

## **The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996**

This act applies to every establishment that has employed ten or more construction workers at any time within the past twelve months, engaged in any building or other construction work.

**“Building or other construction work”** refers to activities involving the construction, alteration, repair, maintenance, or demolition of buildings, streets, roads, drainage, tunnels, bridges, pipelines, towers, etc. However, it does not include building or construction work subject to the provisions of the Factories Act, 1948, or the Mines Act, 1952.

**7. Registration of Establishments:** Every employer must submit an application for the registration of their establishment with the registering officer. If the application is complete, the officer will register the establishment and provide a certificate of registration to the employer. Without registration, an employer can not employ construction workers in their establishment.

**29. Wages for Overtime Work:** If any building worker is required to work more than the number of hours constituting a normal working day, then the employer must pay the worker at a rate of twice the normal rate of wages as overtime pay for every hour worked beyond the normal working hours.

**31.** Employers should not employ individuals with disabilities or conditions in operations involving a risk of accidents. Individuals who are deaf, have impaired vision, or have a tendency to giddiness shall not be allowed to work in activities building or other construction work.

**The employer is responsible for providing certain welfare facilities to their employees, including:**

❖ **Drinking Water (32):** Employers must ensure an adequate supply of clean drinking water at construction sites.

❖ **Latrines and urinals (33):** Employers must provide adequate and conveniently located latrine and urinal facilities at construction sites.

❖ **Accommodation (34):** Employers are required to offer temporary living spaces for construction workers during the construction period.

❖ **Crèches (35):** Employers must provide and maintain a crèche if they employ more than 50 workers.

❖ **First-Aid (36):** Employers must set up first-aid facilities at construction sites, which must be easily available and accessible to all workers.

❖ **Canteens (37):** It's the responsibility of an employer to provide a canteen facility to the workers if 250 or more workers are working.

**38. Safety Committee and safety officers.** The employer is bound to form a safety committee and appoint a safety officer if 500 or more building workers are working.

**44: Responsibility of employers.** Employers are responsible for consistently and adequately supervising to ensure compliance with safety provisions and prevent accidents.

**45: Responsibility for payment of wages and compensation.** Employers are responsible for the timely payment of wages to the workers.

**46: Notice of commencement of building or other construction work.** Employers must inform the Inspector 30 days before starting construction work, providing details like the nature of work, facilities, and number of workers. Any changes must be reported within two days.

**30. Maintenance of registers and records.** Every employer is responsible for maintaining registers and records with specific details about building workers, including working hours, wages, etc.