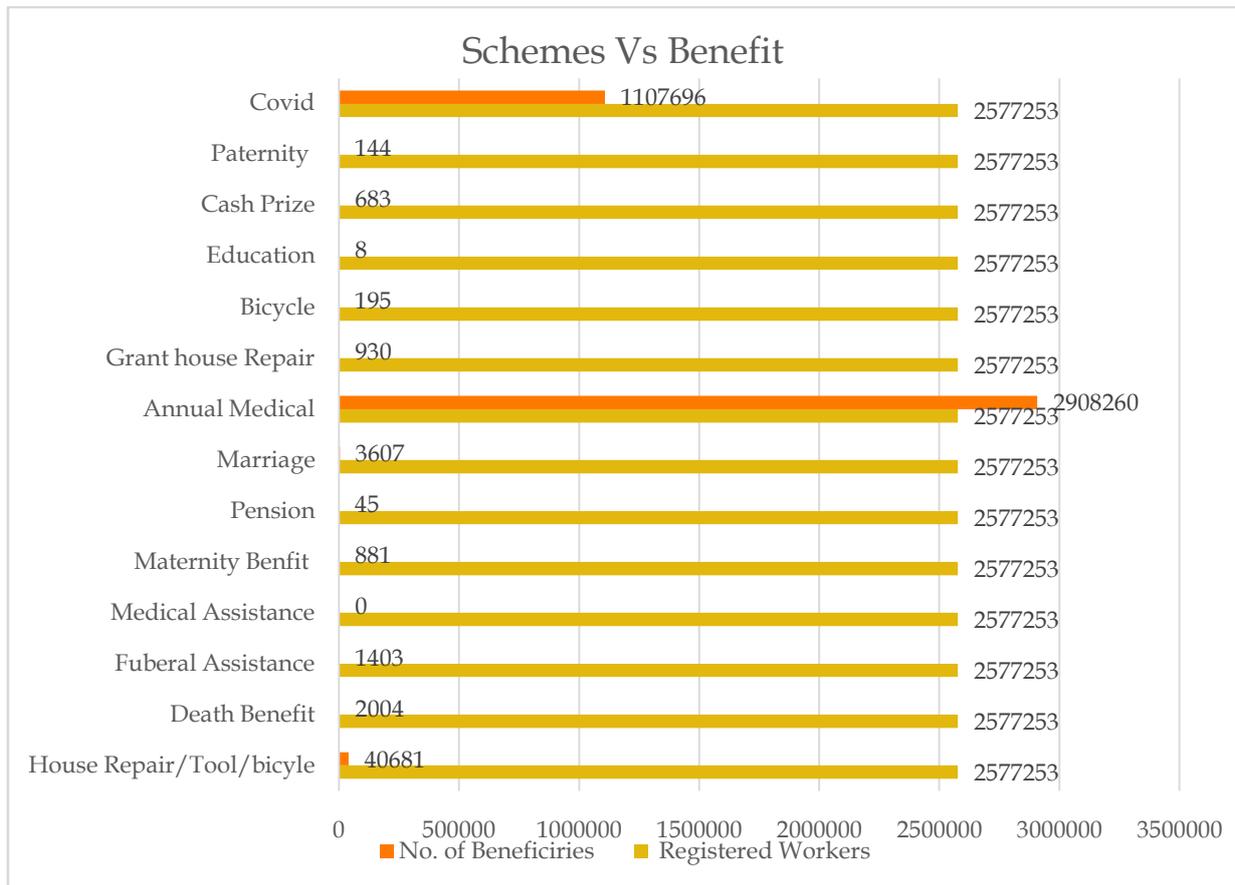
1. Since medical benefit is being granted every year for the continuous ailment, the number of registered workers who have received Annual Medical help from the department since 2017 is on the higher side.
2. 43% of the registered workers have received Covid-19 special grant benefits from the department during the time of COVID pandemic where each registered worker got one time grant of Rs. 2000/-.
3. Since the inception of the BoCW welfare board in 2005, a total of 2577253 beneficiaries have

been registered which comprises of both online and offline registered workers

4. Since, education is of prime importance and BoCW has provision for supporting the ward/s of the registered workers, the mere number of 8 candidates being extended the support rings an alarm and needs to be looked into with greater length.

5. Paternity and Maternity benefits for upto two child is provisioned for the BoCW registered workers but here also the number of beneficiaries is on a very low level which needs to be looked into seriously and try to extend it to the maximum workers through various awareness programs.

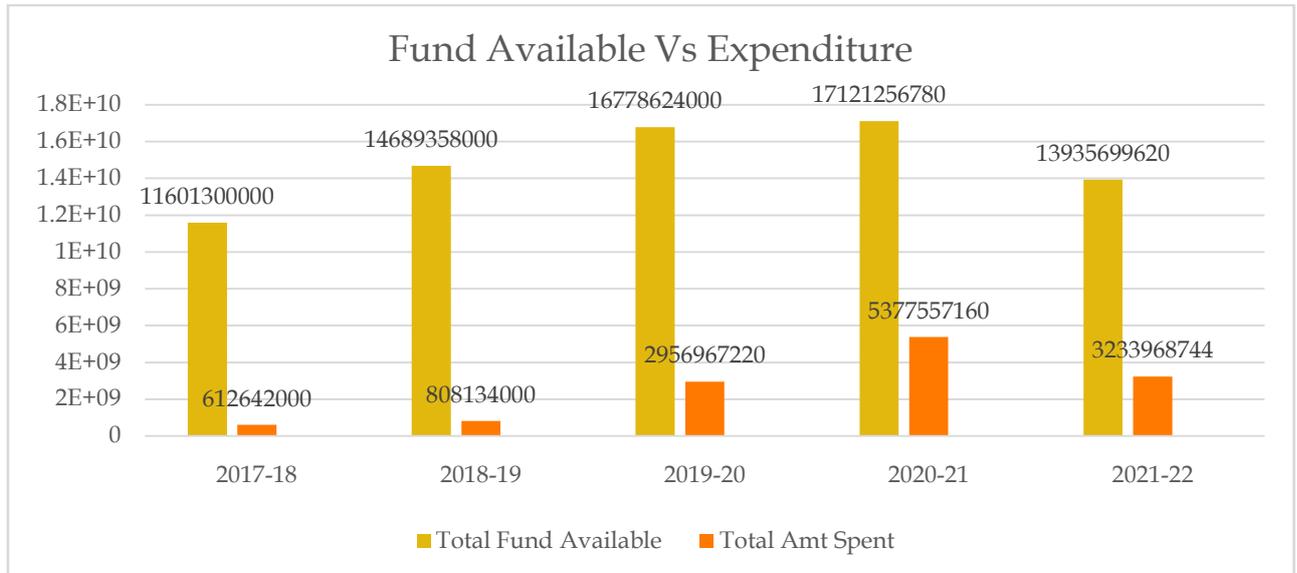
6. Only 1% of the registered workers have received grant for house repair/tool/bicycle from the department since 2017.



VII. Year wise data for the BoCW Welfare Board Bihar since 2017

The schemes have been launched since 2005 but there were many schemes like House Repair, Tool Purchase & Bicycle purchase were combined into one scheme but later in 2017, these three components were separated and converted into independent/single schemes.

Keeping the above in view, the data is analysed since the financial year 2017-18. The board has been running the scheme since 2005 but later with the notification from the Labour department, the joint schemes were separated into individual schemes. The fund available with Bihar BoCW vs Expenditure since 2005 is given below:



VIII. Diagnostic Analysis & Findings

Important findings and the issues that emerges are indicated below:

1. Retirement Benefits – Worker definition (18-60 years of age) and retirement benefit available only after 60 years of age. In this sector, due to arduous nature of job, some workers opt to retire around the age of 50 years. The stipulation of 60 years for pension benefit requires deliberation.
2. Registration before commencement of the works – whether section 7 of the Act could be amended to require the employer to obtain “Registration” before he commences the actual building activity, perhaps concurrently with the submission of the “Building Plans” for approval by the competent authorities.
3. Reaching Out to the Workers - is a big challenge. Welfare Boards should consider involving Education Department / Health Service Departments to channel the education and health related benefits through these institutions. In some States such as Andhra Pradesh, Karnataka, the Trade Unions are doing good work.
4. Definition of Workers – the board have registered large number of MNREGA workers as the Construction Workers. There are differing views regarding registration of MNREGA workers as Construction Workers. If they are to be included,

would MNREGA implementing agencies pay 1% Cess to the Welfare Board?

5. Skills Development / Training of construction workers should be considered and pursued as part of the benefits to the workers and their families. Andhra Pradesh has identified National Academy of Construction, Hyderabad to impart training to workers.
6. Lack of awareness amongst workers about the benefits and entitlements.
7. Need to streamline Management Information System

IX. Scheme wise Gap Analysis for the past five years

1. Death & Funeral Benefit
Bihar BoCW has been granting the Death and Funeral benefits to the registered workers with the board. For the past 5 years, starting from the FY 2017-18 the benefit for the deceased has been given to 2004 registered workers and funeral assistance has been extended to 1403 registered workers. The data has been taken in for the past 5 years as some of the schemes like Tools, Building Repair and Bicycle purchase was combined into one scheme and were separated since 2017-18.



Beneficiary Count for Death – 2004
Beneficiary Count for Funeral – 1403

Observations:

- a) As there is a variance in the death benefit and funeral assistance, there is looming question if the families/beneficiaries were not aware of the scheme
- b) If they were aware of the scheme, what kind of documentation was required and at which office
- c) Effort should be made to ensure that all the death benefits should be matching with the funeral assistance benefit as well.

2. Maternity and Paternity Benefits

Maternity benefits for the past five (05) years have been extended to 881 candidates which is quite low in number. It has been observed that these construction workers move around with family and birth rate is on the higher side. It has been provisioned that maternity and paternity benefit would be extended maximum upto 2 children birth. Paternity benefit for the past five (05) years has been given to 144 registered workers only which is quite low.



Maternity Benefit – 881
Paternity Benefit - 144

Observations:

- a) A base line survey should be conducted where it can be surveyed that how many couples are planning or wanting for future/more child
- b) Accordingly the beneficiaries should be motivated to apply for the financial benefits
- c) An educational/awareness program must be set up with the funding from Board
- d) Family should be motivated to use the modern contraceptive measures and should limit themselves to maximum of two child

- e) In case of both the parents registered with BOCW, only maternity benefit is being given but it should be given to both

3. Pension Benefit Scheme

Under the pension scheme, a registered BoCW worker is entitled for Rs. 1000/- per month after attaining the age of 60 years. For the past 5 years, the Bihar BoCW Board has enrolled only 39 beneficiaries which is extremely low as compared to the registered BoCW workers.



Pension Benefit - 39

Observations:

- a) In order to provide old age protection to the Unorganised workers, Government of India has launched a Pension Scheme named as “Pradhan Mantri Shram-YogMaandhan (PM-SYM)” for the workers in the unorganised sector working as street vendors, rickshaw pullers, construction workers, domestic workers, rag-pickers, agricultural workers, fishermen, fish farmers, beedi workers, cobblers, washer-men, SHG workers and Anganwadi workers or engaged in similar other occupations and whose monthly earnings are Rs.15,000/- or less.
- b) It is being implemented through Life Insurance Corporation (LIC) of India and Common

Service Centres The Pension Scheme is a voluntary contributory pension scheme.

- c) Any Construction worker who is between 18-40 years of age with monthly income Rs.15,000/- or less, shall be eligible to enter PM-SYM pension scheme.
- d) Under the scheme, s/he shall receive an assured minimum monthly pension of Rs.3,000/- after attaining the age of 60 years. The monthly contributions range from Rs.55 to Rs.200 depending on the entry age. The Central Government also deposits equal matching share of monthly subscription in his/her pension account.
- e) In order to provide monthly assured pensions to the BoCW workers after the age of 60



years, BOCW Boards may consider covering them under PM-SYM scheme as given below:

- i. Through Bulk route: Ministry of Labour and Employment has already issued Bulk guidelines dated 06-11-2019 to facilitate the bulk enrolments of BOCW Workers under the pension scheme.
- ii. If a BOCW worker has already enrolled himself under PMSYM and his/ her subscription has already been deducted from his/ her linked Bank account. Such workers may be reimbursed of their annual premium. Board may provide the details of such subscribers to the Ministry to get-changed their

future monthly subscription directly from BOCW bank accounts

4. Marriage Aid Provision

This aid is given to the registered BoCWs under the welfare scheme and Bihar has extended it to 3607 workers in the last 5 years with the average amount of Rs. 50000/-. It is for both male and female as Marriage Assistance to workers or their Son/Daughter who legally attain the age of marriage



Marriage assistance –3607 beneficiaries

Observations:

- a) There seems to be variance in amount of the marriage in the year 2017-18 where the amount paid is less than Rs. 50000/-. It needs to be uniform amount of Rs. 50000/- to each beneficiary.
- b) Number of beneficiaries benefitted out of this scheme is very less in the last 5 years and needs to be increased.
- c) Awareness program should be launched and all the registered workers should be educated on this scheme, especially for the marriage of daughters.

5. Annual Medical Support

The BOCW Central Rules, 1998 and Building and Other Construction Workers Welfare Cess Rules, 1998 were also notified vide notification dated 19.11.1998 & 26.3.1998 respectively. The Act

enlists the Building and Other Construction Work at Section 2(d) and also defines the meaning of Building and other Construction Worker at Section 2(e). These legislations regulate the employment and conditions of service, safety and health measures for the construction workers through State Welfare Boards constituted at the State Level. Welfare measures are financed by levy of Cess on all construction works at rates between 1% to 2% of the construction cost of the building/ project (presently Government has notified Cess to be levied @ 1%). The funds so collected are to be used for providing financial assistance to the families of registered workers in case of medical assistance as envisaged at Section 22 of the 1996 Act.

In the last 5 years 2908260 BoCW registered beneficiaries have received this assistance which is very good as almost all the registered workers have received the assistance.

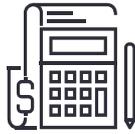


Annual Medical Support – 2908260 beneficiaries

6. Building Repair Grant

As per the welfare schemes launched by the BoCW Bihar, Building Repair Grant is one scheme of the many, and under this scheme, the beneficiary is supposed to receive the grant from BoCW welfare board for the repair and maintenance of their houses

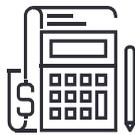
once in a year. In the past 5 years, only 930 beneficiaries have been given this grant with the average amount of Rs. 20000/- when one is quite aware that these BoCW workers have kaccha houses back in their villages and need regular upkeep especially during/after the monsoon season.



Building Repair Grant – 930

Observations:

- a) The number of beneficiaries receiving the grant is extremely low and needs to be extended to as many as possible
- b) Repair and maintenance of pakka houses requires attention every 2-3 years and thus a policy can be drafted which can help the workers to fix their houses every 2 to 3 years
- c) BoCW workers with Kaccha houses should be given assistance every year so that they can gradually convert their kaccha houses into partially or wholly pakka houses.



Bicycle Purchase Grant - 195

Observations:

- a) Bicycle Purchase Grant has been extremely low for the past 5 years where in only 195 beneficiaries got the benefit/grant.
- b) For the current FY 2021-22, so far 29 benefactors have received the grant for Bicycle
- c) As the workers are primarily from the lower income group, these people tend to commute on the bicycle for the work
- d) All the registered workers should be given grant for the purchase of the bicycle (standard bicycle with the specifications defined by the board).
- e) Further, the female workers should be given 100% grant of the amount for purchasing the bicycle



Financial Aid for Education – 8

Observations:

- a) There is no such scheme or criteria defined to motivate the meritorious students
- b) Bright student program should be launched by the Board where the meritorious child of registered beneficiary workers would be promoted

7. Bicycle Purchase Grant

Under the schemes laid down by the Welfare Board of BoCW in Bihar, registered workers are supposed to be given the grant for the Bicycle Purchase and in the last 5 years only 195 beneficiaries have been awarded with this grant with the average amount of Rs. 3500/-. This figure is quite low and the conditions or rule around it is not available as in who and how one becomes eligible for this grant.

8. Financial Aid for Education

As per the welfare board of BoCW for Bihar, the financial aid for education is to be given to the ward/s of the registered beneficiaries but for the past 5 years the board has extended this support to only 8 beneficiaries which is almost nil as compared to the number of registered beneficiaries. Education must be given prime importance as it will help the next generation to get better job and thus income level will increase for the family. Bihar per say is called as Poor state and the only option is to educate the next and upcoming generation so that the state can develop as a whole.

for education and motivated to undertake higher and vocational education.

- c) The sons/daughters of registered beneficiary construction workers should be awarded for getting more marks than a certain prescribed score for class fifth and higher classes



d) Along with this assistance should also be provided for higher technical education. Girls should be entitled for more amount under this scheme

X. Possible Measure for Improved Service Delivery

10.1. From the above, it seen that there is considerable room for improved service delivery of the welfare schemes envisaged under the two Acts, viz

- i. Building and other construction workers. Act 1996
- ii. Building & other construction workers welfare CESS Act, 1996

10.2. The measures proposed for the improved service delivery are divided into the following four sub-groups.

- i. Registration of establishment
- ii. Registration of construction workers
- iii. Collection of Cess
- iv. Utilization of fund

The detailed scope of improvement as pointed above is given below:

1. Registration of Establishment

In so far as government sponsored construction sector projects are concerned, it would help matters if the relevant government departments are authorized or delegated powers to register the Establishments. The provisions of the Act can be made clear to them through a circular. A state level one-day workshop can be organized by the state level workers Welfare Board with senior representatives of the Government Department in this regard.

2. Registration of construction workers

The state has taken reasonably good measures for registration of workers under the Act. There is need to be continue these efforts so that more and more workers get registered, and they became eligible for the welfare schemes being formulated by the state.

The following may be considered:

a. The welfare may conduct awareness campaigns for registration of workers as beneficiaries with the support of trade union, NGOs and other community-based organizations. Distribution of leaflets and insertions in electronic and other media would also help in this direction. Short films for advocacy can also be prepared

b. It should be mandatory for the employer to register the workers and penalties for violation may be more stringent

3. Collection of Cess

a. Department may approach municipal authority and urban development authority who are empowered to sanction building plan for builders, real state developers, etc. to ask such establishment to make the payment of cess in advance to be adjusted later per actual cost of construction

4. Utilization of fund

a. Apart from various welfare schemes being formulated by board, there is a need to utilize part of the cess fund towards skill enhancement of the worker. this will help in increasing their wage levels and improve standard of living

XI. States Comparison in terms of Cess collection & Amount Spent towards workers welfare till 2018

Sl. No.	Name of the States/UTs	No. of workers registered with the Board	Amount of cess collected (Rs. in Crore)	Amount of cess spent (Rs. in Crore)	Percentage of amt spent
1	Andhra Pradesh	1815889	2374.71	519.17	22
2	Arunachal Pradesh	30841	120.36	115.16	96
3	Assam	143574	857.29	184.79	22
4	Bihar	828451	1181.86	147.68	12
5	Chhattisgarh	1574790	1035.85	885.12	85
6	Goa	3738	147.46	1.22	1



Sl. No.	Name of the States/UTs	No. of workers registered with the Board	Amount of cess collected (Rs. in Crore)	Amount of cess spent (Rs. in Crore)	Percentage of amt spent
7	Gujarat	654550	2097.62	197.19	9
8	Haryana	763373	2253.98	425.24	19
9	Himachal Pradesh	147932	415.13	96.33	23
10	J&K	342295	711.53	301.97	42
11	Jharkhand	796146	444.91	236.81	53
12	Karnataka	1542432	5071.04	4519.52	89
13	Kerala	1491300	1654.38	1886.63	114
14	Madhya Pradesh	2996227	2513.31	1300.45	52
15	Maharashtra	989018	6462.23	402.57	6
16	Manipur	118332	89.19	74.35	83
17	Meghalaya	24032	131.79	3.38	3
18	Mizoram	21865	40.37	21.95	54
19	Nagaland	11912	42.8	13.17	31
20	Odisha	2234569	1403.82	816.91	58
21	Punjab	746102	1191.94	628.37	53
22	Rajasthan	2049258	2057.25	1162.88	57
23	Sikkim	36236	100.21	29.27	29
24	Tamil Nadu	2853544	2517.32	787.04	31
25	Telangana	1175531	1210.12	262.92	22
26	Tripura	99762	170.72	22.618	13
27	Uttar Pradesh	4208744	3895.14	1050.9	27
28	Uttarakhand	232627	251.11	68.39	27
29	West Bengal	3101362	2138.53	956.75	45
30	Delhi	539421	2547.94	393.66	15
31	A & N Island	14392	55.28	8.13	15
32	Chandigarh	19813	113.73	6.56	6
33	Dadra & Nagar Haveli	2176	29.61	0.0044	0
34	Daman and Diu	5149	37.17	0.57	2
35	Lakshadweep	179	7.24	0	0
36	Puducherry	41224	100.16	63.92	64
37	Total	31656786	45473.1	17591.592	39

Till 30.09.2018, there were 31656786 workers registered in India under Building and Other Construction Workers Acts, 1996. The top 5 States/UTs in terms of workers registered with the Board under Building and Other Construction Workers Acts, 1996 as on 30th September 2018 were Uttar Pradesh, West Bengal, Madhya Pradesh, Tamil Nadu and Odisha.

The number of workers registered under Building and Other Construction Workers Acts, 1996 was 4208744 in Uttar Pradesh as on 30.09.2018, which accounted 13.29% of the total workers registered in India during the same period. There were 3101362 workers registered in West Bengal under Building and Other Construction

Workers Acts, 1996 as on 30th September 2018. It accounted 9.8% of the total workers registered in India as on 30.09.2018. The number of workers registered under Building and Other Construction Workers Acts, 1996 was 2996227 in Madhya Pradesh as on 30.09.2018, which accounted 9.46% of the total workers registered in India during the same period.

There were 2853544 and 2234569 workers registered in Tamil Nadu and Odisha respectively under Building and Other Construction Workers Acts, 1996 as on 30th September 2018. Tamil Nadu accounted for 9.01% and Odisha accounted for 7.06% of the total workers registered in India as on 30.09.2018.



The top 5 states accounted for 48.63% of the total workers registered in India under Building and Other Construction Workers Acts, 1996 as on 30th September 2018.

Bihar ranks **13th** in terms of worker registration, **16th** in terms of CESS collection and **20th** in Expenditure

XII. Schemes run under BoCW Welfare Board by different states

BoCW Construction Workers Welfare Schemes of Different States											
Sl.No	Description	Bihar	AP	UP	Karnataka	Maharashtra	Punjab	Odisha	Assam	HP	Telangana
1	Accidental Insurance	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
2	Natural Death Benefit	YES	YES	-	-	YES	YES	YES	YES	YES	YES
3	Pension Schemes	YES	YES	-	YES	-	YES	YES	YES	YES	YES
4	Maternity Assistance to the women workers	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
5	Paternity Assistance	YES	-	YES	-	-	-	-	-	-	-
6	Medical Assistance	YES	-	YES	YES	YES	YES	YES	YES	YES	YES
7	Health Insurance	-	-	-	-	-	YES	-	-	-	-
8	Hospitalization Relief	-	YES	YES	-	YES	YES	YES	YES	YES	-
9	Skills Training to workers	-	YES	-	-	-	YES	YES	-	-	YES
10	Funeral Assistance	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
11	Old Age Pension	YES	-	-	-	-	-	-	-	-	-
12	Disability Pension	YES	-	-	YES	-	-	-	YES	-	-
13	Disability Relief	-	YES	YES	-	YES	YES	YES	YES	YES	YES
14	Reimbursement of coaching fee for technical courses	-	-	-	-	YES	YES	-	YES	YES	YES
15	Educational loan/grant/scholarship/incentives	YES	YES	-	YES	YES	YES	YES	YES	YES	YES
16	Vocational training to the dependents	-	YES	-	-	-	-	YES	-	-	-
17	Loan for tool & Small Machines	YES	YES	-	-	-	-	YES	-	-	-
18	Marriage Grant	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
19	Group Insurance/Family Insurance	-	-	-	-	-	-	-	-	-	-
20	Housing loan/Grant	YES	-	YES	YES	YES	-	YES	YES	YES	-
21	Tourism & Recreational activities	-	-	-	-	-	YES	-	YES	-	-
22	Shelters for Construction Workers	-	-	-	-	-	-	YES	-	-	-
23	Relief for unregistered workers	-	YES	-	-	-	-	-	-	-	YES
BoCW Construction Workers Welfare Schemes of Different States											
Sl.No	Description	Bihar	AP	UP	Karnataka	Maharashtra	Punjab	Odisha	Assam	HP	Telangana
24	Family pension	YES	-	YES	-	YES	YES	-	YES	YES	-
25	Safety Training for construction workers	-	YES	-	-	-	-	-	-	-	-
26	Bicycle Scheme	YES	-	-	-	-	YES	YES	-	-	-
27	Treatment of Chronic Disease	-	-	-	YES	YES	-	-	YES	-	-
28	Financial Assistance to Disabled Children	-	-	-	-	-	YES	-	-	-	-
29	MahilaNirmanShramicSamman	-	-	-	-	-	-	-	-	-	-
30	Sewing Machine Scheme	-	-	-	-	-	-	-	-	-	-
31	Assistance for Pre-School Education & Nutritional Support	-	-	-	YES	-	-	-	-	-	-
32	Bus pass to Registered Construction Workers	-	-	-	YES	-	-	-	-	-	-
33	LPG Connection	-	-	-	YES	-	-	-	-	-	-
34	Cash Awards for Meritorious Students	YES	-	YES	YES	YES	YES	-	YES	YES	-
35	Solar Power Assistance	-	-	YES	-	-	-	-	-	-	-
36	Toilet Assisances	-	-	YES	-	-	-	-	-	-	-
37	General Surgery Aid Schemes	-	-	-	-	-	YES	-	-	-	-
38	Disability and aids appliance	-	-	-	-	-	-	-	-	-	YES
39	Pradhan Mantri Shram Yogi Maan-Dhan Schemes	YES	-	-	-	YES	-	-	-	-	-



XIII. Comparison of the amount for welfare schemes with other states

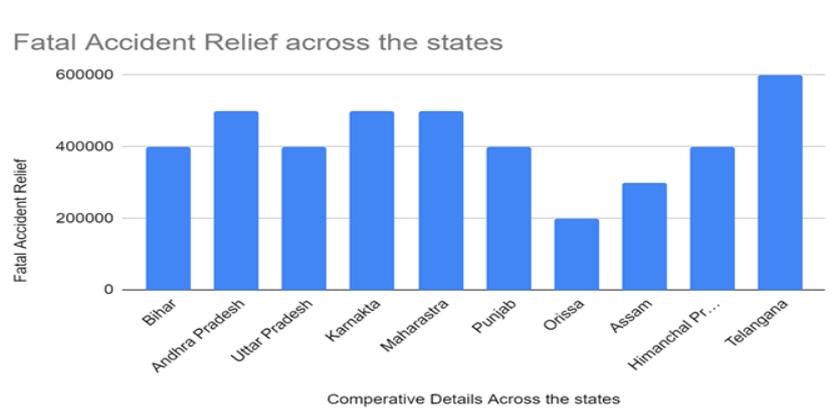
Sl. No	Schemes Description	Bihar	AP	UP	Karnataka	Maharashtra	Punjab	Orissa	Assam	HP	Telangana
1	Fatal Accident Relief	400000	500000	400000	500000	500000	400000	200000	300000	400000	600000
2	Natural death Benefit	200000	60000	0	0	200000	300000	100000	50000	200000	100000
3	Disaster Benefits	100000	0	0	0	0	0	0	0	0	0
4	Maternity Benefit	55080	20000	25000	30000	100000	21000	8000	20000	25000	30000
5	Paternity Benefit	6000	0	6000	0	0	0	0	0	0	0
6	Funeral Assistance	5000	20000	25000	54000	10000	10000	5000	5000	20000	30000
7	Pension	1000	1000	0	0	0	2000	0	2000	1000	0
8	Family Pension	1000	0	1250	2000	2000	1000	0	1000	500	0
9	Disability Pension	1000	0	0	2000	0	0	0	2000	0	0
10	Marriage Assistance	50000	20000	51000	50000	30000	51000	25000	25000	51000	30000
11	Cash Award	25000	5000	0	25000	100000	50000	40000	20000	120000	0
12	Medical Expenses	3000	0	4500	0	0	0	0	150000	0	4500
13	Grant for Repair of House (One time Assistance)	20000	0	0	200000	200000	0	100000	300000	150000	0
14	Pradhan Mantri Shram Yogi Maan-Dhan Scheme (With benefit of family pension)	3000	0	0	0	3000	0	0	0	0	0
15	Grant for purchase of Bicycle	3500	0	0	0	0	5000	4000	0	0	0
16	Grant for purchase of tools	15000	2500	0	0	5000	5000	4000	20000	0	0
17	Hospitalization relief	0	3000	300	20000	100000	150000	0	5000	500000	0
18	Training in Safety and Skill Development to the Construction Workers.	0	10000	0	20000	0	0	2000	0	0	4500
19	Disability Relief	0	500000	30000	0	200000	400000	150000	150000	50000	500000
20	Relief to the unregistered workers	0	50000	0	0	0	0	0	0	0	50000
21	Toile Assistance	0	0	12000	0	0	0	0	0	0	0
22	Solar Power assistance	0	0	15000	0	0	0	0	0	0	0
23	Teeth, Spectacles & hearing device schemes	0	0	0	0	0	6000	0	0	0	0
24	General Surgery Aid Schemes	0	0	0	0	0	50000	0	0	0	0
25	Mentally Retarded Children Benefit Schemes	0	0	0	0	0	20000	0	0	20000	0
26	Leave Travel Concession	0	0	0	0	0	2000	0	0	0	0
27	Safety Equipment	0	0	0	0	0	0	1000	0	0	0
28	Widow/ Widower Pension	0	0	0	0	0	0	0	0	1500	0

XIV. State wise Comparison for the welfare schemes

This is a state wise comparison for the amount spent by different states (10 states which are leading in welfare schemes) on a particular welfare scheme. Different states have laid down its own criteria and eligibility with capping of amount which is being shown below. This will help one to understand how many states are doing better as compared to Bihar for a given welfare scheme. The rationale behind this comparison is to find out the scope of improvement and launch new welfare schemes as best practice for the registered workers of BoCW in Bihar.

The scheme wise portrayal is given below:

I. Fatal Accident Relief

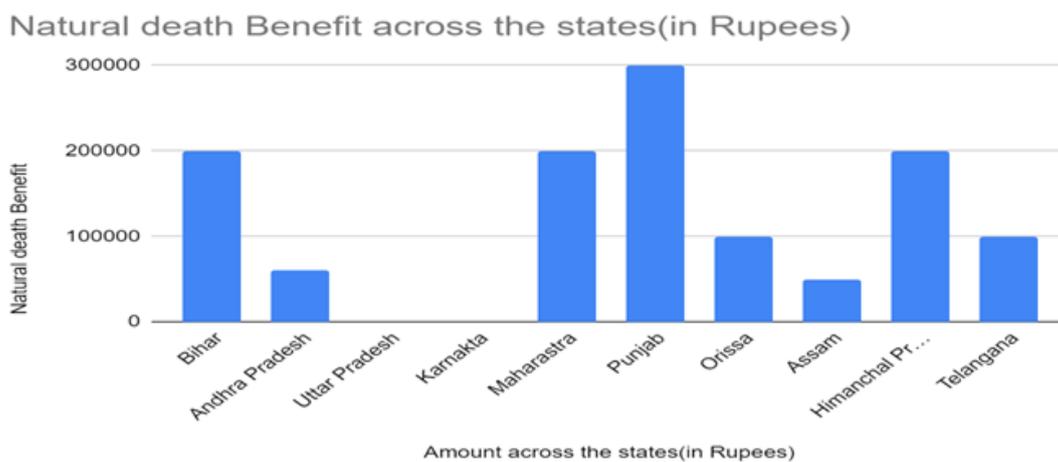




The best practice is adopted by Telangana with Maharashtra, Karnataka and Andhra Pradesh where the highest amount is paid by Telangana State. Fatal accident is something which is witnessed almost on a regular basis and Bihar BoCW Board must match it with the highest paying state which is Telangana here. Bihar is a state where most of the workers are working in unorganized sectors and they

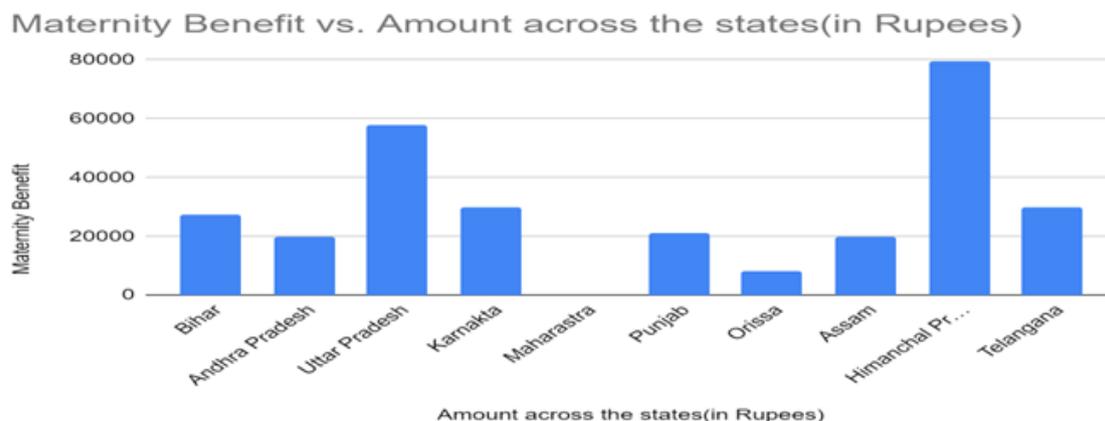
take a great amount of risk to complete their respective job. In case, some fatal accident happens, normally there is nobody else in the family to earn further. So, it becomes utmost important that fatal accident compensation should be matched either with the highest paying state or should be the highest in the country.

II. Natural Death Benefit



Punjab is doing best in this category where it is giving Rs. 300000/- in case of natural death.

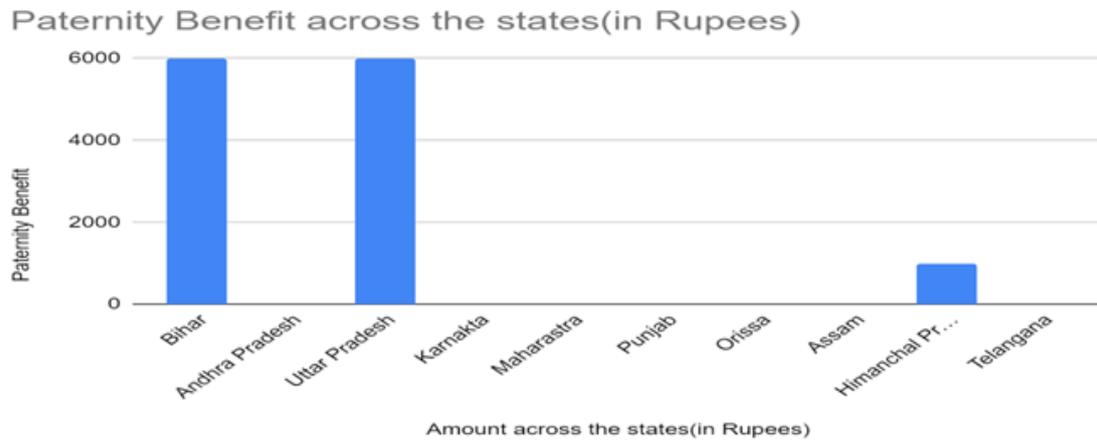
III. Maternity Benefit



1. Govt. of Maharashtra has a scheme of fixed deposit till girl child attained her age of 18
2. Govt. of Bihar pays 90 days minimum wages as unskilled worker under maternity benefit.
3. Govt. of U.P pays 90 days minimum wages as unskilled worker and Rs.1000/- as medical bonus under maternity benefit.
4. Govt. of U.P pays 180 days minimum wages as unskilled worker and Rs.1000/- as medical bonus under maternity benefit.

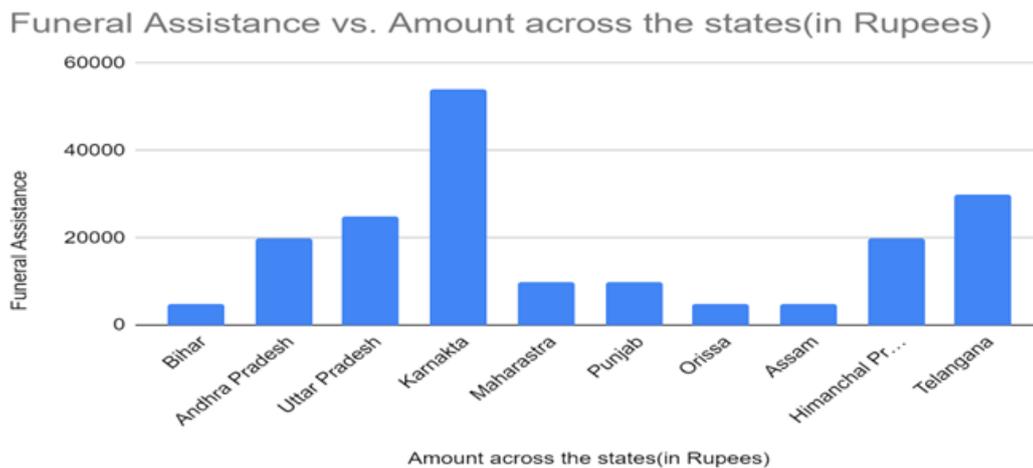


IV. Paternity Benefit



Only two states Uttar Pradesh and Bihar is providing paternity benefit. It is very important because most of registered workers' wives not registered under BoCW. One Year Membership of male construction workers is compulsory as per the eligibility criteria. This benefit is valid for first two deliveries.

V. Funeral Assistance

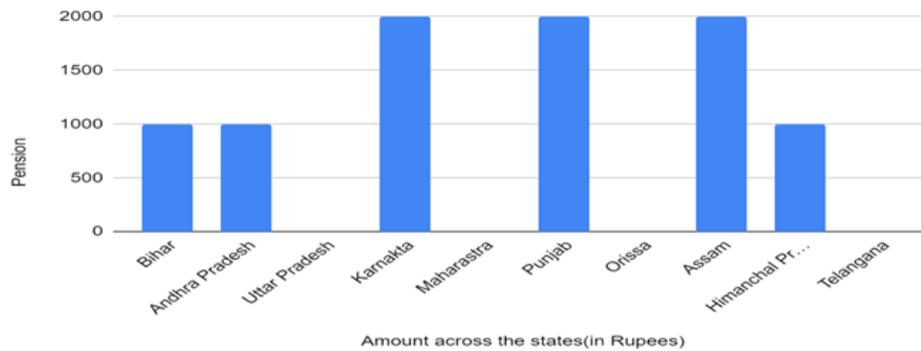


Govt. of Karnataka is providing Rs. 5500/- to meet the funeral expenses of the deceased to dependent of construction workers and at the same time Rs. 50000/- as ex-gratia



VI. Funeral Assistance

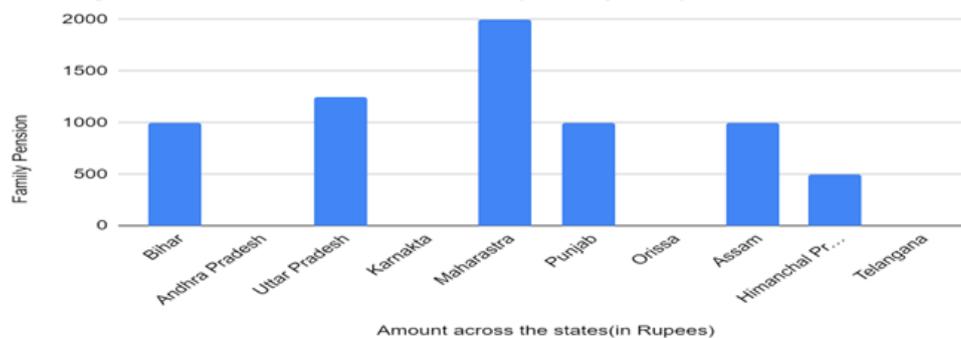
Pension vs. Amount across the states(in Rupees)



1. Minimum 3 year as registered worker and completion of 60 years of his/her age in all the states
3. Minimum 1 year as registered worker and completion of 60 years of his/her age and Rs. 100/- shall be increased in every completed year for the state of Assam

VII. Family Pension

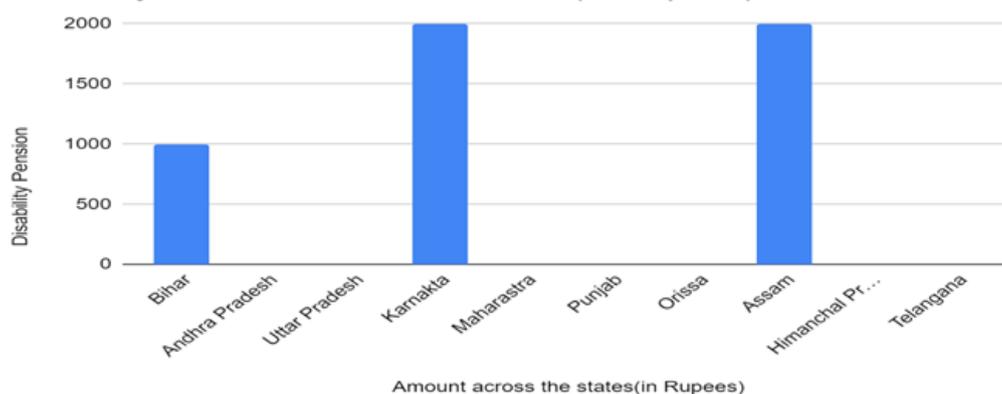
Family Pension across the states(in Rupees)



Govt. of Maharashtra is providing the family pension to husband/ wife of registered worker after the natural death/accidental death which is highest among all the states

VIII. Disability Pension

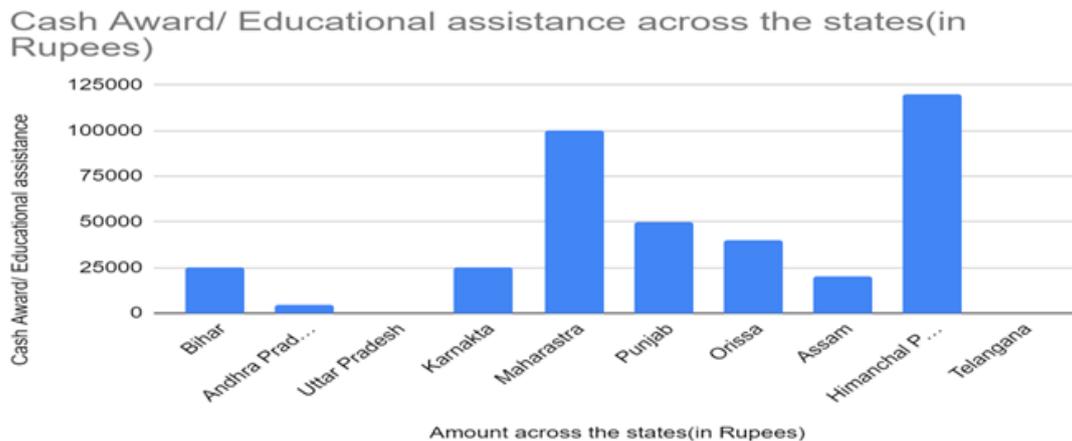
Disability Pension across the states(in Rupees)





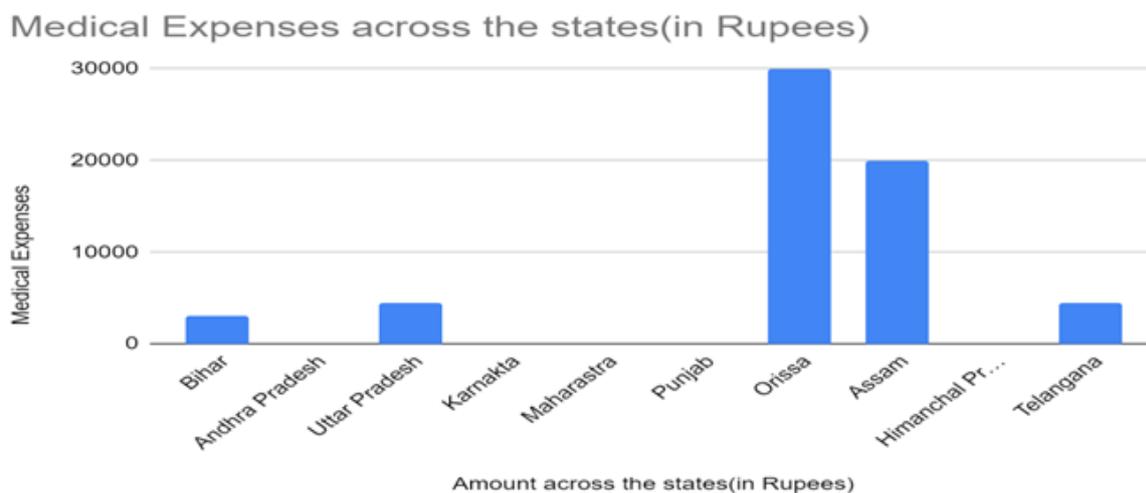
1. **Karnataka**:- Board is providing the disability pension to the registered workers who is permanently disabled due to accident at work place and ex-gratia up to Rs. 200000 at the same time.
2. **Assam**:- Board sanctions the disability pension to the registered workers who is permanently disabled due to paralysis leprosy, TB, accident etc. and at the every month completed increase Rs. 100/-.

IX. Cash Award/Educational Assistance



In this chart, Cash awards and Educational assistance are included as some states provide cash awards and educational assistance both to the children of registered workers. The taken amount will be the maximum in respective states like for PHD students can get the maximum amount up to Rs. 120000 for research in Himanchal Pradesh.

X. Medical Assistance

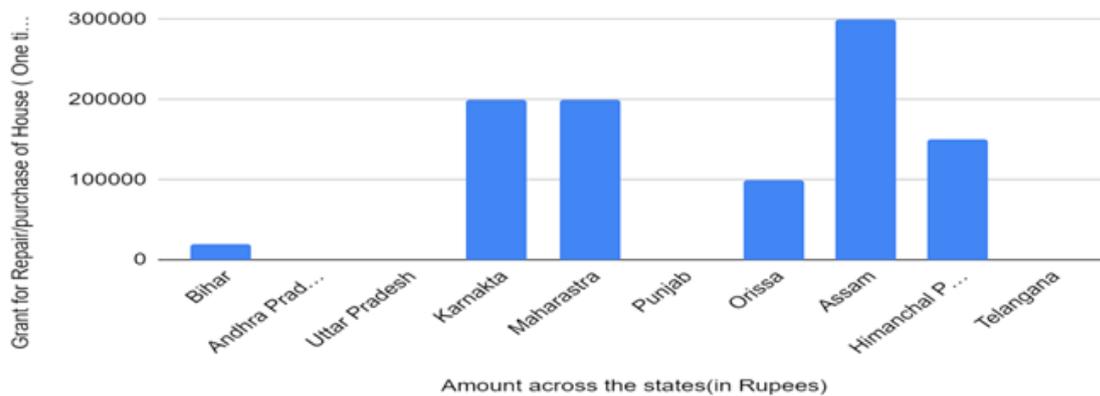


1. **Bihar, U.P and Telangana** are providing the fix amount or maximum expenses up to the given value annually.
2. Orissa is providing as per Rajya swasthya Bima Yojna (RSBY) maximum up to Rs. 30000/- annually.
3. Assam is providing as per hospitalization up to maximum Rs. 20000/-annually.



XI. Grant for Repair/Purchase of House (One time assistance)

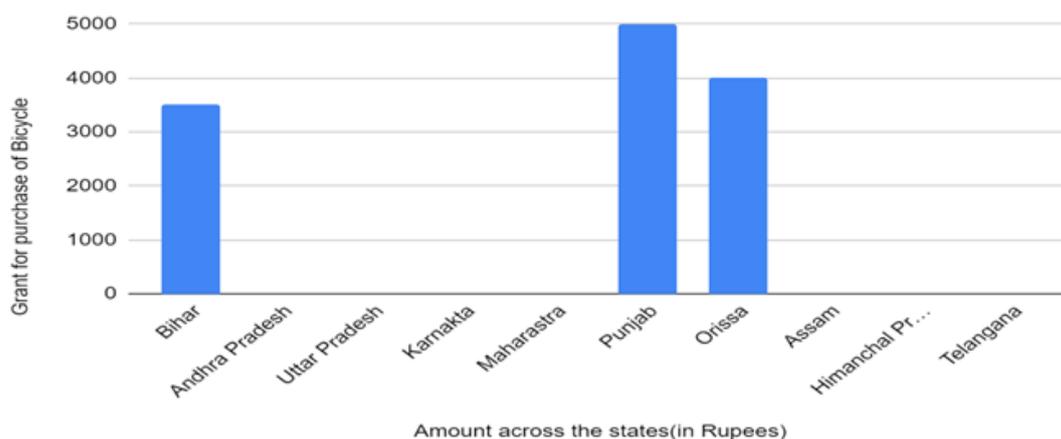
Grant for Repair/purchase of House (One time Assistance)
across the states(in Rupees)



1. Bihar is only one state that provide the grant for repair the house.
2. States like **Karnataka, Maharashtra, Orissa, Assam and Himanchal Pradesh** are providing the grant for purchase/ construction of the house

XII. Grant for Purchase of Bicycle

Grant for purchase of Bicycle across the states(in Rupees)



Only three states are providing the grant for the purchase of the bicycle and Bihar is one of them. Punjab is providing grant for the purchase of the bicycle for the ward of the registered workers who are going to the school.

XV. Suggestions for better implementation of the schemes in Bihar

1. State will develop its own Portal, App and Call Centre. It should have facilities for Individual registration on Portal/ App, or through CSCs/ e-sevakendras, or through help desks.

2. Toll Free number shall be publicized for extending help, which will be received at the call centre to help them in all queries
3. Grievance Redressal through call centre and Apps should be encouraged
4. The Registered beneficiaries are to be provided with pamphlets, brochures and handbills, either in hard copy or through mobile apps by the Board at the time or after the registration or renewal
5. Timeline for grant and approximate duration for completion of any work should be



predefined and should not take more than announced date.

6. An SMS alerts to the registered mobile phone of the beneficiaries to be sent as soon as the claimed benefits are due for delivery, sanctioned or dispatched

7. Ascertain that the benefit of the welfare schemes has reached to the beneficiaries concerned by utilizing the technological support and ascertaining by physical verification as and when the benefits are delivered

8. Self-registration on links be provided on missed call, Toll free helplines, Automated voice call support, physical verification on voice/ video call may be set up.

9. Mobile Application may be developed immediately so that the worker can seek registration/ renewal/ migration certificate/ re-registration at any time and place.

10. The authorities empowered to issue employment certificates especially the labour inspectors and enforcement officers to be provided with electronic devices so that registration certificates are issued and renewed on the spot also during camps.

11. Already developed creative(s) in the local language should be used in App/ Portal/ Posters/ Wall writings to maintain consistency

12. There shall be nodal officers appointed at the State Level by State administration/ Principal Secretary (Labour) to execute the targets.

13. The Additional Chief Secretary shall hold review meeting of the District Officers of the State at-least once in a fortnight/ month through Video Conference

14. Special Drive with campaign in the workers colonies, labour chowks, real estate hubs and similar other places to be held by involving the officials of Board and labour department with online registration facilities to be set up in the field

15. The Board shall develop migration portal and operationalise as follows;

- i. Online application/ telephonic application from registered mobile number for Migration Certificate
- ii. Board to issue online Migration Certificate (MC) automatically and instantaneously on his/ her Registered Mobile without asking any reason or without denying.
- iii. Board will de-register him/ her from their register and shift his/her data to Migrated category
- iv. Destination States/ SWB to honour MC on uploading and issue re-registration number counting him as their own registered worker

v. Destination States/ SWB to honour all his benefits and to continue them until further migration/ renewal

vi. States/UTs to upload on existing National BOCW portal for inter-state cross-checking/ veracity of claim

16. New works such as cutting, and polishing of slabs or tiles, woodwork including painting and varnishing, sewerage, etc. should be included in the definition of building and other construction work, to enhance cess collection from more coverable establishments as well as to register more building workers as beneficiaries under the Board.

17. Special schemes for Reza workers (Women) Personal Advancement & Career Enhancement training. i, e. communication, gender, right & responsibility in the workplace, sexual harassment, assault & violence prevention, health, wash, finance, etc.

18. Mobile dispensary van along with requisite staffs.

ⁱAnnual Report 2017-18-19-2020-21, ministry of labour

ⁱⁱ<https://www.india.gov.in/spotlight/pradhan-mantri-garib-kalyan-package-pmgkp>