

NATIONAL SEMINAR ON CONSTRUCTION LABOUR
CONDUCTED BY THE TAMILNADU CONSTRUCTION
WORKERS UNION IN COLLABORATION WITH THE
COMMITTEE FOR IMPLEMENTATION OF THE
LEGALISED SCHEMES.

THE PROPOSAL FOR A COMPREHENSIVE LEGISLATION FOR
CONSTRUCTION LABOUR.

The participants in the Seminar were unanimously in favour of a central legislation for Construction Labour. The objectives of the law should be primarily to regulate the employment in Construction Industry, which should include security of employment and guaranteed minimum wage and to provide for various Social-security, Social-welfare measures for Construction Labour. After deliberations for three days, the participants felt that the law should create a Construction Board, at the National Level and State Level with proportionate representation for Construction Workers, the Governments and the Contractors. That the proportionate representation be in the nature of 50:30:20 for the three components and that no decision adversely affecting the interests of the labour shall be reached without the consent of the Workers. Creation of such a Board, will eliminate the dual employer system which is prevalent in the other Labour Laws, such as, the Contract Labour (Abolition and Regulation) Act, 1970 and the Inter-State Migrant Workmen Act, 1975. That the representation of the construction workers will be achieved through election by secret ballot

of registered workers and with the right to recall.

The Board should be entrusted with the functions which will include regulation of employment on the basis of registration of Construction Labour providing also for inter-district, inter-state transfer of labour and fixing minimum and fair wages taking measure for minimum guaranteed wages for not less than 15 days and ensure the recuing of all social security and social welfare measures which will be the obligation of both the contractors and the Builder. No construction activities could be carried out by any contractors or agencies without prior permission of the Construction Labour Board and such construction activities shall be carried out only in accordance with the provisions of the Act and the rules and regulations to be framed by the Board pursuant to its power. There should be a National Level Board which will have coordinating, supervisory functions and state-level boards which will be entrusted with the executive functions and policy guidelines. Such a dual registration of construction workers and the Builders or there agents will ensure that only registered workers will get the employment and that no independent construction activities could be carried out, outside the provisions of the Act.

builder or contractor.

- At the time of applying for permission for construction, the builder will be required to pay
- (i) The wage which will include a component of E.S.I., provident fund etc. in proportion to the working days; and
 - (ii) A construction levy which will be a welfare fund to provide for housing, creches, minimum guaranteed wages etc.

The builders and the contractors will be required to discharge their obligation in the prescribed manner without which the Construction Work will not be permitted to go on. The functions of the Board would further include the power of immediate intervention and adjudication. In regard to non-compliance with the obligations under the Act. That as a transitory measure there may be a transitory Board to bring into effect the actual operation of the Act.

A National Campaign Committee for lollying for the introduction of the Legislation has also been formed. The Hon'ble Minister for Labour Mr.T.Anjaiah has also invited a delegation on behalf of the participants in the seminar, for a meeting at 3p.m. on 6th November, 1985 at Shram Shakti Bhavan.