OFFICE OF THE

MANIPUR BUILDING AND OTHER CONSTRUCTION WORKERS’ WELFARE BOARD

(Room No. A/10 Ground Floor DC (Imphal West) Office Building, Lamphelpat)

N O T I F I C A T I O N

Lamphelpat, December 10, 2015

**No.MBCWB/Estt.-1/2010**. In pursuance of the directions given by the Ministry of Labour & Enforcement, Government of India u/s 60 of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (Act No.27 of 1996) vide letters N. Z-13011/03/2007-BL(Pt.) dated 9-9-2015 and 8-10-2015 to ensure payment of ex-gratia payment; to opt Atal Pension Yojana in respect of the registered building workers who are not covered by the Employees’ Pension Scheme, 1995 and Employees’ Deposit Linked Insurance Scheme; to contribute in the payment of the premia payable by the registered building workers for enrolment under Pradhan Mantri Suraksha Bima Yojana and Pradhan mantra Jeevan Jyoti Bima Yojana; to provide financial assistance to the registered building workers for the enrolment under Atal Pension Yojana and ESI Contributory Medical Insurance Scheme and Aam Adami Bima Yojana; to provide Scholarship to one child of the registered building workers for pursuing IIT or similar course and to provide On-Site Skill Training for he registered building worker in trades like carpenter, plumbing, driving, computer operator, electrician, etc.; the existing Manipur Building and Other Construction workers’ Welfare scheme needs be amended. Therefore, it is hereby notified that the existing Manipur Building and Other Construction workers’ Welfare scheme shall be substituted by the following Welfare Scheme, namely-

**Manipur Building and Other Construction Workers’ Welfare Scheme, 2016**

1. **Title and Commencement:** This Scheme shall be called the Manipur Building and Other Construction Workers’ Welfare Scheme, 2016 and it shall come into force with effect from the 1st day of January, 2016.
2. **Application:** This scheme applies to the beneficiary building workers who are registered with the Board under Section 12 of the Act.
3. **Definitions:** In this scheme, unless the context otherwise requires –
4. “Act” means the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, (Act No.27 of 1996).
5. “Beneficiary building worker” means a building worker who is registered as a beneficiary under Section 12 of the Act.
6. “Board” means the Manipur Building and Other Construction Workers’ Welfare Board.
7. “Chairperson” means the Chairperson of the Board.
8. “Secretary” means the Secretary of the Board.
9. “State Government” means the Government of Manipur.
10. “Skilled Labour” means labour which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.
11. “Semi-Skilled Labour” means labour which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes an unskilled supervised labour.
12. “Unskilled Labour” means labour which involves simple operation requiring little or no skill or experience on the job.
13. “Un-registered building worker” means a building worker who is not registered as a beneficiary under Section 12 of the Act.
14. **Welfare Benefits and Facilities:**

There shall be given by the board to the beneficiary building workers on their application the following benefits as provided under Section 22 of the Act and rules 32 and 33 of the Manipur Building and Other Construction Workers (Regulation of Employment and Conciliations of Service) Rules, 2008:-

1. Immediate assistance in case of accident to the beneficiary: Immediate financial assistance may be granted to the beneficiary building workers, who are hospitalized for 5 or more days due to accident. The financial assistance may be up to Rs.5,000.00 for the first 5 days and Rs.500.00 per day for the remaining days subject to a maximum of Rs.15,000.00. The assistance shall also be given to the beneficiary building worker who meets with an accident and put in plaster at residence. If disability is resulted due to accident, the Board may sanction financial assistance to the beneficiary building worker for the amount as given below:-
2. Rs.25,000/- for upto 25% disability.
3. Rs.50,000/- for upto 50% disability and
4. Rs.1,00,000/- for above 50% disability.

Financial assistance can be given for a sum of Rs.1,00,000/- only as **death benefit** to the nominees or dependants of beneficiary building worker in case of death due to injury in accident. If the death is due to an accident during the course of employment, the financial assistance may be up to a sum of Rs.2,00,000/- only to the nominees or dependants of the beneficiary. This death/ disability benefit shall not be entitled to the beneficiary building worker, who is covered by the Group Insurance Scheme undertaken by the Board for the beneficiary building workers, or who avails payment of financial assistance @ Rs.12/- per annum per beneficiary for being enrolled under Pradhan mantra Suraksha Bima Yojana (PMSBY)\*.

Funeral expenses for a sum of Rs.5,000/- only may be granted to the next kin of the deceased building workers in the case of death of the beneficiary building workers or to the beneficiary building worker in case of death of his/ her dependant.

1. **Pension to the beneficiary building worker who has completed sixty years.**
2. Monthly pension can be granted to the beneficiary who has been working as a building worker for not less than 5 years after the registration as beneficiary under Section 12 of the Act **without Atal Pension Yojana Contributory Account** on completion of 60 years of age for a sum of Rs.500/-. An increase of Rs.10/- only shall be given for every completed year of service beyond 5 years. The Board may revise the amount of such pension, if necessary, with the recommendation of the Manipur State Building and Other Construction Workers’ Advisory Committee. The pension will become payable from the 1st day of the month succeeding to the month in which he completes 60 years of age;

Or

Payment of upto Rs.1200/- only per annum for the beneficiaries who open Contributory Atal Pension Yojana Account so that the beneficiary may draw monthly pension @ Rs.1,000/- to Rs.5,000/- as per his pension plan on completion of his 60 years of age\*\*.

1. **Loans or advances for construction of a house:**
2. Loans or advances shall be given to a beneficiary who has been working as a beneficiary building worker for construction of a house at the following rates on the conditions that the applicant beneficiary should execute a **Surety Bond** as prescribed by the board and that the entire loans or advances and its **subsidized rate** of simple interest @ 5% per annum should be repaid withing five years commencing from the date of receipt of the same at such suitable monthly installments as may be specified by the Board.-
3. Rs.1,00,000/- for beneficiary building worker engaged in Unskilled Labour.
4. Rs.1,50,000/- for beneficiary building worker engaged in Semi-Skilled Labour.
5. Rs.2,00,000/- for beneficiary building worker engaged in Skilled Labour.

A completion certificate shall be submitted to the Board by the beneficiary within six months from the date of drawal of the loan or advance. The failure of the beneficiary to comply with this requirement will make him liable for the legal action by the Board.

1. **Premium of Group Insurance Scheme of beneficiary:**

The Board may, by a notification, undertake a Group Insurance Scheme covering the life of the beneficiaries with any Insurance Company and may payment of premium for such Group Insurance Scheme and may also pot for Aam Admi Bima Yojana\*.

1. **Financial assistance for education of children of beneficiary:**

Financial Assistance may be extended to the beneficiaryies who have been registered as a building worker for education of his/ her children under clause (e) of sub-section (1) Section 22 of the Act will be at the following rates:-

1. Rs.5,000/- per annum per child studying upto Higher Secondary or equivalent.
2. Rs.7,500/- per annum per child studying B.A/B.Sc/B.Com/Diploma.
3. Rs.10,000/- per annum per child studying Post Graduate Degree/ Diploma Course.
4. Rs.37,000/- per annum per child studying Engineering or Medical Degree.
5. **Medical expenses for treatment of major ailments of a beneficiary:**

Medical expenses for treatment of major ailments (i.e. suffering from T.B., Cancer, Heart Disease, Kidney Disease, Eye Disease, Leprosy, HIV Disease and Nerve Disease) of the beneficiaries who have been working as a building worker and their spouse or children under clause (f) of sub-section (1) Section 22 of the Act at such a maximum amount for disease like Heart Disease, Kidney Disease, etc. upto a sum of Rs.45,000/-for each operation.

1. **Maternity benefit and Health Benefit.**

Maternity benefits to the female beneficiaries who have been working as a building workers after the registration as a beneficiary under clause (g) sub-section (1) of Section 22 of the Act can be at the rate of Rs.6,000/- as financial assistance during the period of maternity upto two times and Rs.4,000/- as financial assistance in case of miscarriage upto two times.

For the purpose of this sub-clause, the term “medical termination of pregnancy” means the termination of pregnancy permissible under the provisions of the Medical Termination of pregnancy permissible under the provisions of the Medical Termination of Pregnancy Act, 1971 and the term “miscarriage” means expulsion of the contents of a pregnant uterus at any period prior to or during the twenty-sixth week of pregnancy but does not include any miscarriage, the causing of which is punishable under the Indian Penal Code (45 of 1860).

Payment of 50% ESIC premium of Rs.200/- month in respect of the beneficiaries covered by ESI Contributory Medical Insurance Scheme\*.

1. **Natural death relief.**

Rs.30,000/- only for the natural death of a beneficiary building worker **who is not enrolled under Pradhan mantra Jeevan Jyoti Bima Yojana** as FREE AID to be paid to the nest of kin of the deceased building worker.

Or

Payment of 50% annual premium i.e. Rs.165/- per beneficiary who are enrolled under Pradhan Mantri Jeevan Jyoti Bima Yojana\*\*.

1. **Health Care Insurance:**

All the beneficiary building workers whether belong to BPL family or not, shall be insured for their health care under Rashtriya Swasthya Bima Yojana (RSBY), which is extended to the building workers registered with the Board. The relevant annual insurance premium shall be paid by the Board at the rate as prescribed by the Ministry of Labour & Employment, Government of India from time to time.

1. **Skill Development Training:**
2. All registered building workers and their spouse and dependant sibling and children shall be eligible for skill development training. There shall be no minimum duration of registration with the Board.
3. The following course shall be eligible for the training:
4. Vocational Skill Development Course offered in any sector/ trade/ stream of duration of one month and more and upto three years.
5. Course run by Government Training Provider/ organization leading to the award of a certificate/ diploma/ degree issued by the Government or by a body authorized by it provided that such course lead to a wage employment of a significant proportion of trainees post completion of training, or
6. Courses run by private/ non-Government Training Providers provided that at least 70% of trainees are able to get wages employment upon completion of course.

A list of the Government/ Private/ NGO Training Providers approved by it shall be notified by the Board for this purpose.

1. Financial Assistance shall be provided for the following costs:
2. Per-trainee costs payable either to the registered building worker beneficiary or the training provider. The per-trainee cost includes the tuition or course fees, mobilization and monitoring costs, examination/ certification fees, purchase of books and tool kits, boarding costs, compensation for the loss of daily wages for the duration of the training in the form of stipend or otherwise and any other reasonable expenditure found necessary for conducting the training. Payment of the same shall be made in the following costs only-
* Per-trainee cost payable to the training provider selected by the Board.
* Per-trainee cost payable to the trainee as scholarship to attend course approved by the Board.
* Cost to be fill up the gap between the funding cost and per-trainee cost in case of the course for which part funding is available through Government Programme/ Scheme.

The scale of financial assistance for per-trainee cost may vary depending upon the type of course, duration, likely placement and salary levels. However, the training provider shall ensure that a linkage between the cost incurred in the training and the subsequent salary being earned by the skilled person is as per the table below:-

|  |  |
| --- | --- |
| Minimum salary per month | Course fee relating to salary excluding boarding and lodging. |
| Rs.5,000/- to Rs.8,000/- | 3x |
| Rs.8,001/- to Rs.10,000/- | 3.5 x |
| Above Rs.10,001/- | 4x |

The financial assistance for boarding and lodging upto Rs.15/- per day.

1. \* Financial assistance @ Rs.3,600/- per beneficiary per annum for On-Site Skill Training for building or other construction workers in trade like carpentry, plumbing, driving, computer operation, electrician under the Scheme formulated by the Ministry of Labour & Employment, Government of India.
2. Financial assistance may be extended to the training provider for setting Up/ improving training capacities in the form of **grant-in-aid** for setting up or up gradation of training and boarding/ lodging infrastructure, purchase or repairing of equipment for training, set up or up gradation or monitoring and training infrastructure, administrative cost and any other reasonable expenditure found necessary for setting up or improving training capacities.
3. The financial assistance mentioned in clause 4 (j) (3) and (4) above shall be provided through Manipur Society of Skill Development (erstwhile Society for Skill Development Initiative Scheme and Enhancing Skill Development Infrastructure Manipur (SESDIS & FSDIM). The Board shall place at least 20% of the balance cess amount at the beginning of the Financial Year with the Manipur Society for Skill Development for this purpose. The scale of financial assistance for setting up/ improving training capacities as mentioned in clase 4 (j) (4) shall be decided by the said Society (MSSD) on case to case basis.
4. **Application.**
5. An application in the form specified in the **Schedule-I** to this Scheme shall be made by the beneficiary building worker or as the case may be, by the kid and kin of the deceased beneficiary building worker to the Secretary for giving any of the welfare benefits under clause 4 of this Scheme. The Secretary shall examine the application and submit his comments to the Chairperson for obtaining approval of the Board and sanction.
6. The application in the form specified in the **Schedule-I** to this Scheme shall be made by the beneficiary building worker to the Secretary of the Manipur Society for Skill Development for giving financial assistance under clause 4(j)(3) of this Scheme. The Secretary shall examine the application and submit his comments to the Chairperson of the said Society for obtaining approval of the Society for according sanction thereto.
7. An The application in the form specified in the **Schedule-II** to this Scheme shall be made by the beneficiary building worker to the Secretary of the Manipur Society for Skill Development for giving financial assistance under clause 4(j)(4) of this Scheme. The Secretary shall examine the application and submit his comments to the Chairperson of the said Society for obtaining approval of the Society for according sanction thereto.
8. **Sanction and Disbursement of Welfare Benefits.**

The Chairperson, on receipt of the comments of the Secretary on an application under clause 5 of this Scheme for giving any of the welfare benefits, shall obtain the approval of the Board to the giving of the benefit and accord by an order, sanction to the expenditure to be incurred for giving of the benefit as per the amount specified under clause 4 of this Scheme, unless he rejects the application by giving the reasons for rejecting the application. A copy of the sanction order shall be endorsed to the Secretary for making disbursement of the amount of benefit to the applicant beneficiary.

1. **Grant-in-aid to Local Authorities or Employers:**

Grant-in-aid may be extended under sub-section (3) of Section 22 of the Act to the Local Authority or Employer, who provides on the satisfaction of the board welfare measures and facilities for the benefits of building workers and the members of their families may be given assistance for a sum not exceeding Rs.3,00,000/- as provided under rule 33 of the Manipur Building and Other Construction Workers (Regulation of Employment and Conditions of Service)Rule, 2008. The application for giving the said grant-in-aid shall be made to the Secretary in the form specified in **Schedule-III** to this Scheme. On receipt of such application the Secretary shall examine the same and submit his comments to the Chairperson. The Chairperson shall obtain the approval of the Board to the giving of grant-in-aid and accord, by an order, sanction to the expenditure to be incurred in the giving of the grant-in-aid. A copy of the sanction order shall be endorsed to the Secretary for release of the amount of grant-in-aid by cheque to the applicant concerned.

1. **Appeals.**

A beneficiary building worker aggrieved by an order issued under this Scheme by the Secretary in the application for giving benefits under this Scheme may, within thirty days from the date of such order, prefer an appeal in writing to the Chairperson for redressing his grievances. The decision of the Chairperson shall be final.

A beneficiary building worker aggrieved by order of the Chairperson under his Scheme may, within thirty days from the date of such order, may prefer an appeal in writing to the State Government for redressing his grievances. The decision of the State Government shall be final.

1. **Disentitlement of Benefits.**

The beneficiary building worker who had already received similar benefits under any other schemes, laws or regulations shall not be entitled to any of the benefits under this scheme.

1. **Interpretation.**

If any question arises as to the interpretation of the words and clauses in this Scheme, the decision of the board shall be final.

Sd/-

(Dr. Suhel Akhtar)

Chairperson

Copy to :

1. The PPS to the Hon’ble Minister (Labour & Employment), Government of Manipur.
2. The Principal Secretary (Labour & Employment), Government of Manipur.
3. The Secretary, Manipur Society for Skill Development, Imphal
4. The Deputy Labour Commissioner, Manipur
5. The Director of Information & Public Relations, Manipur. He is requested for wide publicity of this Welfare Scheme for information of the building workers and the social action groups/ agencies.
6. Notice Board.

**Schedule-I**

**(See clause 5 (1))**

Application for Giving Welfare Benefits under clause 4 of **Manipur Building and Other Construction Workers’ Welfare Scheme.**

To

 **The Chief Executive Officer,**

 **Manipur Building and Other Construction Workers’ Welfare Board.**

Subject: An application for Giving Welfare Benefits under clause 4 of the Manipur Building and Other Construction Workers’s Welfare Scheme.

Sir,

 I am a building worker registered as a beneficiary u/s 12 of the Act. I, hereby, apply for Giving Welfare Benefits under clause 4 of the Manipur Building and Other Construction Workers’ Welfare Scheme.

 Benefit (here specify the benefit applied for)

 ………………………………………………

 ……………………………………………..

 The following information and documents are furnished herewith for my detailed particulars-

**Information**

1. Name & surname: ……………………………………………………..
2. Father’s name/ husband’s name: ……………………………………………..
3. Permanent address and postal address: ………………………………………..
4. No. and date of the Certificate of

Registration as a beneficiary under: ………………………………………….

 Section 12 of the act.

1. Rate of contribution paid: Rs…………… per month.

**Documents**

1. True copy of the Certificate of Registration.
2. True copy of the Receipt for payment of the last contribution.
3. True copy of the estimate of the cost of the construction of house.
4. True copy of the Policy issued by the Insurance Provider for Group Insurance Scheme.
5. Calculation sheet for the medical expenses for ailment.
6. Admission Certificate and Class Reading Certificate of the child issued by the Head master of the relevant school for the financial assistance for education of the child.
7. Medical Certificate along with relevant papers for the delivery, medical termination of pregnancy or miscarriage for the maternity benefit.
8. Medical Certificate showing disability for the immediate financial assistance in case of accident.
9. Death Certificate in respect of the Old Age Pension.
10. True copy of the relevant sanction order granting loan/ advance for construction of house in respect of the subsidy upto 25% of the amount of loan/ advance received.

I, hereby, declare that I do not avail of similar benefit under any other scheme of the Government of Manipur. It is true to the best of my knowledge and information concerned.

Date…………….. Yours faithfully,

**Schedule-II**

**(See clause 5 (2))**

Application for extending Financial Assistance to the Training Provider

for setting up/ improving training capacities.

To

 **The Secretary,**

 **Manipur Building and Other Construction Workers’ Welfare Board.**

Subject: An application for extending financial assistance as Grant-in-aid to the Training Provider under clause 4(j)(4) of the Manipur Building and Other Construction Workers’ Welfare Scheme.

Sir,

 I am submitting herewith an application under clause 5(3) of the Manipur Building and Other Construction Workers’ Welfare Scheme for extending financial assistance as Grant-in-aid under 4(j)(5) of the Manipur Building and Other Construction Workers’ Welfare Scheme. The details of the services/ scheme/ project to be undertaken are the followings-

1. Name of the service/ scheme/prject

undertaken/ to be undertaken.

1. Date from which the service/scheme/project

has been commenced or to be commenced.

1. Duration of the service/scheme/project.
2. Objectives of the service/scheme/project.
3. Total cost of the service/scheme/project.
4. Funding pattern of the service/scheme/project.
5. Targeted No. of persons to be benefitted.
6. Amount of grant-in-aid applied for.

Date……... Yours faithfully,

**Schedule-III**

**(See clause 7)**

Application for giving Grant-in-aid to the Local Authority or Employers.

To

 **The Secretary/ Executive Officer,**

 **Manipur Society for Skill Development, Imphal.**

Subject: An application for extending financial assistance as Grant-in-aid to the Training Provider under clause 4(j)(4) of the Manipur Building and Other Construction Workers’ Welfare Scheme.

Sir,

 Subject: An application for extending financial assistance as Grant-in-aid to the Training Provider under clause 4(j)(4) of the Manipur Building and Other Construction Workers’ Welfare Scheme.

Sir,

 I am submitting herewith an application under clause 7 of the Manipur Building and Other Construction Workers’ Welfare Scheme for granting grant-in-aid to the Welfare measures and facilities of the building workers as undertaken by the applicant. The details of the welfare measures and facilities of the building workers as undertaken for the building workers are as under:-

1. Name of the Scheme/ Project undertaken.
2. Date from which the scheme/ project has been undertaken.
3. Duration of the scheme/ project
4. Objectives of the scheme/ project.
5. Total cost of the scheme/ project.
6. Funding pattern of the scheme/ project.
7. Targeted No. of building workers to be benefitted.
8. Amount of grant-in-aid applied for.

Date……... Yours faithfully,