

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 4020
TO BE ANSWERED ON 18.08.2025**

WELFARE OF CONSTRUCTION WORKERS

4020. DR. SHASHI THAROOR:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) the status of implementation of the Building and Other Construction Workers (Regulations of Employment and Conditions of Service) Act, 1996 and the rules under the Act;**
- (b) the allocation and utilisation of funds collected under the Building and Other Construction Workers Welfare Cess Act, 1996, including the process for disbursement of these funds to support the welfare of construction workers;**
- (c) the details of the initiatives or programmes implemented by the Government to improve safety standards and working conditions for construction workers, along with an assessment of their effectiveness;**
- (d) the details of the number of complaints or grievances filed by construction workers regarding safety violations, non-payment of wages or lack of adequate protections during the last five years and the current year;**
- (e) whether the Government proposes any legal or regulatory measures to address the issues of worker safety and welfare in the construction sector; and**
- (f) if so, the details thereof?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (f): The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (Act) and the Building and Other Construction Workers Welfare Cess Act, 1996 (Cess Act), have been subsumed in the Occupational Safety, Health and Working Conditions (OSH) Code, 2020 and the Code on Social Security (SS Code), 2020, respectively. Both the Codes were notified on 29.09.2020.

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Under the Cess Act, cess at the rate of 1% of the total cost of construction, is collected by the State Government or Local Authority and transferred to the State BOCW Welfare Board (Board) to fund the functioning of the Board. The funds so collected are utilized by the Boards to provide social security benefits, including accidental assistance, education of wards, loans and advances for housing, pension, insurance, medical assistance, maternity benefit etc. to building workers. The process for disbursement of these funds is managed by the respective Board.

The Central Government has devised a well-designed inspection scheme of the establishments. Special programmes are organized from time to time for implementation of safety measures through inspection at construction sites in the Central Sphere under the provisions of the Act to enforce the compliance of safety provisions. Besides, sensitization programmes for safety measures are also conducted from time to time. The details pertaining to the State sphere in this regard are maintained by the concerned State.

The respective Board maintains updated data on the number of complaints or grievances filed by construction workers regarding safety violations, non-payment of wages, etc.
