



# The Mizoram Gazette

## EXTRA ORDINARY

### *Published by Authority*

RNI No. 27009/1973

Postal Regn. No. NE-313(MZ) 2006-2008

Re. 1/- per page

---

VOL - XLI Aizawl, Tuesday 20.3.2012 Phalgun 30, S.E. 1933, Issue No. 146

---

#### **NOTIFICATION**

**No. B.11017/5/2009-LE&IT, the 10<sup>th</sup> March, 2012.** In exercise of the powers conferred by Section 24 of the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996, (Central Act No. 27 of 1996) the Governor of Mizoram is pleased to constitute the Mizoram Building and Other Construction Workers' Welfare Fund as under:

#### **THE MIZORAM BUILDING & OTHER CONSTRUCTION WORKERS' WELFARE FUND**

Workers proposed to be covered under the Welfare Fund are as given below :

##### **Construction workers**

1. Masons
2. Brick moulders
3. Carpenters
4. Blacksmiths
5. Fitters
6. Plumbers
7. Painters
8. Sawyers (excluding saw mill workers)
9. Workers connected with construction works
10. Workers engaged in collecting sand and gravel
11. Mosaic workers
12. Tunnel workers
13. Rock breakers and quarry workers
14. Electricians
15. Concrete/Steel workers
16. Workers engaged in thatching and spreading tiles
17. Marble stone workers
18. Road workers
19. Earth workers connected with construction work
20. Workers engaged in processing lime
21. Welders engaged in construction work

**Membership of the Welfare Fund**

Every construction worker in the age group 18 to 60 years who is not a member of any other welfare fund scheme and who has been engaged in construction work for not less than ninety days during the preceding year will be eligible for registration as a member. An identity card is issued to every registered construction worker with his photograph and details of construction work.

Every building worker eligible to become a beneficiary of the Fund has to submit an application on the prescribed Form to the secretary Welfare Board or to an officer authorized to act on his behalf. Every application must be accompanied by a certificate to prove age. This can be (i) *school records*, (ii) *a certificate from the registrar of births and deaths*, (iii) *EPIC*. A *certificate from the employer or contractor to show that the applicant is a construction worker* has also to be produced. Where a certificate is not available, a certificate issued by a registered construction workers' union (approved by the Welfare Board) or a certificate issued by Labour Officer of the concerned area is considered.

At the time of registration, a fee of Rs. 25 must be paid. Every member has then to contribute Rs. 10 per month to the fund.

**Benefits**

The basic objective of the Construction Workers Welfare Fund is to provide a measure of social security for its members who are vulnerable to risks and uncertainties and do not have any other institutional protection based on their employment status. The different major categories of benefits provided by the fund are as follows: dead benefit, Maternity benefits, medical benefits, cash award/scholarship, financial assistance for entrance coaching class.

**1. Refund of worker's contribution**

The amount contributed by registered workers over the years (Rs. 10 per month) will be returned at the time of retirement (at the age of 60).

**2. Pension**

On reaching the age of 60, a registered worker with just one year of service (live membership with the Board) will be entitled to a pension of Rs. 200 per month, plus and additional Rs. 20 per year of service beyond 5 years. The maximum pension is Rs. 300 per month. When a pensioner dies, the spouse is eligible for a family pension, amounting to half of the pension received by the pensioner or Rs. 100, whichever is higher. Whenever a worker is unable to work due to disease or accident she/he will be entitled to an invalidity pension based on the certificate from the Medical Board. Invalidity pension will be fixed at the rate of Rs. 150 per month.

Any member who has completed one year of service alone is eligible to get this pension. An ex-gratia payment of up to Rs. 10,000 is granted in addition, according to the degree of disability.

**3. Death benefit**

If a registered member dies before reaching 60, an amount of Rs. 15,000 will be paid to the nominees of the deceased worker. If the death results from an accident at work, his/her nominee is eligible for Rs. 50,000 as accidental death relief. A member who is permanently disabled as a result of an accident at work will be entitled to Rs. 25,000. If the member has not filed a proper nomination, family members will be entitled to receive benefit, in the following order :

- a. Wife/husband
- b. Minor son/daughter
- c. Unmarried son/daughter
- d. Dependent parents
- e. Widowed daughter
- f. Widowed daughter-in-law

### 3. Treatment for accidents and fatal diseases

If a registered member is hospitalized because of an accident or terminal illness she/he will receive medical benefit amounting to Rs. 300 for the first five days of hospitalization and Rs. 50 per day for each additional day, up to a maximum of Rs. 10,000. If the member becomes permanently disabled and is unable to carry out his/her normal work, she/he will be eligible for financial assistance to a maximum of Rs. 20,000 based on the percentage of disability certified by the Medical Board.

### 4. Maternity benefit

This is an important social security benefit enjoyed by women workers who have completed one year of membership in the Board. Financial assistance payable will be Rs. 2,000 and will be limited to two deliveries.

### 5. Scholarship/cash award

Children of registered construction workers who have completed one year of membership will be eligible for a scholarship for various post-matric studies. A cash award of Rs. 3000 will also be granted to the children of members who secure the highest marks for SSLC Examination in the District.

### 6. Other benefits

In addition to the above-mentioned welfare benefits, the Board will provide assistance to registered members to meet funeral expenses - nominees of a deceased member (with a valid membership) will receive Rs. 1,000. Moreover, after five years of service plus another 15 years for superannuation, a member will be eligible for a house building advance of Rs. 50,000. It can be drawn in two instalments, and will carry a nominal rate of interest. The Board will also grant up to Rs. 5,000 to members' children to attend coaching classes intended for admission to professional courses. If a worker has three years of membership and has not reached age 55, she/he will be eligible for tool advance of Rs. 10,000.

The advance will be granted in a lump sum with nominal interest and is to be recovered in 60 instalments. Financial assistance for marriage, maternity, scholarships and coaching shall all be grants and not nonrefundable advances.

### 7. Revenue of the Welfare Fund

The revenue of the Mizoram Building & Other Construction Workers' Welfare Board shall include the following:

- (i) Contribution from construction workers registered with the Fund
- (ii) Contribution in the form of a cess collected from employers of construction and building workers.
- (iii) Grants or advances made by the Government
- (iv) Any voluntary donations, etc.
- (v) Any amount raised by the Board from other sources
- (vi) Other sources of income like interest from loans etc.

The Board shall administer the funds, and the money therein shall be utilized by the Board to defray expenditure to uplift social and economic status of the contributing workforce.

This Constitution may be revised from time to time.

**Nikhil Kumar,**  
Secretary,  
Labour, Employment & Industrial,  
Training Department.