

1984

**REPORT OF THE COMMISSION FOR WELFARE FUND  
FOR CONSTRUCTION WORKERS**

*Kesala*

REPORT OF THE COMMISSION APPOINTED BY GOVERNMENT FOR  
CONSTITUTING A WELFARE FUND FOR CONSTRUCTION WORKERS

C H A P T E R - I

Constitution of the Commission

Government have appointed a One Man Commission as per G.O.Rt.1069/84/LBR Dated 8-8-1984 -- Appendix-I (a) to enquire and report to Government regarding the viability of constituting a Welfare Fund for building Construction Workers.

Though the One Man Commission started its functioning it was later found necessary to expand the Commission by including another Member also. So Government issued orders in G.O.Rt.1552/84/LBR Dated 23-11-1984 expanding the Commission. A copy of this G.O. is appended as Appendix-(b)

2. The term of the Commission originally fixed expires on 7-2-1985. As the completion of the work was not possible within this period the term was extended for another three months from 8-3-1985.

C H A P T E R - II

B. Coverage:- The terms of reference to the Commission was to enquire and report regarding the viability of constituting a Welfare Fund for Building Construction Workers. The term "Construction Worker" has got a commonly accepted meaning that those who are engaged in construction works. So it became necessary to find out which all works need be included under the term "Construction Works". The Commission collected evidences on this point also which is discussed separately.



CHAPTER - III

4. Approach

The Construction Workers are scattered throughout the State. These workers are not registered with any Government agency. Though some of the trade unions are trying to organise these workers, it cannot be said that they are well-organised even now. A good majority of the workers are working for individual employers for a few days and leave the employers when the work is over. So much so, a good majority of them have no permanent employer. The contractors who engage them for a sufficiently longer period also do not accept them as their permanent employees. Hence, the workers have no security of job and there is no permanent employer. Since they are scattered, it became necessary for the Commission to collect as many evidences as possible from them. The Commission accordingly prepared a questionnaire in two parts-Part-I intended for filling up by employees and their organisations and Part-II intended for filling up by employers and their organisations. A copy of the questionnaire is appended to this Report as Appendix-II(a) and Appendix-II(b).

5. Copies of these questionnaire have been sent to a number of organisations of employees and employers as per the list furnished by the District Labour Officers and they have been requested to return the same duly filled in. Besides, sending the questionnaire direct to the parties by the Commission, sufficient copies have been sent to the District Labour Officers for distribution among those who are interested in this field. The Commission also held sittings in the various District Headquarters to collect evidence direct from the interested parties. A List showing the dates and places where the Commission held sittings is attached as Appendix-III.

6. The response from the side of the employees to the questionnaire was very much encouraging. A list of persons who have appeared before the Commission and tendered evidences is appended as Appendix-IV. The Commission also received back the questionnaire filled in by about Twenty p parties from the side of the employees and about 5,100 parties from the side of this employees. Their names are not furnished in this Report in view of their huge number. The Commission has analysed the replies received for the questionnaire and the evidences tendered before the Commission during its sittings. It is discussed in the succeeding chapters. The Commission has also addressed other State Governments with a view to knowing whether there is any Welfare Scheme for construction workers in force or under contemplation in those States. A few of the State Governments have furnished replies that there is no such scheme in those States and they have requested to furnish the details of the scheme when framed in our State so that it could be adopted by them also. No reply has been received from other State Governments.

#### CHAPTER - IV

##### 7. Need for a Legislation

At present there is a Welfare Scheme for construction Workers and Quarry Workers issued by Government in G.O.(P) 79/81/LBR Dated 1/10/1981. This is only an executive order by Government. This scheme contemplates only for the payment of an Ex-gratia financial assistance of Rs.5,000/- by Government to a Construction worker or Quarry worker in the event of his/her becoming permanently and totally disabled as a result of an accident arising out of and in the course of his/her employment. In the event of an employee meeting



with a fatal accident in the course of and out of his/her employment the Ex-gratia financial assistance of Rs.5,000/- is payable to his/her dependents. A copy of this scheme is appended as Appendix-V.

8. But this is only a Welfare scheme fully financed by the Government. The benefits derived out of this scheme are only very limited as may be seen from the quantum of financial assistance sanctioned under this scheme during the preceding years.

---

Year	Budget allotment	Amount spent	No. of persons benefitted
	Rs.	Ps.	
1981-82	Nil	Nil	Nil
1982-83	50,000/-	30,000/-	6
1983-84	1,50,000/-	75,000/-	25
1984-85	25,000/-	20,000/-	4
1985-86	Nil	--	--

---

9. If a Welfare Fund is constituted by a Legislation it will help a long way to cater to the needs of the workers in this field. There was no difference of opinion among the employees and employers about enacting a Legislation for constituting a Welfare fund for Construction Workers. At present, there are Three Welfare Fund Legislations administered by the Labour Department viz., Kerala Toddy Workers' Welfare Fund Act; Kerala Private Motor Transport Workers' Welfare Fund Ordinance; and Kerala Cashew Workers' Relief & Welfare Fund Act 1979. A legislation more or less on the lines of the above Welfare Fund Legislations with certain modifications to suit the peculiar nature of the workers in construction field is considered better.

10. Definition of the term "Construction Work"  
and "Construction Workers"

The term "Construction Work" has got a commonly accepted meaning. The Act of constructing will come under Construction work.

In the Kerala Construction Workers and Quarry Workers Welfare Scheme issued in G.O. (P) 79/81/LBR. Dt.1-10-1981 the term "Construction Workers" has been explained as follows:-

a) "Construction Workers" shall include all workers employed in any construction such as mason, carpenter, brick-layer and meykad workers but shall not include supervisory functionaries such as maistries, work supervisors, engineers etc.,

b) " Quarry workers" shall include all workers engaged in quarrying and shall include stone crushers and meykad workers, but shall not include supervisory functionaries, such as maistries, and work supervisors.

c) "Quarrying" shall include not only quarrying of granite, but also excavation of soil for the purpose of building construction"

It is also provided that the final decision whether the scheme applies to any particular case shall be that of the Labour Commissioner.

11. The Commission do not consider that the above definition of Construction Worker is exhaustive. It, therefore, requires modification in so far as it applies to the Welfare Fund. It was represented before the Commission that a number of different categories of workers may be included under the term "Construction Workers". Among the different categories to be included it was particularly requested that the following categories of workers and the workers doing similar works may also be brought under the term "Construction Workers"



- (1) Gold & Silver ornament makers.
- (2) Bronze, Copper vesselmakers;
- (3) Clay Vessel makers &
- (4) Leather workers.

The argument advanced for including these categories of workers is that the Malayalam translation of "Construction Workers" is "നിർമ്മാണ കർമ്മക്കാരന്മാർ". The above categories of employees are also engaged in "നിർമ്മാണ കർമ്മങ്ങൾ" and hence they may be brought under the purview of the Welfare Fund for Construction Workers. But on the other hand some representatives of employees who have tendered evidences before the Commission, argued that the proposed Welfare Fund should be limited to workers engaged only in building construction and not to any others who are engaged even in construction of bridges, Dams, Roads etc. The Commission have considered the arguments put forward in this regard.

(12) By no stretch of imagination Ornament makers, Bronze/Copper vessel makers, Clay vessel makers and Leather workers can be included under the term "Construction workers". Hence the Commissioner do not find its way to include these categories of workers also under the purview of the Welfare Fund for construction workers. The Commission also do not agree to the argument that the Welfare Fund should be limited to the workers engaged in building construction alone. The Commissioner consider that it should be extended to all workers employed in connection with the construction of any work of civil nature or in connection with the supply of materials for such works, but shall not include supervisory functionaries. The works of civil nature should include works relating to buildings, roads, bridges, canals, ponds, dams, railway lines, tunnels etc. A provision may also be made that in case of doubt the decision of Labour Commission or any officer authorised by him shall be final.

12. Categories of Employees to be included.

Construction work spreads over a very vast field engaging different types of work-men. It is, therefore, necessary to specify the major categories of employees engaged in this field. In the questionnaire circulated by the Commission, the following categories have been included as construction workers.

- |                    |  |
|--------------------|--|
| 1. Bricks mason    | 9. Plumber   |
| 2. Rubble mason    | 10. Painter  |
| 3. Laterite mason  | 11. Sawyers  |
| 4. Brick moulder   | 12. Lorry/Boat loading worker                              |
| 5. Laterite cutter | 13. Workers engaged in tying Iron/M.S.Roads for concreting |
| 6. Carpenter       | 14. Maikadu  |
| 7. Blacksmith      | 15. Others.  |
| 8. Fitter          |  |

14. During the various sittings of the Commission, it was represented before the commission that the following categories of workers may also be included as Construction workers.

1. Workers engaged in collection of sand
2. Wood cutters
3. Mosaic workers
4. Tunnel workers
5. Rock breakers
6. Electricians
7. Concrete workers
8. Workers engaged in thatching & spreading tiles
9. Marble & Kadappa Stone workers



10. Workers engaged in processing Lime
11. Ventillation workers
12. Platform makers for concreting works
13. Workers engaged in white-washing
14. Welders
15. Building decoration workers'
16. Road workers
17. Workers engaged in collecting Lime-shells
18. Jolly moulders & Well-diggers
19. Clay vessel makers
20. Ornament makers
21. Bronze vessel makers
22. Leather workers

15. The Commission consider that many of the above categories will fall under any one or other of the categories mentioned in the questionnaire. However, the categories of works mentioned in Para 16 below may be specifically included as construction workers.

The Commission consider that workers engaged in white wash will fall under the category of Painters and will fall under the category of carpenters, building decoration workers and Ventillation workers will fall under the category of Masons and they need not be included separately. The categories other than those mentioned above are directly concerned with the construction works and hence they need not be included. In short, the definition of the term "Construction Work" may be as follows:-

"Construction work" means any work of the civil nature carried out by Government or Quasi-Government agency,

or by a Private or Public Undertaking or by a Cooperative Society or by any private individual and will include CONSTRUCTION of any building, Road, bridge, canal, pond, railway, line, dam, tunnel and the like".

16. The term "Construction Workers" may be defined as follows :-

"Construction Worker" means any person who is employed in connection with a construction work for wages by an Employer and will include persons employed for piece rated-wages and person engaged in the supply of materials for construction works also. Construction workers will particularly include the following categories of workers.

- |  |   |
|--|---|
| 1. Bricks masons                           | 13. Workers engaged in laying Iron rods for concreting. |
| 2. Rubble masons                           |   |
| 3. Laterite masons                         | 14. Maikadu   |
| 4. Laterite cutters                        | 15. Workers engaged in collecting Sand & Gravel.        |
| 5. Brick moulders                          | 16. Mosaic workers                                      |
| 6. Carpenters                              | 17. Tunnel workers                                      |
| 7. Blacksmiths                             | 18. Rock breakers & Quarry workers                      |
| 8. Fitters                                 | 19. Electricians  |
| 9. Plumbers                                | 20. Concrete workers                                    |
| 10. Painters                               | 21. Workers engaged in thatching & spreading tiles      |
| 11. Sawyers                                | 22. Marble/Kadappa Stone workers                        |
| 12. Workers engaged in Loading & Unloading | 23. Road workers  |
|  | 24. Earth workers connected with construction works     |
|  | 25. Workers connected with processing Lime              |
|  | 26. Welders.  |

In case of doubt, for inclusion of any worker doing work other than the works specified above, the decision of the Chief Welfare Fund Inspector or any officer authorised by him



in this behalf shall be final. A person who has registered himself/herself as a worker in any other employment under any Act or Scheme issued by Government should not be entitled for registration as a Construction Worker.

17. Registration of Employees:-

As mentioned earlier, construction workers spread over vast field doing entirely different nature works. They are not well-organised now. The Labour Department has not clear-out idea about the number of employees in this field. They are not registered with the Labour Department. Hence the Labour Department could not furnish a correct figure showing the total number of different categories of the workers in this field. However, certain District Labour Officers have furnished the total number of workers in this field which is very much under-estimated.

In the Census Report for 1971, the total number of Construction works in the State has been estimated as 1.07 Lakhs. We do not have in 1981. But taking into yearly growth 2.5 per cent it can be estimated the actual number of the construction workers may be around 1.70 lakhs.

The Commission do not believe that the above figures as correct as the District Labour Officers have no fool-proof machinery now to make an assessment. The figures furnished by the District Labour Officers are very much under-estimated and hence it cannot be accepted. On the other hand, some of the Unions furnished the total number of employees category-wise under their Unions. But this cannot also be believed, since they have given huge numbers having no relations to actuals. It is difficult to verify now the correctness of the number furnished by the Unions. If the number furnished the Unions are accepted, the Commission fears that the total number would far exceed the workers actually engaged in this field. There is no way at present to verify the correctness of the number of employees category-wise engaged in this field.

Under the Kerala Head-load Workers' Act and scheme thereunder, every head-load worker is required to register his name with the Labour Officer and he will be given an identify card with his photograph. The Commission would suggest that in the proposed legislations for Welfare Fund for construction workers also a provision may be made for compulsory registration of the workers and only the registered worker need be benefitted by the Welfare Fund. An identity card with photograph may be issued to every worker.

18. It is necessary to ensure that as far as possible the eligible workers are brought under the Welfare Scheme. But it should also be ensured that ineligible persons or persons who are not regularly engaged in construction work should not get the benefit of the Welfare Fund. Hence registration need be given to a worker only if the registering authority who may be an officer not below the rank of a Welfare Fund Inspector is satisfied that he is a construction worker and is engaged in construction work for a specified minimum number of days. A person who has registered himself as a worker in other employment under any law or scheme issued by Court should not be entitled for registration as a Construction Worker.

19. Renewal of registration:- On an analysis of evidences collected by the Commission, it is seen that on an average, a worker is getting 90 to 200 days of work in an year. It is represented before the Commission that construction work is a seasonal one and there will be practically little work during rainy season. But the Commission is, however, inclined to think that on an average the employees get more working days than what they have represented before the Commission. However



an allowance for unemployed days due to rain, diseases, personal inconveniences etc., may be allowed. This is with regard to the maximum number of days of work. But it is necessary to fix the minimum number of days of work in an year so as to become eligible for renewal of his registration. It is considered only reasonable to fix the minimum number of days of work in an year as 90 days. It is necessary for the worker to furnish evidences regarding the total number of days of work done by him/her in an year. For this purpose, he may be given a Pass Book at the time of his/her registration and its renewal in which the particulars regarding the number of days of work done by him may be entered and duly signed by the Employer. If the registering authority is satisfied after due enquiry, if found necessary, about the bonafides of the entries made in this Pass Book, he may renew his/her registration. A provision may also be made for the cessation of membership of an employee if his/her registration is not renewed consecutively for two years due to failure on his/her part to remit the contribution or non-completion of required minimum days of work.

20. Fee for registration:- The Commission consider that the participation of workers is a must in Welfare schemes. This will be discussed separately. There will be administrative expenses for registration, its renewal etc. It is only reasonable and justifiable to levy a nominal fee for registration and renewal. The Commission would suggest that a fee of Rs.10/- (Rupees Ten only) for initial registration and Rs.5/- (Rupees Five only) for renewal may be levied. The worker may also be asked to produce enough number of copies of his/her passport size photographs. There was a suggestion by certain Employees' Organisations that a central pool of registered

workers may be kept in each locality or region and the required workers for each employer is allotted from this pool by rotation. This is like the pooling of workers under the Kerala Headload Workers' Act. The Commission consider that this suggestion is not practical and cannot be accepted.

21. Age of retirement:- It is necessary to fix an age of retirement for a Construction worker. In the case of Agricultural Workers' Pension Scheme, the eligibility for pension is fixed for those above the above of 60 years. It means that those above the age of 60 years cannot orginarily engage themselves in works relating to agricultural operations. In the case of Head-load Workers also the age-limit is fixed as 60 years. The works relating to constructions are arduous in nature. On an analysis of the evidences collected, the Commission feels that it is only reasonable to fix 60 years of age as the age of retirement of an employee from the field of construction work.

22. Wages:- Revision of wages do not fall under the purview of the Commission. However, the Commission collected evidences regarding the wages now being obtained by the workers with a view to make an assessment of the financial stability of the workers. Government in G.O.(P) 353/83/LBR. Dated 30-3-1983 issued a notification under Section 5(2) of the Minimum Wages Act revising the minimum rates of wages payable to employees employed in stone-breaking, stone crushing, building operations and construction and maintenance of roads. These are the minimum rates of wages now in force. A copy of this notification is appended as Appendix-VI. The actual wages now being obtained by an employee is higher than the minimum wages fixed.



23. On an analysis of the evidences collected by the Commission, it is seen that the wage rates vary considerably from place to place. It also vary considerably depending on the category of workers. For example, an unskilled worker may be getting only Rs.15-20/- per day whereas a carpenter of a Bricks-mason is earning Rs.30/- to Rs.40/- per day or even more. It is, therefore, not possible to fix an average earning per day for Construction workers as a whole. However, it is safe to assume that on an average, an employee is getting Rs.20/- per day and he/she is getting nearly 180 days of work. Thus the average earning of an employee may be calculated as Rs.3,600/- per annum.

24. E.S.I. & or E.P.P.Benefits:- Since these employees are scattered throughout the State, having no permanent employers they are not at a present getting any benefit of E.S.I. or E.P.P. Schemes. It is also difficult to bring them under E.S.I. or E.P.P. schemes because of the temporary nature of their work having no permanent employer. The question of extending the benefit of E.S.I. or E.P.P. to these employees is difficult. Alternatively, the question of extending similar benefits to them can be thought of, when the Welfare Fund Act come into force.

#### C H A P T E R - V

25. Source to raise funds:- Various suggestions have been made before the Commission to raise funds. Important suggestions received by the Commission are discussed below:-

##### Suggestion No.1:

A tax at the rate of 1% of the estimated rate of buildings costing more than 50,000/- may be levied at the time of approval of the Plan by Panchayats, Municipalities or other Local Bodies.

Contd/-

Remarks of the Commission :-

This suggestion, if implemented, will in effect, become an additional taxation. Moreover, construction costing less than the specified estimated cost of Rs.50,000/- will escape from the purview of this taxation. Though it is justifiable to exempt small constructions, it may be noted that a majority of buildings which are being newly constructed are estimated to cost less than Rs.50,000/-. If this suggestions is accepted, such buildings will escape from the purview of Welfare Fund; so this suggestion is not acceptable. If it is considered not to levy any additional tax but to set apart a portion of the license fee now being collected by the Local Bodies to the Welfare Fund, the Commission feels that this may not be acceptable for the Local Bodies.

Suggestion No.2 :-

A tax at the rate of 5% may be levied on the sale value of buildings costing over Rs. One lakh if such buildings are sold by its owners within a period of five years from the date of its construction.

Remarks of the Commission :-

The argument is that the such buildings are constructed and later sold with a profit motive and it is a business. But it may be noted that the effort of the employees do not play any part in such business except for its original construction when the due share to the Welfare Fund could have been collected. So this suggestion if accepted would amount to double taxation. Hence this is not acceptable to the Commission.

Suggestion No.3 :-

A portion of the house tax (say 1%) now being collected by the Local Bodies may be transferred to the Welfare Fund.

Remarks of the Commission :-

The Commission seriously doubt whether such a suggestion is agreeable to the Local Bodies, Perhaps, a proposal for an additional levy at the rate of 1% of the house tax may be agreeable to the Local Bodies. But it is not justifiable to



introduce an additional taxation on buildings which are already constructed. So this suggestion is not practical and hence it is not acceptable.

Suggestion No.4 :-

A cess at the rate of 1% of the cost may be levied on cement iron and steel. Another cess at the rate of 10% of the cost of ornamental works like plaster of paris, mosaic, electrical goods, teak wood, sandal wood etc. may be levied.

Remarks of the Commission :-

The Commission think that this is a suggestion worth consideration. This will be discussed separately.

Suggestion No.5 :-

A tax at the rate of 2% of the tender amount of Government works may be collected from the contractors.

Remarks of the Commission :-

A majority of the constructions did not cooperate with the collection of evidences by the Commission. Only very few employers have come forward to give evidences. If any additional taxation on contract works is introduced, it is quite likely that they would not meet expenses from their own pockets, instead, it is likely that they will quote the tender amount taking into account the additional taxation also. Thus cost of the work will be enhanced to that extent. So ultimately, the additional taxation which is thrust upon the contractor will fall on Government and Government will have to bear it. It is, therefore, not advisable to accept this suggestion.

Suggestion No.6

A nominal fee for registration of the employees and its annual renewal may be levied.

Remarks of the Commission :-

The question of registration of employees and its renewal has been discussed earlier. Though the suggestion is only to levy a nominal amount as fee, the Commission consider that a fee of Rs.10/- (Rupees Ten only) for initial registration

and Rs.5/- (Rupees Five only) for annual renewal may be levied.

Suggestion No.7:-

The employers may be compulsorily registered and a share of the cost of the works may be collected from the employers based on the labour components of the works executed by them.

Remarks of the Commission:-

The contractors are already registered with the P.W.D. A further registration with the Welfare Fund is not necessary. The employers consist of contractors as well as private parties doing construction works. It will create administrative problems for private employers engaged in petty construction works like construction of small buildings to register them as employers. It may be difficult to enforce the levy towards Welfare Fund on employers based on Labour components of the works. But it may be possible to collect fixed amount from the registered contractors as their share of contribution. This aspect will be discussed separately.

Suggestion No.8 :-

Government may sanction a liberal contribution to the Welfare Fund based on the total work done during an year under the Five Year Plans and Non-Plan schemes.

Remarks of the Commission:-

The Commission seriously doubt whether Government would sanction any liberal contribution, towards Welfare Fund. However, Government, being the Principal employer for many major works the Commission feel that it is only reasonable and justifiable if Government would come forward with a liberal contribution.

26. The Commission have considered the above suggestions carefully and also studied the various other aspects of the question. The question whether there should be substantial contribution of workers to the Fund or whether their contribution need be a nominal one as a token of their participation, is to be decided first before exploring other sources. For this, the



Commission had studied the other Welfare Fund legislations and schemes now in force/under consideration, in our State.

27. Under the Kerala Toddy Workers' Welfare Fund Act, the contribution payable by the employee is eight percent of his/her wages. The employer is also required to contribute 8% of the wages payable to the employees. In addition to this, the employer is also required to pay a contribution at the rate of 5% of the wages towards gratuity. Thus the contribution payable by the employee and employer are as follows:-

Employee's contribution	:	Eight per cent of the wages
Employer's contribution	:	Eight percent of the wages + 5% of the wages towards gratuity.

28. Under the Kerala Motor Transport Worker's Welfare Fund Ordinance also the contribution payable by the employee and employer are at the same rates as in the Toddy Worker's Welfare Fund Act.

Under the Kerala Cashew Workers' Relief and Welfare Fund Act, 1979, the contribution payable by the employee is at the rate of Rupee One for every day of work done and the contribution payable by the employer is Rs.20/- (Rupees Twenty only) for every Twentyfive Kilograms of Cashewnut Kernals.

29. Under the Kerala Fishermen's Welfare Fund Bill, 1984 which is now under consideration of Select Committee, the provision proposed is that a fisherman shall contribute to the Fund, Five percent of the value of the fish caught by him during a year or provided that the contribution by a fisherman for the period of three years from the commencement of the Act shall be at the rate of Rs.45/- (Rupees Fortyfive only) per year.

30. In the Budget speech for 1984-85 it was announced to introduce a Welfare Fund Scheme for Advocate's Clerks. Government have accordingly framed a scheme in G.O.(P)3/85/Fin. dated 1-1-1985. As per this scheme, subscription of a member to the Advocate Clerks' Welfare Fund shall be Rs.60/- (Rupees sixty only) per year.



31. The question whether the contribution of the employee in construction field to the Fund need be a sizable one, was discussed in detail in the various sittings of the Commission. A majority of the representatives of the employees have objected to the proposal to give a substantial contribution by the employees. They have argued that only nominal amount as a token of Workers' participation need be fixed as their contribution. But few others have, however, agreed to make sizable amount as contribution. They have agreed to fix the contribution as Five percent of the wages.

32. The Commission is of opinion that the employees will be interested in the Fund, only if they were actively participated in the Fund. Moreover, giving a contribution to the Fund will create mentality for making savings from income among the workers since the amount contributed by them will be repaid along with a matching contribution and interest when they retire. The Commission feels that as in the various Welfare Fund legislations and schemes mentioned earlier, the workers contribution is a must for any Welfare Fund. The question of quantum of such a contribution is discussed below:-

33. As mentioned earlier the average daily earnings of an employee vary considerably from person to person. Some employees may be getting Rs.15/- (Rupees fifteen only) as wages for a day whereas some other may be getting Rs.20/-; Rs.25/- & Rs.30/- or even Rs.40/- or more as daily wages depending on the nature of their work. Though the rate of contribution in the case of Transport Workers and Toddy Workers is Eight percent of the wages, the Commission consider that this rate is a bit high in the case of construction workers. It will only be reasonable if the rate of contribution is fixed as Five percent of the wages as in the proposed Fishermen's Welfare Fund. In the case of Toddy Workers and Motor Transport Workers, it is easy to calculate the contribution based on the percentage of wages since they have got a permanent employer. In their case, the contribution of the employee is collected by the employer and the employer is remitting the amount to the Fund along with his share of contribution. In case of failure to remit the



contribution, the employer can be proceeded against. But in the case of construction workers, they have no permanent employer. It will, therefore, be difficult to main the accounts of wages obtained by the employee and require the employer to deduct the contribution of the employee from his wages and remit it to the Fund along with the Employer's contribution. So, calculating the contribution based on a fixed percentage of the wages is not practical. The Commission would, therefore, suggest that the contribution may be at the commuted rate and fix a slab system of contribution based on the average daily wages of the employees and leave it to the employees themselves to choose any one of the slabs. The contribution as per the particular slab chosen by the employee may be required to be paid by the employee himself/herself monthly or quarterly or half yearly at his/her option. The Commission would suggest that there may be four slabs to begin with, which may be as follows:-

Slab - A	--	Rupees Five per mensem	
Slab - B	--	Rupees Ten	-do-
Slab - C	--	Rupees Fifteen	-do-
Slab - D	--	Rupees Twenty	-do-

34. When the Fund is progressing introduction of more slabs like Slabs E, F etc., with higher amounts of contribution can be thought of. The registered employees themselves may be required to remit this contribution to the Fund. Remittances to the Fund can be made easy by sending the amounts through Money Orders or by other means. The employee may be allowed freedom to change over from one slab to another at his/her option at the commencement of each financial year.

35. Employer's contribution:-

As discussed earlier there are no permanent employers for construction workers. The representatives of employers present during the various sittings of the Commission re-

presented that most of the contractors have no permanent employees and it is impossible for them to engage employees on a permanent basis as the contractors execute works in different places according to the availability contracts. There is no guarantee for getting a tender in one's favour as the tenders are competitive in nature. When one work in a particular locality is completed the workers engaged by the contractor will be retrenched. The contractor may have to shift to another place if he gets work there engaging the local people available. Moreover, there are many sub-contractors under a principal contractor. These sub-contractors are actually engaging the workers. In the case of building construction done by private employers, the work will last only for a short period of four or five months and when the work is completed, the employees may have to shift to other places. Thus, generally there are no permanent employers for construction workers. It is, therefore, not practical to require the employers to remit an amount to the Fund to match the contribution payable by the employees. The question of levying a tax on buildings by the Local Bodies based on the estimated cost of such buildings will also be difficult. If such a tax is levied on buildings alone, alternative methods are to be found out to collect equivalent taxes for other construction works like bridges, dams etc., The Commission therefore, does not favour the levy of a tax on buildings alone based on the estimated cost of the buildings at the time of issuing sanction by Local Bodies.

36. The Commission has also considered the feasibility of collection a cess based on the Labour component of major works. But the labour component differs from work to work. As far as the Commission could know, the labour component of some of the item of major works are as follows:-



Nature of work

Construction of r  
Maintenance of r  
Construction of  
Maintenance of

re used for construction  
nd.

al goods used  
uction works  
ticles.

In the case of work, the labour c therefore, be diff items of construction work as a whole.

37. Many major works are done in the public sec all roads, bridges, dams etc., are done by the Government contracts, For roads and buildings alone, the total cost of workers for the past three years are as follows:-

<u>Year</u>	<u>Expenditure on buildings</u>	<u>Expenditure on roads</u>
	(Rupees in Lakhs)	(Rupees in Lakhs)
1982-83	1104.9	1,389.5
1983-84	1260.9	1,649.4
1984-85	1507.7	1,641.9

Similarly, the cost of construction of dams etc., will be a considerable amount. Many buildings and other construction works are also done by public Undertakings, Local Bodies, Cooperative Societies, PRIVATE Parties etc.

38. Having considered all the aspects, the Commission consider that it would be rational if a cess on materials used for construction is levied. Cement, Iron and Steel, Timber, Paints, Electrical goods and Sanitary articles are the major items of materials used for construction of buildings, dams etc. For roads, the use of such materials are not required. The Commission would suggest that a cess at the rate of 2% of the

cost of the following materials which are used for construction works may be levied towards the Welfare Fund.

1. Cement
2. Iron and Steel
3. Timber, Plywood, Mica and other articles used for construction work
4. Paints
5. Electrical goods used in construction works
6. Sanitary articles.

More items can be included if found feasible at a later stage. A provisions may also be made to exsept from the cess if such materials are used for any purpose other than construction works.

39. Collection of Cess:-

The above cess can be arranged to be collected, from the parties concerned at the time of its sale. The question of collection of cess along with sales tax wherever possible, allowing a collection charge to the sales tax department may also be thought of. In the case of Cement, Iron & Steel and such articles supplied for construction works by any department of Government, the cess may be recovered from the contractor from his bill and remitted to the fund.

40. Roads, Earthern Dams & Tunnels etc:-

In the case of construction and maintenance of roads, earthern dams, tunnels etc., which is a major item of work, the use of the above materials is very much limited. There is a danger that the tender amount will be enhanced taking into account the contribution if any payable to the Welfare Fund. Since it is not possible to levy a cess on raw materials, the commission would, however, suggest that a cess at the rate of 1% of the cost of such works may be levied and the same recovered from the bill of the contractor and credited to the Fund.



41. Contribution of contractors:-

In the case of private parties, he ceases to be an employer when the work is completed. But in the case of a contractor, even though the nature of each work is temporary, he may be doing works in different places engaging different employees. He is, therefore, engaging a set of employees, however, temporary they may be. It is, therefore, only reasonable to levy a fee from the contractors annually, to be paid to the Welfare Fund of the employees. It is gathered that there are four types of registered contractors in the P.W.D. as detailed below. The total number of such contractors in each class is also given below:-

Class of contractors	Ceiling upto which work can be taken	Total Number of registered contractors
1. A-Class	without limits	3,240
2. B-Class	Upto Rs. Five Lakhs	2,410
3. C-Class	Upto Rs. Two Lakhs	2,270
4. D-Class	Subject to revision of ceiling upto Rs. 40,000/-	1,315
Total		9,235

The Commission would suggest that a contribution at the rates shown below may be collected annually from the contractors towards the Welfare Fund

(Rupees Per annum)		
A-Class Contractors	--	1,000/-
B-Class	-do-	500/-
C-Class	-do-	250/-
D-Class	-do-	100/-

The above contribution of contractors may be arranged to be collected along with the registration/renewal of licences of the contractors by the P.W.D. and remitted to the Welfare Fund.

CHAPTER - VI

42. Finance of the Fund when constituted:-

If the above suggestions are approved, the main sources of income of the Fund are estimated as follows:-

1) Workers' contribution:- Though there is no correct account of the employees in the field, it can be safely estimated that One Lakh of people are employed in this field. If on an average they apt for Slab-B (i.e.Rs.10/- p.m.) their contribution would come to Rs.120/-Lakhs (i.e.One lakh x 120).

2) Cess on cost of materials:- AN ESTIMATE ON THE cost of materials required for construction works in an year cannot be calculated at present in view of the diversity of the materials used. However, it can be assumed that materials costing Rs.100 Crores are used every year. If a cess at the rate of 2% is levied the total would come to Rs.200/- Lakhs a year.

3) Cess on construction and maintenance of roads and Earthern Dams, Tunnels etc.

Though the cost of work vary from year to year, it can be estimated that works costing Rs.50/- Crores are done every year. A cess at the rate of 1% would come to Rs.50/- Lakhs.

4) Contribution of contractors:-

The contribution of contractors can be estimated as Rs.51/- Lakhs, if the above rate is accepted.

Besides the above, a substantial amount can be collected as registration/renewal fee from the employees.

43. Thus, the total income would be Rs.4.2 Crores a year. The administrative expenses of the fund can be met from the marginal interest accrued leaving the interest to be credited to the accounts of each member. So, the fund can be a self-supporting one.



CHAPTER - VII

44. Utilisation of fund:- Returning the contribution -  
to the employee when he/she ceases to be a member:-

A matching contribution from the fund equal to the amount paid by a member in an year may be made every year and credited to the account of each member at the end of each year. Interest at the reasonable rate may be given for such contributions. The interest accrued at the rates to be fixed may also be credited to the account of each member every year along with the matching contribution from the fund. The total amount outstanding in his/her account may be paid to him/her when he/she ceases to be a member.

45. Thus the total amount obtained by a member who opts for different slabs when he/she retires after thirty years of his/her service may be estimated roughly as follows:-  
(For the sake of convenience an interest at the rate of 9% is calculated).

Members who opt for Slab-A:-

	Rs.
Contribution by the employee @ Rs.5/- p.m. for 30 years	1,800
Matching contribution made by the fund	1,800
Interest accrued for 30 years at the rate of 9% per annum	5,000
Total	<u>8,600</u>

Members who opt for Slab-B:

Contribution by the employee at the rate of Rs.10/- p.m. for 30 years	3,600
Matching contribution from the Fund	3,600
Interest accrued	10,000
Total	<u>17,200</u>

Contf/-

<u>Members who opt for Sab-C:</u>	Rs.
Contribution @ Rs.15/- p.m. for 30 years	5,400
Matching contribution	5,400
Interest accrued	<u>15,000</u>
Total	<u>25,800</u>

<u>Members who opt for Slab-D :-</u>	
Contribution @ Rs.20/- p.m. for 30 years	7,200
Matching contribution	7,200
Interest accrued	<u>20,000</u>
Total	<u>34,400</u>

If it is found that the income of the Fund for a particular year is not sufficient enough to cover the expenses in connection with the matching contribution, the Board administering the fund may, with the previous approval of Government, make a proportionate reduction in the matching contribution payable by the Board.

46. Gratuity payable to the employee:/ An amount equal to the total amount contributed by the member without interest may be paid as gratuity to him/her. Thus the gratuity for a member opting different slabs for a service of 30 years will be as follows:-

	Rs.		Rs.
Slab - A	1,800	Slab - B	3,600
Slab - C	5,400	Slab - D	7,200

47. Thus members opting different slabs may be getting contribution and gratuity at the end of 30 years is calculated roughly as shown below.



---

Slab	Contribution & Interest Rs.	Gratuity Rs.	Total Rs.
Slab-A	8,600	1,800	10,400
Slab-B	17,200	3,600	20,800
Slab-C	25,800	5,400	31,200
Slab-D	34,400	7,200	41,600

---

48. Accident compensation:- The Welfare scheme issued in G.O.(P)79/81/LBR dated 1-10-1981 mentioned earlier, contemplates only the payment of an ex-gratia financial assistance of Rs.5,000/- in the case of an employee meeting with a fatal accident or permanently incapacitated. The Commission consider that this amount is too low and therefore it should be enhanced. The Commission recommend that the accident compensation may be fixed as Rs.20,000/- for a member of the fund, in case he meets with a fatal accident or permanently incapacitated as a result of an accident arising out of and in the course of his/her employment in connection with a construction work. In case of accident causing less injuries a compensation of not more than Rs.10,000/- may be sanctioned on merit of each case, according to the rules prescribed. The scheme issued in G.O. dated 1-10-1981 may be dispensed with and suitable provision made in the legislation for Welfare Fund for payment of accident compensation from the Fund. The possibility of introducing a Group Insurance Scheme, meeting the premia from the Fund may also be explored.

49. Other Welfare measures :- It shall be the object of the Fund to introduce as many welfare measures as possible for the construction workers. Introduction of a Medical Benefit Scheme similar to E.S.I. Scheme for members of the Fund may be thought of, if the finances of fund is sound enough to carry out such a scheme. The welfare measures may include sanctioning of loans for contribution of houses for dwelling purposes of

the members and his/her family, scholarships for education of children of the members etc.

50. Administration of fund:-

The fund shall vest in and administered by a Board constituted by Government as in the case of Kerala Toddy Workers Welfare Fund Act.

51. Summary of important recommendations:-

1) A legislation may be enacted for the constitution of a Welfare Fund for construction workers.

2) "Construction work" may be defined as any work of civil nature carried out by Government or quasi Government agency or by a private or public undertaking or by a Cooperative Society or by a Private individual and will include construction of any building, road, bridge, canal, pond, railway line, dam, tunnel and the like.

3) "Construction Workers" may be defined as a person who is employed in connection with a construction work for wages by an employer and will include persons employed for piece rated wages and persons engaged in a supply of materials for construction works also. Construction workers may particularly be included under the category of workers mentioned in this Report in para 15.

4) Construction workers who are doing construction works for a minimum of Ninety days in a year may be registered and they may be given identity cards with their photographs. A pass Book showing the number of days of work done by them may be kept.

5) A fee of Rs.10/- (Rupees Ten only) for registration and Rs.5/- (Rupees Five only) for its renewal may be levied.

6) The age of retirement of a member of the Fund may be fixed as Sixty years.

7) Contribution of employees to, the Fund may be in accordance with a slab system as follows:-



Slab - A	Rs. 5/- pm	Slab - B	Rs. 10/-pm
Slab - C	15/- pm	Slab - D	20/-pm.

Employees may be free to opt for any slab irrespective of their income and they will be free to change over from one slab to another at the beginning of each financial year. This contribution may be paid direct by the employees.

8) A cess at the rate of 2% of the cost of the following material which are used for construction works may be levied

1. Cement
2. Iron & Steel
3. Timber, Plywood, Mica & similar articles used for construction work.
4. Paints
5. Electrical goods used in construction works
6. Sanitary articles.

9. A cess at the rate of 1% of the cost may be levied on construction of roads, maintenance of roads, construction of earthen Dams and Tunnels.

10. A fee at the following rates may be levied on registered contractors:-

	(Rupees per annum)
A-Class Contractors	1,000/-
B-Class -do-	500/-
C-Class -do-	250/-
D-Class -do-	100/-

11. A matching contribution equal to the amount contributed by each member may be made from the Fund and credited to the accounts of each member every year.

12. The amount contributed by a member together with the matching contribution paid by the Fund and the Interest accrued

thereon may be returned to him/her when he/she ceases to be a member.

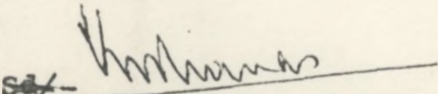
13. A gratuity equal to the total amount contributed by the member without interest may be paid to him/her when he/she ceases to be a member.

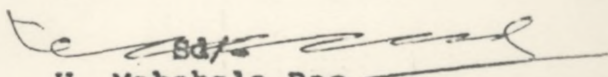
The average amount to be returned when a member retires after Thirty years of work may be roughly as follows:-

	Rs.
Slab - A Opt employees --	10,400/-
Slab-- B Opt employees --	20,800/-
Slab - C Opt employees --	31,200/-
Slab - D Opt employees --	41,600/-

14. An ex-gratia financial assistance of Rs.20,000/- may be given to the legal heirs of a member of the Fund, if he/she meets with a fatal accident. In the case of his/her becoming permanently incapacitated an ex-gratia financial assistance of Rs.20,000/- may be sanctioned. In cases of accident causing less/ injuries a compensation not more than Rs.10,000/- may be sanctioned on merits of each case in accordance with the rules prescribed.

15. The compensation of the Fund may be utilised for other welfare measures like Group Insurance, Medical aid, House loans, Scholarships for education of children and the like matters.

  
K. I. Thomas  
Member  
Commission for Welfare  
Fund for Construction  
Workers.

  
U. Mahabala Rao  
Chairman  
Commission for Welfare Fund  
for Construction Workers and  
Commissioner & Secretary  
Labour Department  
Govt. Secretariat Trivandrum.



GOVERNMENT OF KERALA  
ABSTRACT

APPENDIX I (a)

Labour- Welfare Fund for the Workers employed in Building Construction Works in the State-Undertaking of a study on the viability - Appointment of Shri.U.Mahabala Rao, Commissioner and Secretary (Taxes and Labour) as One Man Commission-Orders issued.

-----  
LABOUR (F) DEPARTMENT

G.O.Rt.No.1069/84/LBR

Dated, Trivandrum, 8.8.1984

- Head:- 1. Letter No.S.16014/3/73-IW(PT) dated 16.3.84 from Government of India, Ministry of Labour.  
2. Letter No.GS-13977/84 dated 28.7.1984 from the Labour Commissioner, Trivandrum.

O R D E R

Government have decided to undertake a study on the viability of constituting a Welfare Fund for the workers employed in Building construction works. Government are also pleased to appoint Shri. U.Mahabala Rao, Commissioner and Secretary (Taxes and Labour) as One Man Commission to make the proposed study and submit a report to Government. It is also ordered that this work will be in addition to his normal duties.

2. The Commission will start work forthwith and submit his report within a period of six months.

BY ORDER OF THE GOVERNOR  
C.U. VASUDEVAN  
JOINT SECRETARY TO GOVT.

To

Shri.U.Mahabala Rao, I.A.S., Commissioner & Secretary (T&L)  
The Labour (F) Department.  
Private Secretary to Minister (Labour)  
Confidential Asst. to Commissioner & Secretary (Labour & Taxes)  
Director of Public Relations.

Copy to:- Secretary to Government of India, Department of Labour  
Ministry of Labour and Rehabilitation, Shram Shakti  
Bhavan, New Delhi -110001. (With covering letter)  
Under Secretary to Chief Secretary.

Forwarded/by order

Sd/-  
Section Officer.

GOVERNMENT OF KERALA  
Abstract

Labour Welfare Fund for the workers employed in building Construction works in the State - Undertaking of the study on the viability - Appointment of Shri K.I. Thomas (Retd. Joint Secretary) as a member of the Commissioner - Sanctioned Orders issued.

=====

LABOUR (F) DEPARTMENT

G.O. (Rt) 1552/84/LBR                      Dated Trivandrum 23-11-84

=====

Read: G.O. Rt.No. 1069/84/LBR dated 8-8-1984

ORDER

As per the G.O. read as first paper above, Government appointed Shri.U.Mahabala Rao, Commissioner and Secretary as One Man Commission to study on the viability for constituting a Welfare Fund for the workers employed in the building construction and submit a report on it to Government. As the work sages detailed study of these categories of workers, Shri K.I.Thomas (Retired Joint Secretary) is appointed as an additional member of the Commission. Shri.U.Mahabala Rao Commissioner and Secretary will be the Chairman of the Commission.

The services of the Confidential Assistant and Peon of the Joint Secretary Labour Department will be utilised for the work of the Commission and they will be given remuneration for the additional work in accordance with the rules.

By order of the Governor  
C.U. Vasudevan  
Joint Secretary



കർഷകർക്ക് തൊഴിലാളികൾക്ക് ക്ഷേമനിധി ഉൾപ്പെടുത്തുന്നതിലേക്ക് അർപ്പി നിരവധി മേഖലകളിൽ കർഷകർക്കും പൂർണ്ണസുരക്ഷയും പ്രദാനം ചെയ്യേണ്ടി

അംഗം - 1

തൊഴിലാളികൾക്കും തൊഴിലാളി സംരക്ഷണവും പൂർണ്ണസുരക്ഷയും ഉറപ്പാക്കുന്നതിനുവേണ്ടി

തൊഴിലാളി സംരക്ഷണമുദ്രയോ/തൊഴിലാളി മുദ്രയോ പേരും വേർതിരിക്കലും ..

തൊഴിലാളി സംരക്ഷണമെങ്ങനെ? ..

(എ) നിർമ്മാണ സംരക്ഷണ മതിയെന്ന് ഉറപ്പാക്കിയിട്ടുണ്ടോ? ഉറപ്പാക്കിയിട്ടില്ലെങ്കിൽ അതിലേക്കും നഷ്ടവും, തിരിച്ചടിയും കാണിക്കുക. ..

(ബി) നിർമ്മാണ സംരക്ഷണമില്ലാത്ത ഉടമസ്ഥർ നിർമ്മാണ പ്രവൃത്തികൾക്കായി തൊഴിലാളികൾക്ക് തൊഴിലാളികൾക്കുള്ള അനുബന്ധ ചുമട്ട്? ..

(സി) തൊഴിലാളികളുടെ പ്രശ്നങ്ങൾ നിർമ്മാണ ഈ തൊഴിലാളികൾക്ക് നഷ്ടം പറ്റാതെ ഉറപ്പാക്കേണ്ടി വിശദമായി ചർച്ച ചെയ്യാൻ വിചിത്രം ഉൾപ്പെടുത്തുക? ..

- (1) ഉടമസ്ഥർ ..
- (2) കർഷകർക്ക് ..
- (3) കർഷകർക്ക് ..
- (4) കർഷകർക്ക് ..
- (5) കർഷകർക്ക് ..
- (6) മരണശിക്ഷ ..
- (7) കർഷകർക്ക് ..
- (8) കർഷകർക്ക് ..
- (9) കർഷകർക്ക് ..
- (10) കർഷകർക്ക് ..
- (11) കർഷകർക്ക് ..
- (12) കർഷകർക്ക്/കർഷകർക്ക് ..
- (13) കർഷകർക്ക് ..
- (14) കർഷകർക്ക് ..
- (15) കർഷകർക്ക് ..

(സി) നിങ്ങളുടെ സംഘടന പ്രവർത്തിക്കുന്ന പ്രദേശവും തൊഴിലുടമയുടെയോ സ്ഥാപനങ്ങളുടെയോ പേരും മേൽവിലാസവും ..

(ഉ) തൊഴിലാളികൾക്ക് പ്രതിവർഷം ശരാശരി എത്ര ദിവസം ജോലി ലഭിക്കുന്നുണ്ട്? ..

(ഫ) ഓരോ വിഭാഗം തൊഴിലാളികൾക്കും ഉപയോഗ കിട്ടിക്കൊണ്ടിരിക്കുന്ന പ്രതിദിന വേതനമെന്ത്? ..

(ജി) പിന്റ റേറ്റ് അങ്ങേക്കിട പ്രസ്തുത തൊഴിലാളികൾക്ക് ഒരു ദിവസം ശരാശരി എന്തു തുക വേതനമായി ലഭിക്കുന്നു? ..

(ഏച്ച്) നിങ്ങളുടെ സംഘടനയിൽപെട്ട തൊഴിലാളികൾ ഏതെങ്കിലും തൊഴിലുടമകൾക്കുവേണ്ടി സ്ഥിരമായി ജോലി ചെയ്യുന്നവരാണോ? അല്ലെങ്കിൽ ഓരോ തൊഴിലാളിയും ശരാശരി ഒരു തൊഴിലുടമക്കുവേണ്ടി എത്ര ദിവസം ജോലി ചെയ്യുന്നുണ്ട്? ..

(ഐ) തൊഴിലാളികൾക്ക് വേതനത്തിനു പുറമെ ഇ.എസ്.ഐ. പ്രോവിഡൻറ് ഫണ്ട് മുതലായവ ഏതെങ്കിലും അനുകൂല്യങ്ങൾ ലഭിക്കുന്നുണ്ടോ? ഉണ്ടെങ്കിൽ അതിന്റെ വിശദ വിവരനൽകുക ..

തൊഴിലാളി എങ്കിൽ: - ..

(എ) നിങ്ങളു മുകളിൽ 2 (സി)യിൽ പറയുന്ന ഏതു വിഭാഗത്തിൽ പെടുന്ന തൊഴിലാളിയാണ്? ..

(ബി) കഴിഞ്ഞ ഒരു വർഷമായി (1-11-1983 മുതൽ 31-10-1984 വരെ) ഏതെല്ലാം തൊഴിലുടമകൾക്കുവേണ്ടി എത്ര ദിവസം നിങ്ങളു ജോലി ചെയ്തിട്ടുണ്ട്? ..

(സി) നിങ്ങളുക്ക് ശരാശരി ഒരു വർഷം എത്ര ദിവസം ജോലി ലഭിക്കുന്നുണ്ട്? ..

(ഡി) നിങ്ങളുക്ക് ഉപയോഗ കിട്ടിക്കൊണ്ടിരിക്കുന്ന എന്ത് വേതനം കിട്ടിക്കൊണ്ടിരിക്കുന്നു? ..



(സി) ബേതാം കൂടാതെ നിർമ്മാർ  
 പ.പ.പ. പ്രോവിഡൻറ്  
 അട് മുൻപേയവ കേരളത്തിലും  
 അനുസൃതം പരിശുദ്ധിപ്പോ?  
 ഉദ്ദേശ്യകീട് അതിരേറ വിശദ  
 വിവരം നൽകുക. ..

4. കർമ്മകർമ്മം നോഴിലാരികളാണി  
 ഒരു ക്ഷേമനിധി കേൾപ്പെടുത്തുന്ന  
 കാര്യങ്ങൾനി നിർമ്മാർക്കുട അറിയാ  
 മം കേൾക്കോ?  
 ..

5. പ്രാർത്ഥന ക്ഷേമനിധിയിൽ നോഴിലാരി  
 കളുടേയും നോഴിലുടാകളുടേയും  
 വിഹിതം എത്ര വിഹിതാണി നി പെടു  
 ത്തെ മനസ്സ് നിർമ്മാർക്കുട അറിയാമം? ..

6. നോഴിലാരികളുടെ വിഹിതം നോഴിലാരി  
 കൾ പ്രാർത്ഥന നിധിയിൽ അറിയാടീയാ  
 ത് അടികാമയാണി നിർമ്മാർ കരുതുന്ന  
 ണ്ടെ ? ഉദ്ദേശ്യകീട് നോഴിലാരി  
 കളുടെ വിഹിതം കേൾക്കെ പിറീട്  
 നിധിയിൽ അടികാമയാണി  
 നിർമ്മാർക്കുട അറിയാമമ ..

7. ഉദ്ദേശ്യകീലും പ്രാർത്ഥന കാര്യം  
 കേൾക്കേറ പ്രാർത്ഥനാപെടുത്തു  
 വാർ നിർമ്മാർ അഗ്രഹിച്ചു  
 ക്കീട് അട് കൂറിച്ചുക. ..

നീയലം  
 റിയാനി:

പേരും പേരും

കർഷകർക്കു തൊഴിലാളികൾക്ക് ക്ഷേമനിധി ഷോർട്ട്കട്ടുകയ്യാതെ ലഭിക്കു വേണ്ടി നിലോന്നിയിടുന്ന കർഷകർക്കു പുറപ്പെടുവിക്കുന്ന പ്രശ്നാവലി

ഭാഗം - 2

തൊഴിലുടമകളും അവരുടെ സംഘടനകളും പുറപ്പെടുവിക്കുന്നതിനുവേണ്ടി

- 1. തൊഴിലുടമയുടെയും/സംഘടനയുടെയും പേരും മേഖലാലയവും ..
- 2. നിങ്ങളുടെ നിയമപനം സ്വന്തമോ ഷാർട്ടർ ഷിഫ്റ്റ്, സഹകരണാടിസ്ഥാനത്തിലോ, പ്രൈവറ്റ് ലിമിറ്റഡോ, പബ്ലിക് ലിമിറ്റഡോ ഹെതുമേഖലയിലുള്ളതോ എന്ന് ..
- 3. നിങ്ങളുടെ നിയമപനം/സംഘടന നിയമപിതാവ് വർഷം ഏത് ..
- 4. നിങ്ങളുടെ നിയമപനത്തിൽ ഉൾപ്പെട്ട നിർമ്മാണ പ്രവർത്തനത്തിൽ ഏർപ്പെടുന്ന മൊത്തം തൊഴിലാളികളുടെ എണ്ണം എത്ര? അവർ താഴെ പറയുന്ന ഏതെല്ലാം വിഭാഗത്തിൽ എത്ര പേർ വിതം ഉൾപ്പെടുന്നു? ..
  - (1) ഉഷ്ണ മേന്മ ..
  - (2) കരിങ്കല്ല് മേന്മ ..
  - (3) ചെങ്കല്ല് മേന്മ ..
  - (4) ചെങ്കല്ല് വെട്ടുകാർ ..
  - (5) ഉഷ്ണ ഉണ്ടാക്കുന്നവർ ..
  - (6) മരണശരീ ..
  - (7) കൊല്ലൻ ..
  - (8) ഫിസർ ..
  - (9) പ്ലംബർ ..
  - (10) പെഷൻറർ ..
  - (11) അക്വിയർ ..
  - (12) ലോറിയിൽ/വള്ളിയിൽ കയ്യാടുന്നവർ ..
  - (13) കമ്പികെട്ടുകാർ ..
  - (14) മൈക്രോ ..
  - (15) മറ്റ് വിഭാഗങ്ങൾ ..



- 9. രാജ്യ വിഭജനം തൊഴിലാളികൾക്കും നിർമ്മാണ രംഗത്തുള്ള പ്രവർത്തിക്കുന്നവർക്കും നിലവിലുള്ള പ്രശ്നങ്ങൾ? പട്ടണങ്ങളിൽ തൊഴിലാളികൾക്ക് പ്രവർത്തിക്കാനുള്ള സൗകര്യം ഉണ്ടാകുമോ? ..
- 10. നിർമ്മാണ രംഗത്ത് പ്രവർത്തിക്കുന്നവർക്ക് പറ്റിയുള്ള പ്രശ്നങ്ങൾ? പ്രവർത്തിക്കുന്നവർക്ക് തൊഴിലാളികൾക്ക് നൽകേണ്ടതെന്തെല്ലാം? ഉണ്ടാകുന്ന പ്രശ്നങ്ങൾ വിശദീകരിക്കാൻ സാധിക്കുമോ? ..
- 11. രാജ്യ വിഭജനം തൊഴിലാളികൾക്ക് പറ്റിയുള്ള പ്രശ്നങ്ങൾ? തൊഴിലാളികൾക്ക് നൽകേണ്ടതെന്തെല്ലാം? ..
- 12. കർഷകർക്ക് തൊഴിലാളികൾക്കായി തൊഴിലുറപ്പ് നൽകേണ്ടതെന്തെല്ലാം? കർഷകർക്ക് നൽകേണ്ടതെന്തെല്ലാം? ..
- 13. പ്രവർത്തിക്കുന്നവർക്ക് തൊഴിലാളികൾക്ക് നൽകേണ്ടതെന്തെല്ലാം? തൊഴിലാളികൾക്ക് നൽകേണ്ടതെന്തെല്ലാം? ..
- 14. തൊഴിലാളികൾക്ക് നൽകേണ്ടതെന്തെല്ലാം? തൊഴിലാളികൾക്ക് നൽകേണ്ടതെന്തെല്ലാം? ..
- 15. മറ്റേതെങ്കിലും പ്രശ്നങ്ങൾ? ..

8

APPENDIX III

Dates and Places where the Commission held sittings  
to collect evidences  
-----

<u>Place</u>	<u>Date</u>
Cannannore	26-12-84
Kozhikode	14-01-85
Thodupuzha	18-01-85
Kottayam	22-01-85
Ernakulam	28-01-85
Pathanamthitta	31-1-85
Quilon	4-02-85
Alleppey	8-02-85
Trichur	18-02-85
Palghat	22-02-85
Ernakulam	28-02-85
Cannanore	18-03-85
Malappuram	22-03-85
Kalpattah	28-03-85
Kasargod	10-04-85
Trivandrum	17--4-85

-----



APPENDIX IV

Names and address of representatives of employers and employees present at the sitting of the commission at 11.30 A.M. on 26.12.84 at the Officer of the District Labour Officer.

---

Sl. No.	Name and Address	Whether representing employee or Employer
---------	------------------	---

---

1.	B.Vijayan I.N.T.U.C. Cannannore	Employee
----	---------------------------------------	----------

2.	K.P. Sahadevan President Construction workers Union, Cannannore	do
----	--	----

Names and addresses of employers and employees present at the sitting of the Commission at 11.30 A.M. on 14-1-1985 at District Labour Office, Kozhikode.

Sl. No.	Name and Addresses	Whether employer or Employee.
---------	--------------------	-------------------------------

- |    |  |                 |
|----|--|-----------------|
| 1. | <p>മോ.പി. ഗോപിനാഥപിള്ള<br/>         ഓട്ടം വീട്<br/>         തമ്പലമുക്ക് പി.ഒ.<br/>         തിരുവനന്തപുരം</p>   | <p>തൊഴിലാളി</p> |
| 2. | <p>പി.ആർ. ബുദ്ധാജയൻ<br/>         ഫാമിലി വീട്<br/>         പുന്നമൽ പി.ഒ.<br/>         തിരുവനന്തപുരം</p>         | <p>തൊഴിലാളി</p> |
| 3. | <p>ടി.പി. ബുദ്ധാജയൻ<br/>         തൊഴിൽ വീട്<br/>         പുന്നമൽ പി.ഒ.<br/>         തിരുവനന്തപുരം</p>          | <p>തൊഴിലാളി</p> |
| 4. | <p>പി.എസ്. രാമൻ<br/>         ഹോട്ടൽ അരിൽ വീട്<br/>         പുന്നമൽ പി.ഒ.<br/>         തിരുവനന്തപുരം</p>        | <p>തൊഴിലാളി</p> |
| 5. | <p>മോഹി തോളമണിപ്പ<br/>         തോളമണിപ്പ വീട്<br/>         പുന്നമൽ പി.ഒ.<br/>         തിരുവനന്തപുരം</p>        | <p>തൊഴിലാളി</p> |
| 6. | <p>സി. കുഴ്ത്തൽകുട്ടി<br/>         മാളിക്കോടി വീട്<br/>         പുന്നമൽ പി.ഒ.<br/>         തിരുവനന്തപുരം</p>   | <p>തൊഴിലാളി</p> |
| 7. | <p>കെട്ടുകുഴ്ത്തൽകുട്ടി<br/>         ഹോട്ടലിൽ വീട്<br/>         പുന്നമൽ പി.ഒ.<br/>         തിരുവനന്തപുരം</p>   | <p>തൊഴിലാളി</p> |
| 8. | <p>പി.സി. വിജയൻ<br/>         ഫാമിലി അപ്പാർട്ട്മെന്റ്<br/>         പുന്നമൽ പി.ഒ.<br/>         തിരുവനന്തപുരം</p> | <p>തൊഴിലാളി</p> |
| 9. | <p>ടി. രാജു<br/>         അരിയൻ വിഴുങ്ങി വീട്<br/>         തിരുവനന്തപുരം പി.ഒ.</p>                              | <p>തൊഴിലാളി</p> |



10. **സി.എം.ആർ സിൻ**  
**അലിമാട്തിരിപിള്ള**  
പുല്ല്യാരംഗത്ത് പി.ഒ.  
തിരുവനന്തപുരം

തൊഴിലാളി

11. **കോളി അലയാലുധൻ**  
**കരിപ്പനകൽ പിള്ള**  
പുല്ല്യാരംഗത്ത് പി.ഒ.  
തിരുവനന്തപുരം

തൊഴിലാളി

12. **പി.കെ. തർകാപ്പൻ**  
**പർപ്പനാപി പിള്ള**  
പുല്ല്യാരംഗത്ത്  
തിരുവനന്തപുരം

തൊഴിലാളി

13. **പി.പി തോമസ്**  
**നെപ്പത്താട്ടിയിൽ പിള്ള**  
പുല്ല്യാരംഗത്ത് പി.ഒ.  
തിരുവനന്തപുരം

തൊഴിലാളി

14. **താങ്ങു അനകൻ**  
**പുല്ല്യാരംഗിയിൽ പിള്ള**  
പുല്ല്യാരംഗത്ത് പി.ഒ.

തൊഴിലാളി

15. **ശ്രീധരൻ പി.കെ.**  
**പുരയോട്ടിയിൽ പിള്ള**  
പുല്ല്യാരംഗത്ത് പി.ഒ.  
തിരുവനന്തപുരം

തൊഴിലാളി

16. **പി. ജി. കുമാരൻ**  
**പുരയിടയപ്പുഴയിൽ പിള്ള**  
തിരുവനന്തപുരം പി.ഒ.

തൊഴിലാളി

Names and addresses of employers and employees present at the sitting of the Commission at 11.30 A.M. on 18-1-1985 at the office of the District Labour Office, Iddukki.

.....

-----

Sl. No.	Name and address	Whether employer or employee
---------	------------------	------------------------------

-----

- |    |   |          |
|----|---|----------|
| 1. | M.B. Jayaram,<br>Sr. Administrative<br>Officer, B.S.E.S.Ltd<br>Moolamattam          | Employer |
| 2. | R. Narayana Pillai,<br>H.C.C. Staff Association<br>Edamalayer                       | Employer |
| 3. | P.M. Babu<br>Secretary<br>Buildings & General<br>Workers Union (AITU)<br>Thodupuzha | Do       |
| 4. | Raju.K.K.<br>A.I.T.U.,<br>Thodupuzha  | Do       |
| 5. | P.J. Joy<br>Puthiyaveedu<br>Nedumkandom P.O.<br>M.T.Hospital<br>Idukki.             | Do       |
| 6. | M.S. Bhadran<br>Muttanamal<br>Cheenippara<br>Mavadi P.O.<br>Idukki                  | Do       |



Names and address of employers and employees attended the sitting of the Commission at 11.30 A.M. on 22.1.1985 at the Office of the District Labour Officer, Kottayam.

Sl. No.	Name and Address	Employer or Employee
1.	P.K.Rajendran, District Secretary K.A.U., Kottayam-3	Employee
2.	K.V. Kocheriah, Secretary, A.I.T.U.C. District Council, Kottayam	do
3.	K.N. Rajasekharan, C.I.T.U. Office, Kottayam.	do
4.	C.V. Joy, K.A.U. Office, Kottayam	do
5.	K.C. Narayanan, Kallunkal, Moonnilavu PO.	do
6.	P.K. Thankappan, Kottadimakkal, Kari- Karikkattoor Central P.O.	do
7.	P.T. Gopalan, Poovakkulathu Veedu, Malam.	do
8.	K.M. Babu, Puthenparambil Veedu, Velloor	do
9.	K.K. Parmeswaran, Kazhakkedathu Kunnampurathu.	do
10.	P.K.Sasi, Thundiyl Veedu, Karappuzha PO Kottayam.	
11.	P.K.Soman, Thekkumparambil, Puthenengadi P.O., Kottayam	do
12.	K.S. Gopalakrishnan, Radhikalayam, Karappuzha, Kottoaym	do
13.	K.G. Sudhakaran, Kanjireppally.	do
14.	K.S.Viswan, Thiruvathukkal	do
15.	P.R. Narayanan, Puthenparambil, Amayannoor	do
16.	Thankppan.P.K. Pattathil Parambil Amayannoor	do
17.	P.K.Thankappan, Puliyakkal, Amayannoor	do
18.	Bhuvanachandran Nair, C.I.T.U.,Kottayam	do
19.	D.Ranjit Kumar, ATTUC Office, Vaikom	do
20.	K.B.Sukumaran,K.A.U. State Ex.Member	do
21.	E.Gopi, Construction Workers Union, A.I.T.U.C., Vaikom	do
22.	P.M.Brahma Mohan, P.W.D.Contractors Association, Kottayam	Employer
23.	K.V.Kurian, Government Contractors Association, Kottayam.	do
24.	Shajee.T.A. Razheed, Thavakkal Agencies, Kottayam.	do

Names and Addresses of the representatives of the employers and employees attended the sitting of the Commission at 11.30 A.M. on 28.1.1985 at the Office of the Joint Labour Commissioner, Ernakulam.

P.K.Ramachandran  
President  
All Kerala Government Contractors Association, Ernakulam

Employer



Names and addresses of the Representatives of employees and employers attended the sitting of the Commission at 11.30 A.M. on 31.1.1985 at the Office of the District Labour Officers, Pathanamthitta.

Sl. No.	Name and Address	Whether Employee or Employer
1.	N. Janardhanan Nair, General Secretary, Kerala Hydro Electric Project Works Union U.T.U.C. Manujar.	Employee
2.	K. Bhaskaran Nair, General Secretary, Kakkad Project Workers Union (KTUC) Vadasserikara	do
3.	V.M. Satyan, Secretary Independent Electro Project and General Workers Association	do
4.	Chittar Abdul Khadir, Secretary S.T.U. Pathanamthitta District	do
5.	C.P. Padmanabha Pillai President, Angamoozhy Unit All Kerala Construction Workers Union	do
6.	P.R. Vidyddharan, General Secretary, (I.T.T.U.) Project and construction workers Union.	do
7.	P. Ramakrishnan, Pr-sident, (C.I.T.U.) Project and Construction Workers Union.	do





7. കേരള കെട്ടിടനിർമ്മാണ  
 ഞെഴിലാളി കേന്ദ്രങ്ങൾ  
 (കെ.കെ.എൻ.ടി.സി.  
 കൊച്ചി - 31.)

പ്രസിഡൻറ്

ഞെഴിലാളി

8. കെ.പി.എഡിസൺ  
 കെ.കെ.എൻ.ടി.സി  
 ന്നേജ് കമ്മിഷൻ  
 സെക്രട്ടറി, മമ്പുറം റോഡ്  
 കൊച്ചി - 31.

സെക്രട്ടറി

"

9. സി.ജെ.എൽ.എസ്  
 പ്രസിഡൻറ്  
 കൊച്ചി - 31.  
 സി.ജെ.എൽ.എസ്  
 കമ്മിഷൻ  
 കമ്മീഷൻ ഓഫീസ്  
 ഓ.ടി.ഓ.സി. (എസ്)  
 നടി റോഡ്, കൊച്ചി - 1

പ്രസിഡൻറ്

"

10. കെ. തമ്പുരാൻ

സെൻ.പ്രസിഡൻറ്

"

Names and addresses of the representatives of employees employers attended the sitting of the Commission at 11. 8.2.1985 at the Office of the District Labour Officer,

പേരും താമസസ്ഥലവും	തൊഴിലാളി പ്രതിനിധിയോ തൊഴിലുടമ പ്രതിനിധിയോ എന്ന്	
1. ജാബു ഹോർസ് ഐ.എൻ.ടി.യു.സി.ഒ ഓഫീസ്, അലപ്പുഴ	ജനറൽ സെക്രട്ടറി അലപ്പുഴ ജില്ല പൊതുമരാമത്ത് അൻഡ് ജനറൽ വർ- മേഴ്സ് യൂണിയൻ	തൊഴിലാളി
2. എം.കെ.അമ്മൻ ഇ.ഐ.ടി.യു.സി ഓഫീസ്, മുല്ലപ്പാലം അലപ്പുഴ.	അലപ്പുഴ താലൂക്ക് പൊതുമരാമത്ത് അൻഡ് ലോഡിംഗ് തൊഴിലാളി യൂണിയൻ എ.ഐ.ടി.യു. അലപ്പുഴ	"
3. അൻറണി.വി.ജെ.	"	"
4. ജോൾ.പി. വർഗ്ഗീസ് പ്രസിഡൻറ്, കേരള ബിൽഡിംഗ് കൺട്രിക്ടർസ് വർമേഴ്സ് യൂണിയൻ മേൽമുക്ക് - പി.ഒ	"	"
5. കെ.കെ. ദേവരാജൻ യു.ടി.യു.സി. (എസ്) ഓഫീസ്, നല്ല അമ്പലം അലപ്പുഴ	ജില്ലാസെക്രട്ടറി കേരള കൺട്രിക്ടർസ് അൻഡ് ജനറൽ വർ- മേഴ്സ് ഫെഡറേഷൻ (യു.ടി.യു.സി.എസ്)	"
6. പി.സി. വർഗ്ഗീസ് പ്രസിഡൻറ്, കെ.കെ.എൻ.ടി.പ്രിൻ്റ് അമിനി, കോസ്റ്റൽ റൗണ്ട് മുല്ലപ്പാലം, അലപ്പുഴ.	"	"
7. സി.കെ.ലക്ഷ്മണി	യു.ടി.യു.സി. ബീച്ച്	"



- 8. പി.കെ.രാജൻ  
പൂജവെളി, തൂറവൂർ.പി.ഒ  
ചേർത്തല. ഞെഴിലാളി
- 9. ബി.രഘുവരൻ  
നികരത്തിൽ  
കലവൂർ.പി.ഒ  
മാരാരികുളം ഞെഴിലാളി
- 10. സി.എൻ. തനകപുഴിനൻ  
വടമേലേലിക്കരയ്ക്ക്  
മാരാരികുളം സൗത്ത്.പി.ഒ ഞെഴിലാളി
- 11. ഏ.ഗീത  
രണ്ടുകുടപ്പടയിൽ  
നേയാടി.പി.ഒ "
- 12. ടി.കെ.ലീല  
വേഴാവമുളി  
മണിമേലേരി പാലാലയ്ക്ക്  
നേയാടി.പി.ഒ "
- 13. ഡി.വിജയൻ  
കേരളാ യൂണിവേഴ്സിറ്റി ഓഫീസിൽ  
ജില്ലാ സെക്രട്ടറി,  
മാരുകുടപ്പ് പി.ഒ "
- 14. എ.ആർ. ഗോപാലൻ  
കേരളാ യൂണിവേഴ്സിറ്റി ഓഫീസിൽ  
ജില്ലാ ഓഫീസിൽ സെക്രട്ടറി  
തൂറവൂർ പി.ഒ. ചേർത്തല. "
- 15. ജി. രാജമുഖ്യാന  
കമ്മീഷൻ ഓഫീസിൽ  
കേരളാ യൂണിവേഴ്സിറ്റി ഓഫീസിൽ  
നടുവിലേക്കർ, ചുനക്കര.പി.ഒ  
പിൻ: 690 534 "
- 16. സി.ഐ.ലീലാലി  
ജില്ലാകമ്മീഷൻ ഓഫീസിൽ  
കേരളാ യൂണിവേഴ്സിറ്റി ഓഫീസിൽ  
മാതിരിമുളി,  
തിരുമത പി.ഒ, ചേർത്തല "
- 17. സി.വി.കൃഷ്ണൻ  
കേരളാ യൂണിവേഴ്സിറ്റി ഓഫീസിൽ  
അടുർമണലം കമ്മീഷൻ  
തൂറവൂർ, പി.ഒ ചിന്തകുടി,  
ചേർത്തല. "

- 18. അർ.വി.ദാസ്  
 സഹായനകർമ്മിനി മെമ്പർ  
 കേരളാ അർടിസ്റ്റാൻസ് യൂണിയൻ  
 മജിസ്ട്രേറ്റ്, മുതുകുളം പി.ഒ  
 മുതുകുളം സൗത്ത്

നെഴിയാളി
- 19. ബഷ്.എ  
 അർടിസ്റ്റാൻസ് യൂണിയൻ ഡി.സി.എ  
 അണിലിങ്കൽ, തുറമ്പുൾ പി.ഒ  
 ചേർപ്പില.

അർടിസ്റ്റാൻസ്  
 യൂണിയൻ ഡി.സി.എ
- 20. കെ.കെ.കൊച്ചുപുരയിൽ  
 ചെങ്ങമുൾ.പി.ഒ

"
- 21. ഡി. സദാനന്ദൻ  
 കേരളാ അർടിസ്റ്റാൻസ് യൂണിയൻ  
 ഡി.സി.എ. ചാലക്കുളം

"



- 18. അർ.വി.ദാസ്  
 സന്നിധാനകമ്മീടി മെമ്പർ  
 കേരളാ അർടിസ്റ്റാൻസ് യൂണിയൻ  
 മെമ്പർ, മുതുകുളം പി.ഒ  
 മുതുകുളം സൗർത്ത്

തൊഴിലാളി
- 19. ബഷു.എ  
 അർടിസ്റ്റാൻസ് യൂണിയൻ ഡി.സി.എ  
 അസിസ്റ്റന്റ്, തുറവൂർ പി.ഒ  
 ചേർപ്പിലവ.

അർടിസ്റ്റാൻസ്  
 യൂണിയൻ ഡി.സി.എ
- 20. കെ.കെ.കൊച്ചുചെറുമാൻ  
 ചെങ്ങമുൾ.പി.ഒ

"
- 21. ഡി. സദാനന്ദൻ  
 കേരളാ അർടിസ്റ്റാൻസ് യൂണിയൻ  
 ഡി.സി.എ. ചാവക്കുളം

"

Names and addresses of representatives of employers and employees attended the sitting of the Commission at 10.3 on 18.2.1935 at the Offices of the District Labour Office Trichur.

പേരും മേൽവിലാസവും	തൊഴിലാളി പ്രതിനിധി അോ തൊഴിലുടമ പ്രതി നിധിയോ കൂടെ
1. എ.എൽ. സെന്റേഴ്സ് പ്രസിഡൻ്റ്, തൃശ്ശൂർ ജില്ല, തിരുൻ്റ് വർക്കേഴ്സ് മുണ്ടിമൻ രജി: 456/81 പി.ഒ. ഹവറടി, തൃശ്ശൂർ	മുണ്ടിമൻ റെഗുലേറ്റേററിങ്ങ് തൊഴിലാളി
2. എ.കെ. ചന്ദ്രൻ, പ്രസിഡൻ്റ് മലപ്പുടിമെമ്പർഷിപ്പ് നിർമ്മാണ തൊഴിലാളിമുണ്ടിമൻ എ.ഐ.ടി.യു.സി., മാർക്കറ്റ് റോഡ്, മലപ്പുടി. പി.ഒ., തൃശ്ശൂർ	മുണ്ടിമൻ പ്രതിനിധി തൊഴിലാളി
3. ടി.എൻ.രാജൻ ജില്ലാ ജോയിൻ്റ് സെക്രട്ടറി കേരളാ യൂർജിനാൻ്റ് മുണ്ടിമൻ സി.ഐ.ടി.യു. തൃശ്ശൂർ ജില്ലാ കമ്മിറ്റി, മാർ. റോഡ്, റോഡ് മലപ്പുടി.	"
4. ടി.കെ. സലൻ കെട്ടിട നിർമ്മാണതൊഴിലാളി മുണ്ടിമൻ (സി.ഐ.ടി.യു) ഉരിയ്ക്കാലക്കുട, ചേരിയ്ക്കകമുടി പി.ഒ. ഉരിയ്ക്കാലക്കുട.	"
5. പി.കെ. നാരായണൻകുട്ടി ഉരിയ്ക്കാലക്കുട ചേരിയ്ക്ക പ്രസിഡൻ്റ് കെട്ടിടനിർമ്മാണ തൊഴിലാളി മുണ്ടിമൻ (സി.ഐ.ടി.യു)	"
6. കെ.റ്റി. മോസ്റ്റ് കമ്മിറ്റി കെട്ടിട നിർമ്മാണ തൊഴിലാളി മുണ്ടിമൻ തൃശ്ശൂർ ജില്ലാ കോ-ഓർഡിനേഷൻ കമ്മിറ്റി സി.ഐ.ടി.യു. തൃശ്ശൂർ	"



- 7. സി.പി. ജോഷി  
കെ.എ.ആർ. സർവ്വതന സ്കൂൾ  
വെങ്ങൂർ
- 8. വേണുവേണു  
പ്രസിഡൻ്റ്  
കേരള ക്രിക്കറ്റ് ഫുട്ബോൾ  
അസോസിയേഷൻ  
റജി.നമ്പർ: 497/73  
ആൽമുൻ ജില്ലാ കമ്മീഷൻ  
പി.ഒ. കോളേജ് ബ്ലോക്ക്  
പിൻ: 680 664.
- 9. കെ.എസ്. വാസു  
ജനറൽ സ്കൂൾ
- 10. വാസു തമ്പുരാൻ  
ജില്ലാ ജനറൽ സ്കൂൾ  
കെ.കെ.എൻ.ടി.സി.  
പി.ഒ. തളിങ്കൂർ 680 569
- 11. പി.പി. ജോർജ്ജ്  
ജനറൽ ക്രിക്കറ്റ് ഫുട്ബോൾ അസോസിയേഷൻ  
വെങ്ങൂർ
- 12. പി.കെ. ജോർജ്ജ്  
സ്കൂൾ, കേരള സർവ്വതന  
ക്രിക്കറ്റ് ഫുട്ബോൾ അസോസിയേഷൻ  
വെങ്ങൂർ ബ്ലോക്ക്  
പി.എ.എസ്.കെ. ക്രിക്കറ്റ് ഫുട്ബോൾ അസോസിയേഷൻ  
വെങ്ങൂർ ബ്ലോക്ക്  
പി.എ.എസ്.കെ. ക്രിക്കറ്റ് ഫുട്ബോൾ അസോസിയേഷൻ  
വെങ്ങൂർ ബ്ലോക്ക്
- 13. പി.എം. സി. ജോർജ്ജ്  
കേരള സർവ്വതന ക്രിക്കറ്റ് ഫുട്ബോൾ അസോസിയേഷൻ  
വെങ്ങൂർ കമ്മീഷൻ പ്രസിഡൻ്റ്
- 14. സി.കെ. ഗോപാലകൃഷ്ണൻ  
കേരള സർവ്വതന ക്രിക്കറ്റ് ഫുട്ബോൾ അസോസിയേഷൻ  
വെങ്ങൂർ ബ്ലോക്ക് കമ്മീഷൻ

അസോസിയേഷൻ

- 15. എം.എൻ. ബേലൻ  
കേരള സംസ്ഥാന കെട്ടിട  
നിർമ്മാണ തൊഴിലാളി ബഹുരേഖകൾ  
കൊടുങ്ങല്ലൂർ താലൂക്ക് പ്രസിഡൻ്റ്
- 16. എം.ജി.കൃഷ്ണൻ  
കൊടുങ്ങല്ലൂർ ഡിവിഷൻ  
കമ്മിറ്റി മെമ്പർ
- 17. ടി.കെ.ദാസ്കരൻ  
ഇരിയ്ക്കല്ലൂർ മണ്ണിലം  
സെക്രട്ടറി, കെ.എ.ഡി.
- 18. സി.എസ്.കൃഷ്ണൻ  
തൃശ്ശൂർ ജില്ലാ കമ്മിറ്റി  
കെ.എ.ഡി.
- 19. രാമകൃഷ്ണൻ നാകശിത  
എം.എൻ.ടി.ഡി.സി  
കുമാരൻ പ്രൊഫ്  
തൃശ്ശൂർ - 1.
- 20. സി.കെ.വിജയൻ  
ജോഷി സ്മാർട്ട് സെക്രട്ടറി  
കെ.എ.ഡി.
- 21. കെ.എസ്. വേലായുധൻ  
കേരള ഓർട്രിസാൻ്റ് ഡിവിഷൻ  
മണ്ണിലം സെക്രട്ടറി,  
കൊടുങ്ങല്ലൂർ
- 22. കെ.വി. സുരേഷ്  
കേരള ഓർട്രിസാൻ്റ് ഡിവിഷൻ  
മെമ്പർ, കാവനാട്.

തൊഴിലാളി

"

"

"

"

"

"

"



Names and addresses of representatives of employers and employees attended the sitting of the Commission at 11.30 A. on 22-2-1985 at the Office of the District Labour office, Palghat.

പേരും മേൽവിലാസവും	തൊഴിലുടമയേക്കേ തൊഴിലാളിയേക്കേ പ്രതിനിധികൾക്കുതട്ട് എന്ത്.
1. എം.എന്നിമ്മ പഴയ മന്ത്രിമാരുടെ അടവരി.പി.ഒ. അലക്സാൻഡർ, ഫാലക്കാട് ജില്ല.	തൊഴിലാളി പ്രതിനിധി
2. കെ.വി.വിജയഭാനു കാമ്പുനകർ വീട് കണ്ണപ്ര പി.ഒ, അലക്സാൻഡർ ഫാലക്കാട്	"
3. എ.രാമചന്ദ്രൻ ജോഷിൻറ്റ് സ്വകൃതനി ജില്ലാകെടീടനിർമ്മാണ മന്ത്രിയർ സഭ (എച്ച്.എം.എസ്) കൊഴിക്കൊപ്പം, ഫാലക്കാട്	"
4. ടി.സാമിനാഥൻ കുർട്ടിപ്പാലം വർക്കേഴ്സ് ഡുനിമൻ സി.ഐ.ടി.ഡു ദെപ്പാലം അലക്സാൻഡർ	"
5. എ.കെ.ഭരതൻ ഭരതനിവാസ്, മൈലൂപ്പുറം ദെപ്പാലം - 2	തൊഴിലുടമ
6. കെ.വി.സുന്ദരൻ അക്കരി ജില്ലാ കെടീടനിർമ്മാണ തൊഴിലാളി ഡുനിമൻ സ്വകൃതനി എച്ച്.എം.എസ്. കരക്കൊപ്പം പി.ഒ. കൊഴിക്കൊപ്പം ഫാലക്കാട് ജില്ല.	തൊഴിലാളി
7. സി.മൊഹിൻകുട്ടി അമ്മി പി.പള്ളിപ്പു.സി.കുർട്ടിപ്പാലം അലക്സാൻഡർ.	തൊഴിലുടമ
8. എസ്.വാസുദേവൻ ജില്ലാ കെടീടനിർമ്മാണ തൊഴിലാളി ഡുനിമൻ എച്ച്.എം.എസ് രജി: 187/83	തൊഴിലാളി
9. എ.സി.സൗധ് സി.ഐ.ടി.ഡു.	"
10. എം.എ.എമ്മ വൈ.തൊഴിലാളി ഡുനിമൻ സി.ഐ.ടി.ഡു. ഫാലക്കാട് ജില്ല	"

Names and addresses of representatives of employers and employees attended the hearing of the Commission at 11.30 A.M on 23-2-1985 at the Office of the Joint Labour Commissioner, Ernakulam.

പേരും വിലാസവും	തൊഴിലാളിയേക്കോ തൊഴിലുടമയേക്കോ പ്രതിനിധീകരിച്ചതുകൂടാ	
1. അഷീസിൻ തൊടിയാറ	പ്രസിഡൻ്റ് റൂം: 497/73 കേരള കെട്ടിടനിർമ്മാണ തൊഴിലാളി കോർപ്പറേഷൻ്റ് കോട്ടയം ജില്ലാ കമ്മീഷി	തൊഴിലാളി
2. എം.സി. മോൻ്റ്	കെ.കെ.എൻ.ടി.സി. ജില്ലാ ട്രഷററി	"
3. രമേശൻ വില്ല്യംപറമ്പിൽ തറവർ ട്രഷററി വില്ല്യം പറമ്പിൽ വീനസ്, മടവേലൂരുപുഴ മുൻമ്പുഴം. പി.ഒ. 683 516	ജില്ലാ ട്രഷററി കേരള- സംസ്ഥാന കെട്ടിടനിർമ്മാണ തൊഴിലാളി യൂണിയൻ ജോയിന്റ് കമ്മീഷി	"
4. കെ.പി. നാരായണൻ കടവിലിളിൾ മുറവർച്ചുരുക്ക് വടക്കേക്കര പി.ഒ. പിൻ: 683 522	വർടിംഗ് ട്രഷററി കേരള സംസ്ഥാന കെട്ടിടനിർമ്മാണ തൊഴിലാളി ഫെഡറേഷൻ, പ.ചുരു താലൂക്ക് 402/83	"
5. കെ.പി. കുഞ്ഞ്ചേൽ- കുരിശിൻകൽ ഗോതുരുത്തി. പി.ഒ. വഴി മുൻമ്പുഴം, കോട്ടയം ജില്ല.	കേരള സംസ്ഥാനകെട്ടിട നിർമ്മാണതൊഴിലാളി ഫെഡ റേഷൻ ഗോതുരുത്തി മെമ്പർ	"
6. ജോർജ്ജോസൻ കളിത്തറപ്പ് പറമ്പൂർ		"
7. സി.എ. നീലകണ്ഠൻ	കുന്തലൂർ താലൂക്ക് കെട്ടിട നിർമ്മാണ തൊഴിലാളി യൂണിയൻ എ.ടി.യു.സി. ട്രഷററി.	"
8. കെ.എ. തമ്പിൻ		"
9. വി.കെ. കേശവൻ		"
10. എം.എൻ. കാർത്തികേയൻ	കെ.എസ്. കെ.എൻ.ടി.എസ് സംസ്ഥാന കോർപ്പറേഷൻ്റ് ട്രഷററി	"
11. സി. തോമസ്	കൊച്ചിൻതാലൂക്ക് കെട്ടിടനിർമ്മാണ തൊഴിലാളി യൂണിയൻ കേരള കെട്ടിടനിർമ്മാണതൊഴി- ലാളി ഫെഡറേഷൻ	"



- |                              |   |          |
|------------------------------|---|----------|
| 12. കെ. ആർ. ശശി              | സെക്രട്ടറി, കേരള സർട്ടി-<br>ഫിക്കറ്റ് ബുണിയിൽ എറണാകുളം<br>ജില്ലാകമ്മീഷൻ   | തൊഴിലാളി |
| 13. ജോസ് കപീൽമാം-<br>പറമ്പിൽ | സെക്രട്ടറി, കേരള കെട്ടിട<br>നിർമ്മാണ തൊഴിലാളി<br>കോർഗ്രൂപ്പ്  | "        |
| 14. വി.സി. അൻറണി-<br>അങ്ങ    | എറണാകുളം ജില്ലാ കമ്മീഷൻ<br>വൈ. പ്രസിഡൻറ് കേരള<br>കെട്ടിടനിർമ്മാണ തൊഴിലാളി<br>കോർഗ്രൂപ്പ്                        | "        |
| 15. മാർട്ടിൻ ജോസഫ്           | മുഖ്യൻ ടെക്സ്. ലിമിറ്റഡ്<br>എറണാകുളം.   | തൊഴിലുടമ |
| 16. പി.കെ. രാമചന്ദ്രൻ        | പ്രസിഡൻറ്, അധ കേരള<br>ഗവൺമെൻറ് കൺട്രാക്ടറേഴ്സ്<br>അസോസിയേഷൻ, എറണാകുളം   | "        |
| 17. ശ്രീധരീസ് പിടൻ           | സെക്രട്ടറി, അധ കേരള<br>ഗവൺമെൻറ് കൺട്രാക്ടറേഴ്സ്<br>അസോസിയേഷൻ, എറണാകുളം  | "        |
| 18. കെ. ജനാർദ്ദനൻ            | ബ്രൗൺ പ്രസിഡൻറ്, എറണാകുളം ജില്ലാ<br>കെട്ടിടനിർമ്മാണ<br>തൊഴിലാളി ബുണിയിൽ സി. ഐ.<br>സി. ഡി, സി. എസ്. റോഡ് കൊച്ചിൻ | തൊഴിലാളി |
| 19. എം. സി. ശശി              |   |          |
| 20. പി. വി. ശ്രീധരൻ          |   |          |
| 21. കെ. അനീകരൻ               | ജനറൽ കൺട്രാക്ടർ വർക്കേഴ്സ്<br>ബുണിയിൽ, അപലമെട്,<br>സി. ഐ. സി. ഡി.   | "        |
| 22. കെ. സി. തീർത്ഥൻ          | ജനറൽ കൺട്രാക്ടർ വർക്കേഴ്സ്<br>ബുണിയിൽ, അപലമെട്<br>സി. ഐ. സി. ഡി.  | "        |
| 23. കെ. പി. തീർത്ഥൻ          | വർക്കേഴ്സ് പ്രസിഡൻറ്,<br>എറണാകുളം ജില്ലാ കൺട്രാക്ടർ<br>വർക്കേഴ്സ് ബുണിയിൽ ഐ. എൻ. സി<br>ഡി. സി. (ഐ)              | "        |

Names and addresses of representatives of employees and employers attended the sitting of the Commission at 10.30 A.M. on 18.3.1985 at the Office of the District Labour Officer, Cannanore.

പേരും മേൽവിലാസവും

തൊഴിലുടമയേക്കോ  
തൊഴിലാളിയേക്കോ  
പ്രതിനിധീകരിക്കാൻ എന്ത്

- 1. കെ.എൻ. കണ്ണാച്ചു  
പ്രസിഡൻ്റ്, കെ.കെ.  
എൻ.ടി.സി  
കണ്ണൂർ ജില്ല തൊഴിലാളി  
പ്രതിനിധി
- 2. കെ.വി. ഗോപാൽ  
സെക്രട്ടറി, കെ.കെ.  
എൻ.ടി.സി കണ്ണൂർ ജില്ല "
- 3. കെ.വി. ബാലകൃഷ്ണൻ  
യൂണിറ്റ് മാനേജർ "
- 4. പി.വി. ബാലകൃഷ്ണൻ  
യൂണിറ്റ് മാനേജർ "
- 5. പി.വി. കണ്ണാച്ചു,  
സെക്രട്ടറി, കർഷകർഷകൻ  
വർക്കേഴ്സ് യൂണിയൻ  
സി.ഐ.ടി.യു. കണ്ണൂർ ജില്ല. "
- 6. എൻ.കെ. ബാലകൃഷ്ണൻ  
സെക്രട്ടറി, കർഷകർഷകൻ  
വർക്കേഴ്സ് യൂണിയൻ  
സി.ഐ.ടി.യു. പട്ടണൂർ  
ക്വേരിയർമിനി. "
- 7. കെ. വാസുദേവൻ "
- 8. അമൽ നമ്പൻ  
സെക്രട്ടറി, കർഷകർഷകൻ  
വർക്കേഴ്സ് യൂണിയൻ, കണ്ണൂർ  
ക്വേരിയ. "
- 9. എ.കണ്ണൻ പ്രസിഡൻ്റ്,  
കർഷകർഷകൻ വർക്കേഴ്സ് യൂണിയൻ  
(സി.ഐ.ടി.യു) മലപ്പുഴ  
ക്വേരിയർമിനി. മലപ്പുഴ "



10. സി.കെ.നാരായണൻ  
നെഗ്രട്ടറി, കൺട്രിക്ടർ  
വർക്കേഴ്സ് യൂണിയൻ  
(സി.ഐ.ടി.യു)  
തളിപ്പറമ്പ്, ഹേരിയാകർമിനി

തൊഴിലാളി പ്രതിനിധി

11. കെ.പി.രാജൻ  
നെഗ്രട്ടറി, കൺട്രിക്ടർ  
വർക്കേഴ്സ് യൂണിയൻ  
മാടായി ഹേരിയാകർമിനി

"

12. സി. വിജയൻ  
കൺട്രിക്ടർ ഡിസ്ട്രിക്ട്  
നാളൂർ കൺട്രിക്ടർ  
വർക്കേഴ്സ് യൂണിയൻ ഇനറർ  
നെഗ്രട്ടറി ഐ.എൻ.ടി.യു.സി

"

13. എ. അനന്ദൻ

"

Names and addresses of representatives of employees and employers present during the sitting of the Commission held at 10.30 A.M.on 22.3.1985 at the Office of the District Labour Officer, Malappuram.

-----

പേരും മേൽവിലാസവും	തൊഴിലാളി യോഗം തൊഴിലുടമ യോഗം പ്രതിനിധികൾ, കൂടു കൂട്ട്
-------------------	--

-----

൧. എ.പി.കൃഷ്ണമൂർത്തി  
 അർപ്പിനാൻപുഴ ഖുലിയൻ  
 ജില്ലാ സെക്രട്ടറി,  
 മലപ്പുറം.

തൊഴിലാളി പ്രതിനിധി



Names and addresses of representatives of employees and employers present during the sitting of the commission at 12.00 Noon on 28.3.1985 at the office of the district Labour Officer, Wynad at Kalpettah.

-----

പേരും മേൽവിലാസവും	തൊഴിലാളിഭേദം തൊഴിലുടമഭേദം പ്രതിനിധീകരിക്കുന്നു എന്നും.
-------------------	--

-----

- |                   |   |
|-------------------|---|
| 1. പി.എം. ജോസഫ്   | മൈൽതീരി കെട്ടിടവിർ-<br>മ്മാണ തൊഴിലാളി യൂണിയൻ<br>ലേബർ കോർഗ്രൂപ്പ് കളിപ്പട              |
| 2. ജെ. ഷേഖുദാസ്   | "   |
| 3. ഡി. അലക്സാണ്ടർ | "   |
| 4. പി.സി. അൻറണി   | "   |
| 5. സി.കെ. ചന്ദ്രൻ | ജില്ലാ സെക്രട്ടറി കേരള<br>ഓർക്കിസാൻസ് യൂണിയൻ<br>സി.എ.ടി. യു ഓഫീസ്<br>പി.ഒ. പൂർപ്പള്ളി |
| 6. പി.കെ. നാരായണൻ | കേരള ഓർക്കിസാൻസ് യൂണിയൻ<br>എ.സി.എസ് പൂർപ്പള്ളി പി.ഒ                                   |
| 7. കെ. ഉമാദാസ്    | സെക്രട്ടറി, വടനാട്<br>ജില്ലാ കെട്ടിടനിർമ്മാണ<br>യൂണിയൻ കോർഗ്രൂപ്പ്,<br>കളിപ്പട        |

Names and addresses of representatives of employees and employers present during the sitting of the Commission at 11.30 A.M. on 10.4.1985 at the Office of the A.L.O. Kasargod.

പേരും വിലാസവും	തൊഴിലാളിയേക്കോ തൊഴിലുടമയേക്കോ പ്രതിനിധീകരിക്കുന്നു എന്ന്
1. കെ. വി. സുകുമാരൻ സീറേറ്റ് എക്സി. കമ്മിറ്റി മെമ്പർ, അർടിസ്ഥാൻസ് യൂണിയൻ	അർടിസ്ഥാൻസ് യൂണിയൻ
2. കെ. വി. ബാലകൃഷ്ണൻ സെക്രട്ടറി, കേരള അർടി- സ്ഥാൻസ് യൂണിയൻ കാസർകോട് ജില്ല	"
3. കെ. ബാലകൃഷ്ണൻ കേരള അർടിസ്ഥാൻസ് യൂണിയൻ ജില്ലാകമ്മിറ്റി മെമ്പർ	"
4. സി. ഫൈഖ്. ബഷൂ കേരള അർടിസ്ഥാൻസ് യൂണിയൻ ജില്ലാ മെമ്പർ	"
5. ലക്ഷ്മൻ ജോഷി കേരള ക്വട്ടിനീർമാണി തൊഴിലാളി കോൺഗ്രസ്സ് ജില്ലാ പ്രസിഡൻ്റ്	തൊഴിലാളി
6. എൻ. പ്രിയദർശൻ കെ. കെ. എൻ. ടി. സി ജനറൽ സെക്രട്ടറി കാസർകോട്	"
7. വി. ഉപേന്ദ്രൻ അച്ചാരി കെ. കെ. എൻ. ടി. സി ജനറൽ സെക്രട്ടറി കാസർകോട് ജില്ല.	"
8. വിലക. സി. സിദ്ദിഖ് കെ. കെ. എൻ. ടി. സി കാസർകോട് ജില്ല.	ഖത്താബ്ജി തൊഴിലാളി
9. നാരായണൻ കെ. എൻ. ടി. സി കാസർകോട് ജില്ലാകമ്മിറ്റി	തൊഴിലാളി



- 10. എം. ഗോപാലൻ നായർ  
കെ.കെ.എൻ.സി.സി  
ജീവല കമ്മിറ്റി മെമ്പർ ജോഴിലാളി
- 11. കെ.വി. അനോകൻ  
നൂറ്റിലിപ്പടി  
കെ.കെ.എൻ.സി.സി  
ജീവല കമ്മിറ്റി മെമ്പർ "
- 12. (എക്സി) റോമൻ  
സിനിയോ, കെ.കെ.എൻ.സി.സി. "
- 13. കെ.എം. ബേബു (എക്സി)  
കെ.കെ.എൻ.സി.സി "
- 14. പി. എസ്. രാമകൃഷ്ണൻ (എക്സി)  
കെ.കെ.എൻ.സി.സി "
- 15. കെ. കിരളൻ (എക്സി)  
കെ.കെ.എൻ.സി.സി "
- 16. എ. നാരായണൻ (എക്സി)  
കെ.കെ.എൻ.സി.സി. "
- 17. എ. ശ്യാമരൻ (എക്സി)  
കെ.കെ.എൻ.സി.സി "
- 18. മദനൻ  
പി. കുഞ്ചിരാമൻ "
- 19. സി. എച്ച്. കുഴ്ണൻ  
കേരളാ കമ്മ്യൂട്ടിക്കൻ വർക്കേഴ്സ് ഫെഡറേഷൻ  
(എ.ഐ.സി.ഡി.സി)  
കാസർകോഡ് ജീവല കമ്മിറ്റി ബ്രഹ്മസറി
- 20. പി. എൻ. ജർ. ജി. മമ്മാജി  
കേരളാ കമ്മ്യൂട്ടിക്കൻ വർക്കേഴ്സ്  
ഫെഡറേഷൻ (എ.ഐ.സി.ഡി.സി)  
കാസർകോഡ് ബ്രാഞ്ച് കമ്മിറ്റി  
കാസർകോഡ് "

Names and addresses of representatives of employee and employers present during the sitting of the Commission at 10.30 A.M. on 17.4.1985 at the Office of the District Labour Officer, Trivandrum.

പേരും മേൽവിലാസവും

തൊഴിലാളി യോഗം  
തൊഴിലുടമ യോഗം

ജെ. കെ. പി. പി.  
മി. ലി. കെ. പി. സി. സി.  
കേരള തൊഴിലാളി യൂണിയൻ  
(സി. കെ. പി. യു.)  
പനയം മണ്ണൂർ റോഡ് പി. കെ.  
നെടുമുടി തിരുവനന്തപുരം.

തൊഴിലാളി



Government of Kerala  
1981

Reg.No.KL/TV(N)12

KERALA GAZETTE  
EXTRAORDINARY  
PUBLISHED BY AUTHORITY

Vol.XXVI) Trivandrum, Thursday, 1st October 1981  
----- (No.774  
9th Asvina 1903

GOVERNMENT OF KERALA  
LABOUR (F) DEPARTMENT  
NOTIFICATION

G.O. (P)79/81/LBR

Dated Trivandrum 1st October, 1981

THE KERALA CONSTRUCTION WORKERS AND QUARRY WORKERS  
WELFARE SCHEME, 1981

1. Short title, extent, application and commencement-(1)  
This Scheme shall be called the Kerala Construction Workers and  
Quarry Workers Welfare Scheme, 1981.

(ii) It extends to the whole State of Kerala.

(iii) It applies to the workers themselves in the case of  
permanent total disablement, or to the dependants of the workers  
in the case of fatal accident while employed in construction work  
or quarry work.

Note:- For the purpose of this scheme:

(a) "Construction workers" shall include all workers  
employed in any construction such as mason, carpenter, brick-layer  
and meykad (മെക്കാട്) workers but shall not include supervisory  
functionaries such as maistries, work supervisors, engineers etc.

(b) Quarry Workers" shall include all workers engaged in  
quarrying and shall include stone crushers and meykad workers  
but shall not include supervisory functionaries such as maistries  
and work supervisors.

(c) "Quarrying" shall include not only quarrying of granite but  
also that of laterite and also excavation of soil for the purpose  
of building construction.

(iv) The final decision whether the scheme applies to any  
particular case shall be that of the Labour Commissioner.

(v) This scheme shall come into force on 1.4.1981.



2. Definition.- In this scheme unless the context otherwise requires:-

(i) "Worker" means any persons as defined in the Note under sub-rule (iii) of rule 1, and employed for hire or reward.

(ii) "Dependent", in relation to an employee means his wife, (or wives) and in the case of an unmarried man, his dependent parents, sisters or brothers and in the case of a widower unmarried daughter, minor sons or dependant parents as the case may be.

Note: Certificate of relationship obtained from the Village Officer, Executive Officer of Panchayat, Municipal Commission or Corporation Commissioner of the area in which the employees generally resides will be the valid document to decide who is the actual dependant. The District Labour Officer having jurisdiction over the place of accident shall be the authority to determine the person to whom the compensation is to be paid or the persons to whom and the manner in which apportioned in case it is payable to more than one claimant.

(iii) "Financial Assistance" means ex-gratia financial aid given by the Government under this Scheme to an employee who is permanently and totally disabled due to the accident, or to the dependants of an employee who meets with a fatal accident, arising out of and in the course of his employment.

(iv) "Scheme" means the Kerala Construction Workers and Quarry Workers Welfare Scheme, 1981.

(v) Permanent total disablement:- Permanent total disablement shall be deemed to result from the permanent total loss of the sight of both eyes or from any of the injuries specified below:

1. Loss of both hands or amputation at higher sites.
2. Loss of hand and foot
3. Double amputation through leg or thigh or amputation through leg or thigh on one side and loss of other foot.
4. Loss of sight to such an extent as to render the claimant unable to perform any work for which eye sight is essential.
5. Very severe facial disfigurement.
6. Absolute deafness.

(iv) Notwithstanding anything contained in these rules a worker shall be deemed to be permanently and totally disabled for the purpose of this scheme, if his disability is such that he is not able to pursue the type of work that he has been doing immediately before such disablement.

3. Ex-gratia Financial Assistance:- (i) An amount of Rs.5,000/- shall be paid by Government as ex-gratia financial assistance to an employee in the ~~xxxxx~~ event of his becoming permanently and totally disabled as a result of an accident arising out of and in the course of his employment as defined in sub-rule (iii) of rule 2.



(2) In the event of an employee meeting with fatal accident in the course of and out of his employment as aforesaid, ex-gratia financial assistance of Rs.5,000 shall be paid to his wife (wives).

Provided however, that if the employees who meets with fatal accident is unmarried or is a widower, the ex-gratia financial shall be distributed to his dependants, in the following manner.

The amounts shall be paid to the following dependents in the order of priority.

Unmarried employee:

- 1. Dependant parents Equal amount
- 2. If there are no dependant parents Equal amount
- 3. dependant sisters
- 3. If there are no dependant parent or sisters, dependant brothers Equal amount

Widower

- 1. Unmarried daughters and minor sons Equal amount
- 2. If there are no unmarried daughters or minor sons, dependant parents Equal amount
- 3. If there are no unmarried daughters, minors sons or dependant parents, dependant sisters Equal amount
- 4. If there are no dependants in items 1 to 3 dependant brothers Equal amount

(3) Financial assistance given under the scheme shall not be adjusted against or deducted from any amount due to the employee or his dependants, under any Law or Scheme for the time being in force.

(4) Procedure for grant of ex-gratia financial assistant:- The employee himself in the case of permanent total disablement or his dependant in the case of fatal accident, may apply to the District Labour Officer of the District in which the accident may occurred for ex-gratia financial assistance under this Scheme, in Form I appended to this scheme, within 90 days from the date of the accident or death of the employee. The District Labour Officer may, however, condone the delay in the case of belated applications after considering the merits of each case. The application should be accompanied by a medical certificate issued by a qualified Government Medical Practitioner not below the rank of an Assistant Surgeon of the Government Service regarding the death/permanent total disablement specifying the nature of permanent disablement.

5. Procedure for verification of the application:- (i) As soon as the application is received, the District Labour Officer shall conduct or cause to be conducted enquiries on the application regarding the eligibility of the applicant(s) for the aid may, if he considers necessary hear the parties for the purpose of grant of ex-gratia financial assistance. He should satisfy himself that the death or permanent disability was due to an accident arising out of and in the course of employment.

6. Sanction of amount:- If the District Labour Officer is satisfied that the applicant(s) is eligible for financial assistance, under this scheme, he shall sanction the amount of financial assistance under this scheme and order payment to the claimant(s) within 90 days from the date of receipt of application. An appeal on his orders shall lie to the Labour Commissioner whose decision shall be final.

7. Mode of drawal and disbursement:- (i) The amount shall be paid on bills for miscellaneous payments (Form T.R.42) drawn by the District Labour Officer.

(ii) The District Labour Officer shall disburse the amount to the concerned person or persons and get receipts for the amount disbursed.

(iii) A register shall be maintained by the District Labour Officer showing all particulars of the claimant and the amount disbursed.

8. Savings:- The District Labour Officer shall deposit the amount sanctioned to minors in the District Co-operative banks or Nationalised Banks until the claimants attain the age of eighteen years. It shall, however, be open to the District Labour Officer to permit the purchase of a property in the name of minor or minors if he is satisfied that the interests of the minors will be protected thereby. In such cases, District Labour Officer will release the amount to the guardian of minors for the purpose.

By order of the Governor,

C.P. Nair  
Special Secretary.



GOVERNMENT OF KERALA  
ABSTRACT

The Kerala Construction Workers and Quarry Workers Welfare Scheme, 1981 - Modification to the scheme issued.

-----  
LABOUR (F) DEPARTMENT  
G.O.Ms.No.20/85/LBR Dated, Trivandrum 22.5.1985  
-----

Read: 1. G.O. (P)79/81/LBR dated 1.10.1981  
2. Letter No. IR6-17249/83 dt.25.9.1984 from the Labour Commissioner, Trivandrum.

O R D E R

The following modification is issued to the Kerala Construction Workers and Quarry Workers Welfare Scheme, 1981 issued in the G.O. read as first paper above.

For the existing note under para 1 (iii) (b) in G.O.(P)79/81/LBR dt.1.10.1981, the following note shall be added.

"1(iii) (b) Quarry Workers shall include all workers engaged in Quarrying and shall include stone crushers, maikad workers and chenkal workers but shall not include supervisory functionaries such as maistries and work supervisors."

BY ORDER OF THE GOVERNOR  
A.K. NARAYANAN NAIR  
JOINT SECTARY

To.  
The Labour Commissioner, Trivandrum  
All District Collectors  
All Section of Labour Department  
Accountant General (2) copies  
Finance Department.

Forwarded by order

Sd/-  
Section Officer

Time rate	Basic wages	
	Rs.	Ps.
6. Carpenter	17.85	
7. Blacksmith	20.85	
8. Fitter	17.85	
9. Painter	17.85	
10. Sawyer	19.35	
11. Plumber	17.85	
12. Wood Cutter	16.35	
13. Boatman	13.50	
14. Maikad or Unskilled Workers		
a) Special unskilled	14.85	
<del>b) Adolescent-shall</del>		
b) Ordinary unskilled	12.00	
c) Adolescent shall be paid 3/4 basic wage of an adult worker.		

2. Employment in stone breaking or stone crushing

(a) Time rate	Basic wage per day	
1. Head Load worker	Adult worker	Rs.12 3/4 of the wage of an adult worker.
2. Head Load helper	Adolscnt	
3. Lorry or Boat loading worker	Adult worker	Rs.12 3/4 of the wage of an adult worker.

(b) Piece rate

1. Driller cum blaster	Rs. 3 per 30.50 centimetre run of hole
2. Hammer man	Rs. 9.00 per every 28.30 cubic
3. Metal crushing ( Boulder should be supplied on the work spot)	
12. 07 Milli metre size	Rs. 2.22 per 28.34 cubic decimetre
19. 05                   "	Rs. 1.68                   "
38.10                   "	Rs. 0.93                   "
50.80                   "	Rs. 0.69                   "
63. 50                   "	Rs. 0.51                   "
72.20 mm to 152.40 mm	Rs. 0.18                   "

Dearness Allowance

The Dearness Allowance shall be calculated on the basis of the consumer price Index Number of each District Headquarters. The Allowance shall be calculated every month on the basis of the latest available consumer price Index Number published by the Bureau of Economic and Statistics.

The daily rated workers shall be eligible for variable Dearness Allowance at the rate of six paise for the increase of every one point above 100 points in the new series.

The monthly rated workers shall be eligible for variable Dearness Allowance at the rate of 1.56 (Rupees one and paise fifty six) only for the increase of every one point in the new series.



The piece rated workers shall also be paid variable Dearness Allowance at the above rates.

Other Allowances

All employees (both piece-rated) when employed in hilly tracts shall be paid a compensatory allowance per day amounting to 15% of his daily earnings. The term "hilly Tracts" means hilly tracts in the State defined as such by the Government in the Kerala Service Rules.

In the case of employees of any establishment who are at present getting higher wages and Dearness Allowance etc. than the Minimum rates of wages fixed as per this notification, they shall continue to enjoy such benefit.

By order of the Governor

V. KRISHNAMURTHY,  
Secretary

Explanatory Note

(This does not form part of the notification, but is intended to indicate its general purport.)

Minimum wages in the employment in stone breaking, stone crushing building operations and construction and maintenance of roads were last revised in 1977. Government have now decided to revise the minimum wages in this employment. This notification is intended to achieve the above object.

---

42

Government of Kerala  
1991

Reg. No. KL/FV/032



# KERALA GAZETTE

## EXTRAORDINARY

### PUBLISHED BY AUTHORITY

Vol. XXXVI] Thiruvananthapuram, Wednesday, 5th June 1991 [No. 726  
15th Jyaistha 1913

കേരള സർക്കാർ  
തൊഴിലുപാടിനു പുനരധിവാസവും (ജെ) വകുപ്പ്  
വിജ്ഞാപനം

സ. ഉ. (പി.) നം. 48/91/തൊഴിൽ. തിരുവനന്തപുരം, 1991 ജൂൺ 4.  
എസ്. ആർ. ഒ. നമ്പർ. 783/91.—1989-ലെ കേരള നിർമ്മാണ തൊഴിലാളി  
ക്ഷേമനിധി നിയമം (1989-ലെ 20-ാം ആക്ട്) 3-ാം വകുപ്പ് (1)-ാം ഉപവകുപ്പും  
15-ാം വകുപ്പും പ്രകാരം നൽകപ്പെട്ട അധികാരങ്ങൾ വിനിയോഗിച്ച് കേരള  
സർക്കാർ 1990-ലെ കേരള നിർമ്മാണ തൊഴിലാളി ക്ഷേമനിധി പദ്ധതി  
ഭേദഗതി ചെയ്യുന്നതിനായി ഇതിനുശേഷം ചേർത്തിരിക്കുന്ന പദ്ധതി  
ഇതിനാൽ തയ്യാറാക്കുന്നു, അതായത്—

പദ്ധതി

1. പുറപ്പെടുവിക്കുന്ന ആവശ്യം.—(1) ഈ പദ്ധതിക്ക് കേരള നിർമ്മാണ  
തൊഴിലാളി ക്ഷേമനിധി (ഭേദഗതി) പദ്ധതി എന്നു പേർ പറയാം.  
(2) ഇത് 1991 ജനുവരി 1-ാം തീയതി പ്രാബല്യത്തിൽ വന്നതായി  
കരുതണമെന്നാണ്.
2. 31-ാം ഖണ്ഡികയുടെ ഭേദഗതി.—1990-ലെ കേരള നിർമ്മാണതൊഴി  
ലാളി ക്ഷേമനിധി പദ്ധതി 31-ാം ഖണ്ഡിക 1-ാം ഉപഖണ്ഡികയിൽ,  
“പരമാവധി 5,000 രൂപവരെയുള്ള” എന്നതിനുപകരം “പരമാവധി 1,000  
രൂപവരെയുള്ള” എന്നതു ചേർക്കേണ്ടതാണ്.

ഗവർണ്ണറുടെ ഉത്തരവുപ്രകാരം,  
സി. പി. നദ്യർ,  
ഗവ : കമ്മീഷണർ ആൻറ് സെക്രട്ടറി.



വിശദീകരണക്കുറിപ്പ്

(ഈ വിജ്ഞാപനത്തിന്റെ ഭാഗമല്ല. എന്നാൽ അതിന്റെ പൊതു ഉദ്ദേശം വെളിപ്പെടുത്താൻ ഉദ്ദേശിച്ചുകൊണ്ടുള്ളതാണ്.)

നിർമ്മാണ മേഖലയിലെ തൊഴിലാളികൾ, മറ്റു മേഖലകളിലെ തൊഴിലാളികളെക്കാൾ അപകടകരമായ സാഹചര്യങ്ങളിൽ ജോലി ചെയ്യേണ്ടിവരുന്നതിനാൽ ഈ ക്ഷേമനിധിയിലെ അംഗങ്ങൾക്ക് നൽകാവുന്ന എക്സ്ട്രാഗ്രന്റ് ധനസഹായത്തിന്റെ പരിധി 5,000 രൂപയിൽനിന്ന് 10,000 രൂപയാക്കി ഉയർത്താൻ സർക്കാർ തീരുമാനിച്ചിരിക്കുന്നു.

ഈ ഉദ്ദേശം നിറവേറുന്നതിനാണ് ഈ വിജ്ഞാപനം.