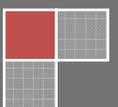


**Proceedings of National Meeting on
'Implementation of the Construction
Workers Act, 1996 and Enactment
of Comprehensive Legislation for
Domestic Workers' held on 8th July,
2014 at New Delhi.**

**National Campaign Committee on Central Legislation
on Construction Labour**



Contents:

Sr.No.	Chapters	Page No.
1	Preface	4
2	About the National Campaign Committee for Central Legislation on Construction Labour (NCC-CL)	5-6
3	A summary of the decisions from last meeting of the NCC-CL	7
4	Agenda for the Meeting held on 8th July, 2014	8
5	Proceedings of the Meeting held on 8th July, 2014	9-18
6	Key recommendations / Decisions taken in the meeting held on 8th July, 2014	

Annexure - I:	List of the participants of the meeting held on 8th July, 2014	
Annexure - II:	CAG Report	

PREFACE

It is in the context that the plight of the construction workers is increasing day by day and there seem no remedies for them due to ineffective implementation of the Government schemes. At the central level federation of the trade unions of the construction workers, it is an opportunity to get the rights of the construction workers through a collective advocacy. It is a platform from where a consensus may be made for problems of varied nature across the country in different states and recommendations may be made to the Central and State Governments. In light of above, this meeting has been convened and it is expected that the benefits will reach to the needy workers by our collective efforts.

(Subhas Bhatnagar)
Convener
**National Campaign Committee for Central Legislation
on Construction Labour (NCC-CL)**

About the National Campaign Committee for Central Legislation on Construction Labour (NCC-CL):

Advocacy for Comprehensive Central Legislation to provide Social Security to 3 million Construction Workers:

The National Campaign of Construction Workers for a Comprehensive Central Legislation has been unique in many ways. It was NCC-CL under the Chairmanship of the former judge of the Supreme Court of India Justice V.R. Krishna Iyer which recognized for the first time at a 1985 workshop that the existing labour and social security legislation has been designed for the organised sector and cannot be implemented in the unorganised sector. Most existing legislation is implementable only if there exists a long term employer-employee relationship and a permanent team of employees; in the unorganised sector the employer-employee relationship keeps changing. It was realized that implementation of legislation for unorganised sector workers like construction workers would require mediation through instruments such as a Tripartite Board to fill the gap due to the absence of a 'management' in this sector.

Secondly, NCC-CL was unique in its understanding that instead of demanding that the government draft a suitable legislation for Construction Workers, people's groups should themselves initiate such moves. The Campaign drafted a detailed legislation along with detailed rules, with the active participation of the Construction Workers themselves. Thirdly, the NCC-CL discussed the Bill and Scheme drafted by the core-team at various seminars and workshops all over the country and then pressurized the government by submitting its Bill and Scheme as a Petition to the Petitions Committee of Parliament.

Another crucial role that NCC-CL has played is to coordinate, link and maintain a long term relationship and unity among the Central Trade Unions and independent organisations of Construction Workers on the proposed Bill and Scheme. NCC-CL and its representatives believe that the Campaign and its proposal reflect the development of the joint vision of all the participants, including the Central Trade Unions.

However, NIRMANA's support to the NCC-CL campaign has had a crucial influence on the enactment of the following Central Legislations by the Parliament:

(a) The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act 1996, (27 of 1996).

(b) The Building and Other Construction Workers Welfare Cess Act, 1996 (28 of 1996).

The successful enactment of central laws does not, unfortunately, translate automatically into implementation at State and Union Territory levels, in a federal system. In the decade following the enactment, Nirmana has played a key role in supporting the State and Union Territory Level Campaign's attempts to ensure implementation. It has had an impact on the implementation/notification of the Rules in the States of Kerala, Tamil Nadu, Madhya Pradesh and Gujarat and in the Union Territories of Delhi and Pudduchery.

Currently the NCC-CL campaign has approached the Supreme Court of India through a PIL, with the help of the Human Rights Law Network, to ask for a directive for immediate implementation of the 1996 Acts all over the country. It has identified this strategy, given the limited resources available for a countrywide grassroots campaign and the indifference of the governments of the different States and UTs. It is also intensifying the campaign to amend the 1996 Acts to bring them closer to the NCC-CL proposal.

In the present phase, the NCC-CL is utilizing its experience of the construction workers campaign to demand regulation of employment conditions and social security measures to cover all other segments of the unorganized sector. The Second Labour Commission has recommended social security conditions be provided to the entire unorganised sector. Although Action Aid-India support is available for this campaign till 2007 end and we are seeking extention of this support also still has assured support for this campaign, we will need the support of other organizations as well, given the challenging task of covering hundreds of segments of the 37 million unorganized sector workers.

**Summary of the decisions from last meeting of the National Campaign Committee for
Central Legislation on Construction Labour**

In the last meeting of the National Campaign Committee for Central Legislation on Construction Labour held on _____ following key decisions were taken:

**National Meeting on the Implementation of Construction Workers Acts,1996
& Enactment of Comprehensive Legislation for Domestic Workers**

Date- 8th July, 2014, Timings:- 10 a.m. to 5 p.m.

Organized By :-

National Campaign Committee for Central Legislation on Construction Labour

Venue:- Jawaharlal Nehru National Youth Centre,219, Deendayal Upadhayay Marg,
New Delhi- 110002

AGENDA

Registration: - 9.30 a.m. -10.00 a.m.

10.00 a.m. - 12.00 a.m. -

1st Session:-Current Status of Welfare Boards

- a. Feedback from National/State unions on Current scenario
- b. Summary of CAG Reports from 10 states

12 Noon - 1.15 p.m.-

2nd session: - Report on PILs

- a. Supreme Court PIL
- b. Delhi High Court PIL/SLP of Supreme Court by NMPS

1.15 p.m. - 1.45 p.m. LUNCH BREAK

1.45 p.m.- 3.30p.m.

3rd Session - Amendments & Way Forward

- a. Government's moves to amend labour laws
- b. Government Amendment for BOCW Act & Cess Act, Standing Committee Report
- c. Way Forward

3.30 p.m.- 4.30 p.m.-

4th Session :- Report on July 7th July meeting

on Domestic Workers and planning joint campaign

Vote of thanks.

Proceedings of National Meeting on the implementation of the Construction Workers Act, 1996 and Enactment of Comprehensive Legislation for Domestic Workers held on 8th July, 2014 from 10:00AM to 5:00 PM at Jawaharlal Nehru National Youth Centre, Deen Dayal Upadhyay Marg, New Delhi organized by National Campaign Committee on for Central Legislation on Construction Labour.

A “National Meeting on the implementation of the Construction Workers Act, 1996 and Enactment of Comprehensive Legislation for Domestic Workers” was organized by “National Campaign Committee for Central Legislation on Construction Labour” on 8th July, 2014 from 10:00AM to 5:00 PM at Jawaharlal Nehru National Youth Centre, Deen Dayal Upadhyay Marg, New Delhi. The day-long meeting was attended by representatives of Trade Unions of Construction and Domestic Workers, Civil Society members etc. The list of participant may kindly be seen at **Annexure – A**. Proceedings of the conference are as under:

2. While welcoming the participants Mr. Sanjeev described the meeting agenda in brief and initiated the conference with the Jindabad shouting. A round of formal introduction was convened with all the participants. Mr. Sanjeev invited Mr. Vishnu Shukla, Mr. Madhu Knat Patharia, Mr. Vipul Pandaya, Mr. Promod Patel, Ms. Geeta, and Mr. Subhas Bhatnagar to chair the meeting. The conference was initiated with singing a patriotic song – “*Hal Chala ke Kheto ko mene hi sajaya re...*”.

3. Chairperson for the session, Sh. Vishnu Shukla thanked to the organizers for convening this meeting and once again welcomed the participants representing from different States/UTs. He said that the Construction Workers’ Act came in to force in 1996 but in the Act there are no provisions for the Service Conditions of the workers. Rules were made in Uttar Pradesh and were implemented after Hon’ble Supreme Court’s directions in 2010. The Board under this Act was initially a single man board, but when PIL was made by

civil society members in the Supreme Court, immediately other members were nominated in the Board. For implementation of the Act, it has been mentioned that if the act is violated the prosecution may be filled directly. It is observed that the act is not implemented in letter and spirit because there is no political will due to various self-interests pertaining to black money and industrial influence on politicians. Real impact of the act is not seen, the work is being done on paper only in some States. Around 3000 Crèches for the children of Constructions workers were proposed in U.P. but not more than 300 crèches were opened and many were constructed on fake locations. It was observed that capacity building of the staff involved in this project was not done well and on time when it was required. Faults were also observed for registration of the societies. These mishappenings held because there were no monitoring mechanism in existence. There are short-comings at Government's part as well, CESS did not come for the Govt. constructions in the U.P., the issue was raised with appropriate authorities. The benefits of the Act should reach to the real beneficiaries.

Further, Establishment's definition has been given as "Any construction below cost of Rs.10.00 lakh will not be registered as Establishment". This definition is a concern for the construction workers. On the other hand, the certificate for working for 90 days in the previous year is also a concern for the construction workers. On the other hand the tri-partite structure of the board is not convenient.

Shri Subhas Bhatnagar said that earlier Government in centre refused the four recommendations proposed by us, but it has been learnt that now the new Govt. has constituted a Task Force to consider these four recommendations. Shri Bhatnagar desired to know the functioning of the boards and other relevant institutions in the respective States so that a consolidated national report may be prepared and may be put up before Govt. of India. He further requested the participants to speak as per the contents and information already sent to them. To start with, he requested representative from Gujarat Mr. Vipul to speak on expectations of the participants with emphasis on model work already held in Gujarat.

Representative from Gujarat Mr. Vipul said that the information about CESS collected in each State should be provided to the citizens under RTI or it should be available on Govt. website. He described the problems being faced by the construction workers in obtaining the 90 days certificate. In Gujarat, 90 days trainings were provided to the Construction Workers and a lot of Construction Workers were registered under the Act. Andhra Pradesh, Karnataka, Tamil Nadu etc. have also done well in registration of Construction Workers. This year Rs. 283 crore has been allocated for Board's activities in Gujarat. Assistance on Accident, Medical help, Training, RSBY, and Educational Assistance – these 5 schemes were introduced in the Gujarat. From 2006 to till date only a few Construction Workers have been benefited by these schemes, the numbers are as less below 100 till date as per latest Comptroller and Auditor General (CAG)'s report. He refused to replicate this Gujarat Welfare Board Model in other States of country. Representative of the Bhartiya Majdoor Sangh who was present in the meeting, justified that they are just member in the board and are not involved or responsible for the entire process happened in the Govt. of Gujarat in the subject matter.

Representative from Himachal Pradesh Shri Ravindra Singh Ravi, General Secretary, Bhawan Nirman Sansthan said that in the initial one year there was no registration in the board in the Himachal Pradesh. When the board became functional an order was issued stating that comply all the rules made under the Construction Workers' Act. It was said that if the Construction Workers will complete all the conditions the registration will be done. On the other hand it was also mentioned that if no registration happens for six months the Board's existing will be reviewed. 16645 registrations were done during normal course of action before the new order. Board Members were told that if wrong or fake Construction Workers are registered the Board Members shall be responsible for that. Rs.197.00 crore CESS deposit has been done till date in the State. The CESS has been deposited on only labour work and other works have been excluded. There is lake of infrastructure in the Boards. The worker who is registered two month before is also need to submit the certificate.

Shri Bhatnagar said that State representatives should submit the affidavits stating the shortcomings in their concerned States Welfare Board functioning with the references quoted including the statements made during this meeting.

Representative from Himachal Pradesh said that all the Construction Workers working in PWD and other Govt. units are registered and getting benefits. 25 Construction Workers have received allowance for marriage as well, around 40% Construction Workers are unmarried. For male unmarried people there is no provision for compensation for marriage, this demand has been made that male unmarried may also be compensated for marriage. Demand has also been made to facilitate the construction of Construction Workers' own house, because they construct others' houses but could not find time to construct their own house. Affiliation with INTUC, CITU etc. has been worked out. Migration of the Construction Workers creates problems of registration so central data pool should be prepared.

Representative from Bihar said that Welfare Board in Bihar was semi-functional from 2011 to 2013. From 2104 onwards it is working well. He said that out of 15 lakh Construction Workers only 40000 are registered till date. At block level there is no Labour Inspector's office. Schemes are not implemented. Civil Society members are making efforts in this way. Further he informed that the representation in the Board is also not adequate.

Another representative Shri Rupendra Kumar from Vaishali district of Bihar said that NGO people have been made coordinators for getting the registrations done. Open registration is done two days in a month. He said that during 2011 to 2013 illegal registration were done. Another representative Mr. Khan said that their NGO is working for farm workers, he said that no institutional mechanism has been set-up in their nearby districts.

Representative from NCT of Delhi said that in nine district-wise zones in Delhi the registration is facilitated by approx. 34 unions. Earlier in 2006 there were only 2-3 unions. Some unions are effective and some are not due to their influence in the district offices.

Labour Commissioner in Delhi invited Unions and said that Unions may be given authority for registration. Unions are thinking to adopt this process to take authority of registration. Another representative Mr. Umesh Singh said that new Societies/Unions in Delhi are not effective, he said that few Societies function like middle-men/agent and take commissions. Another representative from Nirman Majdoor Santhan said that there are various rules and different authorities adopted different rules, most of the times when workers go for registration they are directed to come along with the union representatives, so ambiguity in the rules is a big problem. No other facility/scheme apart from providing scholarships is being implemented in Delhi presently. Problem of corruption exists in Delhi for fake / illegal registrations. Another representative said that one union in Delhi is so powerful that it can issue registration to anyone which seems questionable. He said that those who don't have identity proofs of Delhi are not registered. He said that after each 52 days, workers are rotated by the employers/contractors to other sites and it hurdles the completion of 90 days slot required for registration. Around 2 Lakh Construction Workers are registered in Delhi but benefit reached to less than 1% registered Construction Workers. Elderly pension is not available to Construction Workers. Employers are not willing to issue certificates.

Replying to this chairperson said that certificate should be obtained of 52 days also. Further, Shri Bhatnagar said that cause of migration is lack of work in a particular district. He said that it is the responsibility of the state in which the Construction Worker is registered first to provide social security to Construction Workers for life time irrespective of his migration in other states later. Inter-state transfer of the registration and money seems not a good solution. Mr. Walia said contrary view from as Shri Bhatnagar suggested, he said that Act has such provisions.

Representative from Karnataka Sh. Khan from Karnataka State Construction Workers' Union Said that Welfare Board was constituted in 2007 in Karnataka. Rs.2300.00 crore CESS has been collected by Welfare Board. Benefits of around Rs.8.40 crore have been released. Annual CESS collection is around Rs.300.00 crore. There is tripartite body in the

welfare board. In 2013 when new Govt. came, new members have been appointed in the board. Several work like construction of marriage hall, skill development center etc. are proposed by board and around Rs.1000.00 crore have been allocated for these works. The facilities made under this fund will also be open for general people/community. So far as registration is concerned, 90 days certificate is obtained easily and registration is also done smoothly. Some problems are faced by Migrant workers, there registration is happening but in less numbers. Only around 15% migrants are registered due to reluctant of employers.

Sh. Bhatnagar requested the representative to give all the concerns in writing as well. He said that Rs.1.00 crore were given to Chief Minister's relief fund by Welfare Board in a State, such practices should not be promoted. He said that there are voices that Rs.11000.00 crore may be given to builders' lobby for welfare work of Construction Workers, but unions were against this and did demonstration. The benefits which builders lobby proposed or make for the Construction Workers are sometimes inappropriate like distribution of cycles in Delhi which is not relevant.

Representative from Kerala said that migrant labour is approx. 50% in Kerala, only police registers the migrant workers and no other registration is done. Last CPM Govt. made a scheme for benefit of migrant labour which prescribes compensation on accident etc. but only 25% benefits are given to migrant labour where as native workers of Kerala get full compensation, this is discriminatory practice and Supreme Court should be approached for this issue. Police registers them with doubt that 'Maovadis' come from Bihar etc. CESS is coming very less from private employers, only PWD and other Govt. constructors are source of CESS in the state. Another representative said that the political affiliation of the unions affect the functioning of the unions.

Replying to this Shri Subhas Bhatnagar said that these negative things should be protected in other states and Unions' functioning should be made more transparent.

Representative from Jharkhand Mr. Dinesh Soni said that he is working with Motiya Majdoor, auto drivers, and intend to work with construction workers also and solicit support from this platform. Another representative from Jharkhand said that 500 new registrations were facilitated recently by Jharkhand Asangthit Majdoor Santhan. Govt. Depts. are reluctant in registration.

Representative from Chhattisgarh said that online registration has been started in their State, during the registration three photos and one ID proof is required to submit online.

Representative from Madhya Pradesh said that in the Construction Workers' Act maternity benefits are given as leave for 6 weeks and compensation of 5000, medical help of 6000, on death Rs. 1.00 lakh are given, on disability Rs.25000 are given, on spot death – Rs.2000 for funeral, for marriage Rs. 25000 up to two girls. For education of Construction Workers' children cash payment scholarship is given. Further, help for construction of own house and pension are in provisions but are not implemented. Registrations of Construction Workers are now difficult due to decentralization done recently. Earlier when board was doing registration it was easy.

Dr. Suneelam said that Rs.903.00 crore was collected and Rs.1200.00 crore were distributed in Madhya Pradesh State (till March 2013). He said that when this act was made in 1996 after it Nirman Majdoor Sangthan fought for 5 years to get it implemented. They approached Chief Minister and Labour Minister and they were briefed that 25 lakh people will be affected by this. Further he said that Pension benefits are received by very few people, because 6 years minimum work is required to get pension, he said that this provision should be amended. He proposed that Compensation on death should be increased, benefit for construction of house should be promoted in urban areas.

Mr. Bhatnagar said that before Construction Workers' Act, 1996, the Tamil Nadu and Kerala made best Boards, and after commencement of the Act, Madhya Pradesh Board was best. Maximum Registration, collection and expenditure were done by these boards but after

seeing the audit report of the M.P. Board the things were contrary, the money was just released to the District Commissioners but no information on whether this was further expended or not. Similarly it was mentioned that cheques for payments were issued but no mechanisms to know whether these cheques were dishonored or credited. After the enactment of the act Unions seems to be reluctant to get the Act implemented and make sure that the participation in the Board as a member. Supreme Court gave orders to Central Govt. on 18th January, 2010 to call national level meeting of unions which has still not been called. Now the Unions have suggested that 5 regional meetings may be called instead of one national meeting. He suggested that all the Unions should anomalously give similar suggestions in all regional meetings.

Representative from Maharashtra said that there is no very good scheme in Maharashtra, the than Labour Minister who constituted the board in 2008 went after 2 months of its constitution and the next Minister was not interested in it. Now-a-days board is not functional. Now elections are proposed in October, 2014 so no work is seen in near future. Migrant worker's registration was done but benefits did not reach to migrant workers. Local/native Construction Workers were not registered due to lack of 90 days certificate. A suggestion has come that Unions should do the registration work with Municipalities. There are about 3000 construction sites in Mumbai only, out of them only 200-300 submit CESS. He said that those Construction Workers who have already migrated to other States, their benefits are pending with Government. He said that a lot of expenditure on advertisement has been done by the Government but real benefit do don't reach to the Construction Workers. Further he said that in the Board there are people of political influence so no concerns of Construction Workers are kept seriously. Board intends to expend money on irrelevant benefits for Construction Workers. The unregistered workers do not get any compensation on death during work.

A participant said that political influence in the activities of the board is always seen. The provision of 90 days registration is being misused, those who do not work but get

certificate is an area of concern. Some Unions are also influenced by political will and do not participate in raising voice in favor of Construction Workers. If court gives any decision against Construction Workers, it may be implemented but when unions itself are against Construction Workers it cannot be tolerated. Today in Maharashtra unions are not so strengthen, they are ineffective because 90 days certificates are not available to real Construction Workers whereas fake people enjoy the benefits under the Act. This shows corruption in the functioning of unions and Govt. both. Honest unions are facing problems. He proposed that these issues should be taken seriously in today's meeting. He further proposed that meetings in the States should also be organized like this meeting. Every month meeting should be organized in different states.

Representative from Punjab said that Welfare Board in their State was constituted in year 2008, but till 2010 it was not functional and no CESS was collected. In 2013 some work was started and forms were distributed for registration but no collection was done. Unions contributed to organize some camps for facilitating the registrations of Construction Workers but these remained ineffective due to reluctance of the Government. Unions themselves made efforts and made employers aware and made pressure on them and facilitated issue of notices to employers for following the Act.

Replying to this, Shri Walia said that awareness of Employers is very essential for successful implementation of Act. In Punjab 75% Construction Workers are migrant and 25% are local. A lot of advocacy against fake registrations and ineffective implementation of act was done by unions. He suggested that the contractors' payments may be stopped if employers are not willing to follow the Construction Workers' Act. He said that under Section 13 of the Act, if any benefits are to be given, these should be with photo of the beneficiaries but no compliance on the part of employers is being seen. Contractor has got registration under section 7 or not and several other compliances are neglected. Labour's registration should also be done. He said that without registration work can't be initiated. He suggested that mandatory orders to all concerned officers should be passed by concerned State authorities. Trade unions have been given powers under the Act for

prosecution against Govt. if they feel that CESS is being collected less than required or appropriate.

Another representative from Punjab said that there are very less difficulties in registration in Punjab. Board has said that very few people come under the definition of the Construction Workers, so some other categories are proposed to be added in the Construction Workers' category so that more workers can be benefitted under the scheme.

Representative from Odisha Shri Mishra from Construction Majdoor Sangam said that official figures are wrong in the State. Many benefits are being given to Construction Workers and registration is not a problem in Odisha. Unions are very effective in Odisha and due to their pressure work of Govt. machinery is smooth. The only problem may be lack of Govt. officials in offices which causes delay the process. There is no mazor problem in Odisha.

Shri Pradeep Kumar from Odisha (western) said that Govt. officials play important role in registration process. He said that Board's money was used for election advertisements in newspapers. Benefits to Construction Workers are very less in Western Odisha. In a recent accident happened Construction Workers who died did not get benefit because they were not registered and were migrants. Board's money is going to RSBY but Construction Workers cannot avail RSBY benefits because they don't have BPL card with them.

Replying to this, Shri Subhas Bhatnagar said that RSBY's card which is for BPL, 25:75 is the ratio of state and centre but in all the boards this has been imposed that 100% premium will be given by board itself for Construction Workers, which is a mal-practice and voice should be raised against it.

Representative from Pondicherry said that Welfare Board in Pondicherry was formed in year 2002. There are around 10,000 Members registered in the Board. A registration charge of Rs. 100/- per year is mandatory, if not paid membership is dissolved. In year

2010-11 there were 32 deaths of workers which have not been compensated yet. There is provision for Rs.35000/- for Natural death, Rs.5000/- for Injured, Rs.5000/- for Maternal benefits, Rs.1000/- in terms as coupons to be redeemed. He said that during monsoon there is no work available for the construction workers, so monsoon allowance must also be paid to the workers. He said that Deepawali bonus is paid but monsoon allowance should also be paid. He said that Construction Workers of Pondicherry are banned to work in Tamil Nadu. Another representative from Pondicherry said that

Representative from Uttar Pradesh Shri Parmod Patel said that registrations started 2010 onwards, he said that U.P. Government is reluctant to license trade unions. He informed that there are around 2.00 crore construction workers in Uttar Pradesh. The pension of Rs. 500/- per month is paid. He further informed that CESS is not being collected properly in the Uttar Pradesh and Evaluation Officers are also not appointed. Another representative from Uttar Pradesh Shri Naseem Ansari said that getting the 90 days work certificate is difficult from the contractor/employer. He submitted that if only 10% of the total registered construction workers apply to concerned welfare schemes of the Government, Government won't have enough manpower to deal with it. The situation is so hard.

Key recommendations / Decisions taken in the meeting held on 8th July, 2014

- Every State level Welfare Board should have a Projection Report for next 10-15 years, which will plan how and when different welfare programmes will be implemented.
- As per Hon'ble Supreme Court's directions, Union Government should convene a national consultation with the Trade Unions.
- The Building and Construction Workers Act should be implemented on the units which have 1000 or more workers.
- The contractor cannot be exempted from CESS, the only condition for exemption may be the construction of own house.
- District level monitoring Cell should be constituted.
- Different States have framed different welfare schemes and different fees for registration etc. it creates problems for the migrants construction workers. It is suggested that similar schemes should be implemented in uniform way in each State.
- Registration of the employer should be made mandatory.
- In the absence of effective unions, workers are unable to get benefits of the welfare schemes, so the unions should be strengthened.
- There is a lot of migration of labour at all the levels, therefore, the registration of the workers should be made easy and centralized.
- Under Central Govt., there are two types of benefits are given – welfare board and regulation of employment and wages, it creates problems. It is recommended that a common law should be in existence. This was also one of the 1st demand of unions in 1985.
- Smart Cards should be issued to all the construction workers and these should be valid in all the states.
- Work-book entry should be given by employers/contractors to each worker.
- Employee State Insurance (ESI) should be facilitated for the construction workers.

- Welfare benefits are delivered very late, the needs are the workers are not fulfilled on time due to this. It is therefore suggested that a complaint mechanism be made for the late delivery of welfare benefits.
- Grievance redressal mechanisms should be in place with judicial powers for the dispute resolution between workers and employers/contractors.
- Pension should be equal to the half month's salary or 50% of the minimum wages.
- Maternity benefits should be for minimum 90 days.
- Substantial amount of scholarships should be given for educational assistance from nursery standard to higher education.
- Migrant workers should be provided with temporary ration cards, power connections, schooling for their children, housing etc. An action plan for migrant workers' children should also be prepared.
- Meetings should be convened on monthly basis in different states.
- State Governments should furnish the details, data, information etc pertaining to the construction workers and the schemes for their welfare etc. and the Union Government should maintain this information at central level and should upload at website.
- Funds meant for the construction workers' welfare should not be used by the Govt. authorities for the welfare of other categories of the unorganized sector workers.
- A memorandum is to be drafted by the National Campaign Committee for Central Legislation on Construction Labour (NCCLCL) and send as a petition in the Parliament and to the Prime Minister.

Two minutes' silence was observed for the death of the construction workers during accidents on construction sites.

The meeting ended with a vote of thanks to the chair, all the panelists, participants and organizing team.

National Campaign Committee for Central Legislation on Construction Labour (NCC-CL)

