



GOVERNMENT OF KARNATAKA

**STUDY OF WELFARE IMPACT OF USAGE OF
CONSTRUCTION WORKERS WELFARE
BOARD CESS IN KARNATAKA**



ಕರ್ನಾಟಕ ಮೌಲ್ಯಮಾಪನ ಪ್ರಾಧಿಕಾರ
Karnataka Evaluation Authority

**KARNATAKA EVALUATION AUTHORITY
DEPARTMENT OF PLANNING, PROGRAMME MONITORING AND STATISTICS
GOVERNMENT OF KARNATAKA**

JUNE 2021

**STUDY OF WELFARE IMPACT OF USAGE OF
CONSTRUCTION WORKERS WELFARE
BOARD CESS IN KARNATAKA**

PRINCIPAL INVESTIGATOR:

MR. BASIL LIONGS

SUBMITTED BY:

PUBLIC AFFAIRS CENTRE

DEPARTMENT:

**KARNATAKA BUILDING AND OTHER CONSTRUCTION
WORKERS WELFARE BOARD, DEPARTMENT OF
LABOUR**

KARNATAKA EVALUATION AUTHORITY

**DEPARTMENT OF PLANNING, PROGRAMME MONITORING AND STATISTICS
GOVERNMENT OF KARNATAKA**

JUNE 2021

©Karnataka Evaluation Authority, 2021

Published for:

Karnataka Evaluation Authority,
#542, 5th Floor, 2nd Gate,
M.S. Building, Ambedkar Veedhi,
Bengaluru – 560 001.

By:

Public Affairs Centre,
#15, KIADB Industrial Area,
Jigani Bommasandra Link Road,
Bengaluru – 560 105.

Typeset and Printed by:

SVG PRINTS 'N' PACK
#CA1, Below Vijaya Bank,
Hotel V Inn Building,
Jigani, Bangalore - 560 105
svgprintpack408@gmail.com

FOREWORD

The Government of India enacted the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, with a view to regulate the employment conditions and promote safety, health and welfare of building and other construction workers, who form a large proportion of workers in urban informal sector. The Government of Karnataka has constituted the Karnataka Building and Other Construction Workers Welfare Board (KBOCWFB) in 2007 to implement the rules and the schemes as per the Act. To assess the usage of the cess and evaluate its impact on welfare of the workers, a study was initiated by the Board through Karnataka Evaluation Authority (KEA). The study was entrusted to Public Affairs Centre under the guidance from KEA.


The study has applied mixed methods approach for data collection and analysis. The secondary data was collected from the Board and other published sources and the primary data was collected from a large sample of 12000 members including 2000 beneficiaries across 8 sample districts in the State along with in-depth interviews of different stakeholders.

The major findings are -there is no accurate data on number of construction workers and those who are registered, no uniformity in the process of registration of establishments and collection of cess and no proper process of information sharing between the board and district offices, leading to wide disparity in records, only 6.25% of the Cess collected so far has been spent by the CWWB, with 5.45% going for benefit schemes and the remaining 0.80% going into salaries, only 18% of the total registered construction workers have been benefited by the welfare schemes. The most availed schemes were those related to educational assistance and marriage assistance, comprising 94% of the total amount disbursed and 98% of the total number of beneficiaries. The budgets are not released on time to the district level offices to distribute the benefits. Nearly 50 per cent of workers said that they are at risk at the work site as they have not been provided with the required safety equipment to protect themselves. The process for registration and renewal is complicated and takes average 45 days to complete, 20 percent have not gone for renewal due to procedural problems. 70 percent of the migrant workers could not go for registration due to lack of adequate documents and language problems. There is lack of formal grievance redressal mechanisms to deal with problems faced by the construction workers.

The major recommendations are: effective utilization of corpus of cess unspent fund for occupational health and safety, establishment and operations of helplines and grievance redressal system, and skilling and upskilling of workers. Special drives to register women construction workers and providing basic facilities such as separate toilets, creche for their children, conduct IEC campaign to improve registration, encourage self-registration, streamline and localise verification process, and engage civil society organisations to sustain registration drives at construction worksites, labour chowks and in living settlements, reminding renewal of membership by sending SMS or voice-based reminders, involve Education Department / Health Departments to channel the education and health related benefits, use of SOPs brought out by Govt. of India for registration of establishments, migration resource centres (MRCs) run by civil society organisations and International Migration Centre – Karnataka set up by the SDEL Department (Skill Development, Entrepreneurship and Livelihood Department), can be strengthened in reaching migrants for registration and assistance and issue of smart cards.

I expect that the findings and recommendations of the study will be useful to the Government and the Labour Department as well as to the Construction Workers' Welfare board to take necessary measures for effective utilization of cess and maximization of welfare of construction workers.

The study received support and guidance of the Additional Chief Secretary Planning, Programme Monitoring and Statistics Department, Government of Karnataka. The report was approved in 49th Technical Committee meeting. The review of the draft report by KEA, members of the Technical Committee and an Independent Assessor, has provided useful insights and suggestions to enhance the quality of the report. I duly acknowledge the assistance rendered by all in successful completion of the study.


Chief Evaluation Officer
Karnataka Evaluation Authority

ACKNOWLEDGEMENTS

Public Affairs Centre (PAC) is thankful to the Karnataka Evaluation Authority (KEA) and Karnataka Building and Other Construction Workers Welfare Board (KBOCWWB) for assigning this impact study. Meeting several stakeholders including registered construction workers, Labour Department Officials, KBOCWWB officials, Labour Union Officials, Builders and technical institutions to understand their views, opinions, endurance and tenacity across four Divisions of Karnataka was an inspiring experience.

We would like to acknowledge the guidance and support of Shri. Harikumar Jha, IFS, Chief Evaluation Officer, KEA, Smt. Dr. Chaya Degaonkar, Additional Chief Evaluation Officer, KEA, Dr. Manjunatha, Director, Evaluation, KEA, and other staff members with whom we interacted at KEA.

The study was made possible due to the field facilitation of Deputy Labour Commissioner, KBOCWWB, Assistant Labour Commissioners, Labour Officers, Senior Labour Inspectors, Labour Inspectors of Labour Department at the head office as well as at the District Level, and other staff at KBOCWWB.

The cooperation and support from all Labour Officers and Labour Inspectors of Labour Department and, Labour Union Officials at the district level, Field Research Officers from PAC Mr. Muthukrishna, Mr. Kumar V, Mr. K N Prakash and Mr. Naveen Alwyne D'Souza and survey team was crucial in completing the fieldwork.

We would like to thank Aishwariya Venkatesh, Data Analyst, Vishnu Prasad P, Data and Machine Learning Engineer, PAC for their support and other staff of PAC for their cooperation.

The participation from the registered construction workers has provided good insights to this study. This study has provided interesting insights into the challenges faced by the construction workers and migrant workers from other states and their tenacity for their survival in difficult times.

CONTENTS

EXECUTIVE SUMMARY	1
1. INTRODUCTION	5
1.1 Background	5
1.2 Functions and staffing of KBOCWWB	6
1.3 Scope of the Study.....	8
2 REVIEW OF LITERATURE	11
3 LOGFRAME	17
3.1. Log frame	17
3.2. Evaluation Matrix.....	17
4 METHODOLOGY	19
4.1. The Research Design.....	19
4.2. Data Collection & Analysis	19
4.3. Sampling Methods and Size	21
4.4. Limitations	22
5 RESULTS AND DISCUSSIONS: PROCESS EVALUATION	23
5.1 Levy and Cess Collection.....	23
5.2 Registration of Establishments.....	23
5.3 Registration of Construction Workers as Beneficiaries	24
5.4 Disbursement of funds as benefits	25
5.5 Process of registration of establishments	25
5.6 Process of registration of construction workers	26
5.7 Process of utilisation of Cess funds.....	27
6 MAJOR FINDINGS	29
6.1 Cess Collection.....	29
6.2 Registered construction workers	33
6.3 Application of ICT: Online Registration of Construction Workers	35
6.4 Schemes for beneficiaries.....	40
6.5 Status of implementation of Schemes	42
6.6 Primary Survey Results – Respondents’ Profile & Experience	55
6.7 Fictitious Members.....	67
6.8 Methods of awareness creation among the workers and employers	68
6.9 Overlapping of workers welfare schemes and hardships faced by the workers...	69
6.10 Facilities at the construction site.....	71
6.11 Inter-state migrant construction workers	72
7. RECOMMENDATIONS.....	81
8. REFERENCES	87
9. Appendices	89

LIST OF TABLES

Table 1: Status of staff position in KBOCWBB	6
Table 2: Staff Position in Labour Department, GoK	7
Table 3: Sample size covered during the primary survey	21
Table 4: Total Welfare Cess amount with KBOCWBB	27
Table 5: Cess received by the Board from 2007 to 30-07-2019 (Rupees in Lakhs)	30
Table 6: District-wise construction workers, establishments and cess collected	31
Table 7: Number of Registered Construction Workers from 2007-08 to July 2019	33
Table 8: Gender-District Wise Number of construction workers registered for the Period 01/01/2033 To 14/02/2020	36
Table 9: Online Registration of Construction Workers through the Seva Sindhu portal	37
Table 10: Scheme-wise availment by beneficiaries and cess amounts spent	41
Table 11: Beneficiaries availing education and marriage schemes and cess disbursed	42
Table 12: Money transferred for Anila Bhagya scheme, Buss Pass and Housing	55
Table 13: Social Group of Beneficiaries	56
Table 14: Awareness level of beneficiaries on eligibility criteria	58
Table 15: Non-beneficiaries: Awareness level on eligibility criteria	58
Table 16: Number of days taken for Registration for beneficiary respondents	59
Table 17: No of days taken for registration for Non-beneficiary workers	60
Table 18: Registration Fee Paid by Construction Workers	60
Table 19: Type of difficulties faced during registration by non-beneficiary respondents	61
Table 20: Yearly Renewal of Membership among beneficiary respondents	63
Table 21: Average amount paid for renewal of Membership (Rs.)	63
Table 22: Major reasons for non-renewal of membership by Beneficiary respondents	63
Table 23: Major reasons for non-renewal of membership by Non-beneficiaries	64
Table 24: Average amounts received against schemes by Beneficiaries	66
Table 25: Challenges faced by migrant construction workers	67
Table 26: Awareness of the benefit schemes, applied and received benefits	68
Table 27: Facilities provided at the work site	71
Table 28: Provision of safety equipment at the work site	72
Table 29: Reasons for Migration	73

LIST OF FIGURES

Figure 1: Marriage Assistance Year-wise cess disbursement to beneficiaries in Karnataka in total numbers	44
Figure 2: Marriage Assistance - Percentage share of cess disbursement and beneficiaries in Karnataka	44
Figure 3: Education Assistance - Year-wise cess disbursement to beneficiaries in Karnataka in total numbers	45
Figure 4: Education Assistance - Percentage share of cess disbursement and beneficiaries in Karnataka	46

ABBREVIATIONS

AAY	Antyodaya Anna Yojana
ALC	Assistant Labour Commissioner
APL	Above Poverty Level
BMTC	Bengaluru Metropolitan Transport Corporation
BPL	Below Poverty Level
CSC	Common Service Centres
CWWB	Construction Workers Welfare Board
DLC	Deputy Labour Commissioner
ESI	Employee State Insurance
E-KYC	Electronic Know Your Client
FD	Fixed Deposit
ICT	Information and Communication Technology
ILO	International Labour Organisation
ISMW	Inter-State Migrant Workmen Act, 1979
ITI	Industrial Training Institute
KBOCWFB	Karnataka Building and Other Construction Workers Welfare Board
KSRTC	Karnataka State Road Transport Corporation
LPG	Liquid Petroleum Gas
MGNREGA	Mahatma Gandhi National Rural Employment Guarantee Act 2005
MIS	Management Information System
MRC	Migrant Resource Centre
NCC-CL	National Campaign Committee for Central Legislation
NGOs	Non-Government Organisations
NSSO	National Sample Survey Office
OBC	Other Backward Communities
OTP	One Time Password
RBSK	Rashtriya Bal Swasthya Karyakram
RPL	Recognition of Prior Learning
RSBY	Rashtriya Swasthya Bima Yojana
SB	State Bank
SC/ST	Scheduled Caste / Scheduled Tribe

EXECUTIVE SUMMARY

In the forty-seventh year of the Republic of India, the Parliament passed a landmark Act whose overall objective was ‘to regulate the employment and condition of service of buildings and other construction workers and to provide for their safety, health and welfare measures and for other matters connected therewith...’. It was called *the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996*, extending to the whole of India. Simultaneously, Government of India also enacted *the Building and Other Construction Workers’ Welfare Cess Act, 1996*, to provide for the levy and collection of a cess on the cost of construction incurred by employers with a view to augmenting the resources of the Building and Other Construction Workers’ Welfare Boards constituted under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996. The Government of Karnataka (GoK) framed the *Building and Other Construction Workers (Regulation of Employment and Conditions of Service), Karnataka Rules, 2006* to implement the Building and Other Construction Workers (BOCW) Act in the state. The Government of Karnataka then constituted the Karnataka Building and Other Construction Workers Welfare Board (KBOCWWB) on 18-01-2007 under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 to implement the provisions and the schemes as per the Act, and to enforce the Karnataka Rules.

The scope of this study was to understand the welfare impact of the usage of the Construction Workers Welfare Board Cess in the state of Karnataka. The study thus included in its ambit schemes under the aegis of the 1996 Act and the 2006 Rules for which the Cess is collected and disbursed. The study created a logframe based on the evaluation questions framing the scope of the study and took into its ambit all the 30 districts of the state of Karnataka for secondary data analysis, and 10 districts as sample for primary survey.

For secondary data, KBOCWWB and the district offices of the Department of Labour provided data for 10 years on the number of beneficiaries who availed various schemes and cess amounts disbursed for each of these schemes. These were analysed at the district and Division level to assess temporal trends and spatial patterns both scheme-wise distribution of beneficiaries. The analytical tools used mainly included calculating averages, percentage distribution, proportions and data visualisation techniques, presented in more than 30 tables and figures.

Primary data was collected through field survey by carrying out interviews with various stakeholders including nearly 2000 beneficiary construction workers, more than ten thousand non-beneficiary construction workers, and more than 500 simple interviews with - officials and representatives of the local administration involved in the registration processes, office bearers of workers’ unions, Builders and Real Estate Associations, other relevant institutions such as those of training and skill development, using both structure questionnaires and semi-structured interview schedules.

Selected major findings from detailed secondary and primary data analysis in response to the Evaluation Questions are as follows with regard to –

1. **Data for finding an estimate on the current number of construction workers in Karnataka** - The website of the Department of Labour, GoK, shows that between June 2007 and September 2015, there were 9,07,638 registered construction workers. Data collected from the KBOCWBB showed that there were 21,62,090 construction workers manually registered including both newly registered and renewals before 2016. Online registrations were initiated after 2016 that registered 6,81,192 construction workers in Karmika 1, and 91,741 in Seva Sindhu portals; these could include those who have registered / renewed their names in the manual registers, thus increasing the chances of double counting. Data collected from Labour Offices of each district of Karnataka adds up to 5,02,891 registered construction workers. The number of registered establishments provided along with is 7112. These widely varying numbers has led to difficulties in arriving at the right estimate. This report has used the numbers provided by the District Labour Offices with regard to establishments, construction workers and cess amounts to further calculate proportions/percentages and deviations.
2. **Information on processes being followed to register establishments and cess collection** - Forms I, V, X of the BOCWWB are used to collect details of the establishment (construction site), cess levied, and construction workers at the establishment to be registered, respectively. However, they are not interlinked – Cess can be paid independently of the progress of the construction of the establishment and assessment by the District-level Labour Officers to check construction workers for registration and usage of schemes. Form I comprising of Cess and establishment details is not linked to final payment of Cess and to Form X and there is provision for inter-department transfer of cess without registration of establishments with the concerned Labour Officers at the district. Primary survey among department officials indicated that only those establishments registered at the district with the Labour Offices have records and are assessed to reach out to construction workers. Cess deposited at the District Labour Offices are sent to the Board via the Treasury, with government departments doing transfers to the Board through the Treasury as well. However, records maintained at the Board regarding number of locations where one or more works could be going on and cess collected, is not shared with the District Labour Offices, leading to wide disparity between records maintained by the latter and by the Board.
3. **Data on cess utilization among construction workers through provision of schemes** - Only 6.25% of the Cess collected so far has been spent by the CWWB, with 5.45% going for benefit schemes and the remaining 0.80% going into salaries. Data collected from the District Labour Offices showed that the most availed schemes were those related to education assistance and marriage assistance, comprising 94% of the total amount disbursed and 98% of the total number of beneficiaries. The remaining schemes including those that are critical such as medical, death and disability assistance comprised the rest. The primary survey also revealed that nearly 70% of the beneficiaries had availed for education (especially primary) and marriage assistance.
4. **Processes for registering and renewing of membership followed by construction workers** - Construction workers have to fill in a minimum of four forms each asking for various supporting documents as the first step in the registration process. The registration

of establishment Form covers the number of construction workers in the site; however, there is no checklist on whether they have been informed about registration, renewal and benefits/schemes that they are entitled to. There is no IEC material for distribution to construction workers when they start working in an establishment. To start with, 92% of both beneficiary and non-beneficiary construction workers were aware of the eligibility criteria required to be a member. For all the 10 districts covered by the survey, it took about 45-46 days to complete the registration process for both the beneficiary and non-beneficiary respondents. More than 40% of the non-beneficiary and 34% of the beneficiary respondents found it difficult to complete the process without support from others, followed by those who mentioned not having adequate information (25% of beneficiaries) and time loss/wage loss incurred in travel (16% of non-beneficiaries). About one-fifth of the respondents did not go in for renewal as they had problems with their Aadhaar not being linked to their accounts (21% of beneficiary respondents), travel/wage loss (20% of beneficiary respondents), and the process being very cumbersome (16-17% of all respondents). In the case of inter-state migrant workers, 44% were not able to produce required documents for registration, with another 27% mentioning that did not understand the language to be able to carry out the registration process.

5. **Lack of formal grievance redressal mechanisms to deal with problems faced by intra and interstate construction workers** - There is no specific mention of grievance redress mechanisms in the guideline on KBOCW. Both the BOCW Karnataka Rules 2006 and the Gazette of 2017 have not mentioned a grievance redress process to be made available for construction workers. This was confirmed during the primary survey when the issues that they faced could not be shared through a formal process in the system.

The study comes out with recommendations based on the system as is and what could be done to ensure better service delivery and efficient utilisation of the cess collected from establishments. The major ones include –

1. **Provide additional support through the Cess** – In addition to spending on schemes the corpus of cess can be used for occupational health and safety, establishment and operation of helplines and grievance redressal system, creating awareness drives for construction workers and distribution of sanitary pads to women workers. Special drives to register women construction workers and providing basic facilities such as separate toilets, creche for their children, should be arranged in sites where they are working. Appropriate amendments to the current Gazette should be able to achieve this objective.
2. **Increase enrolment and renewal of workers** - Allocate sufficient funds to conduct IEC campaign to improve registration and bring visibility among construction workers on welfare board schemes; develop short video films for advocacy; involve youth organisations and other local platforms for awareness generation at the district level to overcome registration roadblocks; facilitate the workers for on time renewal membership by sending SMS or voice-based reminders. There should be simultaneous efforts to simplify the registration procedures on the basis of feedback from regular social audit exercises as per the mandate of the Supreme Court and CAG guidelines. A comparison of schemes among select states shows that Tamil Nadu has tried to keep the

registration processes simple for the construction workers, with less supporting documents and more time for renewal.

- 3. Link seamlessly the process of registration of establishment, payment of cess, and registration of construction workers in the establishment** – all government and private establishments should register themselves with the District Labour Offices for further assessment of the site and provision of services to construction workers. The process of interlinking can be initiated from the time of approval of projects and the corresponding drawing plans and implementation documents.

The GoI has brought out various SOPs for Ease of Doing Business under the aegis of the Department for Promotion of Industry and Internal Trade, Ministry of Commerce. They include guidelines for CWWBs of states as well, which can be adopted by KBOCWBB under GoK – State Reforms Action Plan 2020 Implementation Guide for States/UTs (<https://eodb.dipp.gov.in/PublicDoc/Download/30337>), State Reforms Action Plan 2020 (<https://eodb.dipp.gov.in/PublicDoc/Download/30336>).

- 4. Involve other departments to provide services to all construction and other workers** – As per the Gazette of 2017, new type of works have been added to the scope of construction work that come under the jurisdiction of other departments such as the Rural Development and Panchayati Raj, Education, Health, SDEL and similar departments. Inter departmental coordination will help provision of benefits under the assistance schemes to those construction and other workers as well.
- 5. Use of existing infrastructure to improve information on upskilling** – The CWWB and Department of Labour are initiating programmes such as the Shrama Samarthya Yojane and Recognition of Prior Learning to upskill construction and other workers. Information about these can be kept in District Employment Exchanges and YES Kendra offices and SDEL run skilling centres to reach out to as many potential registered workers and beneficiaries. CWWB can enrol staff to coordinate activities in these centres and facilitate inter-departmental coordination as well.

The impact of the COVID-19 pandemic on building and other construction workers is well documented - distress movements, delayed provision of financial doles, food kits, and transport facilities post the first lockdown to facilitate return, lack of support from employers, contractors or other stakeholders. A well documented process of creating and maintaining data dashboards of the building and other construction workers will help in benefits always reaching in time for any need.

1. INTRODUCTION

1.1 Background

In the forty-seventh year of the Republic of India, the Parliament passed a landmark Act whose overall objective was ‘to regulate the employment and condition of service of buildings and other construction workers and to provide for their safety, health and welfare measures and for other matters connected therewith...’¹. It was called *the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996*, extending to the whole of India. The Act applies to every establishment which employs, or had employed on any day of the preceding twelve months, ten or more buildings workers in any building or other construction work. The Act, through each of its chapters devotes itself to various aspects that include definitions of terms, the constitution and role of relevant committees, registration of establishments, registration of building workers as beneficiaries, the constitution and works of the Building and Other Construction Workers’ Welfare Boards at the state level, and various service, safety and health measures to be followed, along with penalties and procedures to be followed if any violations are found.

Simultaneously, Government of India also enacted *the Building and Other Construction Workers’ Welfare Cess Act, 1996*, to provide for the levy and collection of a cess on the cost of construction incurred by employers with a view to augmenting the resources of the Building and Other Construction Workers’ Welfare Boards constituted under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996. *The Building and Other Construction Worker’s Welfare Cess Rules 1998* was introduced by the Government of India in exercise of the powers conferred by sub-section (1) of section 14 of the Cess Act 1996 (Act 28 of 1996).

The Government of Karnataka (GoK) framed the *Building and Other Construction Workers (Regulation of Employment and Conditions of Service), Karnataka Rules, 2006*³ to implement the Building and Other Construction Workers (BOCW) Act in the state. This document among other things includes details of the kind of appliances and equipments to be used at various worksites to ensure the safety and security of workers and adequate work compensation to be provided to them, along with Forms to be submitted by workers, employers or contractors to meet with the requirements of the Labour Department. The Rules were further amended through a Gazette Notification from the Labour Secretariat and came into force in November 2017⁴. Importantly, the Gazette covers the template of all the Forms active in Karnataka to be filled by various stakeholders.

¹ See the Act at <http://www.karlabour.in/sahayoga/template/default/images/pdf/5.pdf> . Last accessed on 16.11.2020.

² See the Act at <http://www.karlabour.in/sahayoga/template/default/images/pdf/6.pdf> . Last accessed on 16.11.2020.

³ See the Rules at <http://164.100.133.11:9080/FBIS/docs/BOCW%20Karnataka%20Rules%202006.pdf> . Last accessed on 16.11.2020.

⁴ See Gazette at <https://karbwfb.karnataka.gov.in/storage/pdf-files/Notification/Notification-13-11-2017.pdf> . Last accessed on 16.11.2020.

The Government of Karnataka then constituted the *Karnataka Building and Other Construction Workers Welfare Board (KBOCWWB)* on 18-01-2007 under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 to implement the provisions and the schemes as per the Act, and to enforce the Karnataka Rules. The Board came into existence vide Notification No.KAE 241 LET 2006, dated: 18-01-2007⁵.

1.2 Functions and staffing of KBOCWWB

The functions of the BOCWWB⁶ are as follows:

To collect cess and

- to provide immediate assistance to beneficiaries in case of an accident,
- to make payment of pension to the beneficiaries who have completed the age of sixty years,
- to sanction loan assistance and advance for constructing a house as per the conditions of the Act to the construction workers,
- to pay the amount of premium of group insurance schemes for the construction workers,
- to give financial assistance on education for children of the construction workers,
- to provide medical expenses for the treatment of serious sicknesses of construction workers or any of their dependents,
- to make payment for maternity assistance to the female construction workers,
- to make provisions and amendments for other welfare initiatives and benefits.

To be able to carry out all the activities relevant to the BOCW Act in Karnataka by the Department of Labour under whose jurisdiction the BOCW comes, a quick assessment of the available human resources in the Boards leads to the following understanding.

Table 1 presents the current staff position at the KBOCWWB.

Table 1: Status of staff position in KBOCWWB

Staff Position of Karnataka Building and Other Construction Workers' Welfare Board (KBOCWWB)				
S.No	Designation/Position	Sanctioned	Working	Vacant
1	Secretary & CEO	1	1	0
2	Joint Secretary	1	0	1
3	Deputy Secretary	4	0	4
4	Special Officer	1	0	1
5	Assistant Secretary	4	3	1
6	Labour Officer	7	3	4

⁵ See reference at http://www.karlabour.in/sahayoga/karnataka_building.php . Last accessed on 16.11.2020.

⁶ See details of the Act at http://legislative.gov.in/sites/default/files/A1996-27_0.pdf, Chapter V, Point 22, Page 10. Last accessed on 16.11.2020.

Staff Position of Karnataka Building and Other Construction Workers' Welfare Board (KBOCWWB)				
S.No	Designation/Position	Sanctioned	Working	Vacant
7	Senior Labour Inspector	7	2	5
8	Deputy Controller of Finance	1	0	1
9	Assistant Controller of Finance	2	0	2
10	Accounts Superintendent	2	0	2
11	Executive Engineer	1	0	1
12	Assistant Executive Engineer	1	0	1
13	Junior Engineer	2	2	0
14	Technical & Construction Training Expert	1	0	1
Total		35	11	24
%		100%	31.5%	68.5%

Source: KBOCWWB

The Table above shows that nearly 69 per cent of sanctioned staff positions are vacant in the Construction Workers Welfare Board at the head office level. As the custodian of the cess at the state level and the node from where funds for welfare schemes are sent to the district offices of the state, adequate staff for the CWWB is required to perform efficiently and maintain all records and systems at the head office.

Staff Position in Labour Department

It is at the district offices of the Labour Department that the action actually takes place on the ground. Whether there is enough staff to carry out registrations, inspections, distribution of funds, tackle grievances, apart from other day to day activities, can be seen in the Table below.

Table 2: Staff Position in Labour Department, GoK

S.No	District	Designation	Sanctioned staff	Current staff	%	Vacant positions	%
1.	Bagalkote	Labour Inspectors	5	3	60	2	40
2.	Belagavi	Labour Inspectors	13	9	69.2	4	30.8
3.	Gadag	Labour Inspectors	6	2	33.3	4	66.7
4.	Haveri	Labour Inspectors	4	2	50	2	50
5.	Hubli	Labour Inspectors	7	7	100	0	0
6.	Karwar	Labour Inspectors	11	2	18.2	9	81.8
7.	Vijayapura	Labour Inspectors	6	2	33.3	4	66.7
	Belagavi Division		52	27	51.9	25	48.1
8.	Bengaluru	Labour Inspectors	50	48	96	2	4

Study Of Welfare Impact Of Usage Of Construction Workers Welfare Board Cess In Karnataka

S.No	District	Designation	Sanctioned staff	Current staff	%	Vacant positions	%
9.	Bengaluru Rural	Labour Inspectors	4	4	100.0	0	0
10.	Chikkaballapura	Labour Inspectors	5	4	80	1	20
11.	Chitradurga	Labour Inspectors	4	2	50	2	50
12.	Davanagere	Labour Inspectors	8	4	50	4	50
13.	Kolar	Labour Inspectors	5	4	80	1	20
14.	Ramanagara	Labour Inspectors	4	4	100	0	0
15.	Shivamogga	Labour Inspectors	9	4	44.4	5	55.6
16.	Tumakuru	Labour Inspectors	10	6	60	4	40
	Bengaluru Division		99	80	80.8	19	19.2
17.	Ballari	Labour Inspectors	9	5	55.6	4	44.4
18.	Bidar	Labour Inspectors	5	3	60	2	40
19.	Kalaburagi	Labour Inspectors	5	3	60	2	40
20.	Koppal	Labour Inspectors	3	1	33.3	2	66.7
21.	Raichur	Labour Inspectors	5	2	40	3	60
22.	Yadgir	Labour Inspectors	3	1	33.3	2	66.7
	Kalaburagi Division		30	15	50.0	15	50.0
23.	Chamarajanagara	Labour Inspectors	3	2	66.7	1	33.3
24.	Chikkamagaluru	Labour Inspectors	6	5	83.3	1	16.7
25.	Hassan	Labour Inspectors	8	6	75	2	25
26.	Kodagu	Labour Inspectors	8	6	75	2	25
27.	Mandya	Labour Inspectors	8	6	75	2	25
28.	Mangalore	Labour Inspectors	8	7	87.5	1	12.5
29.	Mysuru	Labour Inspectors	10	7	70	3	30
30.	Udupi	Labour Inspectors	4	4	100	0	0
	Mysore Division		55	43	78.2	12	21.8
			236	165	69.9	71	30.1

Source: Labour Department & KBOCWBB

Overall, nearly one-third of the positions of Labour Officers is vacant with major variations among districts. Four districts located in Belagavi and Kalaburagi Divisions have more than 50% vacancies that need to be filled.

1.3 Scope of the Study

There are many aspects in the BOCW Act but the scope of this study is to understand the welfare impact of the usage of the Construction Workers Welfare Board Cess in the state of Karnataka. (*ANNEXURE 1 – Terms of Reference of the Study*). The study thus includes in

its ambit schemes under the aegis of the 1996 Act and the 2006 Rules for which the Cess is collected and disbursed.

Following were the specific objectives of the study –

- Attempt to arrive at a scientifically-based estimate on the current number of construction workers in Karnataka, to be further disaggregated at the level of place of origin (migrant workers) and their specialisations.
- Assess the progress of enrolment of construction workers, and make suitable recommendations for plugging the gaps in enrolment and in the renewal of members.
- Identify factors associated with non-registration of workers and make a comparative analysis by district, gender and specialisation.
- Assimilate the experience of the stakeholders concerning different welfare schemes in different regions/districts and understand if the benefits have been equitably distributed by various districts of the state since the commencement of the programme
- Assess the perception of workers about availing of the services and benefits under the provisions of the Act to be able to make suitable recommendations to facilitate ease of access, and elimination of middlemen (if any)
- Assess the causes for denial of benefits under the Act by and the impact of such denial.
- Examine the extent to which their fictitious membership (depending on cases that may be found during the primary survey) and the extent of loss to fund on account of disbursement of benefits them.

The scope of the study included all the 30 districts of the state of Karnataka for secondary data analysis. Of them, 10 districts were selected as sample for primary survey as defined in the sampling methodology in Chapter 3. The chapters that follow in this report include a review of literature, a log frame for the study, results and discussions on process evaluation for welfare impact and data evaluation for welfare impact, with recommendations, references, and appendices.

2 REVIEW OF LITERATURE

While there are not many studies carried out on the utilisation of cess of the CWWB, the following is a quick analysis of relevant studies carried out on the sector.

“Study of Migration of Labour to and from Karnataka” by Council for Social Development

The study was aimed at understanding the factors that influence the push and pull factors that contribute to labour migration within and outside the state of Karnataka.

Unavailability of work was recognised as the most compelling reason behind migration, not because of better wages or to explore more livelihood options. Labour migration is most common among Scheduled Castes and most uncommon among socially privileged castes. All the three categories (intra-district, inter-district and inter-state) earned less than Rs 6000 per month. Caste and gender-based violence was also recognised as a push factor by inter-state migrants in Karnataka. Majority of the migrant workers are not registered. In this context, finding the exact size of the migrant cohort in any administrative unit was a major challenge.

The study revealed that finding required data on the extent of migration in an area was not possible as 2011 Census data on migration at district level had not been published yet and it is not possible to find district wise data on migration.

The study recommended the effective implementation of MGNREGS and generating livelihood options at the local level, stringent policies to counter monopoly of unregistered contractors who charge commission from migrant workers and to discourage child labour, effective implementation of redressal mechanisms, organising regular training workshops to educate workers about their rights, ensuring easy access to good quality health care services and education for children.

At the policy level, the study suggested ensuring registration of migrant workers and issuing them identity cards through which the migrants can access PDS shops at the destination, health services and government schools for their children. The study also suggested for formulation of policies/laws to regulate unregistered contractors.

The Socio Economic Status of Unorganised Migrant Construction Labourers in Karnataka: A Case Study in Bengaluru

B. Shamala Research Scholar, Department of Economics Bengaluru University, Bengaluru, Karnataka, India & T. Rajendra Prasad, Professor and Chairman, Department of Economics Bengaluru University, Bengaluru, Karnataka, India

The objectives of the exercise were to study the economic position of labourers before and after migration, their living conditions, food security, health facilities etc.

Primary data was collected *from randomly selected labourers especially interstate migrants and secondary data was collected to analyse the conditions of migrant labourers.*

The study involved migrant workers employed in various construction sites, specifically inter-state migrants within Bengaluru city were selected for the study.

The study revealed that a majority of the migrant workers are illiterate and unskilled which makes them vulnerable to being exploited by the sub-contractors/contractors. The challenges the migrants face are restricted access to basic needs such as identity documentation, social entitlements, housing and financial services.

The study shows that the migrant workers are kept out of the purview of welfare measures and legal services and suggested that migrant construction workers should be ensured safe and secure working conditions. Their food, health, political security should be given topmost priority.

Most migrant workers in misery, a pre-COVID -19 Study

The article⁷ quoted a study, which revealed that illiteracy prevented migrant construction workers from articulating their issues before the government to seek justice. Incidentally, almost a third of the survey respondents were illiterate. Over a third of the workers surveyed had only elementary education.

Long working hours, lack of medical help and dependence on usurious money lenders were all part of the workers' everyday challenges. Among the districts covered by the study were Bengaluru urban and rural, Tumakuru, Chikkaballapur, Mysuru, Mangaluru, Hassan, Shivamogga, Belagavi and Kalaburagi.

Study on labour rights violations and the availability and effectiveness of grievance mechanisms in the construction sector in Bengaluru

The major findings from this study reveal that Labour laws that should be safeguarding workers' rights are poorly implemented. The BOCW Act in Karnataka illustrates the idea of social security on paper, but is yet to reach out to the vast majority of the construction workers in the state. The social security contributions by workers and employers are not being used for the welfare of workers and end up as dormant money within the trust fund.

This study found out that on the one hand the implementation of labour laws and the provision of benefits to construction sector workers depends on civil society advocacy. The lack of organised unions in the construction sector has only strengthened the bureaucracy and vested interests such of construction companies that have their profit margins at the centre of their concern. On the other hand, the study highlights that not all workers were enthusiastic in registering with the welfare board. Apart from providing very little benefits to workers and a dysfunctional grievance redressal mechanism, the welfare card is not acknowledged across different states in India as in the case of ESI. Without a comprehensive legislation along the lines of the ESI, many workers do not receive the benefits they are entitled to and cannot claim their rights.

The living and working conditions of construction workers leave a lot of room for improvement. However, public campaigns for pro-worker legislations and judicial interventions have shown that pressure from below can bring about meaningful changes in the lives of workers. As per the National Sample Survey (2011-12) estimates, there are about

⁷ <https://www.deccanherald.com/state/most-migrant-workers-in-misery-says-pre-covid-19-study-856317.html>

5.02 crore building and other construction workers in the country. However, the States/Union Territories have registered only 2.86 crore workers through the State Building and Other Construction Workers' Welfare Board up to December 31, 2017.

Slow registrations, procedural delays, and lack of awareness have left construction workers unable to secure mandated benefits such as insurance and pensions (Sinha 2018).

NCC-CL says that the average amount being collected per worker per year is only ₹477.10, which means the cess collected from construction companies, which is meant to pay for such workers' welfare, is low. According to calculations by the NCC-CL using data from the National Sample Survey Office (NSSO) as well as affidavits filed by the Centre and States, only four States have collected more than ₹2,000 per worker per year. In fact, more than 20 States have collected less than ₹1,000. The worst performers are Manipur (₹113.86), Jharkhand (₹134.82) and Tamil Nadu (₹135.84). While planning the social securities to be provided, the government must keep these figures in mind says NCC-CL coordinator Subhash Bhatnagar.

“If we are paying more than this average amount to any construction worker in the form of incentives for children's education, marriage assistance, pension or maternity expenses, it is at the cost of other workers who have been deprived of getting registered as beneficiaries due to the insufficient functioning of the Building and Other Construction Workers Welfare Board.” (**NCC-CL**)

According to the Building and Other Construction Workers' Welfare Act, 1996, 1% is to be levied and collected on all types of construction activities, whether by government, PSUs or private players. “If an average daily wage is ₹300, then the collected amount should be about ₹4,000 per worker per year. Instead, the national average is less than ₹500,” (**NCC-CL**)

Labour and ESI are the Nodal Departments for implementation of the Building and Other Construction Workers' (RE&CS) Act, 1996 and Building and Other Construction Workers' Welfare Act, 1996 in the state of Odisha.

The Labour & Employment Department (currently Labour& ESI Department) has notified the Labour Commissioner, Odisha as the Chief Inspector under the Act and the Director of Factories and Boilers, Odisha as the Chief Inspector under the Act as well. Apart from them, the Enforcement Officers of the Labour Directorate have been notified to act in various capacities as Inspectors, Registering Officers, Assessing Officers, Collectors, Appellate Officers, Appellate Authority and Certificate Officers etc. and the Enforcement Officers of the Directorate of Factories and Boilers have been notified as Inspectors under the Act.

In Odisha state, the construction board gives Rs.1000/- towards Assistance for purchase of safety equipment (helmet, safety shoe and gloves) to the registered construction worker. In Karnataka state, the Construction Workers Welfare Board has introduced the Shrama Samarthya Yojane that are training programmes held at the district level, where at the end of having a completed a training programme, workers are given safety kits and a tool box that help improve safety and efficiency respectively among the construction workers.

The Scheme of "Recognition of Prior Learning (RPL) and Skill Development of Construction Workers" is being implemented by the Odisha Building & Other Construction Workers' Welfare Board since 2014-15 through Empanelled training partners of DGET, MOLE, Govt. of India, under which onsite training is being provided to the registered building workers.

In Odisha and Bihar: Both Odisha and Bihar states provide assistance to buy bicycles (Coupon for a Maximum Rs. 4000) to eligible beneficiaries among registered construction workers.

In Andhra Pradesh, registration of Construction Workers (through radar seeding app and website) is linked to their Aadhaar number during the registration. This information is displayed on their website on how many registered workers are linked to Aadhaar during the registration which will help to sort out several issues.

A study brought out on assessing the welfare framework of building and other construction workers in India⁸ presents some of the parameters that can play a role in ensuring better registration. The standards and processes followed by three states are presented as follows:

S.No.	Parameters	State		
		Odisha	Tamil Nadu	Telangana
1.	Age limit	18-60 years	15-60 years	18-60 years
2.	Supporting documents with application for registration	Attested proof of age; certificate of employment	Attested proof of age	Proof of age; certificate of employment
3.	Registration fee	Rs. 20	None	Rs. 50
4.	Annual contribution by the worker	Rs. 100	None	Rs. 12
5.	Validity of registration	No limit	5 years	5 years

As can be see from above, Tamil Nadu has tried to keep the registration processes as simple as possible for the construction workers; this should be supported by a strict monitoring system to ensure efficient, effective and equitable distribution of schemes.

What comes out clearly from this literature review is that despite the availability of funds targeted towards the welfare and safety of construction workers, they continue to remain one of the most vulnerable verticals of the Indian workforce – undercounted, undermined and underreached. An assessment therefore of all aspects of the BOCW Act in terms of process implementation and the resultant expression on the ground thus becomes imperative.

COVID-19 and the construction workers – As is universally acknowledged, almost all state governments in India along with the Central government spent almost the whole of the year of 2020-21 in tackling issues faced due to the COVID-19 pandemic. One of the sectors most deeply hit was the building and other construction work sector which has workers living in

⁸researchgate.net/publication/337150887_Evaluating_the_welfare_framework_for_building_and_other_construction_workers_in_india/link/5dc7acad299bf1a47b2764a0/download. Accessed and produced on 19.01.2021.

vulnerable conditions having come from other districts of the state or from other states. While governments made efforts to stop any distress movement by providing financial doles, food kits, and some transport facilities post the first lockdown to facilitate return, there were many hardships reported by migrant workers without support from either their employers, contractors or other stakeholders. Lack of data on the number of migrant construction workers, their places of origin, current places of stay, and demographic details led to many benefits not reaching in time.

Two policy briefs brought out by Public Affairs Centre attempt to provide solutions to address the issues that construction workers in general and migrant workers in specific have faced during these unprecedented times -

1. Solution 1⁹ - Develop a robust, scientific and legally mandated data framework to capture the stocks and lows of economic migrants and thus mainstream migration management. The first principles that must circumscribe the framework include:
 - Data base must centre on economic migrants defined as those that leave their place of residence (origin) and move to another place (destination) for purposes of livelihoods, for longer than one year
 - Migrants need a unique identity that is portable with their mobility and can serve as the basis for delivery of social protection benefits. Therefore, the Aadhaar number must be the basis for data management
 - Data management systems must generate timely, accurate and consistent data of the migration flows as well as the stocks
 - Data must enable seamless delivery of migrant-essential services: food and affordable housing; healthcare; education and skill development and social security protection.

2. Solution 2¹⁰ - Develop a scientific and legally mandated migration management system and develop a coordinated institutional response for the delivery of migrant-essential services. For this, the state governments must:
 - Develop and implement a progressive migration policy
 - Redesign and restructure the administrative apparatus for effective migration governance
 - Enhance migration governance capacities through training and capacity building.

⁹ <https://pacindia.org/wp-content/uploads/pacslpb052020.pdf> - 'Solving the migration data puzzle'

¹⁰ <https://pacindia.org/wp-content/uploads/2019/09/pacslpb2072020.pdf> - 'Mainstreaming migration in subnational governance'.

3 LOGFRAME

3.1. Log frame

The following log frame encapsulates the Board's work towards enhancing the welfare of construction workers in Karnataka:

Inputs	Cess collected. Legal provisions of the Act for utilisation of Cess
Activities	Registration of establishments. Monitoring of Cess Awareness campaigns for registration and availability of benefits Registration of construction workers by gender, occupation, migrant/non-migrant status. Renewal of registration Support to the workers for claiming the benefits. Allocating and distributing of cess funds to deserving beneficiaries following the tenets of good governance – transparency, accountability and participation. ICT Dashboards on performance of cess collection as against registration of establishments Dashboards on utilisation of cess collection for relevant schemes
Assumptions & Risks	Cess collection is smooth and efficient. Cess is used for the welfare of workers. Adequate and effective legal support for Board activities. Non-registration by workers. Lack of awareness, stringent procedures, Migrant workers. Women workers Non-renewal of registration. Inability to fulfill the requirements of registration/ renewal
Outputs	No. of establishments registered No. of Workers registered. Coverage of Workers under active registration No. of beneficiaries under different welfare activities - Education, health, marriage, maternity, pensions etc. ICT coverage of administrative activities and procedures
Outcome	Access of workers to health facilities Access of children to transport and education Skill development of workers Social security and maternal security for women workers Improved process of registration of establishments and workers Efficient utilisation of funds for welfare programmes targeted at construction workers
Impact	Increase in standard of living and improvement in quality of life of construction workers leading to human development and human resource development.

3.2. Evaluation Matrix

The following matrix presents the questions that were addressed and the sources used and processes adopted for the same.

S. No	Evaluation Questions	Defining Indicators	Data Source	Collection Methods	Analysis of Procedure
1.	What methods are being followed to ensure registration of establishments? How is cess levying and collecting	Number of establishments registered at periodic intervals at the disaggregated level	BOCW Act 1996 BOCW Welfare Cess Rules 1998 Karnataka Rules 2006	Literature review	Qualitative examination of standards, processes and templates

Study Of Welfare Impact Of Usage Of Construction Workers Welfare Board Cess In Karnataka

S. No	Evaluation Questions	Defining Indicators	Data Source	Collection Methods	Analysis of Procedure
	linked to the establishments?	Cess collected thereof at the disaggregated level			
2.	How is the existing cess utilised among construction workers to ensure their welfare?	Process of registration and renewal of construction workers working in various establishments Expenditure on schemes and number of workers benefited from each scheme	District level data from Labour Offices	Filling of data templates shared at the district level	Quantitative data analytics using Excel and Tableau
3.	What are the processes followed by construction workers while registering and renewing their membership with CWWB? Is there a difference in experience between intra and inter state workers?	Registration process followed as prescribed by the CWWB Application process followed Availment process followed Follow up processes Responsiveness of staff to application and availment Time spent between submission of a claim and its final settlement Number of times visits made to offices, Costs involved – wage, transport, etc	Secondary data from the CWWB of other states. Primary data from the workers and workers' unions	Interviewing using structured questionnaire	Qualitative and quantitative analysis
4.	To what extent the registered workers in Karnataka face hardship in making successful claims for benefits on account of the overlapping schemes of worker welfare in the state?	Study and understand various other social security measures being implemented in the state and its impact.	Registered construction workers, officials of the labour department	Interviewing the department officials at the district level	Qualitative and quantitative data analysis - Data analytics process
5.	What mechanisms are in place and how effective are they at the District and State headquarters to deal with grievances of the workers?	Availability of any type of grievance mechanism	Officials at the level of HQ, district, taluk level,	Observations and discussion with the officials and workers	Qualitative method of analysis

4 METHODOLOGY

4.1. The Research Design

The scope of this study covers three aspects of the implementation of the KBOCW Act – the process of registration of the establishments and construction workers therein, the disbursement of funds to registered construction workers for various schemes and the experience of the construction workers with regard to application and availment process of the scheme.

Under the BOCW Act, 1996 adopted by the Government of Karnataka (GoK), the definition of ‘construction or other construction work’ is as follows –

"building or other construction work" means the construction, alteration, repairs, maintenance or demolition, of or, in relation to, buildings, streets, roads, railways, tramways, airfields, irrigation, drainage, embankment and navigation works, flood control works (including storm water drainage works), generation, transmission and distribution of power, water works (including channels for distribution of water), oil and gas installations, electric lines, wireless, radio, television, telephone, telegraph and overseas communications, dams, canals, reservoirs, watercourses, tunnels, bridges, viaducts, aqueducts, pipelines, towers, cooling towers, transmission towers and such other work as may be specified in this behalf by the appropriate Government, by notification but does not include any building or other construction work to which the provisions of the Factories Act, 1948 (63 of 1948), or the Mines Act, 1952 (35 of 1952), apply”¹¹ (Page 2). The 2017 Gazette Notification lists an additional 17 construction works in its ambit¹² (Page 13).

4.2. Data Collection & Analysis

Secondary Data Collection

The sources for secondary data for the study included available literature, data in websites, various publications such as newspapers, articles, research papers by universities and research institutions.

Secondary data and information have been collected from the following sources:

- Karnataka Building and Other Construction Workers Welfare Board
- Department of Labour - at the state and district level – a number of formats designed and sent to all the district level officials to facilitate them to provide the required details in the formats.
- Various websites both of GoI and GoK especially to access Acts and Rules related to this study.

¹¹ See in the Act at <http://www.karlabour.in/sahayoga/template/default/images/pdf/5.pdf> . Last accessed on 16.11.2020.

¹² See the Notification at <https://karbwfb.karnataka.gov.in/storage/pdf-files/Notification/Notification-13-11-2017.pdf> . Last accessed on 16.11.2020.

Secondary Data Analysis

The district offices of the Department of Labour provided data for 10 years on the number of beneficiaries who availed various schemes and cess amounts disbursed for each of these schemes. These were analysed at the district and Division level to assess temporal trends and spatial patterns both scheme-wise distribution of beneficiaries. The analytical tools used mainly included calculating averages, percentage distribution, proportions and data visualisation techniques.

Primary Data Collection

Primary data was collected through field survey by carrying out interviews with various stakeholders including beneficiary construction workers, non-beneficiary construction workers, officials and representatives of the local administration involved in the registration processes, office bearers of workers' unions, Builders and Real Estate Associations, other relevant institutions such as those of training and skill development. The following tools were used to collect data from the stakeholders –

1. Construction workers – Structured questionnaires covering the registration process, facilities at the site, benefits received, grievance/s redressed, and suggestions for improvement.
2. Other stakeholders – Semi-structured interview schedules to cover process of registration and cess disbursement and issues faced therein.

The questionnaires were prepared ensuring that they were compliant with the objectives of the study. The process of finalization and canvassing of the data collection tools was as follows -

- a. Both the construction worker questionnaires and semi-structured schedules were tested, shared with the KEA, their inputs incorporated, modifications made and finalised.
- b. Training to the Field Investigators
 - The finalised questionnaire was translated into Kannada, the regional language of Karnataka State.
 - The right field investigators were identified and selected for each district (each district team was from the same district) using previous contacts where PAC used their services for various studies in all the districts of Karnataka State.
 - Training was provided for each district team (they are from the same district); this was to ensure that all the members understand the background of the study, have the same understanding, ask the respondents in a similar manner and follow all other required research and field ethics.
 - A hand-holding session was carried out on field immediately after the orientation to ensure that the investigators are administering the tools as trained.
 - In each district one team of 6 investigators were trained to carry out the data collection in the selected districts. Three of them (50%) were female investigators.

This was done intentionally to meet and interact with the women construction workers to ensure comfort for women worker respondents during the interview.

- c. **Field Data Collection:** Once the tools were finalised, the study team visited each selected district to meet the district level officials of the Labour Department (they were informed of the team's visit in advance) such as Labour Officers, Labour Inspectors, Senior Labour Inspectors, and Labour Union Officials and had detailed meetings explaining the purpose of the study and the kind of support required from them to meet and interact with the construction workers.
- d. **Digitisation and Data Cleaning:** The data collected was checked carefully and data entry was done by a professional team engaged for this purpose.
- e. **Statistical tools used for analysis:** The quantitative data was analysed using simple statistical techniques such as frequencies, averages, percentages, graphs wherever needed. Analysis softwares used included both Excel and Tableau. Qualitative data was analysed separately and have been added to the findings. Case studies and field notes prepared by the Field Research Officers of the study team were also incorporated into the report where relevant.

4.3. Sampling Methods and Size

The scope of the study was all the 30 districts of Karnataka state. However, as suggested in the ToR, 10 districts were selected for the primary survey @ 2 districts per Division (there are 4 Divisions in the state of Karnataka).

The field survey was carried out in Bengaluru Urban, Bengaluru Rural, Kolar, Tumakuru (Bengaluru Division), Bagalkot, Uttara Kannada (Belgaum Division), Bidar, Kalaburagi (Kalaburagi Division), Mysuru and Dakshin Kannada (Mysore Division) as proposed in the Terms of Reference representing all the four administrative Divisions of Karnataka State.

The two districts from each of the Divisions were chosen on the basis of those with highest and lowest number of beneficiaries among the districts in the Division and also highest and lowest ranked in the Human Development Index among the districts in the Division.

Details of the sample size covered in the study are given below in the table:

Table 3: Sample size covered during the primary survey

Number of respondents (persons and Institutions)			
S.No.	Stakeholder	Unit	No. of respondents
1.	Registered Construction workers – 5,02,891*		
a)	Non beneficiaries (have not yet received any benefits)	Number of persons	10,999 (2.187% of 5,02,891)
b)	Beneficiaries (members who received benefits)	Number of persons	1997 (0.397%)
2.	Trade Unions & Organisations		
a)	Workers' Trade Unions	Number of Office bearers = 480 (@4 per union from 120 unions)	480

Number of respondents (persons and Institutions)			
S.No.	Stakeholder	Unit	No. of respondents
b)	Builders & Real Estate Associations	Organisations	8
c)	Other institutions of relevance (Training & skill development, ITI etc.,)	Institutions	8
3.	Board Members of Associations	Associations	15
4.	Officials of the local bodies	Administrative & Representatives of the institutions	16

Note: As per data collected from the 30 District-level Labour Offices

From the KBOCWBB and 30 District Labour Offices where templates were sent for relevant data on construction workers in their districts, the following data was collected, collated, cleaned and analysed –

- Total number of registered construction workers
- Total number of registered establishments
- Total number of beneficiaries
- Total cess collected so far (from KBOCWBB and District Labour Offices), year-wise / district-wise
- Cess expenditure scheme-wise / year-wise / district-wise

4.4. Limitations

The Consultant Organisation faced some constraints during the data collection process creating limitations in the study, the major ones being as follows:

1. Non-maintenance of records in an appropriate form was a major constraint. The team took more than 6 months to collect data on numbers - of construction workers, of schemes availed, amounts disbursed, from the districts. Since much of the data is still maintained in registers, the team collected both online and paper data to create a sampling frame.
2. Non-tracing of construction workers – the highly mobile and dispersed nature of the registered construction workers constrained the team in reaching out to the allotted sample size for primary survey especially those who had availed schemes as the sample universe itself was not very high.
3. Non-availability of officials at the district levels – Reaching out to the Labour Officers, Labour Inspectors and other officials of the CWWB was difficult as they were involved in many activities on a daily basis of both the Board and the Labour department. The team reached out to the trade union offices to help trace the construction workers in many districts.

5 RESULTS AND DISCUSSIONS: PROCESS EVALUATION

The process of registering of establishments which is closely connected to both the collection of cess and the registration of construction workers forms the foundation on which the welfare framework is built, necessitating the need for a process evaluation. There are four important variables involved in the process of implementation of the BOCW Act¹³ - a) collection of cess, b) registration of establishments, c) registration of workers at the establishment, and d) provision of benefits. The important characteristics of each are as follows.

5.1 Levy and Cess Collection

Levy and collection of cess is done *on the basis of the cost of construction incurred by employers* with a view to augmenting the resources of the Building and Other Construction Workers' Welfare Boards. The cost is 'at such rate *not exceeding two per cent but not less than one per cent of the cost of construction incurred by an employer*, as the Central Government, may, by notification in the Official Gazette, from time to time.

The cess levied under Sub-sec. (1) of Sec. 3 of the Act shall be paid by an employer, within thirty days of completion of the construction project or within thirty days of the date on which assessment of cess payable is finalised, whichever is earlier, to the cess collector. The proceeds of the cess collected under Rule 4 shall be transferred by such Government office, Public Sector Undertaking, local authority, or cess collector, to the Board along with the form of challan prescribed (and in the head of account of the Board) under the accounting procedures of the State. (2) Such government office of Public Sector Undertaking may deduct from the cess collected, or claim from the Board, as the case may be, actual collection of expenses not exceeding one per cent of the total amount collected.

The amount collected shall be *transferred to the Board within thirty days* of its collection.

5.2 Registration of Establishments

An "establishment" means any establishment belonging to, or under the control of Government, any corporate or firm, an individual or association or other body of individuals which or who employs building workers in any building or other construction work; and includes an establishment belonging to a contractor, but does not include an individual who employs such workers in any building or construction work in relation to his own residence the total cost of such construction not being more than rupees ten lakhs.

The register of establishments will have details such as 1. Postal address of the Establishment 2. Full name and permanent address of the Establishment, if any 3. Full name and address of the Manager or person responsible for the supervision and control of the Establishment 4. Nature of building or other construction work carried/is to be carried on in the Establishment 5. Maximum number of building workers to be employed on any day 6. Estimated date of

¹³ See more details at <http://www.karlabour.in/sahayoga/template/default/images/pdf/6.pdf> . Accessed on 16.11.2020.

commencement of building or the other construction work 7. Estimated date of completion of the building or other construction work 8. Particulars of demand draft, enclosed (name of the Bank, amount).

Registration of Establishments: (1) Every employer shall – (a) in relation to an establishment to which this Act applies on its commencement, *within a period of sixty days from such commencement*; and (b) in relation to any other establishment to which this Act may be applicable at any time after such commencement, within a period of sixty days from the date on which this Act becomes applicable to such establishment. (2) Every application under sub-section (1) shall be in such form and shall contain such particulars and shall be accompanied by such fees as may be prescribed. (3) After the receipt of an application under sub-section (1), the registering officer shall register the establishment and issue a certificate of registration to the employer thereof in such form and within such time and subject to such conditions as may be prescribed. (4) Where, after the registration of an establishment under this section, any change occurs in the ownership or management or other prescribed particulars in respect of such establishment, the particulars regarding such change shall be intimated by the employer to the registering officer within thirty days of such change in such form as may be prescribed.

Grant of Certificate of Registration.- (1) The Registering Officer, after receiving application under sub-rule (1) of rule 15, shall register the establishment and issue a certificate of registration to the applicant in Form-II within fifteen days of receipt of application, if such applicant has complied with all the requirements as laid down in these rules and has made the application within such period as specified under clause (a) and clause (b) of sub-section (1) of section 7 of the Act. The Registering Officer shall maintain a Register in Form-III showing the particulars of establishments in relation to which Certificates of Registration have been issued by him.

5.3 Registration of Construction Workers as Beneficiaries

As per the Act, a “building worker” means a person who is employed to do any skilled, semi-skilled or unskilled, manual, supervisory, technical or clerical work for hire or reward, whether the terms of employment be expressed or implied, in connection with any building or other construction work but does not include any such persons, who are employed in a managerial, administrative or supervisor capacity the terms of which are also defined. “Beneficiary” means a building worker registered under section 12 of the Act.

Beneficiaries of the Fund: Subject to the provisions of the Act, every building worker registered as a beneficiary under this Act shall be entitled to the benefits provided by the Board from its Fund under this Act.

Eligibility for Registration of building workers as beneficiaries: (1) Every building worker who has completed either eighteen years of age, but has not completed sixty years of age, and who has been engaged in any building or other construction work for not less than ninety days during the preceding twelve months shall be eligible for registration as a beneficiary under this Act. A prescribed application form shall be accompanied by such documents together with such fee not exceeding fifty rupees as may be prescribed. There are various Forms for registration along with clear instructions regarding supporting documents required, fee to be paid, nomination by the worker, issuance of identity card.

5.4 Disbursement of funds as benefits

It is noted that neither the Act, the Rules or any Gazette Notification provides a clear process roadmap on the disbursement of funds for various schemes to the beneficiaries after their registration. (*ANNEXURE 2: Scheme Processes & Procedures*). A guideline or Standard Operating Procedure (SOP) on the process of awareness creation, support for application and availment, and ensuring of receipt of funds in full could not be found. However, there are officers of the Labour Department who have been identified for sanctioning of various benefits to the registered workers.

Results from the process evaluation carried out on the above are as follows.

5.5 Process of registration of establishments

The BOCW Karnataka Rules, 2006, Part – II, Chapter 2, Points 15-19¹⁴, list out the documents to be used along with templates of the relevant Forms (I-IV) that include both details of the establishment against which payment of cess needs to be made along with inspection by the Registering Officer. However, a quick evaluation of the Forms shows the following –

1. Form – I comprises the application for registration of establishments employing building workers in which Point 9 asks for particulars of demand draft, enclosed name of the bank, amount, demand draft number and date to capture any cess paid in advance.
2. The online version of the registration process is seen in the ‘Karmika Sahayoga’ website of the Department of Labour, where the registration process ends with an Inspection Report that will be generated after the site is inspected.
3. Forms II and III deal with the provision of the Certificate of Registration and the Register of Establishment to be maintained by the Registering Officer respectively, the latter requiring details to be filled in regarding number of construction workers engaged and the type of work that they are engaged in.
4. Form IV, finally to be used as either commencement or completion of the building and other construction work by the employer asks for the type of activity that will take/took place.
5. **None of the Forms asks for any information regarding activities carried out for registering the construction workers** depending on the time period of the

¹⁴ See relevant Forms at <http://164.100.133.11:9080/FBIS/docs/BOCW%20Karnataka%20Rules%202006.pdf>

construction activity so that they can be registered if the activity involves more than 90 days.

6. **Form IV, also covering completion of work does not refer to the Cess paid** – if the amount, with the completion of work, has been paid in full to the Board (advance or upon completion as per the Act).
7. **Both the registration and the cess payment processes go together to ensure the cess is paid as per the registration of the establishment, which in turn will inform the Board about the number of construction workers working in the establishment** who can be approached for registration or renewal as per their requirements.

With the introduction of online services by the Labour Department including for Form 1, a process checklist has been provided for online registration¹⁵ with provision of online filling up¹⁶. While the online version of Form-I asks for the advance cess paid / estimated cost, Form IV to be filled up upon commencement / completion of building and other construction work by the employer does not mention anything about cess paid/to be paid. This aspect should be consistently mentioned across Forms so that the link remains between the establishment made and the cess.

5.6 Process of registration of construction workers

Chapter IV of the BOCW Act 1996 and Chapter III of the BOCW, Karnataka Rules, 2006, point to the process of registration that construction workers have to follow to be registered under the Act and with the CWWB. While the Act mentions who the beneficiary should be and what they should be provided with - identify cards, information on entitlements which is part of the work on the BOCW, and so on, the Rules mention the Forms¹⁷ that need to be filled by the construction workers to be able to apply and avail the benefits.

- **Form-V** for registration under sub-section (2) of Section 12 of the Act, as a beneficiary
- The application for registration, as beneficiary, shall be accompanied with the following:

(a) registration fee of Rs. 25/-;

(b) proof of age;

Explanation: Proof of age means school record, birth certificate, driving licence, pass port or certificate from a doctor not below the rank of Assistant Surgeon in Govt. Hospitals / ESI Hospitals / Hospitals of Local Bodies, i.e., Corporation, City Municipal Corporation, Town Municipal Corporation and Zilla Panchayats.

¹⁵ See checklist at

<https://labouronline.kar.nic.in/Files/Building%20%20other%20Construction%20act%20Check%20List.pdf>.

Accessed on 16.11.2020.

¹⁶ See Form-I at https://labouronline.kar.nic.in/karBuildingcon/Building_Registration.aspx . Accessed on 16.11.2020.

¹⁷ See the related Forms at

<http://164.100.133.11:9080/FBIS/docs/BOCW%20Karnataka%20Rules%202006.pdf> . Accessed on 16.11.2020.

(c) certificate from the present employer or a Trade union registered under the Trade Unions Act, 1926, or an official of Labour Department in the concerned jurisdiction not below the rank of Labour Inspector;

- (d) 3 passport size photographs.
- The Building worker shall also file a nomination in **Form – VI**. The nomination shall stand revised in the name of the spouse on his acquiring a family or on the happening of any legal change in the status of the family and any change of nomination shall intimate to the Board in **Form – VII**.
- The Secretary or other officer authorized by him in this behalf shall issue to every beneficiary an identity card with a photo of the beneficiary affixed in **Form – VIII**.
- (5) The Secretary of the Board shall maintain a register of beneficiaries containing the names and addresses of the construction workers registered in **Form-IX**. The Board may maintain such other records and registers as it considers necessary.
- **Register of beneficiaries to be maintained by the Employer.-** Every registered employer shall maintain employment register in **Form- X**. However, this Form is not available online for filling up which would have made the identification of construction workers for registration much simpler.

As will be seen in the chapters on findings from the primary survey, most construction workers are illiterate or less educated. Living in vulnerable conditions in the construction sites or low-income neighbourhoods and eking out a daily living, they may not have the capacity to fill up all these forms for submission for registration. The process of filling up of Forms would require support from a third party. CBOs/NGOs and local voluntary associations such as youth clubs can play a role to help them register/renew their names along with information to be given on the schemes that are available to them. There are Forms that can be merged; e.g., Forms for registration and nomination, since only a name needs to be given.

5.7 Process of utilisation of Cess funds

The utilisation of funds are done for two purposes – one to ensure efficient implementation of the various activities of the CWWB, and secondly to ensure proper distribution of welfare benefits to the intended beneficiaries.

This required a detailed analysis of the expenditure statements produced by the Board that was carried out in the study. The main findings from the same are as follows –

Table 4: Total Welfare Cess amount with KBOCWVB

Total Received (Rs. In Crores)	Expenditure on Benefit Schemes (Rs.in Crores)	Administrative Expenses (Rs.in Crores)	Total Expenditure (Rs.in Crores)
8216	447.76	66.05	513.81
	5.45 %	0.80 %	6.25 %

Source: Karnataka Building Other Construction Workers Welfare Board (KBOCWVB)

- The Table above indicates that the total amount of received including the interest is Rs. 8216/- Crores. The amount collected is to be utilised for providing benefits to the eligible registered construction workers and also for administrative expenses.

- During the period 2007-08 to 2018-19 an amount of 513 crores has been utilised for benefit schemes and administrative expenses, which is only **6.25 per cent of the total received**.
- Out of this, 5.45 per cent (about Rs.447 crores) and 0.80 per cent (about Rs.66.05 crores) has been utilised towards benefit schemes and administrative expenses respectively.
- As per the annexed overall Expenditure Statement (*ANNEXURE 2*) provided by KBOCWFB, of the Rs. 439 Crore spent on salaries and wages alone, 10.853% of the expenditure (Rs.47.68 crore) has been utilised due to engagement of more staff on a contract basis and/or daily wage basis.
- Another Rs.2.29 crore, (which is 0.5% of the Rs.439 crore) has been spent for various programmes such as (a) seminar and workshops -Rs.1.15 crore (b) training expenses – Rs.99.60 lakhs (c) Skill training & development & academy expenses – Rs.12.34 lakhs, and (d) training cum toolkit programme – Rs.1.25 lakhs.
- The Statement also has budget for field staff; several have been engaged by CWFB and Labour department on a temporary and on a contract basis as indicated by the Expenditure Statement where quite an amount has been spent towards salary and transport expenses.
- In terms of transport expenses, in the expenditure statement of CWFB, a substantial sum has been spent towards vehicle running and maintenance (Rs.40.68 lakhs), travelling and conveyance (39.80 lakhs) and car hire charges of Rs. 50.49 lakhs. It is not clear what the purposes of these expenditures were.

The **results of the process evaluation** point towards the following –

1. The registration of establishments is an important step linking payment of cess and registration of construction workers working on the site. However, the Forms for registration (commencement/completion) do not have space for filling in cess details or details of the constructions workers on the site.
2. There are too many Forms to cover all aspects of registration of a construction worker – for registration, for nomination, for change of nomination, for submitting a photograph for getting an identity card, and so on. This puts a great burden on the construction worker to compromise on work to be able to go through the registration process.
3. The lack of a proper process of utilisation of funds is noted in the amount spent so far – 6.25% of the total of Rs. 8216 crore received by the KBOCWFB as cess.

6 MAJOR FINDINGS

This chapter presents findings from the secondary data that was collected at the district level complemented with findings from the primary data that was collected from all relevant stakeholders.

6.1 Cess Collection

Building & Other Construction Workers' Welfare Cess [BOCWW Cess] is levied @ 1% on the cost of construction incurred by an employer as per the provisions of Sections 3(1) and 3(3) of the Building and Other Construction Workers' Welfare Cess Act, 1996 read with Notification No.S. O 2899 dated 26.9.1996.

As per Rule 3 of the Building and Other Construction Workers' Welfare Cess Rules, 1998, the "cost of construction" is an inclusive definition which includes all expenditure except a) cost of land and b) any compensation paid or payable to a worker or his kin under the Workmen's Compensation Act, 1923.

Procedure for payment of cess

Cess should be paid by an employer within 30 days of completion of a construction or other project or within 30 days of the date on which assessment of cess payable is finalised, whichever is earlier, (Rule 4).

In case of Government departments or Public Sector Undertakings – the cess shall be deducted from the bills payable to the contractor and deposited in the account of the State Board. The responsibility for deduction of cess in case of Government Departments is on the Head of the Department and in case of a Local Authority the CEO of such authority. {Rule 4(3)}

In case of private construction (i.e. establishments other than Government or Public Sector Undertaking) Rule 4(4).

Where the approval of the construction work by a local authority is required, every application for such approval shall be accompanied by a cross demand draft in favour of the Board for an amount of cess payable on the estimated cost of construction. The local authority shall not approve the proposal for construction if cess amount is not deposited in the manner as described.

Every employer is required to file a return in the manner prescribed (Section 4).

Penalty: Delay in payment of cess attracts interest at the rate of 2% per month (Section 8). In case of non-payment of cess the Assessing Officer is competent to impose penalty not exceeding the amount of cess. Willful or intentional evasion of cess attracts punishment of imprisonment up to six months or fine or both. (Section 12 (2)) Section 11 provides for an appeal to the employer aggrieved by the assessment order made under Section 5.

6.1.1 Cess received by the KBOCWBB from 2007-08 to 2018-July 2019

In the context given above, Table 5 presents the amount of cess received and the interests accrued thereof as well as the registration fee received from the registered workers of those establishments.

Table 5: Cess received by the Board from 2007 to 30-07-2019 (Rupees in Lakhs)

S. No.	Year	Cess Received	FD Interest	SB Interest	Received from registered workers	Total	%	No. of registered Estts	Cess received per Estt
		Rs. in Lakhs							
1	2006-07	-	-	0.62	100	101	0.0	NA	
2	2007-08	4,503	81	1	100	4,685	0.6	NA	
3	2008-09	16,494	168	1	0	16,663	2.0	NA	
4	2009-10	22,757	2,383	-	0	25,140	3.1	361	63
5	2010-11	32,520	3,506	76	0	36,102	4.4	393	83
6	2011-12	36,062	9,846	80	135	46,123	5.6	562	64
7	2012-13	48,358	13,379	309	225	62,271	7.6	563	86
8	2013-14	48,087	19,875	61	610	68,633	8.4	943	51
9	2014-15	65,607	30,700	75	570	96,952	11.8	805	81
10	2015-16	62,111	26,895	226	65	89,297	10.9	916	68
11	2016-17	70,926	31,583	695	327	103,531	12.6	854	83
12	2017-18	76,993	34,893	1,721	514	114,121	13.9	887	87
13	2018-19	86,853	32,748	643	237	120,481	14.7	828	105
14	2019-20 (Jul)	30,249	3,435	3,789	0	37,473	4.6	NA	
	Total (Rs. in lakhs)	6,01,520	2,09,492	7,678	2,883	8,21,573	100.0	7112	85
	%	73.22	25.5	0.93	0.35	100			

Source: KBOCWBB; NA - Not Available

The table above shows that the total amount available with CWWB from 2007-08 till July 2019 stands at **Rs. 8,215.73/- Crores**, which includes cess *received* **Rs. 6015.20/- Crores**, comprising 73% of the total.

In about 13 years of cess collection from 2007-08 onwards, the rate of increase in cess over the years has been inconsistent which is true for the number of establishments as well. A quick analysis shows that the tipping year was 2013-14 when though the number of establishments registered was the highest (943), the cess received was the lowest in the decade (Rs. 480 Crore) reflecting in low cess per establishment (Rs 51 Lakh). This however doubled to Rs. 1.05 Crore in 2018-19. The average though stands at Rs. 85 Lakh per establishment.

6.1.2 Cess Collection vis-à-vis establishments and workers: 2009-10 to 2018-19

Table 6 provides district-wise number of registered construction workers, number of establishments registered and Cess received respectively during the period 2009-10 to 2018-19. The data for ten years from 2009-10 to 2018-19 was collected from all the 30 districts of Karnataka from the office of the Labour Officers, Department of Labour located in all the district headquarters.

Table 6: District-wise construction workers, establishments and cess collected

District	Total Number of Construction Workers	Registrations		Cess (Rs.)		Cess collected per establishment (Rs.)	Cess collected per constt worker (Rs.)
		Total Number of registered Establishments	%	Total Cess Amount Collected	%		
Bagalkote	3,150	59	0.8	1,74,000	0.005	2,949	55
Belagavi	13,530	462	6.5	2,37,67,364	0.667	51,445	1,757
Gadag	2,418	21	0.3	0	0	0	0
Haveri	1,450	46	0.6	27,66,255	0.078	60,136	1,908
Hubli	6,687	167	2.3	52,66,381	0.148	31,535	788
Karwar	789	138	1.9	26,04,464	0.073	18,873	3,301
Vijayapura	4,657	114	1.6	57,34,967	0.161	50,307	1,231
Belagavi Division	32,681	1,007	14.2	4,03,13,431	1.132	40,033	1,234
Bengaluru	3,14,325	2,751	38.7	2,95,53,56,569	82.959	10,74,284	9,402
Chikkaballapura	2,452	60	0.8	72,66,382	0.204	1,21,106	2,963
Chitradurga	9,393	157	2.2	1,56,89,336	0.44	99,932	1,670
Davanagere	6,612	77	1.1	4,03,681	0.011	5,243	61
Kolar	16,220	115	1.6	7,96,35,783	2.235	6,92,485	4,910
Ramanagara	6,157	81	1.1	4,61,72,814	1.296	5,70,035	7,499
Shivamogga	5,168	80	1.1	39,22,892	0.11	49,036	759
Tumakuru	13,745	126	1.8	14,34,977	0.04	11,389	104
Bengaluru Division	3,74,072	3,447	48.5	3,10,98,82,434	87.297	9,02,200	8,314
Ballari	6,439	72	1	73,45,736	0.206	1,02,024	1,141
Bidar	1,668	21	0.3	0	0	0	0
Kalaburagi	607	48	0.7	62,000	0.002	1,292	102
Koppal	4,682	39	0.5	49,99,631	0.14	1,28,196	1,068
Raichur	9,951	110	1.5	1,98,97,295	0.559	1,80,885	2,000
Yadgir	1,122	14	0.2	0	0	0	0
Kalaburagi Division	24,469	304	4.3	3,23,04,662	0.907	1,06,265	1,320
Chamarajanagara	1,896	49	0.7	13,16,480	0.037	26,867	694
Chikkamagaluru	2,922	119	1.7	5,19,390	0.015	4,365	178
Hassan	280	59	0.8	38,39,040	0.108	65,068	13,711
Kodagu	1,823	24	0.3	96,36,461	0.271	4,01,519	5,286

District	Total Number of Construction Workers	Registrations		Cess (Rs.)		Cess collected per establishment (Rs.)	Cess collected per constt worker (Rs.)
		Total Number of registered Establishments	%	Total Cess Amount Collected	%		
Mandya	226	62	0.9	58,48,314	0.164	94,328	25,877
Mangalore	34,033	516	7.3	5,14,17,544	1.443	99,646	1,511
Mysuru	15,839	219	3.1	11,68,76,875	3.281	5,33,684	7,379
Udupi	14,650	1,306	18.4	19,04,75,523	5.347	1,45,846	13,002
Mysore Division	71,669	2,354	33.1	37,99,29,627	10.665	1,61,397	5,301
Grand Total	5,02,891	7,112	100	3,56,24,30,154	100	5,00,904	7,084

Source: Data received from District Labour Offices

- Putting both government and private sector construction establishments together, a **total of only 7112 establishments have been registered till July 2019**, which seems to be on the lower side considering that this covers a ten years' period of all the construction work the definition of which has been provided earlier in the report.
- About 48% of establishments have been registered in Bengaluru Division alone. Nearly 33% of them are registered in Mysore Division. **Bengaluru and Mysore Divisions account for more than 80% of the total number of establishments** in the state.
- As per information collected **from the district offices, the total cess collection for the state is Rs. 356.24 Crores, whereas information collected from the Board shows a cess collection is Rs. 6015.20 Crores** excluding bank interest and receipt from beneficiaries – a difference of Rs. 5600 Crores.
- This raises a very pertinent question of how is this fund being deposited into the Board without information provided to the District-level Labour Officers. It also clearly indicates that the Board may require mechanisms in place to monitor collection of cess, deduction and its remittance to the Board through well-defined Standard Operating Procedures (SOP).

Collection of Cess and Construction work in Tumkur district: A Case Study

To understand the gap between cess amounts shared by the KBOCWFB and the numbers shared by the District Labour Officers, the study team carried out a case study of Tumkur district which reported 126 establishments and Rs. 14.2 Lakh cess collection. Cess related data on Tumkur received directly from the Board shows that in the FY of 2018-19 alone, the district has had 206 construction works and Rs.8,58,80,789/- as total cess collected. Data shared for two more years shows 213 construction works and a cess collected of Rs. 9,25,11,358/- in 2017-18, and another 213 construction works and cess collection of Rs.11,87,91,608/- in 2016-17.

The total of just these three years amount to 632 construction works and Rs.29,71,83,755/- as cess collected. None of the data sheets of Tumkur provided to the team had any details about number of construction workers in these places, whether they have been registered or not, so that the welfare cess collected for them can be given to them.

No cess has been collected from the districts of Gadag, Bidar and Yadgir despite there being both registered establishments and construction workers. This brings in the question as to whether the cess was not paid at all or was sent directly to the Board and not through the district labour offices, where cess should have been paid against registration of establishments.

- Around 38% of the registered establishments are in Bengaluru contributing almost 83% of the total cess collected. The only other district that comes second albeit not closely is Udupi, with 18% of its registered establishments contributing 5% of total cess collected.
- For the state as a whole, cess collected per establishment is only about Rs. 5 Lakh and about Rs 7000 per construction worker with the cess amount received.

6.2 Registered construction workers

According to the website of the Department of Labour, GoK, between June 2007 and September 2015, there were 9,07,638 registered construction workers¹⁸. The Karnataka State Construction Workers Central Union estimates that about 12-15 lakh workers are involved in construction activities in the state. As per Business Line of May 01,2020, about 40 million informal workers in India are with the BOCW, and Karnataka's share is about 7 per cent, which means 2.8 million or 28 lakh workers are working in Karnataka. This indicates the requirement for proper counting of construction workers in the state.

Data as provided by the KBOCWWB regarding details of the registered construction workers is presented in Table 7.

Table 7: Number of Registered Construction Workers from 2007-08 to July 2019

Belgaum Division	Male workers	%	Female workers	%	Total	% to Divisional total	% to overall total
Bagalkot	28,814	72.8	10,748	27.2	39,562	10.4	23.0
Belgaum	77,682	80.4	18,943	19.6	96,625	25.5	
Bijapur	36,421	51.7	34,041	48.3	70,462	18.6	
Dharwad	37,548	68.1	17,620	31.9	55,168	14.6	
Gadag	16,222	76.0	5,109	24.0	21,331	5.6	
Haveri	28,321	77.6	8,162	22.4	36,483	9.6	
Karwar	32,646	55.2	26,514	44.8	59,160	15.6	
Sub-Total	2,57,654	68.0	1,21,137	32.0	3,78,791	100.0	

¹⁸ See district-wise data at http://www.karlabour.in/sahayoga/karnataka_building.php . Last accessed on 17.11.2020.

Study Of Welfare Impact Of Usage Of Construction Workers Welfare Board Cess In Karnataka

Bengaluru Division	Male workers	%	Female workers	%	Total	% to Division total	% to overall total
Shimogga	32,928	70.7	13,679	29.3	46,607	6.5	43.0
Bengaluru Urban/Rural	2,97,825	84.8	53,441	15.2	3,51,266	49.2	
Ramanagara	27,720	65.6	14,532	34.4	42,252	5.9	
	19,622	77.9	5,581	22.1	25,203	3.5	
Chitradurga	29,668	73.3	10,829	26.7	40,497	5.7	
Davanagere	62,759	78.4	17,281	21.6	80,040	11.2	
Kolar	45,224	56.3	35,097	43.7	80,321	11.2	
Tumakuru	35,221	72.7	13,251	27.3	48,472	6.8	
Sub-Total	5,50,967	77.1	1,63,691	22.9	7,14,658	100.0	
Kalaburagi Division	Male workers	%	Female workers	%	Total	% to Division total	
Ballari	40,222	74.6	13,672	25.4	53,894	18.8	17.3
Bidar	41,830	53.2	36,796	46.8	78,626	27.4	
Kalaburagi	37,548	53.5	32,587	46.5	70,135	24.5	
Koppala	17,830	67.9	8,430	32.1	26,260	9.2	
Raichur	20,714	75.7	6,648	24.3	27,362	9.5	
Yadagiri	19,264	63.7	10,991	36.3	30,255	10.6	
Sub-Total	177408	61.9	1,09,124	38.1	2,86,532	100.0	
Mysore Division	Male workers	%	Female workers	%	Total	% to Division total	
Chamarajanagara	17,433	82.3	3,742	17.7	21,175	7.6	17.0
Chikkamagaluru	21,188	62.9	12,485	37.1	33,673	12.2	
Mangalore	49,700	90.4	5,259	9.6	54,959	19.8	
Hassan	26,257	74.7	8,902	25.3	35,159	12.7	
Kodagu	3,064	68.2	1,431	31.8	4,495	1.6	
Mandya	26,536	73.6	9,538	26.4	36,074	13.0	
Mysore	52,289	85.7	8,719	14.3	61,008	22.0	
Udupi	26,119	85.8	4,323	14.2	30,442	11.0	
Sub-Total	2,22,586	80.4	54,399	19.6	2,76,985	100.0	
Total	12,08,615	72.9	4,48,351	27.1	16,56,966		
Number of Registered Rural construction workers					5,05,124		
Total number of registered construction workers					21,62,090		

Source: CWWB, GoK (inclusive of online registrations)

A total of 21,62,090 construction workers have been manually registered with the Karnataka Building and Other Construction Workers Welfare Board (CWWB) till around 2015-16 before mandatory online registration through Karmika 1 was brought into force. However, this includes new registrations and renewals as there was no mechanism of removing the old registration upon each renewal. Both Bengaluru and Belgaum Division put together accounts for two-third (66 per cent) of the total registered construction workers.

6.3 Application of ICT: Online Registration of Construction Workers

Until 2016, the registration of construction workers was done manually. From 2016 onwards, the registration of construction workers is being done online. The process of registration of establishments, construction workers and disbursement of benefits are being done using Information and Communication Technology (ICT) like Karmika 1 and Seva Sindhu. This change in the process has advantages as mentioned below:

- Less time consuming for registration of establishments and construction workers
- Avoids delay in completing the process
- Avoids bottlenecks
- Fosters transparency

Karmika 1 (since 2016)

Karmika 1 is an application being used for online registration which was introduced in 2016. No service fee is charged if the registration of the construction workers is done in the Labour Office and thus a worker can save Rs.35/ which is charged by a CSC for filing the application. The application is filed manually and the labour inspector uploads along with bank chalan worth Rs.50/- for one-year registration or Rs.100/-for 3-year registration. (*Annexure 3 Application for Online registration*)

The disadvantages of Karmika 1: This service is not user friendly. This can be used only for the purpose of registration and renewal of membership of the construction workers, but NOT for claiming benefits. The workers have to spend more time in order to use this service compared to Seva Sindhu online portal which was introduced very recently.

Seva Sindhu- an online portal (since June 2019)

Registration and renewal of the construction workers are being carried out through CSC using Seva Sindhu, an online portal *since June 2019*. This is applicable for those workers who are using a registered mobile linked with Aadhaar card and this is an OTP based service. These centres charge a service fee of Rs. 35/- in addition to the registration fee of R.25/- per year and Rs.25/- towards subscription. A total of Rs. 85/- has been charged for one-year registration.

The advantages - this portal can be used for all the services such as registration, applying for benefits and renewal of registration by the workers.

The disadvantages - One should have a registered mobile number linked with Aadhaar card of the workers, but change of SIM cards by workers leads to non-access to OTP that is

required for further processing. Also, server problems have been reported due to non-availability of internet connection at various places.

The number of active registered construction workers whose registration was done through Karmika 1 and Seva Sindhu portals is presented below:

Table 8: Gender-District Wise Number of construction workers registered for the Period 01/01/2007 To 14/02/2020

S.No	District	Composition of Construction Workers				
		Male	%	Female	%	Total
1	Bagalkot	19,436	70.3	8,219	29.7	27,655
2	Bengaluru	6,445	73.8	2,287	26.2	8,732
3	Bengaluru (U)	46,846	83.5	9,290	16.5	56,136
4	Belagavi	26,453	78.4	7,294	21.6	33,747
5	Bellary	25,625	74.2	8,904	25.8	34,529
6	Bidar	29,526	49.8	29,764	50.2	59,290
7	Bijapur	14,049	48.3	15,010	51.7	29,059
8	Chamarajanagar	3,747	87.2	548	12.8	4,295
9	Chikkaballapur	8,022	74.1	2,805	25.9	10,827
10	Chikkamagalur	9,632	59.7	6,498	40.3	16,130
11	Chitradurga	19,757	70.9	8,103	29.1	27,860
12	Dakshina Kannada	13,598	90.1	1,497	9.9	15,095
13	Davanagere	33,556	76.8	10,163	23.2	43,719
14	Gadag	8,520	73.5	3,067	26.5	11,587
15	Hassan	10,273	73.9	3,619	26.1	13,892
16	Haveri	11,319	77.2	3,348	22.8	14,667
17	Hubli	16,622	65.2	8,860	34.8	25,482
18	Kalaburagi	20,988	48.3	22,463	51.7	43,451
19	Kodagu	862	77.8	246	22.2	1,108
20	Kolar	24,005	48.8	25,219	51.2	49,224
21	Koppal	6,112	65.2	3,259	34.8	9,371
22	Mandya	5,704	73.6	2,048	26.4	7,752
23	Mysore	15,308	87.4	2,206	12.6	17,514
24	Raichur	9,433	72.4	3,603	27.6	13,036
25	Ramanagara	6,848	54.8	5,650	45.2	12,498
26	Shivamogga	16,186	69.7	7,042	30.3	23,228
27	Tumkur	12,906	68.8	5,850	31.2	18,756
28	Udupi	9,301	83.3	1,870	16.7	11,171
29	Uttara Kannada	8,933	52.6	8,046	47.4	16,979
30	Yadagiri	14,659	60.1	9,743	39.9	24,402
	TOTAL	4,54,671	66.7	2,26,521	33.3	6,81,192

Source: KBOCWFB

The Table above indicates that a total of 6,81,192 construction workers have been registered through online registration using the web portal *Karmika 1* from 2016 onwards and is still active.

Added to the above are the construction workers registered in the Seva Sindhu portal as seen in the Table below.

Table 9: Online Registration of Construction Workers through the Seva Sindhu portal

S.No	Division (ALC)	District (LO)	Received Total	Approved	Rejected	Pending Total
1	ALC 1 Bengaluru	Bengaluru	1231	1132	23	76
2	ALC 1 Bengaluru	Ramanagara	1698	1086	190	422
3	ALC 1 Bengaluru	Tumkur	2383	1708	81	594
		Total	5312	3926	294	1092
			100%	73.9%	5.5%	20.6%
S.No	Division (ALC)	District (LO)	Received Total	Approved	Rejected	Pending Total
1	ALC 2 Bengaluru	LO-2 Bengalore	1150	1058	17	75
2	ALC 2 Bengaluru	LO-5 Bengalore	1057	835	59	163
3	ALC 2 Bengaluru	LO-claims	1208	1082	73	53
		Total	3415	2975	149	291
			100%	87.1%	4.4%	8.5%
S.No	Division (ALC)	District (LO)	Received Total	Approved	Rejected	Pending Total
1	ALC 3 Bengaluru	LO-3 Bengalore	1302	960	139	203
2	ALC 3 Bengaluru	LO-Kolar	1220	764	220	236
		Total	2522	1724	359	439
			100%	68.4%	14.2%	17.4%
S.No	Division (ALC)	District (LO)	Received Total	Approved	Rejected	Pending Total
1	ALC 4 Bengaluru	LO-4 Bengalore	1058	664	55	339
2	ALC 4 Bengaluru	LO-6 Bengalore	942	868	45	29
		Total	2000	1532	100	368
			100%	76.6%	5.0%	18.4%
	ALC Belgaum					
S.No	Division (ALC)	District (LO)	Received Total	Approved	Rejected	Pending Total
1	ALC Belgaum	LO- Bagalkot	2358	1254	498	606
2	ALC Belgaum	LO-1 Belgaum	2150	1550	284	316
3	ALC Belgaum	LO-1 Bijapur	1211	718	305	188
4	ALC Belgaum	LO-2 Belgaum	4215	2989	193	1033
5	ALC Belgaum	LO-2 Bijapur	2952	2101	586	265
		Total	12886	8612	1866	2408
			100%	66.8%	14.5%	18.7%
S.No	Division (ALC)	District (LO)	Received Total	Approved	Rejected	Pending Total

Study Of Welfare Impact Of Usage Of Construction Workers Welfare Board Cess In Karnataka

1	ALC Chikkamagalur	LO- 1 Chikkamagalur	3666	2958	109	599
2	ALC Chikkamagalur	LO- 2 Chikkamagalur	2742	2239	421	82
3	ALC Chikkamagalur	LO- Hassan	4460	3201	805	454
4	ALC Chikkamagalur	LO- Madikeri	323	209	70	44
		Total	11191	8607	1405	1179
			100%	76.9%	12.6%	10.5%
S.No	Division (ALC)	District (LO)	Received Total	Approved	Rejected	Pending Total
1	ALC Davanagere	LO- 1 Ballary	2559	2215	215	129
2	ALC Davanagere	LO- 2 Ballary	2098	1723	270	105
3	ALC Davanagere	LO- Chitradurga	3998	3250	240	508
4	ALC Davanagere	LO- Davanagere	4852	4320	140	392
		Total	13507	11508	865	1134
			100%	85.2%	6.4%	8.4%
S.No	Division (ALC)	District (LO)	Received Total	Approved	Rejected	Pending Total
1	ALC Kalaburagi	LO- Bidar	6799	5620	115	1064
2	ALC Kalaburagi	LO- Kalaburagi	7711	6114	333	1264
3	ALC Kalaburagi	LO- Koppal	4410	3457	396	557
4	ALC Kalaburagi	LO- Raichur	3445	2352	678	415
5	ALC Kalaburagi	LO- Yadgiri	3452	2987	257	208
		Total	25817	20530	1779	3508
			100%	79.5%	6.9%	13.6%
S.No	Division (ALC)	District (LO)	Received Total	Approved	Rejected	Pending Total
1	ALC Hubli	LO-1 Hubli	1533	1129	295	109
2	ALC Hubli	LO-2 Hubli	3547	2793	348	406
3	ALC Hubli	LO-Gadag	4699	3693	300	706
4	ALC Hubli	LO-Haveri	9073	7223	532	1318
5	ALC Hubli	LO-Karwar	2810	707	293	1810
		Total	21662	15545	1768	4349
			100%	71.8%	8.2%	20.1%
S.No	Division (ALC)	District (LO)	Received Total	Approved	Rejected	Pending Total
1	ALC Managalore	LO- 1 Mangalore	1752	1551	54	147

2	ALC Managalore	LO- 2 Mangalore	1430	1328	76	26
3	ALC Managalore	LO- Shimoga	7361	6295	482	584
4	ALC Managalore	LO- Udupi	1768	1480	224	64
		Total	12311	10654	836	821
			100%	86.5%	6.8%	6.7%
	ALC Mysore					
S.No	Division (ALC)	District (LO)	Received Total	Approved	Rejected	Pending Total
1	ALC Mysore	LO- Chamarajanagar	1554	1212	168	174
2	ALC Mysore	LO-1 Mandya	731	552	101	78
3	ALC Mysore	LO-2 Mandya	928	797	65	66
4	ALC Mysore	LO-Mysore	5256	3567	548	1141
		Total	8469	6128	882	1459
			100%	72.4%	10.4%	17.2%
		Grand Total	119092	91741	10303	17048

Source: KBOCW WB

Seva Sindhu portal is more useful in terms of usage as well as providing the status on registration in detail in terms of number of applications received for registration, approved, rejected and pending. As a result, there are some concerns that need to be highlighted –

- **Rejection of applications is high in ALC3 Bengaluru and ALC Belgaum (>14%),** followed by ALC Chikkamagalur (>12%). This warrants a follow-up for reasons for rejection which has been covered in the findings from the primary survey.
- Similarly, **pendency is high in ALC 1 Bengaluru and ALC Hubli (>20% or more than one-fifth applications),** followed by ALC Belgaum and ALC 4 Bengaluru (>18%) despite not having a problem of vacant positions as seen in Table 2 in this report.

Registration through KARMIKA 1	6,81,192
Registration through Seva Sindhu portal	91,741
Total Registration of construction workers through Karmika 1 & Seva Sindhu as on Feb.2020	7,72,933

Through these online services, the probability of the same construction worker being registered and renewed without the name earlier registered being removed to avoid double counting, becomes minimal. It is noted that the data received from the district-level Labour Officers have totally reported about Rs. 5 Lakh workers, the online database shows about 7.7 lakh workers indicating that some Labour Officers may not have the entire data of registered construction workers.

Addressing discrepancy in data about registration of workers – The PAC Study team carried out detailed discussions with senior officers of the KBOCW WB regarding the total number

of registered workers. It was informed that post 2016, with the onset of registration in the Karmika 1 and Seva Sindhu portal and with the provision of recording Aadhaar card details and allocating unique ID to registered construction workers, the chances of double counting of registrations and renewals have become minimal, though in some districts, the registration and renewal process is yet to become completely digitised. However, efforts are being made to ensure maintainence of data at different levels through set formats and further strengthening of the Seva Sindhu system.

Measures taken by the Board for registration and inclusion of workers – Realising that there needs to be in place very strong and committed efforts to register construction workers, Karnataka’s CWWB has, through the Karnataka Gazetteer No.997 released in 2017¹⁹, outlined the following amendments to the Karnataka 2006 Rules, along with those defined in other government Circulars,:

1. Expansion of the list of building or other construction works – The Gazette has included 18 additional construction works in its ambit to bring more workers into its ambit for registration so that they can apply and avail relevant schemes.
2. Addition of new forms/officials for registration – Forms V(A) to V(D) in the Gazette indicate the expansion in the type of stakeholders who can also contribute to registration of the construction workers – employer/contractor; registered trade union; Labour Officer / Senior Labour Inspector / Labour Inspector; Panchayat Development Officer / Gram Panchayat Secretary. This decentralized system should help construction workers to reach out to the relevant officials closest to them than travel long distances for registration, incurring time and wage loss.
3. Clear definition of ‘dependents’ – “means the spouse, minor son and minor daughter including step children residing with and wholly dependent on the registered construction worker and also includes the parents residing with and wholly dependent on such worker”. This will help the registered worker to apply and avail schemes for the defined family members.
4. New staff for the KBOCWVB – In his interaction with the Additional Chief Secretary, PPMS Department and the Chief Evaluation Officer, KEA during presentation of findings of the study, the Secretary of the KBOCWVB mentioned that a request has been made to the GoK to hire staff exclusive to the Board to ensure that the process of registration and inspection of establishments, identification of construction workers and getting them to register can be done more smoothly and efficiently. This request may be considered favourably.

6.4 Schemes for beneficiaries

There are many schemes that have been framed for the construction workers and their family members. These relate to education, marriage, accident benefits, other medical benefits, funeral expenses and death-related compensation and so on. Table 10 presents an overview

¹⁹ See Gazette at <https://karbwvb.karnataka.gov.in/storage/pdf-files/Notification/Notification-13-11-2017.pdf> . Last accessed on 19.01.2021.

of the type of schemes that beneficiaries among the construction workers have availed and the cess funds disbursed on the same.

Table 10: Scheme-wise availment by beneficiaries and cess amounts spent

Name of the Scheme	Subsidy amount	Beneficiaries		Amount		Average per beneficiary (Rs.)	Deviation from subsidy amount
		Total Number of Beneficiaries	%	Total amount disbursed	%		
Education	3-8000	3,37,382	90.67	1,77,50,63,275	54.51	5261	NA
Marriage	50,000	27,974	7.52	1,30,96,73,500	40.22	46,817	-3183
Maternity	15,000	2,482	0.67	4,00,59,372	1.23	16,139	+1139
Major medical	<2,00,000	1,991	0.54	5,64,22,092	1.73	28,338	NA
Funeral	54,000	1,066	0.29	4,69,82,000	1.44	44,073	-9927
Medical	400-6000	783	0.21	1,27,99,073	0.39	16,346	NA
Death	50,000	404	0.11	1,00,87,800	0.31	24,969	-25,031
Permanent disability	<5,00,000	26	0.01	21,55,000	0.07	82,884	NA
Accident	2,00,000	10	0.00	30,96,000	0.10	3,09,600	+1,00,000
Total		3,72,118	100	3,25,63,38,112	100	8750	

Source:KBOCWBB + computation by study team; NA-Not Applicable because of varying claim amounts

Major observations are as follows –

- Around Rs 325 Crores has been disbursed among more than 3.7 lakh beneficiaries for availing various schemes.
- Schemes related to education have been availed the most by the beneficiaries (more than 90%), though utilisation of cess amount for the same is only 54% of the total cess disbursed.
- The next scheme is related to marriage where the number of beneficiaries is 12 times lesser than those who have availed education-related schemes, though the cess amount spent is more than 40%.
- This brings in an important point – should funds be spent on social functions such as marriages and not on more lifetime opportunities such as education, skilling, employment, and those related to physical well-being such as treatment of diseases, accidents?
- The remaining schemes occupy less than 5% of both beneficiaries and cess amounts not requiring detailed analyses.
- However, **in most cases such as marriage assistance, funeral and death, average amount disbursed is less than the normative subsidy amount.** This needs immediate attention and investigation.

The remaining sections will provided a more detailed evaluation of schemes related to education and marriage with some points with regard the remaining schemes as well (Annexure 4 for scheme-wise district-wise details).

6.5 Status of implementation of Schemes

Table 11 presents a district-level assessment of the number of beneficiaries and amounts spent on education and marriage.

Table 11: Beneficiaries availing education and marriage schemes and cess disbursed

S. N	District	Number of registered construction workers	Education			Marriage		
			Percentage to the Total Beneficiaries	Percentage to the total amount disbursed	Average amount disbursed / received (Rs.)	Percentage to the Total Beneficiaries	Percentage to the Total amount disbursed	Average amount disbursed / received (Rs.)
1	Bagalkote	3150	93.07	63.54	3,491.90	6.10	34.88	29,255.32
2	Belagavi	13,530	91.51	56.53	5,809.60	7.73	41.32	50,281.00
3	Gadag	2418	92.98	60.96	5,480.78	6.32	37.92	50,193.05
4	Haveri	1450	89.70	43.73	4,087.29	8.91	53.12	50,000.00
5	Hubli	6687	92.99	63.06	3,211.68	5.92	33.35	26,669.68
6	Karwar	789	91.72	61.12	6,128.45	6.45	35.08	50,000.00
7	Vijayapura	4657	85.88		4,693.71	13.04	60.66	50,000.00
8	Belagavi Division	32,681	91.12	58.16	4,700.49	7.78	42.33	43,771.29
9	Bengaluru	3,14,325	94.42	67.69	5,644.57	4.46	26.78	47,317.40
10	Chikkaballapura	2452	92.22	60.97	6,330.77	7.20	37.58	50,000.00
11	Chitradurga	9393	88.60	44.90	4,787.17	6.76	35.80	50,000.00
12	Davanagere	6612	83.40	32.30	4,208.04	11.70	49.60	46,069.54
13	Kolar	16,220	93.82	69.41	6,161.46	4.34	26.07	50,000.00
14	Ramanagara	6157	84.73	47.72	6,744.82	11.13	46.47	50,000.00
15	Shivamogga	5168	91.13	63.36	7,335.04	6.87	33.14	50,883.84
16	Tumakuru	13,745	87.08	51.55	6,267.63	10.70	42.59	42,134.63
17	Bengaluru Division	3,74,072	89.43	54.74	5,934.94	7.90	37.25	48,300.68
18	Ballari	6439	88.07	42.14	4,620.22	8.62	44.61	49,955.56
19	Bidar	1668	92.33	62.16	4,959.84	6.14	32.46	38,944.70
20	Kalaburagi	607	88.56	46.02	4,648.70	9.81	51.53	46,972.48
21	Koppal	4682	74.63	26.77	4,406.16	18.33	62.65	41,987.15
22	Raichur	9951	83.29	34.68	4,457.21	12.78	59.69	50,000.00
23	Yadgir	1122	81.35	38.44	5,882.34	13.06	52.46	50,000.00
24	Kalaburagi Division	24,469	84.71	41.70	4,829.08	11.46	50.57	46,309.98
25	Chamarajanagara	1896	90.78	50.18	4,720.05	7.89	46.20	50,000.00

S. N	District	Number of registered construction workers	Education			Marriage		
			Percentage to the Total Beneficiaries	Percentage to the total amount disbursed	Average amount disbursed / received (Rs.)	Percentage to the Total Beneficiaries	Percentage to the Total amount disbursed	Average amount disbursed / received (Rs.)
26	Chikkamagaluru	2922	88.36	51.12	6,185.10	10.15	46.76	49,234.97
27	Hassan	280	93.92	65.46	5,491.47	4.99	30.73	48,529.41
28	Kodagu	1823	94.88	70.71	5,800.61	3.99	25.66	50,000.00
29	Mandya	226	91.29	48.36	3,985.53	7.07	46.99	50,000.00
30	Mangalore	34,033	93.65	60.04	4,853.47	5.92	39.11	49,972.62
31	Mysuru	15,839	93.55	58.12	4,701.94	6.32	41.78	50,000.00
32	Udupi	14,650	90.03	58.27	6,901.59	8.19	38.41	50,000.00
33	Mysore Division	71,669	92.06	57.78	5,329.97	6.82	39.46	49,717.13
	TOTAL	5,02,891	89.33	53.09	5,198.62	8.49	42.40	47,024.77

Note: Computed from data provided by District-level Labour Offices.

Major observations are as follows -

Marriage Assistance

- To begin with, a total of nearly Rs.131/- crore has been disbursed towards marriage benefits for 27,974 beneficiaries (Refer Table 10) during the study period. This works out to **an average disbursement of Rs. 46,818/- per marriage claim** instead of the approved amount Rs.50,000/-, which means Rs. 3,182/- less amount has been paid / remitted at the state level for each marriage assistance claim.
- This comes out clearly in this Table 11 as well, where average amount disbursed is around Rs. 47,025/- per marriage claim – lower than the approved amount.
- Table 11 shows that **nearly 51% of the claims for marriage assistance is from Kalaburagi Division** closely followed by Belagavi (42%), and Mysore (39%) and Bengaluru (37%) Divisions.
- However, the share of total marriage beneficiaries is much lesser than for education. Bengaluru Division accounts for only 7.9% beneficiaries as against 89% beneficiaries in education. The same gap can be seen in the other Divisions as well.
- Division-wise, the amount disbursed per marriage claim is **farthest from the normative claim amount in Belgaum Division** (less Rs.6306/-) due to Bagalkote and Hubli districts where the average amount disbursed is less than Rs. 30,000/-.
- Nearly **59% of the total amount disbursed for marriage assistance has been claimed by the two divisions, Bengaluru and Mysore** as the number of claims for marriage assistance also more from these two Divisions. This is followed by Belgaum Division (21.74%) and Kalaburagi Division (19.4%).

NOTE: The CWWB has fixed an amount of Rs.50,000/- (Rupees Fifty Thousand only) as assistance to meet the marriage expenses of the registered worker or two of his/her dependent children. In this, fifty per cent of the amount is in the form of Bond/Fixed Deposit (Gruha

Lakshmi Bond) for a minimum of three years in the name of the Bride and remaining fifty per cent transferred through RTGS in the name of the Beneficiary.

The following Figures provides cess disbursement across beneficiaries over the period of 10 years between 2009-10 and 2018-19.

Figure 1: Marriage Assistance - Year-wise cess disbursement to beneficiaries in Karnataka in total numbers

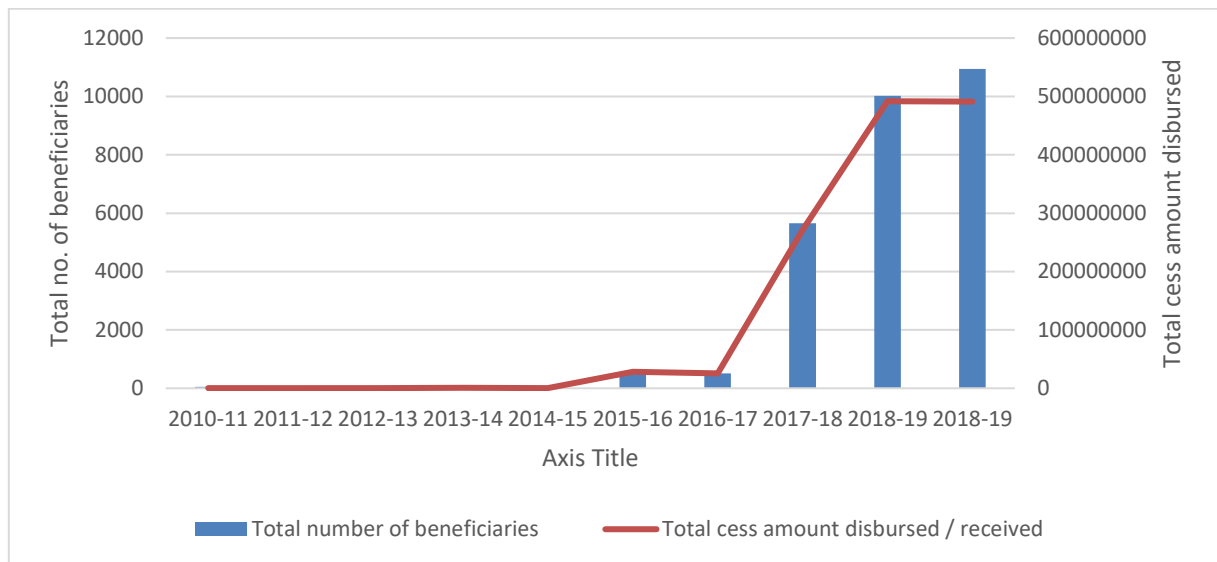
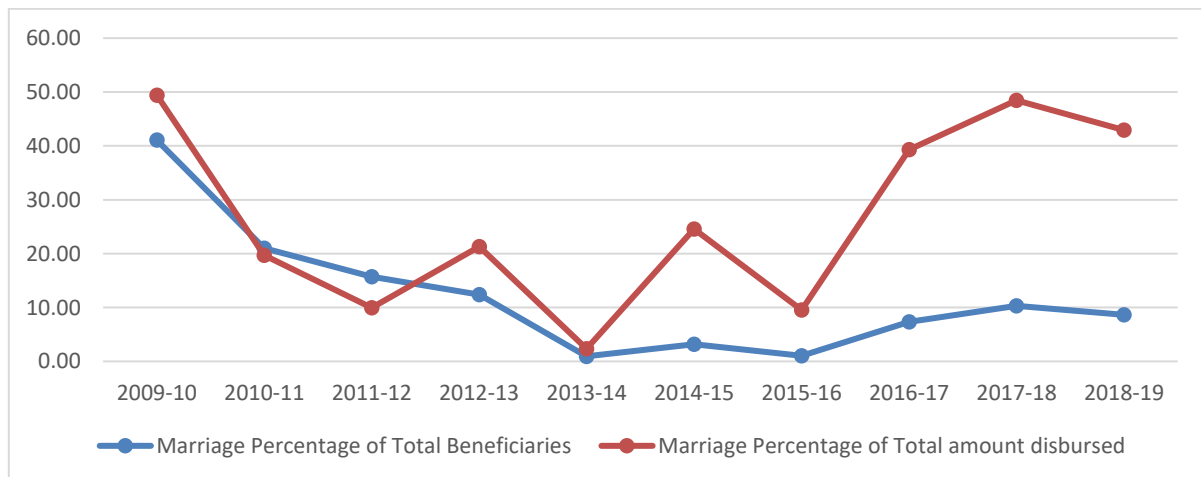


Figure 2: Marriage Assistance - Percentage share of cess disbursement and beneficiaries in Karnataka



While the percentage of beneficiaries availing marriage benefits (of the total of all schemes) has been coming down over the years, the percentage of cess disbursed (of the total cess disbursed) has been disproportionately going up. **By the year 2018-19, nearly 43% of the total cess was disbursed to only 9% of the beneficiaries for marriage assistance, a social**

function that does not contribute to the per capita productivity as education, health and opportunities for better employment would.

Assistance in education

- A total 3,37,382 beneficiaries availed educational assistance from CWWB during the study period and an amount of Rs.177/- crore has been disbursed. This works out an **average amount of Rs.5260/- per beneficiary**, this includes both first time and repeat beneficiaries.
- Except for Kalaburagi Division and its districts, the remaining **districts and divisions show more than 90% beneficiaries having availed education subsidies**.
- Since education subsidies vary across classes unlike a fixed amount as in the case of marriage allowances, district-level variations were studied. The highest variation among districts in the same Division is seen in Belagavi, between Hubli (Rs. 3211) and Karwar (Rs. 6128).
- As in the case of marriage assistance, both **Bagalkote and Hubli districts also show least cess amount disbursements** as against other districts.
- **Bengaluru Division has contributed 35.6% of the total disbursement**, Mysore Division's share is 28%, followed by Belgaum Division (22.2%) and the least contribution is by Kalaburagi Division (14.2%).

Analyses on proportion of beneficiaries and cess utilisation over the years for education is as follows –

Figure 3: Education Assistance - Year-wise cess disbursement to beneficiaries in Karnataka in total numbers

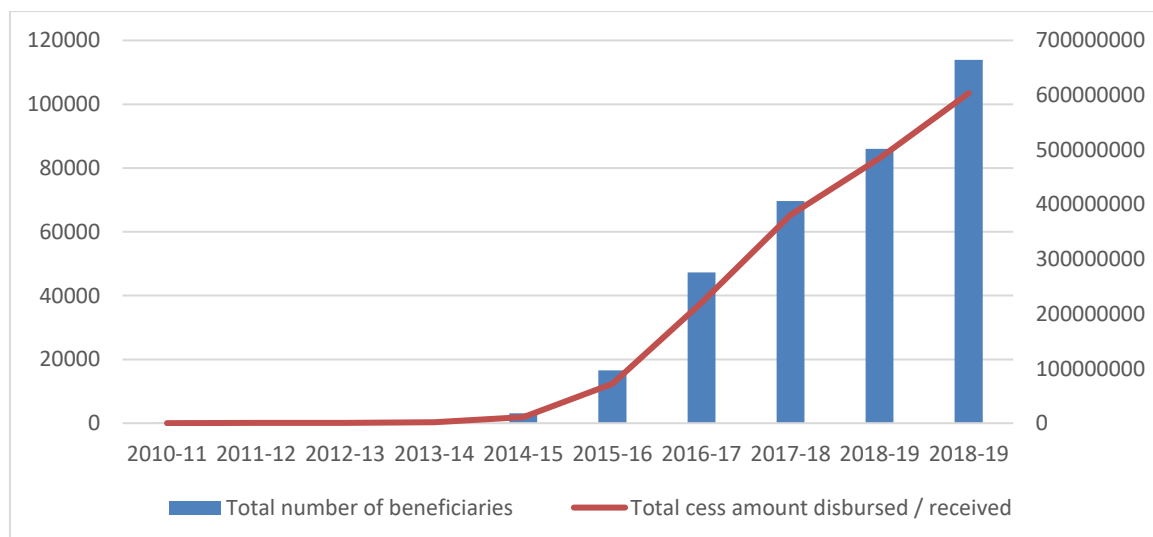
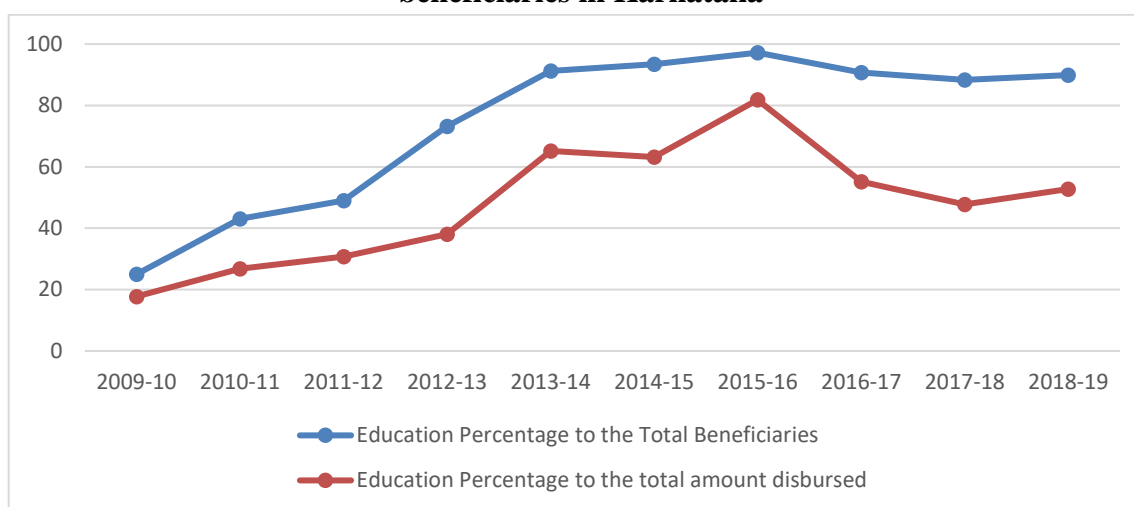


Figure 4: Education Assistance - Percentage share of cess disbursement and beneficiaries in Karnataka



Unlike marriage assistance, percentage cess amounts disbursed (of the total cess disbursed across all schemes) to beneficiaries of education assistance has been consistently lower than percentage of total beneficiaries. An opportunity, where children of construction workers can get better prospects for employment should see more disbursement of funds.

A disaggregated discussion across Divisions and Districts is as follows:

Bengaluru Division -

- A total of 330 children were supported in 2013-14 which increased to 40,807 children in 2018-19, an **increase by 123 times**. In Chikkaballapura district there were 117 claims in 2013-14 that rose to 1932 claims in 2018-19 which is an increase of almost 17 times during the period.
- The highest number of registrations for educational assistance (9209) is in Kolar district in the year 2018-19.
- However, **highest claim for educational assistance is from Bengaluru district** which is nearly 21% of the total disbursement in Bengaluru division. This is followed by Kolar district (21%), Shivamoga district (18%), Davangere and Tumkur (each 11%) and followed by Ramanagara, Chikkaballapura, and Chitradurga.
- On an average **Rs. 5915 has been spent per beneficiary in the Division**. For Bengaluru this amount is Rs.5644 and in Kolar Rs. 6161.
- Year-wise, financial assistance for education in Bengaluru Division has been steadily increasing from Rs.15,45,000/- in 2013-14 to Rs.24.15 Crore in 2018-19, a 156 time increase in 5 years' time which is a very good sign.

Belgaum Division -

- There is a steady increase in the number of claims and amount used for children's education. The number of children claiming educational support was 838 in 2013-14 that increased to 33,975 children in the year 2018-19 which is a **40-fold increase**.

There is a decline in the number of claims in the year 2017-18 but there is a massive increase in the year 2018-19.

- A total of Rs. 39.37 Crore has been disbursed towards educational assistance in Belgaum Division. In Belgaum Division, the highest disbursement is from **Karwar district which is 36.5% of the total amount disbursed in the Division**. This is followed by Belagavi district whose contribution stands at 19.5% of the total disbursement. This is followed by Hubli (14.1%) and Bagalkot (10.1%).
- On an average **Rs. 4797 has been spent per beneficiary in Belgaum Division**. Karwar that has the highest number of beneficiaries has received an average amount of Rs.6128 but only among 789 registered construction workers.

Kalaburagi Division -

- Kalaburagi Division is **the only Division that started getting educational claim from 2009-10 in the districts of Bidar, Kalaburagi and Koppal** and the number of claims is increasing steadily from 28 in the year 2009-10 to 17,792 in 2018-19. Nearly 37% of the claims are from Bidar district followed by Ballari (22%) and Kalaburagi district (21%).
- A total of Rs. 25.10 Crore has been disbursed towards educational assistance in Kalaburagi Division. Among the districts, **Bidar has received the highest amount which is 38% of the total disbursement**, followed by Bellary district (21.1%), Kalaburagi district (20.0%).
- On an average **Rs. 4804 has been spent per beneficiary in Kalaburagi Division**. Bidar that has the highest number of beneficiaries has received an average amount of Rs. 4959.

Mysuru Division -

- Unlike the other Divisions, **Mysore Division has witnessed a decreasing trend in the number of children claiming for educational support** - from 28,119 in 2017-18 to 21,364 in 2018-19 which is a 24% decrease, which means either no registration for fresh claims or repeat claims have taken place in Mysore Division.
- A total of Rs.49.79 Crore has been disbursed towards educational assistance in Mysore Division. Among the districts, the **highest disbursement has been made in Mangalore district which is 22.5%** of the total disbursement in the Division. This is followed by Udupi district which is done 18% of the total disbursement, followed by Mysore, Hassan, Mandya and Chikkamagaluru.
- It is also interesting to note that the **average amount spent per beneficiary** is higher in the Division - **Rs. 5178 per beneficiary**. Mangalore that has the highest number of beneficiaries has received an average amount of Rs.4853; however, **Hassan** that has slightly more than half the number of beneficiaries that Mangalore has, **received an average amount of Rs 5491 per beneficiary**.

An overview discussion on the remaining schemes is as follows -

Maternity Benefit: Assistance for child birth / delivery of a child

The CWWB introduced Thayi Lakshmi Bond - {Sec. 22(1)(g) read with Rule 43}: that comprises assistance of Rs. 30,000/- in case of female child and a sum of Rs. 20,000/- in case of male child (for first two children only).

- Out of a total of 2482 maternity beneficiaries in the state upto July 2019, **36% are from Bengaluru Division, 32% from Kalaburagi Division (accounting for nearly 70% of total claims)**, 21% from Belgaum Division and only 11% are from Mysore Division.
- Division-wise per cent distribution of cess amount disbursed towards maternity benefit shows that nearly **42% of amount has been disbursed in Bengaluru Division, followed by Kalaburagi Division (28%)**, Belgaum Division (19%) and Mysore Division (11%).
- A total of Rs.4,00,59,372/- has been disbursed towards maternity benefits for 2482 beneficiaries with an **average disbursement per claim of Rs.16,140/-**.
- Division-wise, the average amount of **disbursement per delivery in Bengaluru Division is Rs.18,554/-**, followed by **Mysore Division (Rs.16,505/-)**. The average **disbursement per delivery from Belgaum Division and Kalaburagi Division stands at around Rs14,400/-**.
- This clearly shows that the **amounts disbursed is far less than the stipulated amount of Rs.30,000/- per delivery of a female child and Rs.20,000/- for a male child as per the amendment**. One of the probable reasons could be that the old payout of Rs.15,000/- fixed for each delivery is being disbursed even after the amendment. This has to be corrected and communicated to all the concerned including the beneficiaries.
- It is noted that the **number of claims has increased from 6 in 2013-14 to 360 in 2018-19, which is a 60 times increase**.

NOTE: Based on an amendment made, the financial assistance for delivery of a child for a registered woman construction worker is Rs.30,000/- for a female child and Rs.20,000/- for a male child (it was earlier fixed at Rs.15,000/-for each delivery for both male and female child). This financial assistance is only for the first two deliveries on producing the proof of delivery of a child.

In Bengaluru Division,

- The number of claims is more in Kolar district (about 40%) followed by Ramanagara (22%), Shivamogga (14%). The least number of claims for maternity assistance is from Chikkaballapura (only 3 beneficiaries).
- This matches with the data provided in Table 3 where Kolar has also the higher proportion of registered female construction workers.
- Trend over the years shows a steady increase in the number of beneficiaries from 2014-15 onwards.

In Belgaum Division,

- The district Karwar (with 45% registered female construction workers as per Table 3) contributes to about 44% of the maternity claim in Belgaum Division, followed by Hubli (22%) and about 11% in Haveri and Vijayapura.
- Number of claims peaked in 2016-17, fell precipitously the next year (especially Karwar by more than 3 times, followed by Vijayapura) and then again went up in 2018-19. It would be interesting to see if the number of registered female construction workers came down during those years for the resultant fall.

In Kalaburagi Division,

- A total of 787 claims have been made and distribution is more or less evenly distributed. Slightly more claims have been made from the districts of Yadgir (22.8%) and Raichur (20.3%) districts compared to other districts in Kalaburagi Division.
- There has been a steady increase in the number of beneficiaries except in the last year of 2018-19 (dip of almost 50% seen in Koppal and Ballari).

In Mysuru Division,

- The number of claims has steadily increased from 2 in 2013-14 to 106 in 2018-19 in Mysuru Division.
- Chikkamagaluru district has made the highest number of maternity claims (88, 33%) followed by Mandya (61, 23%) and Mangalore district (46, 17%).

Accident Death/ Permanent Disability

{Sec. 22(1)(a) read with Rule 47}: Up to Rs. 5,00,000/-. It is to be noted that accident claims have been made only in Bengaluru Division and all the 10 claims in Bengaluru Division are from Davanagere district.

- All registered construction worker who meet with an accident during the course of employment shall be compensated by the employer under the **provisions of Employee's Compensation Act, 1923 along with a compensation of upto Rs. 5/- lakh from the Board.**
- The accident benefit scheme has been active from the year 2015-16 in Bengaluru Division. **On an average Rs.2,05,000/- has been paid to the claimants**, which is less than half of the Rs. 5 Lakh that they were entitled to.
- The same anomaly has been seen over the years as well. An average amount of two lakh rupees in the year 2015-16, one and a half lakh rupees in 2016-17 and 2017-18 for 4 claims and one claim respectively, and two lakh seventy-five thousand rupees in the year 2018-19 for 4 claims have been disbursed towards accident benefit. The reasons for these variations and not following the norms set by the Board need to be assessed separately, along with reasons for no accident claim benefits in any of the other three Divisions.

No claims have been made in other Divisions as per the data received.

Medical Assistance – Division-wise

Medical Assistance (Karmika Arogya Bhagya)- {Sec. 22(1)(f) read with Rule 46}: Rs. 300/- per day of hospitalisation to a maximum of Rs. 10,000/- for continuous period of hospitalisation.

- A **total of 783 beneficiaries** have claimed financial assistance to meet medical expenses. About **48% claims are from Bengaluru Division**, followed by Kalaburagi 23%, and 14% each from Mysore and Belgaum Division.
- For all the 4 Divisions put together, an amount of **nearly Rs. 1.28 crore has been disbursed** towards medical assistance in the state. On an average, the amount spent per beneficiary comes to about Rs. 16,346, which is again an anomaly in that it is more than the entitled amount.
- Of this, nearly **two-thirds of the total disbursement has been made in Bengaluru Division (63%)**, followed by Kalaburagi Division (22.7%), and Belgaum Division (12.5%).
- On an average, at the Divisional level, **a whopping Rs. 21,328 medical claim has been paid per beneficiary in Bengaluru Division**, followed by Rs.16,236 in Kalaburagi Division, Rs. 14,325 in Belgaum Division, and **a measly Rs.1,912 in Mysore Division**.

District-wise and year-wise details show that there are major discrepancies between districts in the same Division.

- Out of a total 378 beneficiaries who have claimed medical assistance in Bengaluru Division, **56.6% are from Shivamogga district**, followed by Bengaluru district (19.5%), and Chitradurga district (10.3%).
- However, in Bengaluru district, for 74 claimants, an amount of Rs. 23,61,371 was paid out (average of Rs.31,910) as against Rs. 41,61,195 paid to 214 claimants (average of Rs.19,444) in Shivamogga. The **average amount per beneficiary is highest in Chitradurga with Rs.35,760** (Rs. 13,94,646 for 39 cases). The other extreme is Davangere, where Rs. 67,789 was paid to 20 claimants (average of Rs 3,389). Year-wise, the highest number of claimants were in 2018-19 (136 beneficiaries paid Rs.30,66,536).
- In Belgaum Division, there is a total of 111 claims, of which 59 claims and 28 claims were made in **Bagalkot district (53%)** and Haveri district (25%) respectively. The number of claims has increased from 7 in 2014-15 to 39 in 2018-19. The **average amounts paid for medical assistance** were Rs.12,016 in Bagalkot and **Rs. 27,340 in Haveri** (Rs.7,65,529 to 28 beneficiaries). Year-wise the highest amount was made in 2015-16 (Rs 5,07,111 to 27 beneficiaries).
- In Kalaburagi Division, the highest number of **59 claims is from Koppal district (33%)**, followed by Bellary district (51 claims, 28%), and Yadgir where 40 beneficiaries have claimed medical assistance which is 22.3% of the total number of claims. The **average amounts paid** are – Rs.844 in Koppal, Rs.16601 in Bellary and

an unbelievable sum of **Rs. 46,013 in Yadgir**. Year-wise the highest amount was made in 2016-17 (Rs 10,42,722 to 23 beneficiaries).

- In Mysuru Division, there has been a steady increase in the number of claims towards medical expenses from 5 in 2013-14 to 28 in 2018-19. The highest number of claims are from **Udipi district (55) with an average sum of Rs 2834** paid, followed by 17 claimants in Mysore who were paid an average sum of Rs. 582. Year-wise the highest amount was made in 2018-19 (Rs 62,086 to 28 beneficiaries).

Major Ailments Treatment (Upto 2,00,000/)

- A total of 1991 beneficiaries have benefitted till 2018-19 in receiving financial assistance for major ailments. Of them, **42.7% of the beneficiaries are from Bengaluru Division**, followed by Mysore Division (31.5%), Belgaum Division (22.3%) and the lowest is Kalaburagi Division (3.5%).
- A total of Rs.5.64 Crore has been disbursed towards major ailments which benefited the 1991 claimants. It works out to on an **average Rs.28,339/- per claim** per beneficiary.
- Division-wise, the **average claim for major ailment** per claim is **Rs. 34,115/- which is the highest in Kalaburagi Division**, but the number of claims is only 69 which is lowest. This is followed by Bengaluru Division - Rs. 32,421/. In Mysore and Belgaum Divisions, the average amount disbursed per claim stands at Rs. 25,485/- and Rs.23,645/- respectively.

In Bengaluru Division

- There is an increase in the number of claims for major ailments from **44 in 2014-15 to 351 in the year 2018-19** except a fall in 2016-17.
- The **highest number (321) or 37.7% of the total claimants were from Davanagere district**, followed by Tumakuru district (25.9%), Bengaluru district (15%) and Ramanagara district (12.5%). No claims have been made from the districts of Chitradurga and Shivamogga, as per the data received.
- A total of Rs.2.75 Crore has been disbursed towards major ailments. The highest financial assistance in major ailment was provided to claimants in **Davanagere, which is Rs.89.30 Lakhs** that is 32.4% of the total distribution in Bengaluru Division. This is followed by Tumakuru district (26.5%), Bengaluru (23.3%), and Ramanagara district (10.7%).
- **Average amounts** paid are Rs. 27,819 for Davanagere, Rs.33,021 for Tumkur, and **Rs. 40,740 for Bengaluru district**.

In Belgaum Division -

- There are a total of 444 beneficiaries who claimed their expenses for major ailment in Belgaum Division. Of this, more than a half of them, **232 beneficiaries are from Karwar district (52.3%)**. This is followed by Belagavi district (20%), and Hubli

district (18.9%). There are no claims for major ailment from the districts of Bagalkot and Haveri.

- **Most of the claim amounts have been made to the districts of Karwar (52.1%), Belagavi (25.8%) and Hubli (14.1%).** The major ailment claims have started from the year 2014-15, but the **highest disbursement is in the year 2016-17**, which is 40.9% of the total amount disbursed for 190 claims in Belgaum Division, followed by 36.3% in 2018-19 and 15% in the year 2017-18.
- **Average amounts** paid are – Rs.23,597 to beneficiaries in Karwar district, **Rs.30,381 in Belagavi**, and Rs. 17,668 in Hubli.

In Kalaburagi Division -

- Only 69 beneficiaries have received major ailment benefit in Kalaburagi Division. This is from the three districts of Bellary (69.6%), Raichur (17.4%) and Koppal (13%). The average amount disbursed is Rs. 34,115.
- A total of Rs.23.53 Lakhs have been disbursed towards major ailment benefit to the beneficiaries of CWWB. In this, more than three-fourth, that is 76.5% of the disbursement has happened in the district of Bellary, followed by 13.9% in the district of Koppal and 9.6% in Raichur district.
- Average amount disbursed at the district level is Rs 37,530 in Ballari, and Rs 27,277 in Raichur. Year-wise though the highest number of beneficiaries (22) were in 2016-17, highest amounts paid out were in 2015-16 to 13 beneficiaries (average amount of Rs. 56,471).

In Mysore Division -

- The number of claims has increased steadily from 35 in 2014-15 to 194 in 2018-19. The highest is 174 claims, that is 27.8% of the total 627 is Udupi district, followed by Mandya district (26.9%), Hassan district (19.6%).

Disability Pension Assistance

- There are **not many disability pensioners** as beneficiaries. There have been only 26 disability claims, and 25 are from Kalaburagi Division and 1 from Bengaluru Division.
- A total of Rs. 21.55 Lakh has been utilised towards disability beneficiaries' claims. An **amount of Rs.2,70,000/-** has been disbursed towards disability assistance for 1 beneficiary in **Bengaluru Division**.
- In **Kalaburagi Division**, an amount of Rs.18,85,000/- has been disbursed towards disability assistance for 25 beneficiaries, which means an **average of Rs.75,400/-** per claim has been disbursed.

Assistance to Meet Funeral Expenses

- A total of 1066 beneficiaries have been assisted to meet the funeral expenses. The highest incidents have happened in Bengaluru Division (830 beneficiaries) which is nearly 78% of 1066 beneficiaries, followed by Kalaburagi Division with 20.8%.
- A total amount of about Rs. 4.70 Crore has been disbursed towards funeral expenses to 1066 beneficiaries. An average of **Rs.44,047/- per beneficiary has been disbursed, which is far less than the stipulated amount.**

NOTE: The CWWB extends a financial support of Rs.4000/- to meet the funeral expenses and ex-gratis amount of Rs.50,000/- also would be paid to the nominee of the deceased registered construction worker to mitigate financial hardship as per the scheme norms.

In Bengaluru Division -

- Assistance to meet funeral expenses has been disbursed in the districts of Chitradurga, Davangere and Ramanagara in Bengaluru Division. A total of 830 beneficiaries have been benefitted of this financial assistance of CWWB. Of these 544 claims (65.5%) are from Davanagere district, followed by 215 claims in Chitradurga district (25.9%) and 61 claims in Ramanagara district (7%).
- A total of Rs.3.55 Crore has been disbursed to meet the funeral expenses along with ex-gratia. About 73% of the disbursement (Rs.2,59,98,000) has been disbursed in **Davangere district** for 544 claims, **an average amount of Rs.47,790/- per claim.** In **Chitradurga district the average amount per claim is about Rs.43,274/-** which is far below the stipulated amount of CWWB. In the Ramanagara district an amount of Rs.2,44,00 has been disbursed for 61 claims which is an **average of Rs.4000/- claim and ex-gratia amount has not been disbursed in Ramanagara district.**

In Kalaburagi Division -

- **222 beneficiaries have been assisted only in the district of Ballari.** No other districts have claimed this benefit in the Division.
- A total of Rs.1.13 Crore has been disbursed in Kalaburagi division in the districts of Ballari for 222 claims, which works out **an average of Rs.51,081/- per funeral including ex-gratia.**

In Mysore Division, a total of 7 beneficiaries have claimed funeral assistance in the district of Chamarajanagar, 5 cases in the year 2013-14 and 2 cases in the year 2014-15.

In Belgaum Division, only 7 claims were made in Gadag district in the year 2014-15 and an amount of Rs. 28,000/- has been disbursed @Rs.4000/- per claim and no ex-gratia amount has been paid.

New benefit schemes introduced by the CWWB

While the schemes above are as per the mandate of the Act, it has been observed that the CWWB under the Government of Karnataka, also introduced some schemes to improve the general well-being of the construction workers.

Anila Bhagya LPG scheme

The state government of Karnataka has launched the Mukhyamantri Anila Bhagya LPG scheme to provide an LPG connection to all BPL families of the state. Under the Anila Bhagya scheme, the state government would provide an LPG gas connection along with a gas stove and two-cylinder refills to each beneficiary of the state.

After the applications are made, the government would take about 30 days to process the applications and provide scheme benefits. Any BPL holder who has not availed the benefits of centrally sponsored free LPG connection scheme PM Ujjwala Yojana can apply online for Anila Bhagya. Below given some features of the scheme: -

- Online registrations for the scheme will be started soon.
- All BPL cardholders are eligible to take the benefits of the scheme.
- The process of application will be completed within one month.
- The government is prepared to cover about 15 lakh beneficiaries in the state.
- The government has earmarked total outlay of Rs. 1100 crore to implement of scheme.
- Total cost of per connection is Rs. 4,040.

Karnataka State govt. has allocated Rs. 1350 crore in Karnataka Budget 2018-19 to benefit 30 lakh people. In the year 2018-19, CWWB has transferred an amount of Rs.6,600 lakhs (Rs.66/- crores) to the Food Civil Supplies Department to supply LPG.

BMTC bus pass scheme for construction workers

Construction workers first have to register with KBOCWVB along with a copy of Aadhaar card and other required documents. The department will verify the documents and their contactor's credentials. The workers can also approach BMTC with an ID card issued by the Board/labour department and a photograph. BMTC will access the required details from the department records and issue passes at TTMCs.

Construction workers including migrant workers from other states can enroll for the scheme started in April 2019. A total of 1602 workers have availed free passes in 2018-19 which increased to 7395 in 2019-10. But only 139 workers got the free passes in 2020 so far. The pass is valid for one year. BMTC is sending SMSs to beneficiaries to renew expired passes.

With regard to Bus Pass Schemes, the CWWB allocated Budget of 63.00Crore. Yearly to give 50.000 construction workers bus pass in Bengaluru. From the total allocated Budget Rs 63.00 Crore CWWB transferred 8.33 % (Rs.5,24,79,000) BMTC Account. In two transactions.

- 1) From April 2018 to Jan 2019 = 1,43,95,500 (Total-1292 Beneficiaries)
- 2) From Feb 2019 to April 2019= 64,09,200 (Total- 520 Beneficiaries)

Thus, upto end of April 2019, a Total of Rs. 2,08,24,700 transferred BMTC for 1812 (1292 + 520) Beneficiaries to give bus pass and Rs. 3,16,74,300 Unspent balance available in BMTC Account.

Allocated benefit per beneficiary per year is Rs.12,600/-. As per the data received, it works out to Rs.11,493/- per beneficiary (Rs.2,08,24,700 / 1812 = Rs.11,493/-).

MGNREGA – Mahatma Gandhi Rural Employment Guarantee Act

Government of Karnataka has decided to consider MGNREGA workers and other labourers within the category of construction workers and is offering them Ambedkar Helping Hand Scheme. The welfare scheme already existing for the construction workers has been extended to NREGA workers.

The NREGA workers have to register their names as construction workers in the local Karmika Bandhu's office by paying Rs.125/- to be beneficiary of the scheme and have to submit the copies of Aadhaar card, voter ID, bank passbook, land or mobile numbers and to certify that he or she has been working for 90 days in any of the construction project. To register as a construction worker, copies of the wage certificate, attendance document, employer's letter, certificate from a registered union, muster roll copy from Gram Panchayat and passport-size photograph must be submitted.

In the first phase, the scheme will be implemented in 12 districts: Ballari, Raichur, Kalaburagi, Belagavi, Vijayapura, Bagalkot, Gadag, Davangere, Chitradurga, and Yadgir.

Table 12: Money transferred for Anila Bhagya scheme, Buss Pass and Housing

SL.NO	Schemes	Year	Amount – Rupees in Lakh	Money transferred to
1	Assistance for purchase or construction of a house	2018-19	7,600	Housing Department
2	Assistance for KSRTC BUS Pass	2018-19	5,2479	BMTC*
3	Assistance for LPG	2018-19	6,600	Food and Civil Supplies dept.

Source: KBOCWBB

6.6 Primary Survey Results – Respondents' Profile & Experience

A comprehensive field survey was conducted in the selected ten districts covering all the 4 administrative regions of Karnataka state. Both beneficiaries as well as non-beneficiaries were interviewed using validated questionnaires. The data collected from the respondents has been analysed to ascertain their awareness on the eligibility criteria for registration and becoming a member of CWWB to avail benefits and understand the various hurdles being faced by the respondent workers.

The respondents' profile and their opinion on various aspects are presented below:

6.6.1 Socio-economic Profile of Respondents

Among the beneficiaries interviewed, about 27 per cent of the respondents were women construction workers, which matches with the profile of the composition of the construction

workers presented earlier in this report. More than three-fourth of the respondents were in the age group of 30 to 50 years. About 16 per cent of the respondents were in the age group of 50 to 60 years. Only 5 per cent of them were less than 30 years old. About 78 per cent of the respondents were either illiterate or had studied up to 7th std.

6.6.2 Social Group of Beneficiaries

The Table below provides details of the social groups that the beneficiaries belong to.

Table 13: Social Group of Beneficiaries

Social Group	District										Total
	Bagal kot	Bengaluru Rural	Bengaluru Urban	Bidar	Dakshin Kannada	Kala buragi	Kolar	Mysore	Tumkur	Uttara Kannada	
General	29	27	25	27	213	29	16	55	43	50	514
%	17.0	21.1	20.8	15.7	64.9	18.6	8.2	25.5	29.9	13.6	25.7
Minority	29	6	9	20	37	40	6	5	8	40	197
%	17.0	4.7	7.5	11.6	11.3	25.6	3.1	2.3	5.6	10.9	9.9
OBC	53	31	12	29	21	3	22	48	27	124	370
%	31.0	24.2	10.0	16.9	6.4	1.9	11.3	22.2	18.8	33.7	18.5
SC/ST	60	64	74	96	57	84	150	108	66	154	913
%	35.1	50.0	61.7	55.8	17.4	53.8	77.3	50.0	45.8	41.8	45.7
Total	171	128	120	172	328	156	194	216	144	368	1997

Source: Survey, 2019

Among the respondents from the beneficiary category, as the table above indicates, nearly two-third (about 64 per cent) of the respondents belong to SC/ST and OBC. For all the ten districts put together, workers belonging to the general category formed about 25 per cent. However, in Dakshina Kannada district, nearly 65 per cent of the respondents belonged to the General category and only 25 per cent were from the SC/ST and OBC categories.

The caste category among the non-beneficiary respondents revealed that majority, i.e., 54 per cent belong to SC/ST community, 21 per cent belong to general category, 16 per cent belong to OBC and 10 per cent belong to minority group. Also, among the non-beneficiary respondents interviewed, 31 per cent of the respondents were women construction workers in all the ten districts put together. Women respondents were more in the districts of Bidar (58%), Kalaburagi (45%) and Uttara Kannada (45%) compared to other selected districts. The number of registered women construction workers is high in Bidar and Kalaburagi. About 38 per cent of the respondents were in the age group of 31 - 40 years, 34 per cent were aged between 41 - 50 years, 12 per cent were in the age of 51 – 60 years and 15 per cent of respondents were in the age of 18-30 years.

With regard to the overall education level of respondents, about 60 per cent of them were literates, with 43 per cent of them having completed some form of primary education, 3 per cent have completed 10th std, 3 per cent have completed PUC and 1 per cent graduates. Illiterates were in more proportion in the districts of Bidar, Kalaburagi, Mysuru and Uttara Kannada.

Among the non-beneficiary respondents, 98 per cent of them belong to BPL category, 1.5 per cent belong to AAY and 0.5 per cent belong to APL category. The monthly household income of the respondents was recorded as stated by them. About 37 per cent of the respondents reported a monthly income of Rs. 7,500 – 10,000, about 24 per cent an income of Rs.10,000-15,000, nearly 18 per cent an income of Rs.5,000 – 7500, and 11 per cent of them have an income of Rs. 15,000-30,000 and only 1 per cent earns more than Rs.30,000. The average monthly income among the non-beneficiary respondents is Rs.11,547/- with the highest in Mysore district (Rs.21,311/-), and lowest in Dakshin Kannada district (Rs.9116/-).

6.6.3 Awareness of eligibility criteria for registration

Registration of construction workers is a condition precedent to acquiring a right to claim social security benefits. As per Sec.12 and read with Rule 20, every building construction worker shall make an application in Form – V for enrolling his/her name as beneficiary.

The Form–V application should be supported by registration fee of Rs.25/-, proof of age, Certificate from the present employer or a Trade Union or an officer of the Labour Department not below the rank of Labour Inspector, and 3 pass port size photographs.

Eligibility Criteria to become a member of the Board include:

1. Should be worker engaged in building and other construction work
2. Should have put in 90 days of work in the preceding 12 months of the date of registration
3. Age should be between 18 to 60 years
4. Applicant who seeks registration as beneficiary should fulfill all the eligibility conditions
5. The Labour Officer being the Registration Officer will examine the Application with reference to the above eligibility criteria.

Issuance of Identity Card & Contribution of monthly subscription fee by construction workers

1. All beneficiaries should be given an identity card with photograph in Form No. VIII.
2. Every worker will contribute an annual subscription of Rs.25/- and can contribute up to the age of 60 years.
3. If the beneficiary defaults in payment of contribution for a period of one year, their membership as a beneficiary will be ceased. The membership can be restored on payment of arrears with a fine and this kind of restoration is allowed only twice.

6.6.4 Awareness of eligibility criteria to become a member of CWWB

The survey included questions related to awareness levels among the respondents about registering with the State Government's CWWB.

Table 14: Awareness level of beneficiaries on eligibility criteria

Whether aware	District										Total & %
	Bagalkot	Bengaluru Rural	Bengaluru Urban	Bidar	DK	Kalaburagi	Kolar	Mysore	Tumkur	UK	
Yes	154	121	119	158	243	151	191	202	142	357	1838
%	90.1	94.5	99.2	91.9	74.1	96.8	98.5	93.5	98.6	97.0	92%
No	17	7	1	14	85	5	3	14	2	11	159
%	9.9	5.5	0.8	8.1	25.9	3.2	1.5	6.5	1.4	3.0	8%
Total	171	128	120	172	328	156	194	216	144	368	1997
%	8.6	6.4	6.0	8.6	16.4	7.8	9.7	10.8	7.2	18.4	

Source: Survey, 2019

The Table above indicates that **92 per cent of the construction workers have reported that they are aware of the criteria** that make them eligible to register themselves as a member of the CWWB. However, about 26 per cent of the respondents from Dakshina Kannada district were not aware of the eligibility criteria to become a member of the Board.

Table 15: Non-beneficiaries: Awareness level on eligibility criteria

	District										Total
	Bagalkot	Bengaluru Rural	Bengaluru Urban	Bidar	Dakshina Kannada	Kalaburagi	Kolar	Mysore	Tumkur	Uttara Kannada	
Yes	893	174	286	1548	804	1736	148	2010	327	2106	10032
%	88.2	77.7	85.1	98.2	85.4	95.2	80.4	84.2	90.1	97.9	91.2
No	120	50	50	28	137	87	36	378	36	45	967
%	11.8	22.3	14.9	1.8	14.6	4.8	19.6	15.8	9.9	2.1	8.8
Total	1013	224	336	1576	941	1823	184	2388	363	2151	10999

Source: Survey, 2019

The pattern among the non-beneficiary respondents was also found to be the same as beneficiaries. About **91% were aware of the eligibility conditions to register to become a member** of the Construction Workers Welfare Board to avail benefits. More than one-fifth of the non-beneficiaries were those covered in Mysore district.

With regard to sources through which they received the information, more than 50 per cent of the registered workers became aware of the eligibility criteria through their peers while about one-fourth respondents received information from the construction associations. Among the non-beneficiaries, about 40 per cent reported awareness through peers and 34 per cent through construction associations.

6.6.5 Access to the process of registration

As discussed in this report, the process of registration of construction workers involved filling up a certain number of Forms that includes filling up personal details, attaching supporting documents, filling up nominations and payment of fee (at the time of registration and payments for a duration of 1 or 3 years. While the number of Forms to be filled was an issue that was highlighted earlier, the following table presents the time taken for the same by the beneficiaries.

Table 16 provides information on the number of days taken for registration by the beneficiary respondents.

Table 16: Number of days taken for registration for beneficiary respondents

No. of days taken for registration	District										Total & %
	Bagalkot	Bengaluru Rural	Bengaluru Urban	Bidar	Dakshina Kannada	Kalaburagi	Kolar	Mysore	Tumkur	Uttara Kannada	
<15	11	1	0	2	9	33	1	76	15	20	168
%	6.4	0.8	0.0	1.2	2.7	21.2	0.5	35.2	10.4	5.4	8.4
16 to 30	42	5	4	25	55	89	13	125	42	56	456
%	24.6	3.9	3.3	14.5	16.8	57.1	6.7	57.9	29.2	15.2	22.8
31 to 45	14	43	36	28	81	6	100	3	59	88	458
%	8.2	33.6	30.0	16.3	24.7	3.8	51.5	1.4	41.0	23.9	22.9
46 to 60	62	58	54	59	176	23	74	6	23	76	611
%	36.3	45.3	45.0	34.3	53.7	14.7	38.1	2.8	16.0	20.6	30.6
61 to 90	29	18	25	58	7	4	6	3	4	71	225
%	17.0	14.1	20.8	33.7	2.1	2.6	3.1	1.4	2.8	19.2	11.3
91 to 120	1	2	0	0	0	0	0	1	0	11	15
%	0.6	1.6	0.0	0.0	0.0	0.0	0.0	0.5	0.0	3.0	0.8
121 to 180	9	1	0	0	0	0	0	1	1	4	16
%	5.3	0.8	0.0	0.0	0.0	0.0	0.0	0.5	0.7	1.1	0.8
180+	3	0	1	0	0	1	0	1	0	42	48
%	1.8	0.0	0.8	0.0	0.0	0.6	0.0	0.5	0.0	11.4	2.4
Total	171	128	120	172	328	156	194	216	144	368	1997
Avg no. of days	52	50	45	43	48	25	37	17	31	45	46

Source: Survey, 2019

In six of the districts covered, more than one-third respondents reported more than one and half months to get their registration done. At the same time, in Kalaburagi and Mysore, more than half the respondents said that their registration was completed within a month. The average for all the study districts taken together is 46 days.

Table 17: No of days taken for registration for Non-beneficiary workers

No. of days taken for registration	District										Total / %
	Bagalkot	Bengaluru Rural	Bengaluru Urban	Bidar	Dakshina Kannada	Kalaburagi	Kolar	Mysore	Tumkur	Uttara Kannada	
<15	140	0	3	11	98	67	0	820	3	199	1341
%	13.8	0.0	0.9	0.7	10.4	3.7	0.0	34.4	0.8	9.3	12.2
16 to 30	347	14	17	367	260	910	36	804	48	515	3318
%	34.2	6.3	5.1	23.3	27.7	49.9	19.5	33.7	13.2	24.0	30.2
31 to 45	98	53	92	400	274	190	39	8	120	336	1610
%	9.7	23.7	27.5	25.4	29.1	10.4	21.1	0.3	32.9	15.6	14.7
46 to 60	221	70	120	224	213	412	48	95	76	470	1949
%	21.8	31.3	35.8	14.2	22.7	22.6	25.9	4.0	20.8	21.9	17.7
61 to 90	143	87	103	471	92	174	62	67	112	417	1728
%	14.1	38.8	30.7	29.9	9.8	9.5	33.5	2.8	30.7	19.4	15.7
90 to 120	11	0	0	53	0	11	0	50	3	95	223
%	1.1	0.0	0.0	3.4	0.0	0.6	0.0	2.1	0.8	4.4	2.0
121 to 180	34	0	0	25	0	48	0	221	0	104	432
%	3.4	0.0	0.0	1.6	0.0	2.6	0.0	9.3	0.0	4.8	3.9
>180	20	0	0	25	3	11	0	322	3	14	398
%	2.0	0.0	0.0	1.6	0.3	0.6	0.0	13.5	0.8	0.7	3.6
Total	1014	224	335	1576	940	1823	185	2387	365	2150	10999
Avg no. of days	31	47	45	44	34	30	50	20	45	43	45

Source: Survey, 2019

Among non-beneficiaries, the patterns is not very different. More than two-third non-beneficiary respondents in Mysore and nearly half in Kalaburagi got their registration done within a month. For nearly one-third respondents in Bengaluru and Kolar, it took upto 90 days to get their registration done. As in the case of the beneficiaries, Mysore takes only 20 days to register construction workers as against 50 days in Kolar.

During detailed interaction with the workers, it was found that the long waiting time was one of the reasons for many workers not going in for renewal.

6.6.6 Registration fee payments

The Table below shows the amounts paid by construction workers as registration fee.

Table 18: Registration Fee Paid by Construction Workers

Amount paid for registration	District										Total	%
	Bagalkot	B'lore Rural	B'lore Urban	Bidar	Dakshin Kannada	Kalaburagi	Kolar	Mysore	Tumkur	UK		
Upto 100	24	6	31	3	228	7	29	23	14	48	413	21
%	14.0	4.7	25.8	1.7	69.5	4.5	14.9	10.6	9.7	13.0		

Amount paid for registration	District										Total	%
	Bagalkot	B'lore Rural	B'lore Urban	Bidar	Dakshin Kannada	Kalaburagi	Kolar	Mysore	Tumkur	UK		
100 to 200	37	17	12	2	58	55	36	100	42	50	409	20
%	21.6	13.3	10.0	1.2	17.7	35.3	18.6	46.3	29.2	13.6		
201 to 300	41	22	13	22	31	46	62	83	26	45	391	20
%	23.98	17.19	10.83	12.79	9.45	29.49	31.96	38.43	18.06	12.23		
301 to 400	23	24	20	26	2	37	54	6	27	79	298	15
%	13.5	18.8	16.7	15.1	0.6	23.7	27.8	2.8	18.8	21.5		
401 to 500	35	38	33	74	4	11	7	2	20	119	343	17
%	20.5	29.7	27.5	43.0	1.2	7.1	3.6	0.9	13.9	32.3		
501 to 800	11	21	11	45	5	0	6	2	15	27	143	7
%	6.4	16.4	9.2	26.2	1.5	0.0	3.1	0.9	10.4	7.3		
Total	171	128	120	172	328	156	194	216	144	368	1997	100
Avg amt paid (Rs.)	357	406	341	479	178	300	287	201	325	354	310	

Source: Survey, 2019

The registration fee to be paid by an eligible construction worker for registration is fixed at Rs. 25/- and another Rs.25/- towards subscription (total Rs.50/- for one year). The table shows that **all the respondents have paid a registration fee more than the stipulated amount of Rs.50/-**. Nearly one-fourth of the total respondents have paid more than Rs.400 as fee while another one-third of them have paid more than Rs.200. In Bidar, more than one-fourth respondents have paid more than Rs.500 as registration fee. Dakshina Kannada shows least payment (nearly 70% paying upto Rs.100), while districts including Kalaburagi, Kolar and Bagalkote have nearly one-third respondents paying upto Rs.300.

Across the districts, Dakshin Kannada has reported the least amount (Rs.178/-) though still more than the mandated amount, while Bidar has reported the highest average amount (Rs.479/-) paid as registration fee.

The workers expressed various difficulties being faced by them during registration.

6.6.7 Difficulties Faced During the Process of Registration

The workers expressed various difficulties being faced by them during registration are as follows:

Table 19: Type of difficulties faced during registration by non-beneficiary respondents

	District										Total	%
	Bagal kot	B'lore Rural	B'lore Urban	Bidar	Dakshin Kannada	Kalabu ragi	Kolar	Mysore	Tumkur	Uttara Kannada		
Difficult to complete the process without help	0	0	168	0	0	6	0	250	8	6	438	43.6
Time consumed in travel to visit office incurring loss of pay	6	3	3	0	11	62	8	14	3	3	113	11.2
Changing of mobile numbers	0	17	31	0	48	0	8	45	0	3	152	15.1

	District										Total	%	
	Bagal kot	B'lore Rural	B'lore Urban	Bidar	Dakshin Kannada	Kalabu ragi	Kolar	Mysore	Tumkur	Uttara Kannada			
leading to non-receipt of OTP													
Aadhaar not linked to account	0	0	0	0	0	3	0	87	0	17	107	10.6	
Lack of information regarding the process	6	14	6	0	0	34	20	0	11	11	102	10.1	
Did not know the online registration process	3	0	0	0	0	0	0	34	0	0	37	3.7	
Non-availability of officials for help	0	6	3	0	3	6	6	0	3	3	30	3.0	
Card given earlier got cancelled	0	0	0	0	0	0	0	14	0	0	14	1.4	
Paid fee, but not yet renewed	0	6	3	0	0	0	3	0	0	0	12	1.2	
No. of respondents	15	46	214	0	62	111	45	444	25	43	1005		

Source: Survey, 2019

Among those who expressed difficulties faced, the process of filling up the form and get all appropriate supporting documents proved hard, followed by non-receipt of OTP that they would have linked to their previous mobile number and not updated the concerned officials when changing.

The same pattern and proportion of response has been observed among beneficiary respondents as well where they have expressed difficulties in completing the process (34%), not having adequate information (25%), and not getting the OTP for linking (17%) to complete the registration.

In addition, deeper interaction with some key respondents threw light on the kind of problems being faced by the registered construction workers as shared by them:

- Workers have to pay extra money (workers not willing to disclose the persons or agents to whom they have to pay) to get their work done. They are mainly dependent on this mediator to get their registration/renewal done.
- It takes time to claim their benefit; some workers wait to receive their benefit even after 6 months after applying for the claim.
- Facilities are inadequate at the construction site and the workers are at risk.
- Not being able to directly interact with any government officials to express their concerns was also mentioned by the workers.
- Lack of transportation and long distance travel to the offices from the work sites consumes time and leads to wage loss, a minimum of 2 – 3 days.

6.6.8 Yearly Renewal of membership

The table below presents the proportion of respondents who got their yearly renewal of membership done.

Table 20: Yearly Renewal of Membership among beneficiary respondents

Renewal of membership	Districts										Total	%
	Bagal kot	Bengaluru Rural	Bengaluru Urban	Bidar	DK	Kalabu ragi	Kolar	Mysore	Tumkur	UK		
Yes	149	118	118	163	327	154	190	186	141	40	1586	79
%	87.1	92.2	98.3	94.8	99.7	98.7	97.9	86.1	97.9	10.9	79.4	
No	22	10	2	9	1	2	4	30	3	328	411	21
%	12.9	7.8	1.7	5.2	0.3	1.3	2.1	13.9	2.1	89.1	20.6	
Total	171	128	120	172	328	156	194	216	144	368	1997	100
%	8.6	6.4	6.0	8.6	16.4	7.8	9.7	10.8	7.2	18.4		

Source: Survey, 2019

As the above table indicates, 21 per cent of the respondents said that they did not renew their membership; this was very high in Uttara Kannada district, where nearly 89 per cent of the registered workers reported not renewing their membership. Renewal of membership has been reported done every year by the remaining 79% of the respondents.

Table 21: Average amount paid for renewal of Membership (Rs.)

Renewal of membership	Districts										Total
	Bagal kot	Bengaluru Rural	Bengaluru Urban	Bidar	DK	Kalabu ragi	Kolar	Mysore	Tumkur	UK	
Beneficiaries	193	223	192	270	62	270	146	91	202	-	132
Non-beneficiaries	318	509	496	498	230	414	541	146	457	437	356

Source: Survey, 2019

For all the study districts put together, non-beneficiaries paid more for renewal than the beneficiary respondents. The renewal amount being as minimal as the registration fee, paying sums such as Rs.541/- seems too high a price. However, this has not been expressed as a reason for not going for renewal most probably due to lack of awareness regarding the right amount to be paid.

Reasons for not going for renewal have been provided in the next Table.

Table 22: Major reasons for non-renewal of membership by Beneficiary respondents

	District										Total / %
	Bagal kot	Bengaluru Rural	Bengaluru Urban	Bidar	Dakshin Kannada	Kalabu ragi	Kolar	Mysore	Tumkur	Uttara Kannada	
Aadhaar not linked to account	9	4	0	3	0	1	1	12	1	58	89
%	40.9	40.0	0.0	33.3	0.0	50.0	25.0	41.4	33.3	17.7	21.7
Time consumed in travel to visit office incurring loss of pay	5	1	0	2	0	0	2	3	1	66	80
%	22.7	10.0	0.0	22.2	0.0	0.0	50.0	10.3	33.3	20.1	19.5

Study Of Welfare Impact Of Usage Of Construction Workers Welfare Board Cess In Karnataka

	District										Total / %
	Bagal kot	Bengaluru Rural	Bengaluru Urban	Bidar	Dakshin Kannada	Kalabu ragi	Kolar	Mysore	Tumkur	Uttara Kannada	
Renewal process is cumbersome	2	0	0	0	0	0	0	0	0	65	67
%	9.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	19.8	16.3
Changing of mobile numbers leading to non-receipt of OTP	2	1	0	1	1	0	1	5	0	48	59
%	9.1	10.0	0.0	11.1	100.0	0.0	25.0	17.2	0.0	14.6	14.4
Lack of information about time for renewal	3	0	0	0	0	1	0	7	1	39	51
%	13.6	0.0	0.0	0.0	0.0	50.0	0.0	24.1	33.3	11.9	12.4
Do not know how to renew online	0	2	0	0	0	0	0	2	0	40	44
%	0.0	20.0	0.0	0.0	0.0	0.0	0.0	6.9	0.0	12.2	10.7
Every year not needed / done every 3 years once	1	2	2	3	0	0	0	0	0	12	20
%	4.5	20.0	100.0	33.3	0.0	0.0	0.0	0.0	0.0	3.7	4.9
Total	22	10	2	9	1	2	4	29	3	328	410

Source: Survey, 2019

- The recent introduction of technology for both registration and renewal processes has not yet made respondents comfortable as more than one-fourth respondents have reported technology related issues - not having their Aadhaar number linked to their account and not getting OTPs due to frequent change in mobile numbers.
- The physical effort involved in terms of going through the renewal process in addition to the effort that needs to be taken to go to the offices thus incurring transport costs and loss of pay is another deterrent for non-renewal of registration.
- Lack of awareness regarding the upcoming completion of their membership and not knowing the online procedure for renewal has been reported to be another set of reasons for not going for renewal.

The following table presents reasons for non-renewal expressed by non-beneficiary members.

Table 23: Major reasons for non-renewal of membership by Non-beneficiaries

Reason for not renewal of membership	District										Total /%
	Bagal kot	Bengaluru Rural	Bengaluru Urban	Bidar	Dakshin Kannada	Kalabu ragi	Kolar	Mysore	Tumkur	Uttara Kannada	
Cumbersome renewal application process	14	10	6	0	0	11	15	53	0	0	109
%	17.5	76.9	35.3	0.0	0.0	34.4	57.7	23.7	0.0	0.0	18.3
Membership is still valid	15	0	6	0	0	6	4	18	8	52	109
%	18.7	0.0	35.3	0.0	0.0	18.7	15.4	8.1	50.0	30.8	18.3

Reason for not renewal of membership	District										Total /%
	Bagal kot	Bengaluru Rural	Bengaluru Urban	Bidar	Dakshin Kannada	Kalabu ragi	Kolar	Mysore	Tumkur	Uttara Kannada	
Aadhaar number not linked	13	0	0	1	0	0	0	51	2	27	94
%	16.3	0.0	0.0	12.5	0.0	0.0	0.0	22.8	12.5	16.0	15.8
Did not get OTP / no connection	0	2	5	0	4	0	5	31	0	46	93
%	0.0	15.4	29.4	0.0	40.0	0.0	19.2	13.8	0.0	27.2	15.6
Taking transport and visiting offices is too time consuming	17	0	0	7	6	9	0	17	4	31	91
%	21.3	0.0	0.0	87.5	60.0	28.1	0.0	7.6	25.0	18.3	15.3
Lack of information about upcoming renewal	18	1	0	0	0	3	2	48	2	11	85
%	22.5	7.7	0.0	0.0	0.0	9.4	7.7	21.4	12.4	6.5	14.3
No particular reason	3	0	0	0	0	3	0	6	0	2	14
%	3.7	0.0	0.0	0.0	0.0	9.4	0.0	2.7	0.0	1.2	2.4
Total Workers who responded	80	13	17	8	10	32	26	224	16	169	595

Source: Survey, 2019

Unlike the beneficiary respondents, nearly one-fifth have reported that their registration is still valid probably having taken the long term membership. However, all other responses remain the same - relating to technology, access to the service, lack of awareness and information.

Benefits received by respondents

As observed in the secondary data analysis, most beneficiaries have availed assistance related to marriage, education and medical. The following tables provides details of average amounts received by beneficiaries across the study districts for these three schemes.

Table 24: Average amounts received against schemes by Beneficiaries

Scheme	Average amount received by District										Total
	Bagal kot	Bengaluru Rural	Bengaluru Urban	Bidar	Dakshin Kannada	Kalabu ragi	Kolar	Mysore	Tumkur	Uttara Kannada	
Marriage Assistance	50,000	50,000	50,000	50,000	55,000	50,000	50,000	75,000	50,000	50,000	75,000
Medical Assistance	9000	7000	6000	6000	8000	6000	9000	9000	9000	7000	9000
Education Assistance – 5 th , 6 th , and 7 th classes	9000	7000	6000	6000	8000	6000	9000	9000	9000	7000	9000

Source: Survey, 2019

Entitlements related to marriage assistance match with the actual amount to be disbursed, except in the cases of Bengaluru Urban and Mysore. In the case of medical and educational assistance, the reported amounts are less than the entitled amounts. Unlike marriage assistance, the amounts are not equal across the districts either.

Number of times received educational assistance

Among those respondents who had received educational assistance, about 20 per cent of them have received assistance twice and more. About **80 per cent of them have availed the educational assistance for their children for the first time.**

Types of problems faced by the registered construction workers are as follows:

- They have to pay extra money to get their work done
- It takes a lot of time to claim their benefit, some workers are yet to receive their benefit even after 6 months after applying for the claim.
- Facilities are inadequate on the construction site and the workers are at risk
- Lack of information in the absence of communication which leads to unawareness
- Problem of mediator is big nuisance for the workers
- No proper response from the department officials is another major issue being faced by the workers
- Lack of transportation and long-distance travel consumes more time and leads to wage loss

6.6.9 Challenges Faced by Migrant construction Workers

The following table indicates various challenges faced by the migrant construction workers working in Karnataka, especially inter-state workers.

Table 25: Challenges faced by migrant construction workers

Challenges faced by migrants	District										Total
	Bagal kot	Bengaluru Rural	Bengaluru Urban	Bidar	Dakshin Kannada	Kalaburagi	Kolar	Mysore	Tumkur	Uttara Kannada	
Not able to produce required documents for registration	42	50	45	53	70	85	73	137	67	120	742
%	67.7	48.1	39.1	59.6	74.5	32.7	50.0	34.5	58.3	42.7	44.6
Do not understand language/dialect	11	48	56	8	9	92	73	0	25	140	462
%	17.7	46.1	48.7	9.0	9.6	35.4	50.0	0.0	21.7	49.8	27.8
Lack of acces to Housing/Basic amenities/transport	6	6	11	25	11	80	0	249	3	17	408
%	9.7	5.8	9.6	28.1	11.7	30.8	0.0	62.7	2.6	6.0	24.5
Less wages compared to local workers	0	0	0	3	0	0	0	11	20	0	34
%	0	0	0	3.4	0	0	0	2.8	17.4	0	2.1
Extended hours of work / Excessive work	3	0	3	0	4	3	0	0	0	4	17
%	4.8	0.0	2.6	0.0	4.2	1.1	0.0	0.0	0.0	1.5	1.0
Total	62	104	115	89	94	260	146	397	115	281	1663

Source: Survey, 2019

Among those construction workers who were migrants responded that **their biggest challenges are producing the required documents for registration and speaking the local language**. This is true of most districts. Nearly 70% migrant registered workers About 44% of them are not able to produce the required documents for registration, in fact they are not aware of the process of registration and do not have the required documents. Nearly 27% of the responded migrants said that speaking in local language, Kannada, is another challenge for them. Also, wages paid to them are slightly lesser than the local workers.

6.7 Fictitious Members

There were indications of the prevalence of fictitious members, and persons becoming members without being eligible to become members.

During the field study, the team identified registered workers with the CWWB who actually work as agriculture labourers and housemaids but were able to produce fake employment certificate and required documents to register themselves as a member of the Board. However, the assessment authorities did not make field visits to assess the workers' eligibility to become a member of the Board. Lack of efforts from the assessment officers provide an opportunity to the labour unions to exploit the situation by helping the ineligible workers to become members of the Board.

6.8 Methods of awareness creation among the workers and employers

The **beneficiaries' opinion** on the awareness of the provisions under the 1996 Act is described below:

As there are **no funds available for awareness campaign**, no IEC activities have been taken up by the CWWB in collaboration with the Labour Department. In Karnataka, the **labour unions are closely working with the construction workers and the workers are under their control**, so all the possible information on the benefit schemes are being provided by the unions.

Table 26: Awareness of the benefit schemes, applied and received benefits

S.No	Benefit Scheme	Aware	Applied	Received benefit (of those who applied)
		%	%	%
1.	Medical Assistance	85	2	73
2.	Death & Permanent Disability	77	0.4	33
3.	Major Medical Assistance	77	1.3	80
4.	Disability support	65	0.23	100
5.	Funeral Exp. Assistance	80	4.75	100
6.	Maternity – delivery assistance	83	3.8	82.5
7.	Marriage assistance	87	26	94
8.	Loan for buying tools	62	2	13
9	Pension scheme	71	3.7	89
10.	House construction assistance	67	0.7	50
11.	Assistance for Children's Education			
	a) 5 th to 7 th std	90.5	40	96
	b) 8 th to 9 th std	90	28	85
	c) 10 th std	87	20	79
	d) ITI/Diploma	73	9.6	33
	e) Degree level	70	13	43.5
	f) Post-graduate studies	64.5	7	11
	g) Engineering/Medical	62	6.5	7

Source: Survey, 2019

From the Table above, it is noted that the level of awareness on different schemes is good, but the per cent of registered workers who applied for different benefit schemes is very low,

except in the case of marriage assistance and educational support for the children of registered construction workers. Among those who applied, the proportion of workers who finally received the benefit is further low.

The same is reflected in the data provided by the Construction Workers Welfare Board which indicates those who have availed the marriage and education assistance put together is about 95% of the total beneficiaries and 82% of total amount of the amount disbursed.

6.9 Overlapping of workers welfare schemes and hardships faced by the workers

Interactions with the construction workers revealed that the welfare schemes under this Act were not publicised properly, this resulted in a severe lack of information among the workers about the welfare schemes. As a result, not many workers turned up to get themselves registered with the KBOCWFB. Moreover, the camps that were organised by the Labour Department were not at all effective in spreading awareness. They suffered from usual governance bottlenecks like lack of manpower, lack of coordination among the personnel, lack of planning and scheduling their visits.

In the registration process, the main role is played by the labour unions. They perform the most active role when it comes to removing information barriers between the workers and the administration. Once a worker registers under a union, the union gets the worker enrolled with the Construction Workers Welfare Board. However, over the course of implementation of this Act, no efforts have been taken further by the unions to encourage workers to take the advantage of these welfare schemes. The workers during the survey mentioned that the implicit cost of applying for benefits is high.

Interviews with the beneficiaries revealed that **18 per cent of the respondents are members of Yashasvini Health Care Scheme**, of this 5 per cent had already received benefit / utilised the services of the scheme. Similarly, with regard to RBY scheme, **24 per cent of the respondents were members of the Rashtriya Bima Yojana**, of this nearly 10 per cent had received benefits/utilised the services of the scheme.

There are other schemes such as **Ayushman Bharat-Arogya Karnataka** promoted by Government of Karnataka (explained below) that poses a constraint for the construction workers to make successful claims for benefits of CWW schemes.

Ayushman Bharat-Arogya Karnataka (many schemes converged): The current ongoing health schemes such as Yashasvini, Rashtriya Swasthya Bima Yojana (RSBY), Vajpayee Arogyashree, Rajiv Arogya Bhagya Scheme including RSBY for senior citizens, Rashtriya Bala Swasthya Karyakram (RBSK), Mukhyamantri Santwana Harish Scheme, Indira Suraksha Yojane, Cochlear Implant Scheme *have been converged under this new Arogya Karnataka Scheme*. The objective of the scheme is to extend ‘Universal Health Coverage’ to all residents in Karnataka state. Under this new scheme, primary health care, specified secondary and tertiary health care benefits are being provided. Eligibility: A patient who is a

resident of Karnataka State and belongs to “Eligible Household” as defined under the National food Security Act 2013.

Pension Scheme for Construction Workers

In the state of Karnataka, the pension scheme is effective from April 2016 onwards. Till date, **about 2500 applications have been received from the construction workers. Among this, about 500 applications have been rejected due to change in the policy.** But there is no proper reason and no clarity for rejection of applications as the workers are not responsible for change in the policy.

Rule 39: Pension scheme.

	Eligibility, procedure and sanction of pension	Field Practice
Eligibility	<p>Eligibility to avail pension</p> <ul style="list-style-type: none"> Registered construction worker who has completed sixty years (60) of age who has paid subscription fee for a continuous period of not less than three years and remain as a construction worker until he attains the age of sixty years The eligible applicant should submit his or her application in Form XII to the board. The registered construction worker should surrender his or her beneficiary Identity Card with the application. The board after verifying the application, shall send to the registered building or other construction worker, the pension sanction order along with the pension Identity card having electronically generated unique pension payment Order No. If the Board after considering the application comes to the conclusion that the applicant is not eligible for pension, such application shall be rejected after providing an opportunity of being heard, to the applicant. In the event of death, the legal dependents or heirs shall inform the Board about the death of the pensioner along with the death certificate in order to close the bank account. The amount of pension shall not exceed a sum of Rs. 2000/- (Rupees two thousand only) per month. and the beneficiary shall not avail similar benefit under any of the Government schemes. The beneficiary shall submit the Living Certificate Form XII-A to the sanctioning authority for each year to prove that he is alive. The pension sanctioning authority shall maintain a register in Form XIII. At the district level, the application for the pension has been collected from the eligible pensioners as per the Rule No.39.the relevant documents also have been collected, verified and forwarded to the Board. The district officials have no clue what is the status of the application and no further communication from the Board to the district officials on this. 	
Supporting Document	<ul style="list-style-type: none"> Photocopy of ID card attested by gazetted officer Original ID card submitted to the Board Photocopy of beneficiary’s bank passbook Provide Living Certificate every year 	

	<ul style="list-style-type: none"> • Ration Card • Employer Certificate • Application can be submitted within 6 months after attaining the age of sixty years • In case of Beneficiary's death, Nominee should provide death certificate to the Board
Procedure for applying	<ul style="list-style-type: none"> • Applicant needs to submit the application. • Submission of subscription certificate by Sr. Labour Inspectors (SLO)/Labour Inspectors (LI) • Application probing and Verification by SLI/LI. • Preparation of inspection report by SLI/LI • Review and Approval by Secretary /Joint Secretary • Copy of the Age proof submitted at the time of registration should be attached along with the Pension application

6.10 Facilities at the construction site

The Karnataka Rules 2006 lays down clear guidelines on the occupational safety measures that should be made available in the construction site. Additionally, there are other amenities related to basic human rights that the employer should ensure for the construction workers at the site. These include drinking water, toilets, emergency medical kits, and so on.

Table 27 provides a district-wise analysis of the same.

Table 27: Facilities provided at the work site

Facilities	District										Total
	Bagal kot	Bengaluru Rural	Bengaluru Urban	Bidar	Dakshin Kannada	Kalabu ragi	Kolar	Mysore	Tumkur	Uttara Kannada	
Drinking water	93.0	90.6	91.7	75.6	59.8	85.9	95.4	86.6	95.8	72.0	81.1
Emergency medical aid	29.2	5.5	10.8	13.4	1.2	42.3	18.6	32.4	14.6	7.3	15.9
Shelter	6.4	3.1	14.2	1.2	0.0	7.1	17.5	5.6	6.3	4.3	7.1
Toilet	46.2	83.6	86.7	55.2	27.4	38.5	95.4	44.0	91.7	4.1	48.2
Safety Office	3.5	1.6	5.8	7.0	0.0	1.9	18.0	7.4	4.2	0.3	4.4
Transport facility for emergencies	31.6	46.9	38.3	27.9	21.3	26.3	70.6	38.0	55.6	13.3	33.4
Total	171	128	120	172	328	156	194	216	144	368	1997

Source: Survey, 2019

Drinking water was reported to be the most available facility provided in the construction sites, though this has been reported by less than 60% construction workers in Dakshin Kannada, and by more than 95% in Kolar district. This is followed by toilets where at least one in every two respondents reported the availability of toilets; this has been reported by more than 90% in Kolar. Around one in three respondents also reported the availability of transport facilities for emergency, with again the highest being reported in Kolar with more

than 70%. Lack of awareness regarding these basic entitlements as spelt out in the Karnataka Rules 2006 by both employers and workers is the major cause for non-availability of services. **Most of the respondents said that they were not satisfied with the facilities** provided at the construction site. With regard to the safety equipment provided at the construction site, nearly 50 per cent said that they are at risk at the work site as they have not been provided with the required safety equipment to protect themselves from various hazards and danger at the construction site.

Table 28: Provision of safety equipment at the work site

Response	District										Total	%
	Bagalkot	Bengaluru Rural	Bengaluru Urban	Bidar	DK	Kalaburagi	Kolar	Mysore	Tumkur	UK		
Yes	93	82	94	78	82	44	163	140	106	181	1063	53.23
%	54.4	64.1	78.3	45.3	25.0	28.2	84.0	64.8	73.6	49.2	53.2	
No	78	46	26	94	246	112	31	76	38	187	934	46.77
%	45.6	35.9	21.7	54.7	75.0	71.8	16.0	35.2	26.4	50.8	46.8	
Total	171	128	120	172	328	156	194	216	144	368	1997	100

Source: Survey, 2019

With regard to the safety equipment provided at the construction site, **nearly 47 per cent said that they are at risk at the work site as they have not been provided with the required safety equipment** to protect themselves from various hazards at the construction site. Especially, the workers from the two districts of Dakshin Kannada, Kalaburagi and Uttara Kannada, 75%, 71.8% and 50.8% respectively, expressed their unhappiness.

6.11 Inter-state migrant construction workers

Inter-State Migrant Workmen Act, 1979 – the purpose is to protect workers whose services are requisitioned outside their native states in India. Whenever an employer faces shortage of skills among the locally available workers, the act creates provision to employ better skilled workers available outside the state.

Migrant Workers in India – Major Sectors

According to the last census taken in 2011, 37% of India's population or 45.36 crore people are categorised as migrants. This includes construction workers, street vendors, auto-rickshaw and taxi drivers and other casual workers. While there is no official data on the current number of inter-state migrants in India, it is estimated to have crossed 65 million.

Migration and development are a growing area of interest. There has been much debate on the negative impacts of migration on development and vice - versa. On the one hand, it is argued that underdevelopment is a cause of migration, and on the other hand, prosperity also leads to migration.

The history of migration is the history of people's struggle to survive and to prosper, to escape insecurity and poverty, and to move in response to opportunity. Migration happens more due

to regional disparity in development. People move from backward underdevelopment regions to developed and prosperous areas in order to improve in their living conditions. This is found to be true both in international as well as in internal migration. In India the inter-state migration should be viewed in the above context of regional disparity and inequality in development.

45.36 crore Indians (37 per cent) in India are **migrants** — now settled in a place different from their previous residence, as per the new **Census 2011 data** released.

Per cent distribution of reasons for migration by last residence with duration (0-9years) India 2001 and 2011:

Table 29: Reasons for Migration

Reasons for Migration	% of migrants - 2001	% of migrants - 2011
Work/Employment	10.2	14.7
Business	01.2	1.2
Education	03.0	3.0
Marriage	49.0	43.8
Moved after birth	10.1	6.7
Moved with household	15.0	21.0
Others	12.1	9.7

Source: Census of India 2001, 2011

Migrant Workers in Karnataka

Karnataka is home to a number of inter-state migrants. People from across the country have been drawn to this state to be part of the developed economy. As of 17th May 2020, approximately 6 lakh migrants had registered themselves on the Karnataka state's Seva Sindhu portal to go back to their homes. Of these, more than 3 lakh individuals were from Bengaluru city alone. The majority of these migrants belong to 2 states. Nearly 1.4 lakh applicants belonged to Bihar while 1.1 lakh belonged to Uttar Pradesh.

Migrants in Karnataka have been categorised into 2 groups. The first is made up of people from the Hyderabad-Karnataka region. Most of these people are from an agricultural background and work in the construction sector in Bengaluru. The second group of migrants is from north India. These semi-skilled labourers work in masonry, painting, kitchens and housekeeping.

It is understood that people migrate primarily due to disparities in regional development. According to the respondents, the lack of employment opportunities in the rural areas and better employment prospects and infrastructure facilities in the urban areas motivate people to migrate to urban areas.

Limited legal protection for migrant workers

The existing protective legal framework for migrant workers is the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (ISMWA), designed to protect the interests of labourers who are recruited and subjected to exploitation by contractors. It provides for registration of establishments employing inter-state migrant workmen, and licensing of contractors. Safeguards include non-discrimination in terms of wages vis-à-vis non-migrant workmen, payment of travel and displacement allowance, and suitable work conditions, in the form of obligations placed on the contractor. However, the ISMWA is of limited utility to those who migrate on their own.

The Kerala model can be emulated to deal with migrant labourers. The state has conducted regular surveys on migration since 1998, shedding light on the various issues concerning migration and mobility. The findings of the survey could be the basis of welfare programmes and will be useful during a crisis such as this pandemic. There is a need for not only a humane approach towards those who are the engines of our cities but also proper policy, including reliable ways of counting India's 'people on the move'.

6.12 Feedback from other stakeholders covered during the survey

Labour Department Officials / officials of the local administration:

- The budgets are not released on time to the district level offices to distribute the benefits on time to the successful beneficiaries. The district level officers claimed that budgets are not being released and transferred on time from the head office to the district offices from where the benefits are disbursed. Due to this delay, the beneficiaries are to wait for a long time to receive their claims/benefits. It took up to 90 days for 74% of the beneficiaries to receive their benefits, and 90 to 180 days for 19 % of the beneficiaries. For 4 beneficiaries, it took more than a year to receive their benefits.
- The district offices claim that no budget was allocated to conduct IEC campaigns to improve registration and bring visibility on welfare board schemes for construction workers. It is clearly visible from the expenditure statement that a meagre amount of Rs. 25,000/- has been spent for awareness programme. But there are expenses shown against publicity and advertisement which is about Rs. 3.2 crore and 1.6 crore respectively. It is not clear the kind of advertisement and publicity where a huge amount has been spent, if the money is not spent for IEC campaign.
- The Labour Inspectors and Labour Officers are of the opinion that they need to be provided with transport facilities to cover the vast jurisdiction. On the contrary, in the expenditure statement of CWWB, a huge amount of money has been spent towards vehicle running and maintenance (Rs.40.68 lakhs), travelling and conveyance (39.80 lakhs) and car hire charges of Rs. 50.49 lakhs. It is not clear the purpose of these expenditures.
- Most of the officials expect a separate team for CWWB.

- The officers from the labour department and construction workers claimed that no considerable efforts have been taken by the Board or Labour Department to build capacity of district level officers, union officials and construction workers. On the contrary, the *annexed expenditure statement* indicates that a total of Rs.2.29 crore, (which is 0.5% of the Rs.439 crore) has been spent for various programmes such as (a) seminar and workshops - Rs. 1.15 crore (b) training expenses – Rs.99.60 lakhs (c) Skill training & development & academy expenses – Rs.12.34 lakhs, and (d) training cum toolkit programme – Rs.1.25 lakhs. It is not clear for whom the trainings were conducted and its impact.
- Labour inspector is under pressure by Trade union representatives.
- All the officials are willing to undergo training on CWWB cess.
- The key concerns of the officials are : Threats from community / unions.
- Lack of transport facility to do field visit in Bidar district and lack of protection supports for self.
- There is demand for having own office at all taluks by department officials.
- In both Karwar and Bagalkot districts, the labour officers are on deputation
- In Karwar district, the Labour officer circulated a letter to all the concerned line departments like ZP, GPs, TMCs and electricity boards to inform owners/ Builders to get CESS clearance letter from Labour welfare department before giving the permission for new constructions.
- The officers have noticed that non construction workers are trying to register with the Board as a member but they are helpless and unable to take actions due to threat from the union officials and local community.
- Different approaches being followed for registration of workers are 1) Through the Construction Association 2) Trade Unions 3) Through NGOs 4) Walk in the office 5) Through Special camps 6) Through the Contractor 7) Awareness camps 8) Through Karmika Bandhus 9) Sakala /others (common service centre)
- Almost all the respondents said that the registration process of workers are complex and time consuming.

From Union Officials:

From the information collected from the registered trade unions that represent the interests of the construction workers in each of the districts, some of the major findings that emerged across board are as follows -

- Many of the unions run e-seva Kendra and also work as registration centres. However, they focus only on workers' registration and are not instructed / trained to simultaneously provide information on the schemes that they could benefit from.

- Many of the workers' unions are politically influenced and sometimes carry out registrations of groups/geographies as per that mandate. In many cases, the unions do not give much importance to the registration of migrant workers.
- However, there were many requests from the unions regarding services, that included:
 - Removal of Bond system under marriage benefits
 - Restarting of Rashtriya Bima Yojane by the department
 - Bring all schemes of the CWWB under the Public Service Guarantee Act (SAKALA)
 - Extend ESI services to all cardholders where ESI is easily accessible.

The PAC study team carried out specific case studies in four of the ten districts and some significant points of concern and complaints that emerged are as follows –

- In Uttara Kannada district, in meetings simultaneously with both officials and union members, it was mentioned that since Union were given targets in terms of certain number of construction workers to be registered, there were cases of upto 10-15% on non-construction workers registered as well.
- The Unions also mentioned that at the time of registration, workers who came in for registration were then employed in building and construction work and therefore registered, though earlier they have been full time in other occupations. The unions then gave them the 90 days job certificate, which then is in many cases not renewed.
- In Kalaburagi and Bidar districts also, many of the unions had registered the construction workers based on the verbal endorsements given by the contractors who may have brought in other workers as well not involved in building and other construction work.
- However, officials at the time of inspection across other districts as well were able to identify some of these non-construction workers and remove their names. But these numbers were lower than those registered, and sometimes due to the seasonality of work, labour inspectors reported that it was difficult to trace the workers to ascertain their job type.

From Builders/Real estate Associations

The feedback from builders' association reveal that they extend services for the benefit of the construction workers. Some of them organise health camps in association with local NGOs and sometimes with Lions club and health department – camps are organized for eye checkup, testing HIV and Tuberculosis. They help and encourage the construction workers to get themselves registered as a member of the CWWB, providing referral services during emergencies when they meet with accidents and grievously ill.

Help to regulate safety procedures for minimising loss of life and to enhance welfare of the construction workers.

Support and establish training institutions to train workers and technicians.

Extend financial support to the deserving girl child of a construction worker to continue her studies.

These associations organise sports activities for construction workers during May Day celebration.

From training and skill development institutions

Construction related training courses such as domestic electrician and gas welding and cutting technology are being provided to the fresh candidates or those who want to upgrade their existing skill. Institutions are interested to have a tie up with the CWWB and work out a feasible modality to customise training courses for those in need of upgrading their skill especially welding and electrical works.

They identify, orient, motivate, train and assist the rural youth to take up self-employment/wage employment ventures as an alternative career.

People in the age group of 18-45 years are identified irrespective of caste, creed, religion, gender and economic status, having aptitude to take up self-employment or wage employment with some basic knowledge in the related field and provide training which is totally free of cost (accommodation and food is free during course period). Also provide loan facilities to purchase tools and other related investments. The construction related training courses being offered are a) Welding & fabrication b) House wiring c) Plumbing & sanitary works d) Masonry & concrete work and e) Carpentry

6.13 Summary of Findings

As per the log frame and evaluation questions (EQ) developed for the study, the following are the major findings that emerged from the study.

EQ1 - Can an estimate on the current number of construction workers in Karnataka be arrived at?

Findings from Process Evaluation

- The website of the Department of Labour, GoK, shows that between June 2007 and September 2015, there were 9,07,638 registered construction workers.
- Data collected from the KBOCWWB showed that there were 21,62,090 construction workers manually registered including both newly registered and renewals. Online registrations included 6,81,192 in Karmika 1, and 91,741 in Seva Sindhu portals; these could include those who have registered / renewed their names in the manual registers, thus increasing the chances of double counting.

Findings from Secondary and Primary Data

- Data collected from Labour Offices of each district of Karnataka adds up to 5,02,891 registered construction workers. The number of registered establishments provided along with is 7112.
- These widely varying numbers has led to difficulties in arriving at the right estimate. This report has used the numbers provided by the District Labour Offices with regard to

establishments, construction workers and cess amounts to further calculate proportions/percentages and deviations.

EQ2 - What methods are being followed to ensure registration of establishments? How is cess levying and collecting linked to the establishments?

Findings from Process Evaluation

1. Forms I, V, X of the BOCWWB are used to collect details of the establishment (construction site), cess levied, and construction workers at the establishment to be registered, respectively.
2. However, they are not interlinked – Cess can be paid independently of the progress of the construction of the establishment and assessment by the District-level Labour Officers to check construction workers for registration and usage of schemes.
3. Form I comprising of Cess and establishment details is not linked to final payment of Cess and to Form X and there is provision for inter-department transfer of cess without registration of establishments with the concerned Labour Officers at the district.

Findings from Secondary and Primary Data

1. Primary survey among department officials indicated that only those establishments registered at the district with the Labour Offices have records and are assessed to reach out to construction workers.
2. Cess deposited at the District Labour Offices are sent to the Board via the Treasury, with government departments doing transfers to the Board through the Treasury as well.
3. However, records maintained at the Board regarding number of locations where one or more works could be going on and cess collected, is not shared with the District Labour Offices, leading to wide disparity between records maintained by the latter and by the Board.

EQ3 - How is the existing cess utilised among construction workers to ensure their welfare?

Findings from Process Evaluation

- Only 6.25% of the Cess collected so far has been spent by the CWWB, with 5.45% going for benefit schemes and the remaining 0.80% going into salaries

Findings from Secondary and Primary Data

1. Data collected from the District Labour Offices showed that the most availed schemes were those related to education assistance and marriage assistance, comprising 94% of the total amount disbursed and 98% of the total number of beneficiaries. The remaining schemes including those that are critical such as medical, death and disability assistance comprised the rest.
2. The primary survey also revealed that nearly 70% of the beneficiaries had availed for education (especially primary) and marriage assistance.

EQ4 - What are the processes followed by construction workers while registering and renewing their membership with CWWB?

Findings from Process Evaluation

- Construction workers have to fill in a minimum of four forms each asking for various supporting documents as the first step in the registration process.
- The registration of establishment Form covers the number of construction workers in the site; however, there is no checklist on whether they have been informed about registration, renewal and benefits/schemes that they are entitled to.
- There is no IEC material for distribution to construction workers when they start working in an establishment.

Findings from Secondary and Primary Data

1. To start with, 92% of both beneficiary and non-beneficiary construction workers were aware of the eligibility criteria required to be a member.
2. For all the 10 districts covered by the survey, it took about 45-46 days to complete the registration process for both the beneficiary and non-beneficiary respondents.
3. More than 40% of the non-beneficiary and 34% of the beneficiary respondents found it difficult to complete the process without support from others, followed by those who mentioned not having adequate information (25% of beneficiaries) and time loss/wage loss incurred in travel (16% of non-beneficiaries).
4. About one-fifth of the respondents did not go in for renewal as they had problems with their Aadhaar not being linked to their accounts (21% of beneficiary respondents), travel/wage loss (20% of beneficiary respondents), and the process being very cumbersome (16-17% of all respondents).
5. In the case of inter-state migrant workers, 44% were not able to produce required documents for registration, with another 27% mentioning that did not understand the language to be able to carry out the registration process.

EQ5 - To what extent the registered workers in Karnataka face hardship in making successful claims for benefits on account of the overlapping schemes of worker welfare in the state?

Findings from Secondary and Primary Data

- Among the beneficiary respondents covered in the study, most of them had claimed marriage assistance (26% applied), medical assistance (2% applied) and education assistance (40% for primary education).
- About 18% of the beneficiaries were members of the Yashaswini Scheme with 5% having utilized their services, while 24% were members of the Rashtriya Bima Yojana, with 10% having utilized their services.

EQ6 - What mechanisms are in place and how effective are they at the District and State headquarters to deal with grievances of the workers?

Findings from Process Evaluation

- There is no specific mention of grievance redress mechanisms in the guideline on KBOCWFB. Both the BOCW Karnataka Rules 2006 and the Gazette of 2017 have not mentioned a grievance redress process to be made available for construction workers.

Findings from Secondary and Primary Data

- This was confirmed during the primary survey when the issues that they faced could not be shared through a formal process in the system

Other important findings that emerged while interacting with various stakeholders include the following -

- About 4 lakh registered workers have been benefited by the welfare schemes of CWWB, which is only 18% of the total registered construction workers.
- The registration of migrants from other states is poor as they do not have documentary evidence to prove their identity without which registration is not possible.
- KBOCWFB has introduced very useful schemes for the construction workers' welfare in the state. However, their uptake has been poor. If the educational support to children of workers for their education is taken out, only 10% of the total beneficiaries have received benefits under all other welfare schemes since inception; no takers for other welfare schemes.
- The budgets are not released on time to the district level offices to distribute the benefits on time to the successful beneficiaries.
- Dominance by the unions and their interference seems to be promoting malpractices and leads to increase in fictitious members and genuine members are failed from getting benefitted. Online registration and approval might help to overcome this issue in the future.
- Most of the officials expect separate teams for CWWB activities.
- Shortage in staff in the CWWB and Labour Department shouldn't be a bottleneck in the field as several staff has been engaged by CWWB and Labour department on a temporary and on a contract basis as indicated by the Expenditure Statement where quite an amount has been spent towards salary and transport expenses.
- No followups or special efforts were taken for renewal of construction workers.
- There is a delay of 60 days to one year, sometimes three years to settle the benefit claims.
- As indicated in the annexed Expenditure Statement, Rs.2.29 crore, (which is 0.5% of the Rs.439 crore) has been spent for various programmes such as (a) seminar and workshops -Rs. 1.15 crore (b) training expenses – Rs.99.60 lakhs (c) Skill training & development & academy expenses – Rs.12.34 lakhs, and (d) training cum toolkit programme – Rs.1.25 lakhs.
- The RPL skill training programme has been initiated by the CWWB.

7. RECOMMENDATIONS

The following are the recommendations:

- 1) The huge corpus of cess fund remained unspent with the Karnataka Building and Other Construction Workers' Welfare Board could be used for occupational health and safety, establishment and operations of helplines and grievance redressal system, creating an awareness drive for construction workers and distribution of sanitary pads to women workers. Special drives to register women construction workers and providing basic facilities such as separate toilets, creche for their children, should be arranged in sites where they are working. Appropriate amendments to the current Gazette should be able to achieve this objective.
- 2) The following are the recommendations to increase the enrollment and renewal of workers:
 - Allocate sufficient funds to conduct IEC campaign to improve registration and bring visibility among construction workers on welfare board schemes.
 - Develop short video films for advocacy.
 - Involve youth organisations and other local platforms for awareness generation at the district level to overcome registration roadblocks
 - Facilitate the workers for on time renewal membership by sending SMS or voice-based reminders.
 - There should be simultaneous efforts to simplify the registration procedures on the basis of feedback from regular social audit exercises as per the mandate of the Supreme Court and CAG guidelines.
- 3) Implement RPL (Recognition of Prior Learning) Led Skill Development Initiatives quickly for skill enhancement of construction workers to improve their skills and thus livelihood. One such initiative – the Shrama Samarthya Yojane is already in place but requires nationally recognised NSQF certification for mutual recognition by the Department and the industry whether within or outside India.
- 4) Encourage self-registration, streamline and localise verification process, and engage civil society organisations to sustain registration drives at construction worksites, labour chowks and in settlements where construction workers live.
- 5) Involve Education Department / Health Service Departments to channel the education and health related benefits through these institutions. Unions should not be involved for this exercise.
- 6) A growing network of migration resource centres (MRCs) run by civil society organisations and International Migration Centre – Karnataka set up by the SDEL

Department (Skill Development, Entrepreneurship and Livelihood Department, Government of Karnataka can be used in connecting migrants and creating awareness.

- 7) Link Aadhaar card of registered workers to mobile phones and bank accounts during the registration. The process of changing the mobile numbers should be made simple to enable the labourer to register her/his new number with adequate supporting document.
- 8) Develop a mechanism which should help to track migrant workers coming from other states, and ensure entitlements for them as well.
- 9) Convergence may be made with other departments such as RDPR, DMA to seek assistance to register construction workers.
- 10) Special drives should be made to register women construction workers and provide basic facilities to them such as separate toilets, creche in sites where they are working.
- 11) There should be further simplification of the registration procedure and alternative arrangements should also be planned and implemented along with a robust monitoring system.

The following are specific recommendations against what is the current system of standards, processes and templates.

S.No.	Variables	Existing model	Proposed
A.	Registration of Establishment		
1.	Registration of establishments	Level of registration of establishments is low. Not all registrations are done at the labour offices at the state and district level. A register is being used but not maintained and it is not diligent and clear.	For government funded projects, the concerned department to be authorised by the department of Labour to register the establishments. The GoI has brought out various SOPs for Ease of Doing Business under the aegis of the Department for Promotion of Industry and Internal Trade, Ministry of Commerce. They include guidelines for CWWBs of states as well, which can be adopted by KBOCWBB under GoK – State Reforms Action Plan 2020 Implementation Guide for States/UTs (https://eodb.dipp.gov.in/PublicDoc/Download/30337), State Reforms Action Plan 2020 (https://eodb.dipp.gov.in/PublicDoc/Download/30336)
		For private sector projects, under the local	This practice should be continued with strict vigilance. In addition, ensure that filing of returns by the employers / contractors with the names of labourers

S.No.	Variables	Existing model	Proposed
		laws, the corporation or other local authorities approve the drawings and plans of these private sector developers.	engaged by them is carried out - this would help to maintain a register which has to be online, that would make it dynamic. The details of registered establishments should be made available to the district level labour offices to enforce the assessment provisions of the Act.
B.	Registration of Construction Workers		
1.	Processes and templates	Level of registration of construction workers is low, this may be due to manual process of registration until 2016. However, Karmika 1 and Seval Sindhu are online registration portals for construction workers.	<p>Online registration of workers using Karmika 1 and Seva Sindhu should be continued as it consumes less time, avoids bottle necks and increases the transparency in the process.</p> <p>Conduct survey to identify and estimate number of construction workers working in the state including migrants from other states.</p>
2.		Manual registration was a tedious and laborious and long process. Online registration has been introduced since 2016 using ICT – Karmika1 and Seva Sindhu portals which helps speedy process of registration of workers.	<p>Initiate Government-local volunteer organisations such as youth clubs to overcome difficulties in registration of construction workers and to sustain registration drives at construction worksites, labour chowks and in settlements where construction workers live. In addition, use of electronic and other media such as short advocacy films may be of great use.</p> <p>Enlist the support of concerned departments for registration of beneficiaries.</p>

S.No.	Variables	Existing model	Proposed
3.		Lack of initiative on the part of Establishments to provide list of workers and get them registered.	Encourage the establishments in providing list of workers engaged by them from time to time. Take advantage of the unique identification project to identify the construction workers.
C. Collection of Cess			
1.	Identifying individual building / establishment owner having engaged construction workers under the Act.	No efforts are being made to identify establishment owners.	There should be an advance deposit made by the private developers at the time of seeking approvals to their plans and drawings. The Department of Labour may consider taking the help of other departments to identify new construction activities, especially GP committees in rural areas.
2.	Difference in the cess collection reporting by the CWWB and district level offices	The Board has no mechanism in place to monitor collection of cess, deduction and its remittance to the Board.	The process of cess collection and remittance should be strengthened through a proper mechanism which should be in place. Filing of returns by the employers/contractors with the names of labourers engaged by them should be ensured, this would help to maintain a register which would be dynamic. The details of registered establishments should be made available to the district level labour offices to enforce the provision of the Act. More the number of registration of establishments more the cess collection and higher the registration of workers who can then avail benefits accrued to them.
D. Utilisation of Fund			
1.		Only about 6.25% of the cess funds have been utilised so far. Among all the welfare schemes,	Publicity and awareness creation require public service orientation. The Labour Department, being regulatory in nature, lacks the public service orientation expected of a welfare organisation. Initiate Government-local community organisations such as volunteer youth club collaborations to overcome difficulties in registration of construction workers and to sustain registration drives at construction worksites,

S.No.	Variables	Existing model	Proposed
		<p>only education and marriage schemes are popular and only 10% of the total registered workers have availed the benefits of all other welfare schemes, no takers for other schemes.</p>	<p>labour chowks and in settlements where construction workers live.</p> <p>Continue practice of welfare schemes for education and health benefits to workers and their families.</p> <p>Identify the reasons for low uptake of all other welfare schemes except education and marriage schemes and take action accordingly.</p> <p>Involve Education and Health Departments to channel education and health related benefits through these departments.</p> <p>Delay in receiving the benefits by the beneficiaries can be avoided by transferring the claims directly to the beneficiaries' account – DBT - once the claims are approved by the authorised officials.</p> <p>Use unutilised fund for occupational health and safety at the work site, establishment and operations of help lines, Grievance Redress, distribution of sanitary pads to women workers.</p> <p>Issuing of smart cards at the place of origin for migrant workers that are portable and usable in Karnataka would go a long way to mitigate their problems - especially those related to not having documents or the need for re-registering in Karnataka. Provision of services can made accordingly.</p>
2.	Inadequacy in skills of workers	<p>No skill training was being provided to the construction workers.</p> <p>CWWB just initiated to implement RPL</p>	<p>Need to plan and provide skill development to various categories of workers both in classroom and at work site to improve productivity.</p> <p>CWWB should quickly launch RPL for skill enhancement of construction workers to improve their skills and thus livelihood.</p>

Study Of Welfare Impact Of Usage Of Construction Workers Welfare Board Cess In Karnataka

S.No.	Variables	Existing model	Proposed
		(Recognition of Prior Learning) Led Skill Development Initiatives.	

8. REFERENCES

1. Government of India, Ministry of Labour and Employment (2009), Building and Other Construction **Workers (Regulation of Employment and Condition of Service) Act, 1996**, Available from World Wide Web: http://labour.nic.in/dglw/building_works.html, [accessed on October 14th 2010]
2. Government of Karnataka, Department of Labour, The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (Central Act w.e.f. 12.06.79), Available from World Wide Web: <http://labour.kar.nic.in/labour/interstatemig1979.htm>, [accessed on October 30th 2010]
3. [8] Karnataka Building and Other Construction workers Welfare Board (2009), About the Board - Functions, Available from World Wide Web: SASTECH Journal 66 Volume 10, Issue 1, May 2011 <http://karbuildingworkerswelfare.org/english/functions.html>, [accessed on October 24th 2010]
4. [10] Karnataka Building and Other Construction workers Welfare Board (2009), Information for workers – How to be a beneficiary and obtain the ID card, Available from World Wide Web: http://karbuildingworkerswelfare.org/english/how_beneficiary-obtain_card.html, [accessed on October 26th 2010]
5. [11] Karnataka Building and Other Construction workers Welfare Board (2009), Information for workers – Benefits and Schemes, Available from World Wide Web: http://karbuildingworkerswelfare.org/english/benefits_schemes.html, [accessed on October 27th 2010]
6. The Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996 Sec (27 Of 1996)
7. International Journal of Research in Management & Business Studies (IJRMBS 2016) Vol. 3 Issue 4 Oct. - Dec. 2016
8. Shishir Sinha New Delhi | Updated on July 05, 2018, Published on July 05, 2018, The Hindu Business Line
9. The National Campaign Committee for Central Legislation
10. <http://www.bocwbihar.in/Website/scheme.aspx>
11. <http://bocboard.labdirodisha.gov.in>
12. <https://clc.gov.in/clc/acts-rules/building-and-other-construction-workers#Accounts%20and%20audit>
13. https://apbocwwb.ap.nic.in/welfare_schemes.jsp
14. <https://tbocwwb.telangana.gov.in>

9. Appendices

Annexure 1: Terms of Reference	91-110
Annexure 2: Statement of Expenditure	111-114
Annexure 3: Online registration application form	115-124
Annexure 4: District-level scheme-wise distribution to beneficiaries	125-126

Annexure 1: Terms of Reference

ANNEXURE: 1

111

**Terms of Reference for the 'STUDY OF THE IMPACT OF USAGE OF THE
CONSTRUCTION WORKER'S WELFARE BOARD CESS'**

INDEX

Sl no	Content	Page no
1	Background information and context	1
2	Evaluation Objectives and Scope of the Study	5
3	Evaluation Methodology and Sampling Approach	6
4	Evaluation Questions	9
5	Deliverables and time schedules	10
6	Administrative arrangements	11
7	Qualities Expected from the Evaluation Report	11
8	Cost Limits and schedule of budget release	12
9	Contact person to get further details	12
10	ANNEXURE-1: ಜೂನ್-2007 ರಿಂದ ಮಾರ್ಚ್ 2017ರವರೆಗೆ ನೋಂದಣಿಯಾದ ಕಟ್ಟಡ ಕಾರ್ಮಿಕರ ಜಿಲ್ಲಾವಾರು ವಿವರ	13
11	ANNEXURE-2: 2007 ರಿಂದ ಮಾರ್ಚ್ 2017ರವರೆಗೆ ವಿತರಿಸಲಾದ ಸೌಲಭ್ಯಗಳ ವರ್ಷವಾರು ವಿವರ	14
12	ANNEXURE-3 Indicators of assessment	16

Terms of Reference for the 'STUDY OF THE IMPACT OF USAGE OF THE CONSTRUCTION WORKER'S WELFARE BOARD CESS'

Study Title:

Title of the proposed study is 'A Study of Welfare Impact of Usage of the Construction Workers' Welfare Board Cess in Karnataka.'

Department Responsible for the Collection and Usage of the Cess:

Karnataka Building and Construction Workers' Welfare Board has been established under the jurisdiction of The Department of Labour, Government of Karnataka. This autonomous and registered body is headed by a Chairperson and its day to day administration is the responsibility of the Chief Executive Officer. For a considerable period of time, the Board was under the charge of the Commissioner, Labour Department, but is now looked after by a CEO reporting to the Board.

Background information and the context:

The Government of India enacted the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, with a view to regulate the employment and conditions of service of building and other construction workers and to provide for their safety, health and welfare. Although the then prevailing legal framework did provide for the wellbeing of workers in all sectors, a need had been felt for a long time to bring about a comprehensive Central legislation to regulate and provide for the safety, health, welfare and other conditions of service of the workers in this sector. One important dimension of the Act was also to aim at not merely the worker, but also his or her dependents in the family.

The state of Karnataka, as did the other states of the Union, formed and enacted Rules, formally known as the 'Building and Construction Workers [Regulation of Employment and Conditions of Service] (Karnataka) Rules, 2006.' These Rules have been formed to establish procedures and to provide for registration of the workers in the sector of Construction, to register the establishments (namely, the structures under construction), to levy and collect the Cess and other Fees payable. The administration of the Board has been the responsibility of the Department of Labour, and a Chief Executive Officer functions as the Secretary of the Board. Officials from the labour department function as the Registration Officers at the district jurisdictions.

The Act provides for levying and collection of a cess as a per cent of construction costs incurred by the employers. The cess thus collected will form a fund meant to augment the resources of the Building and Other Construction Workers' Welfare

Boards in the different states of the Union. The Local governments in respective states, and so in Karnataka, which is authorised to approve building plans, and issue the requisite certificates are entrusted with the responsibility to collect the Cess. In turn this is transferred to KBCWWB, henceforth referred to as the Board. For the country as a whole, according to one report for the period from April 2011 to December 2015, a total of Rs. 25,477 crores has been collected.

There have been several challenges made in the different courts questioning the right to collect this Cess, or the manner in which the fund thus collected is used. The Supreme Court of India, in its recent order upheld the right of the state governments to levy and collect the Cess. But at the same time it also opined that the money thus collected cannot be parked without it being used for the activities meant to promote the welfare of the workers, and restricting its spending for any other purposes. Some states had embarked upon drawing upon this funds for developing other infrastructural needs, expenditure for publicity of government programmes unconnected to the welfare of construction workers, and similar other expenses.

Who is a building or construction worker?

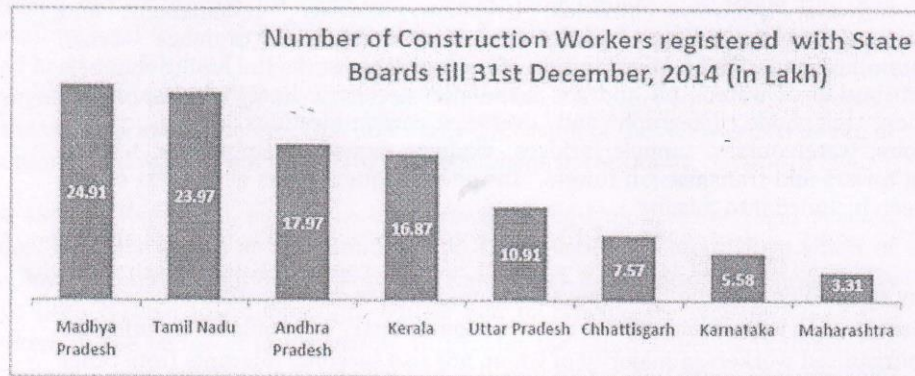
According to the Act, "Building or Construction Worker" is a person who is employed to undertake any skilled, semi-skilled or unskilled, manual, supervisory, technical or clerical work in connection with any building or other Construction work with certain exceptions. There is a long approved list of the specific works that come under the purview of the Act. "Building or Other Construction Work" means the Construction, alteration, repairs, maintenance or demolition of, or in relation to, building, streets, roads, railways, tramways, airfields, irrigation, drainage, embankment and navigation works, flood control works (including storm water drainage works), generation, transmission and distribution of power, water works (including channels for distribution of water), oil and gas installations, electric lines, wireless, radio, television, telephone, telegraph and overseas communications, dams, canals, reservoirs, watercourses, tunnels, bridges, viaducts, aqueducts, pipelines, towers, cooling towers and transmission towers. In the subsequent years at least 21 others have been included into this list.

The key stakeholders of the Board's welfare programmes are the registered workers in the sector. As is well known, the construction industry is populated by informal and unorganised workers, a majority of whom are also seasonal migrants from other parts of the state and outside the state. Over the years, several specific tasks or specialisms within the broadly understood or labelled 'construction work' has come to be engaged by workers from specific region. Thus, just to illustrate the point being made, it is found that most hard-wood carpenters tend to be migrant workers from the state of Kerala and Tamil Nadu, while most workers in the area of tile laying, floor polishing etc., are from Rajasthan. Likewise, earth work and brick laying is done workers from within Karnataka in the regions of Bijapur, Raichur or Kalburgi.

In other words, the division of labour within the broadly defined 'construction work' has tended to become regionally specific in its workforce character.

Of concern here is enrolment or registration of such workers as Construction Workers. It is only based on their valid and live registration status that they become eligible to receiving any of the benefits. Eligibility for registration as construction workers include the following criteria: Any Construction Worker who has completed 18 years of age but has not completed 60 years of age and who has been engaged in any building or other construction work for not less than 90 days during the preceding 12 months shall be eligible for registration as a beneficiary of the Board. Once the worker is registered and receives his or her 'Membership Card', the person becomes eligible for protects as per the provisions of the 1996 Act. Some of the benefits that she or he is eligible are listed as under:

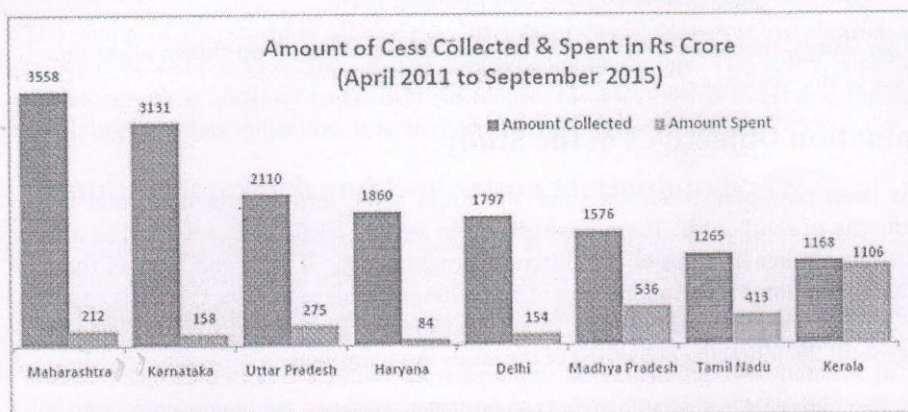
- A. Pension Scheme
- B. Accident Benefits
- C. Assistance for the education
- D. Assistance for the maternity
- E. Hospitalization Assistance
- F. Assistance of major ailments
- G. Assistance for construction of a house
- H. Assistance for the purchase of (tools) instruments
- I. Disability pension
- J. Assistance to meet the funeral expenses
- K. Facilities for skills acquisition, up gradation and re-skilling through the Board's established Construction Academy, and in collaboration with other institutions in the state.



Source: <https://factly.in/shortchange-construction-workers-cess/>
Accessed on April 19, 2017

Karnataka state has not been in the lead among several other states in terms of registering the workers so as to enable them to be beneficiaries of various schemes.

In contrast, however, it has been among the top three in terms of the amount of cess collected by the September 2015. A sum as high as Rs. Rs. 3131 Crores had been collected as Cess, which sum is next only to that of Maharashtra with its collection of Rs. 3558. Both the states have had an impressive growth pattern in respect of real estate sectors and in terms of building and construction of housing, and other infrastructural projects.



Source: <https://factly.in/shortchange-construction-workers-cess/>
 Accessed on April 19, 2017

As the graph above shows, the pattern of spending is not in keeping with the impressive pattern of Cess collected. Karnataka thus had spent a mere 5.05 per cent of the Cess collected. As per the records available, much of this money too had been spent on purchase of lands, construction of community centres and or auditoriums. As such, not much had been spent on the direct welfare of the workers.

Progress Achieved so far

The following table presents a picture of the progress achieved in terms of enrolment of construction workers as registered members to be eligible for welfare schemes; the amount of Cess collected and the manner in which it has been so far spent in the state of Karnataka.

Objective of the Fund

Section 24 of the 1996 Act specifies the purposes for which the Fund (comprising the Cess collected and other receipts, if any) should be spent. This includes not only the expenses towards various defined welfare activities such as those listed as schemes A to K above, but also towards payment of salaries, allowances and other remuneration of the employees of the Board. Section 22 of the Act clearly indicates the different

welfare measures for which the Board may pay. However, an over-riding feature of the provisions of the Act is that it stipulates under Section 24 (3) as following:

No Board shall in any financial year incur expenses towards salaries, allowances and other remuneration to its members, officers, and other employees and for meeting other administrative expenses exceeding five per cent of its total expenses during that financial year.

In other words, there is a ceiling on what the Board can spend on things other than Welfare of the workers.

Evaluation Objectives of the Study:

It has been now over a decade since the Rules came into enforcement, and the functioning of the Board. There have also been several legal issues involved as also hurdles in implementation of the different programmes. It is in the light of these that an evaluation of the functioning of the different schemes under the aegis of the 1996 Act and the 2006 Rules under which the Cess is collected and spent. With this background the following objectives of the study are identified.

- A. Basing on the available data, scientifically estimate the current number of construction workers in Karnataka. Further, the study shall make an estimate of the workers in terms of their place of origin (migrant workers) and of their specializations.
- B. Make an assessment of the progress of enrolment of construction workers, and make suitable recommendations for plugging the gaps in enrolment, and in renewal of members.
- C. Identify factors associated with non-registration of workers, and make comparative analysis in terms of districts. Gender and specializations.
- D. What has been the experience of the stakeholders in respect of different welfare schemes in different regions/ districts and have the benefits have been equitably distributed among various districts of the state since the commencement of programme?
- E. Assess the perception of workers about availing of the services and benefits under the provisions of the Act. Make suitable recommendations to facilitate ease of access, and elimination of middlemen (if any).
- F. Assess the causes for denial of benefits sought under the Act by worker. and the impact of such denial.
- G. To examine extent to which there may have been fictitious membership (or false enrolment) and the extent of loss to Fund on account of disbursement of benefits to such 'members'

- H. Based on an analysis of income, expenditure, enrolment of members and demand for welfare services, make an actuarial assessment of the feasibility of the fund in meeting the demand by 2025.

Scope of the study:

The scope of the study is all the 30 districts of State. However, 10 districts are selected as sample as defined in the sampling methodology. The study period for desk research is 2006-07 to 2016-17 (in respect of objectives D to H) and for those involving field data collection, it is 2011-12 to 2016-17 (Six years).

Sampling approach and Evaluation Methodology:

Out of 30 districts, 8 districts are selected at the rate of 2 districts per revenue division. Bengaluru Rural and Urban are selected separately¹, so as to minimise bias due to sample design. The chosen two districts from each of the divisions are those with highest and lowest number of beneficiaries among those in the division; highest and lowest rank in the Human Development Index among the districts in the division. Due weightage has been assigned to each of the indicators while selecting the sample districts from four categories of Districts.

Districts	Beneficiaries	Members	% Beneficiaries	HDI Rank	2 + 2 % [Rounded Off] of	
					Beneficiaries	Members
Belagavi Division						
Uttara Kannada	16559	47,309	35.00	10	331	946
Bagalakote	6024	20,773	29.00	24	120	415
Bengaluru Division						
Kolar	8529	36,189	23.57	11	171	724
Tumakuru	6924	29,789	23.24	17	138	596
Kalburgi Division						
Kalbugi	5891	32,060	18.37	20	118	641
Bidar	9270	28,005	33.10	19	185	560
Mysuru Division						
Mysuru	10709	46,646	22.96	12	214	933
Mangaluru	16199	44,032	36.79	2	324	881
Purposively Chosen						(@1 per cent)
Bengaluru	12337	3,02,456	4.08	1	247	3025
Total					1849	8721
Total Sample					10570	

¹ At the time of drawing up the ToR, data for Bengaluru Urban and Rural districts were not available separately. Therefore, for the purpose of the sample frame as presented in Table X, the two districts are treated as one.

At the next stage, it is suggested that by giving due weightage to the different schemes under which members have received the benefits, sample of respondents has to be chosen in a simple stratified random sampling method: The different strata that have to be taken into account for drawing up a sample are, at the district level are –

- Rural and Urban
- Members who have
 - ✓ Availed of the benefits
 - ✓ Not availed of the benefits
- Members who are enrolled for at least one year, and due representation for those who had been enrolled during the successive years since 2011-12 to 2016-17 (six years)

Field data shall be gathered, therefore from ordinary members (of at least two years standing) and beneficiary members. In view of the high migratory nature of the workforce, and addresses not traceable, the research team shall have on hand a supplementary frame as substitute. Because of the possibility of members who may not be traced (for not being at the address given, migrant workers or due to incidence of fictitious membership), a replacement sample of 10 per cent (in each strata) shall be kept in reserve. Incidence of not traceability with causes to be recorded. Members of the household of those who may have died shall be contacted in case of recipients of benefits under 'Death Benefits' scheme.

It may be noted that there are two sub-samples of respondents: Members and Members who have availed of benefits. The 2 per cent of sample from among the members cluster shall not consist of any who may have availed of benefits, although at least 25 per cent of among them must have made efforts to avail of benefits or denied / rejected on different grounds.

At least 10 per cent of the sample respondents shall be women, and the sample as a whole shall have due representation of the different specialism in the industry. [It may however be noted that certain sub-occupations within construction workforce is all male by nature – e.g., carpentry, welding and bar-bending, electrical etc. Thus the emphasis on women respondents shall be in respect of such of divisions in labour involving women workers.]

The third set of stakeholders/ respondents shall be drawn from the registered trade unions representing the interests of the construction workers in the districts. Their views, at least 120 organisations (at least four from each of the districts in the state) shall be elicited by canvassing a structured questionnaire. The Unions shall represent different political party affiliations, if any. From each of the Unions, the President, Secretary and two Office Bearers shall be contacted (4 X 120 = 480 respondents)

The fourth set of stakeholders is the official and non-official members of the Board. Views of at least 5 such members each from the previous two boards (i.e., prior to the

one constituted in 2016-17) and 5 from (the newly constituted) current board, shall be contacted for gathering of data: In all 15 members.

Finally, officials involved in registration and administration of the funds at the headquarters and in the sample districts shall be interviewed. From each sampled district at least two LO and ALCs shall be interviewed: In all about 16 from the Districts and about 10 from Bangalore.

Data gathered shall be both qualitative and quantitative in nature. Narrative case studies to illustrate various dimensions of fund collection and disbursement shall be prepared and presented with the purposes of strengthening the analysis made of the data and to support policy recommendations.

To represent the figures of respondents from across different segments of the workforce in construction industry, and the different key stakeholders, the following table is relevant.

Respondent Institutions and Persons				
Sl No	Stratum and Type of Stakeholder	Units	Sample	Replacement Sample
1	Registered Members			
a)	Members	Persons	8721	870
	(those who have not received any benefits)		2180	218
b)	Beneficiaries	Persons	1849	185
2	Trade Unions and Organizations			
a)	Workers' Unions	'Office Bearers'	480	NA
b)	Builders and Real Estate Associations	Organizations	8 to 10	NA
	Other Institutions of Relevance (Training, Skill Development, IIT, etc.)	E.g., Sir MV Institute.	8	NA
3	Board Members*	Association	15	NA
4	Officials of the local bodies	Administrative and Representative Institutions	16 to 20#	NA
	Total		13275	1275

Notes:* To exclude such Trade Union Members who may have been contacted under 2 (b).

Minimum two persons from District, and Officials in Bangalore office of the Labour Department / Board

Indicators for assessment

The Agency to be engaged for carrying out the evaluation is expected to identify suitable indicators of change, impact – positive or otherwise. However, merely to

give an idea of the kind of indicators that are to be developed for the proposed evaluation a few indicators are listed against specific objectives and / evaluation questions (Refer Annexure 3). They are not meant to be exhaustive or final. Instead, they have to be developed and discussed for improvement.

Evaluation questions (Inclusive not exhaustive):

- A. Based on the interviews with various stakeholders what recommendations be arrived at in regards to inter-state migrant workers who may be working without following the prescribed procedures of registration as per the Migrant Labour Act? What has been the experience of Boards in other states where too there has been a high incidence of migrant workers?
- B. To what extent the registered workers in Karnataka face hardship in making successful claims for benefits on account of the overlapping schemes of workers welfare in the state? Example: Yashasvini, Rashtriya Bima Yojana, etc, various health schemes, funeral expenses.
- C. Are there any indications that the renewal of membership or re-registration is more likely or less likely following the denial or availing of the benefits of the scheme? What factors determine first time registration and subsequent renewal as per the norms?
- D. Are there indications of the prevalence of fictitious members, and persons becoming members without being eligible to become members?
- E. What is the usual waiting period to receive any benefit after having made a claim? Can an estimate be made of the loss of expected wage income on account of the pursuit to receive the claimed benefits from the Board?
- F. How effective are the different methods of awareness creation among the workers and employers about the provisions under the 1996 Act? Assess this based on worker's perceptions.
- G. How effective has been the capacity building efforts of the officials of labour department in handling matters of worker registration and disbursement of benefits to the claimants? Assess based on the understanding of the provisions under the Rules, and awareness of procedures, at the district levels.
- H. What has been the performance of ICT infrastructure provided to the officials at the district and taluka levels to carry out their responsibilities?
- I. What mechanisms are in place and how effective are they at the District and State headquarters to deal with grievances of the workers?
- J. What are the problems faced by the temporary /permanent migrant workers within and outside the State in seeking benefits from the Fund? How do they meet their welfare needs in the absence of any benefit from the State's Board?
- K. From among the registered members, what is the extent to which they are likely or being covered under other similar welfare funds meant for workers? (e.g., Factories workers Act, MGNREGA, Yashashwini, and similar other central or state government schemes)? Are there any problems in administering welfare programmes under the Board's jurisdiction?

Deliverables and time schedule:

As the head of the key line department, the CEO shall make necessary arrangements to provide the secondary data required for the study, especially in carrying out the desk research based objectives of the study. To make the process a smooth and continuous one, the CEO shall delegate the responsibility of coordinating with the research team. Such a coordinating official shall be of rank or grade who shall have the jurisdictional authority over the officials at the districts.

The line department will also furnish all the requisite documents and information concerning the collection and disbursal of the Cess, as also making available such records from the previous years of operation.

The Board shall also facilitate joint meetings of the members of the Board, and or of the representatives of the trade unions and civil society organisations engaged in their work towards the welfare of construction workers.

The Board shall, during the course of the study, extend an invitation to the Research Team to take part as ‘Observers or Special Invitees’ in the Board Meetings, and other review meetings.

On the part of the Research Team, it shall deliver first a Draft Report, and upon receiving the expert comments and suggestions, a suitably revised Final Report shall be submitted. The study shall come with suitable and implementable recommendations for improving the collection of cess and better management of the funds in contributing to the welfare of the Workers.

The study is expected to complete in 10 months’ time, which time is excluding the time taken for approvals. The evaluating agency is expected to adhere to the following timelines and deliverables.

Key Stages of Work	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10
Work plan submission	█									
Field Data Collection		█	█	█	█					
Data entry and Analysis			█	█	█	█	█			
Draft report Submission								█	█	
Final Report Submission										█

Administrative arrangements of Core team members:

The core team should comprise of the following members (the list is inclusive not exhaustive) should have technical qualifications/experience as stated below-

Sl. No.	Subject experts requirement	Educational Qualifications	Experience in Relevant field (In years)
1	Principal Investigator	Ph.D/ Masters Degree in Social Sciences	5 years experience in Research and evaluation studies.(In the related field is preferable)
2	Member 1	A Post Graduate in Social Sciences,/ preferably in Economics/ Sociology/ Social Work	3 years experience in field work/ evaluation studies
3	Member 2	A Post Graduate in Statistics/ Economics/Computer Science	3 years Experience in the related field.

Or more/better, and in such numbers that the evaluation is completed within the scheduled time prescribed by the ToR.

Consultant Evaluation Organizations that do not meet these criteria will not be considered for doing the evaluation.

Qualities Expected from the Evaluation Report:

The following are the points, only inclusive and not exhaustive, which need to be mandatorily followed in the preparation of evaluation report:-

1. By the very look of the evaluation report it should be evident that the study is that of the Department of Labour, Government of Karnataka and Karnataka Evaluation Authority (KEA) which has been done by the Consultant. It should not intend to convey that the study was the initiative and work of the Consultant, merely financed by the Department of Labour, Government of Karnataka.
2. Evaluation is a serious professional task and its presentation should exhibit it accordingly.
3. The Terms of Reference (ToR) of the study should form the first Appendix or Addenda of the report.
4. The results should first correspond to the ToR. In the results chapter, each question of the ToR should be answered. It is only after all questions framed in the ToR are answered, that results over and above these can detailed.
5. In the matter of recommendations, the number of recommendations is no measure of the quality of evaluation. Evaluation has to be done with a purpose to be practicable to implement the recommendations

Cost and schedule of budget releases:

- a) The first installment of Consultation fee amounting to 30% of the total fee shall be payable as advance to the Consultant after the approval of the inception report, but only on execution of a bank guarantee of a scheduled nationalized bank, valid for a period of at least 12 months from the date of issuance of advance.
- b) The second installment of Consultation fee amounting to 50% of the total fee shall be payable to the Consultant after the approval of the Draft report.
- c) The third and final installment of Consultation fee amounting to 20% of the total fee shall be payable to the Consultant after the receipt of the hard and soft copies of the final report in such format and number as prescribed in the agreement, along with all original documents containing primary and secondary data, processed data outputs, study report and soft copies of all literature used in the final report.

Taxes will be deducted from each payment, as per rates in force. In addition, the evaluating agency/consultant is expected to pay service tax at their end.

Contact person for further details:

Shri. R.R Jannu, Secretary, Karnataka Building and Construction Workers' Welfare Board (KBCWWB), Kaushalya Bhavan, Banerghatta Road, ITI Compound, Dairy Circle, Bengaluru, Karnataka -560029, Ph: 080 2664 4312, email: karbuildworkerswelfare@gmail.com

Smt. Anuradha, DLC, Karnataka Building and Construction Workers' Welfare Board (KBCWWB), Kaushalya Bhavan, Banerghatta Road, ITI Compound, Dairy Circle, Bengaluru, Karnataka -560029, Ph: 080 2664 4312, email: karbuildworkerswelfare@gmail.com

The entire process of evaluation shall be subject to and conform to the letter and spirit of the contents of the Government of Karnataka Order no. PD/8/EVN (2)/2011 dated 11th July 2011 and orders made there under.

Anuradha A.
Special Officer
Karnataka Building & Other
Construction Workers Welfare Board,
Cont. ITI Compound, Near Dairy Circle.

C. R. Manjunath

[Signature]
27/11/17
Chief Evaluation Officer,
Karnataka Evaluation authority

ANNEXURE – 1: ಜೂನ್-2007 ರಿಂದ ಮಾರ್ಚ್ 2017ರವರೆಗೆ ನೋಂದಣಿಯಾದ ಕಟ್ಟಡ ಕಾರ್ಮಿಕರ ಜಿಲ್ಲಾವಾರು ವಿವರ

ಕ್ರ. ಸಂ.	ಜಿಲ್ಲೆ	ಪುರುಷರು	ಮಹಿಳೆಯರು	ನೋಂದಣಿಯಾದ ಕಟ್ಟಡ ಕಾರ್ಮಿಕರ ಸಂಖ್ಯೆ
1	ಬಾಗಲಕೋಟೆ	16,083	3,827	19,910
2	ಬೆಳಗಾವಿ	57,927	14,312	72,239
3	ಬಳ್ಳಾರಿ	23,791	7,218	31,009
4	ಬೆಂಗಳೂರು	255,090	43,986	299,076
5	ಬೀದರ್	16,625	10,312	26,937
6	ಬಿಜಾಪುರ	23,921	20,308	44,229
7	ಚಾಮರಾಜನಗರ	14,115	3,248	17,363
8	ಚಿಕ್ಕಬಳ್ಳಾಪುರ	12,042	2,901	14,943
9	ಚಿಕ್ಕಮಗಳೂರು	12,552	6,301	18,853
10	ಚಿತ್ರದುರ್ಗ	16,532	4,225	20,757
11	ದಾವಣಗೆರೆ	32,363	7,486	39,849
12	ಗದಗ	10,979	2,938	13,917
13	ಹಾಸನ	18,839	6,107	24,946
14	ಹಾವೇರಿ	17,484	4,879	22,363
15	ಹುಬ್ಬಳ್ಳಿ	24,368	9,848	34,216
16	ಕಲಬುರಗಿ	18,861	12,473	31,334
17	ಕಾರವಾರ	26,308	20,343	46,651
18	ಕೋಲಾರ	23,439	11,807	35,246
19	ಕೊಪ್ಪಳ	13,116	055,782	18,898
20	ಮಡಿಕೇರಿ	2,356	1,219	3,575
21	ಮಂಡ್ಯ	22,126	7,855	29,981
22	ಮಂಗಳೂರು	39,828	3,972	43,800
23	ಮೈಸೂರು	39,403	6,759	46,162
24	ರಾಯಚೂರು	13,803	3,689	17,492
25	ರಾಮನಗರ	22,808	10,389	33,197
26	ಶಿವಮೊಗ್ಗ	22,016	8,631	30,647
27	ತುಮಕೂರು	22,344	7,338	29,682
28	ಉಡುಪಿ	20,331	3,204	23,535
29	ಯಾದಗಿರಿ	9,444	3,653	13,097
30	ಮೆಟ್ಟೂರು	2,091	0	2,091
	ಒಟ್ಟು	8,50,985	2,55,010	11,05,995

ಒಟ್ಟು 11.05 ಲಕ್ಷಗಳು

ANNEXURE - 2: 2007 ರಿಂದ ಮಾರ್ಚ್ 2017ರವರೆಗೆ ವಿತರಿಸಲಾದ ಸೌಲಭ್ಯಗಳ ವರ್ಷವಾರು ವಿವರ

ಸೌಲಭ್ಯಗಳ ವಿವರ	2007-08 ರಿಂದ 2010-11 ರವರೆಗೆ		2011-12		2012-13		2013 -2014		2014-15		2015-16		2016-17		ಒಟ್ಟು	
	ಸಂಖ್ಯೆ	ಮೊತ್ತ (ರೂಗಳಲ್ಲಿ)	ಸಂಖ್ಯೆ	ಮೊತ್ತ (ರೂಗಳಲ್ಲಿ)	ಸಂಖ್ಯೆ	ಮೊತ್ತ (ರೂಗಳಲ್ಲಿ)	ಸಂಖ್ಯೆ	ಮೊತ್ತ (ರೂಗಳಲ್ಲಿ)	ಸಂಖ್ಯೆ	ಮೊತ್ತ (ರೂಗಳಲ್ಲಿ)	ಸಂಖ್ಯೆ	ಮೊತ್ತ (ರೂಗಳಲ್ಲಿ)	ಸಂಖ್ಯೆ	ಮೊತ್ತ (ರೂಗಳಲ್ಲಿ)	ಸಂಖ್ಯೆ	ಮೊತ್ತ (ರೂಗಳಲ್ಲಿ)
ಕ್ರಮ ಪಡೆಯುವ	1,285	4,272,000	3,191	9,443,400	6,420	13,964,200	7,830	24,008,535	19,943	78,126,135	40,048	177,492,706	70,157	326,919,249	148,874	634,236,225
ಮಾಪನ ಪಡೆಯುವ	553	2,745,000	679	4,050,000	894	8,365,000	320	5,915,000	1,616	79,360,000	3,638	179,340,000	7,840	39,800,000	15,540	671,575,000
ವಸ್ತು ಸಂಸ್ಕಾರ ಪಡೆಯುವ	387	2,300,000	456	8,259,000	553	10,362,000	853	33,038,000	493	24,683,000	990	52,898,367	1,820	98,604,252	5,532	230,144,619
ಮಾಪನ ಪಡೆಯುವ	23	1,000,000	56	2,608,714	154	4,495,555	64	1,717,123	300	8,098,044	508	16,171,872	595	14,825,121	1,700	48,916,429
ಪ್ರಸ್ತಾವನೆ/ಫೋರ್ಮ್/ಫರ್ವಲಿಟ್/ಉಪಾಚಾರ ಫಣಿ	61	4,754,990	55	3,713,750	79	6,309,000	25	2,670,000	19	2,682,248	34	3,180,012	49	6,694,000	322	30,004,000
ಓರೆ ಪಾಯುವ	142	830,000	124	768,000	99	594,000	92	1,101,000	225	3,244,500	350	5,235,000	441	6,606,000	1,473	18,378,500
ಛೇದನ/ವ್ಯಕ್ತಿಯ ಸಂಯೋಜನೆ	318	319,250	302	289,750	159	133,750	103	75,450	54	79,756	30	46,451	31	76,841	997	1,021,248
ಪ್ರವೇಶದಾಖಲೆ	0	0	0	0	3	14,890	0	0	11	55,000	5	25,000	1	5,000	20	99,890
ಒಳಗಡೆ	0	0	0	0	0	0	0	0	0	0	0	0	413	2,778,000	413	2,778,000
ಮಾರ್ಗದರ್ಶಿ	0	0	0	0	0	0	0	0	0	0	0	0	5	731,000	5	731,000
ಒಟ್ಟು	2,769	1,621,240	4,843	2,913,2614	8,561	4,423,38,395	9,287	6,852,25,108	22,661	19,632,8,683	45,603	43,43,89,408	81,352	84,90,39,463	174,876	163,78,74,911

ಒಟ್ಟು ರೂ.163.78 ಕೋಟಿಗಳು

ಮಂಡಳಿಯಲ್ಲಿ ಸಂಗ್ರಹಿಸಲಾದ ಸುಂಕ ಪ್ರಗತಿಯ ವರ್ಷವಾರು ವಿವರ

ಕ್ರ. ಸಂ.	ವರ್ಷ	ಸುಂಕ ಸಂಗ್ರಹಣೆ (ರೂ.ಗಳಲ್ಲಿ)	ನಿಶ್ಚಿತ ಕೇವಲಿಯಿಂದ ಬಂದ ಬಡ್ಡಿ (ರೂ.ಗಳಲ್ಲಿ)	ಉಳಿತಾಯ ಖಾತೆಯಿಂದ ಬಂದ ಬಡ್ಡಿ (ರೂ.ಗಳಲ್ಲಿ)	ನೋಂದಣಿ ಮತ್ತು ನವೀಕರಣದ ಶುಲ್ಕ (ರೂ.ಗಳಲ್ಲಿ)	ಒಟ್ಟು ಮೊತ್ತ (ರೂ.ಗಳಲ್ಲಿ)
1	2006-07	-	-	62,404	10,000,000	10,062,404
2	2007-08	441,746,917	8,100,698	77,751	10,000,000	459,925,366
3	2008-09	1,546,110,473	16,773,637	73,450	3,000	1,562,960,560
4	2009-10	2,275,668,572	238,337,346	-	16,060	2,514,021,978
5	2010-11	3,252,020,674	350,593,377	7,593,646	2,600	3,610,210,297
6	2011-12	3,606,168,040	984,649,868	8,011,132	13,467,708	4,612,296,748
7	2012-13	4,835,803,512	1,337,854,165	30,861,539	22,539,427	6,227,058,643
8	2013-14	4,808,724,064	1,987,532,910	6,090,787	61,032,380	6,863,380,141
9	2014-15	6,560,666,076	3,070,040,795	7,530,584	56,964,797	9,695,202,252
10	2015-16	6,515,117,980	2,689,498,847	22,585,797	6,509,413	9,233,712,037
11	2016-17 (ಮಾರ್ಚ್ ವರೆಗೆ)	722,23,60,365	315,83,32,618	6,94,56,253	327,42,465	1048,28,91,701
	ಒಟ್ಟು (ರೂ.ಗಳಲ್ಲಿ)	4106,43,86,673	1384,17,14,261	15,23,43,342	23,32,77,850	5527,17,22,126
	ಒಟ್ಟು (ಕೋಟಿಗಳಲ್ಲಿ)	4106.43	1384.17	15.23	23.32	5527.17

Annexure 3

Evaluation Objectives, Questions and Indicators Matrix (Suggested and not Exhaustive)		
No	Evaluation Objectives	Indicators suggested (not exhaustive, and where applicable)
1	Basing on the available data, scientifically estimate the current number of construction workers in Karnataka. Further, the study shall make an estimate of the workers in terms of their place of origin (migrant workers) and of their specializations.	No indicators suggested; evolve a methodology to estimate based on data from Census, NSSO etc.
2	Make an assessment of the progress of enrolment of construction workers, and make suitable recommendations for plugging the gaps in enrolment, and in renewal of members.	Compiling of annual registration data, district-wise, comparison with estimated population and make suggestions for enhancing the registration process based on the findings of the study about the working of organisation; trade unions, advertisement campaign, etc.
3	Identify factors associated with non-registration of workers, and make comparative analysis in terms of districts. Gender and specializations.	Comparison of information facilitating enrolment, role of agencies etc. in respect of both enrolled members and Un-registered construction workers across different specialisations. Indications: Receipt of benefits or Decline; whether or not the person renewed membership when due for it; prompting factors associated with first registration and subsequent renewal of membership.
4	What has been the experience of the stakeholders in respect of different welfare schemes in different regions/ districts and have the benefits have been equitably distributed among various districts of the state since the commencement of programme?	List of grievances and study of institutional processes, analyse data pertaining to beneficiaries of schemes and compare across districts; specialisms etc.
5	Assess the perception of workers about availing of the services and benefits under the provisions of the Act. Make suitable recommendations to facilitate ease of access, and elimination of middlemen (if any).	As above
6	Assess the causes for denial of benefits sought under the Act by worker. and the impact of such denial.	Study the causes of rejection of applications for benefits

7	To examine extent to which there may have been fictitious membership (or false enrolment) and the extent of loss to Fund on account of disbursement of benefits to such 'members'	Failed attempts to contact the workers and in the absence of evidence of their having migrated as an indication of fictitious membership, <i>especially after availing of one or the benefits</i> . Members non-traceable especially after receiving benefits; membership norms and criteria possessed by members to suit them or mismatch them.
8	Based on an analysis of income, expenditure, enrolment of members and demand for welfare services, make an actuarial assessment of the feasibility of the fund in meeting the demand by 2025.	Statistical projection, past records of expenses towards the claims made - mismatch between the projected income and expenses as indication of inadequate planning to conserve the resources to meet future needs.
9	From among the registered members, what is the extent to which they are likely or being covered under other similar welfare funds meant for workers? (e.g., Factories workers Act, MGNREGA, Yashashwini, and similar other central or state government schemes)? Are there any problems in administering welfare programmes under the Board's jurisdiction?	No specific indicators; Based discussions and inter-state comparative analysis

No II	Evaluation Questions	Indicators suggested (not exhaustive, and where applicable)
A	Based on the interviews with various stakeholders what recommendations be arrived at in regards to inter-state migrant workers who may be working without following the prescribed procedures of registration as per the Migrant Labour Act? What has been the experience of Boards in other states where too there has been a high incidence of migrant workers?	No specific indicators; Based discussions and inter-state comparative analysis
B	To what extent the registered workers in Karnataka face hardship in making successful claims for benefits on account of the overlapping schemes of workers welfare in the state? Example: Yashasvini, Rashtriya Bima Yojana, etc, various health schemes, funeral expenses.	See 6 Above. Causes for rejection or declining of benefits; study of various other social security measures
C	Are there any indications that the renewal of membership or re-registration is more likely or less likely following the denial or availing of the benefits of the scheme? What factors determine first time registration and subsequent renewal as per the norms?	See 7 Above
D	Are there indications of the prevalence of fictitious members, and persons becoming members without being eligible to become members?	Failed attempts to contact the workers and in the absence of evidence of their having migrated as an indication of fictitious membership, especially after availing of one or the benefits. Members non-traceable especially after receiving benefits; membership norms and criteria possessed by members to suit them or mismatch them.
E	What is the usual waiting period to receive any benefit after having made a claim? Can an estimate be made of the loss of expected wage income on account of the pursual to receive the claimed benefits from the Board?	Time lapse between submission of a claim and its final settlement, number of times visits to be made to offices, and costs involved, assess wage loss and cost of claiming benefits as % of the benefits
F	How effective are the different methods of awareness creation among the workers and employers about the provisions under the 1996 Act? Assess this based on worker's perceptions.	Number of awareness campaigns, enrolment following the campaign. Assess the rise or decline if any

G	How effective has been the capacity building efforts of the officials of labour department in handling matters of worker registration and disbursal of benefits to the claimants? Assess based on the understanding of the provisions under the Rules, and awareness of procedures, at the district levels.	Assess awareness of rules and provisions; doubts raised and how clarified; incidence of 'trouble shooting' help sought from higher ups, grievances referred etc.
H	What has been the performance of ICT infrastructure provided to the officials at the district and taluka levels to carry out their responsibilities?	No. Of training programmes attended, comfort in handling ICT matters, number of complaints made or problems faced and of their nature.
II	What mechanisms are in place and how effective are they at the District and State headquarters to deal with grievances of the workers?	Data on grievances received, resolved and how.
J	What are the problems faced by the temporary /permanent migrant workers within and outside the State in seeking benefits from the Fund? How do they meet their welfare needs in the absence of any benefit from the State's Board?	Data on how migrant workers meet their social security needs
K	From among the registered members, what is the extent to which they are likely or being covered under other similar welfare funds meant for workers? (e.g., Factories workers Act, MGNREGA, Yashashwini, and similar other central or state government schemes)? Are there any problems in administering welfare programmes under the Board's jurisdiction?	Nature of work by registered workers in other sectors than construction, covered by any welfare body of the respective industry, participation in other social security measures, etc.

Annexure 2: Statement of Expenditure

KARNATAKA BUILDING AND OTHER CONSTRUCTION WORKERS' WELFARE BOARD												
Statement of Expenditure for the period 2009 -10 to 2018-19												
Particulars	2009-10 Rs	2010-11 Rs	2011-12 Rs	2012-13	2013-14	2014-15	2015-16 Rs	2016-17 Rs.	2017-18 Rs.	2018-19 Rs	Total	%
Bank Charges				245,811	578475	1044218	631,844	706,043	1,196,253	517,163	4,919,808	0.11
Salaries and Wages	10185590	17492237	19,221,330	28,679,175	29299251	38,056,180	61,288,701	69,101,255	77,045,576	126,427,064	47,67,96,359	10.85
Administration Charges	550231	835,484	2,098,386	128,284	358115		184,386	6,829	-	-	4161715	0.09
Agency Charges							-	7,413	-	-	7,413	
Repairs and Maintenance	214483	126,270	290,073				284,118	362,658	299,833	-	1577435	0.04
Vehicle Running and Maintenance	145894	262,602	294,596	124,321	177732	964429	186,818	265,644	218,678	1,427,524	4068238	0.1
Postage, Telephone and Communication & Internet Charges	349469	500,888	720,288	546,615	431910	1117164	1,212,587	1,474,394	1,404,690	852,475	8610480	0.20
Printing and Stationery	460371	2,186,609	1,357,580	829,313	1,801,722	19481111	2,803,099	1,803,261	1,872,995	2,660,414	35256474	0.80
Travelling and Conveyance Expenses	680449		354,555	516,899	283555	30488	1,137,383	381,863	243,866	351,553	3980611	0.10
Expenses on Seminar/ Workshops		292,779		1,633,859		447240	4,730,888	4,036,045	46,934	359,883	11,547,628	0.26
C & AG Audit Remuneration	105150			639,700			-	84,850	-	-	829700	
Car Hire Charges							-	730,000	936,200	3,383,228	5,049,428	0.12
Internal Auditors Remuneration		270,600	274,720	224,720	196630		358,030	563,500	649,500	-	2,537,700	0.06
Professional Charges	198540	223,850	230,248	547,954	564942	1739604	201,334	561,990	624,460	-	4892922	
Software AMC Charges				1,575,959		252520	112,962	1,352,122	-	12,390	3,305,953	
Advertisement and Publicity		256790	631,044	861,343	372843	1162645	3,914,438	4,809,149	2,813,695	1,243,895	16,065,842	0.37

Study Of Welfare Impact Of Usage Of Construction Workers Welfare Board Cess In Karnataka

KARNATAKA BUILDING AND OTHER CONSTRUCTION WORKERS' WELFARE BOARD												
Statement of Expenditure for the period 2009 -10 to 2018-19												
Particulars	2009-10 Rs	2010-11 Rs	2011-12 Rs	2012-13	2013-14	2014-15	2015-16 Rs	2016-17 Rs.	2017-18 Rs.	2018-19 Rs	Total	%
Board & Other Meeting Expenses	115093	61,600	72,838	136,161	246518	249562	895,612	128,015	266,656	936,106	3108161	
Books & Periodicals & news paper	18256	31,716	27,443	25,272	11790	76960	64,182	19,954	15,650	61,586	352809	
Registration Incentive & Expenses		6,945	42,165	183,820	285570	6908	218,022	130,620	-	2,100	876,150	
Membership & subscription						28090	28,625	-	-		56,715	
Office Expenses				52,907	53523	213539	264,992	121,643	566,902	321,003	1594509	
Vehicle Insurance		9,959				7862	94,643	91,966	59,557	81,802	345,789	
Electricity Charges							27,642	851,236	1,070,387	1,375,530	3,324,795	0.08
Fuel & Petrol Expenses				289,841	402341	536733	339,510	456,893	627,745	841,608	3,494,671	0.08
Building & Office Equipments Maintenance				171,784	131442	159656	63,960	108,601	17,000	437,609	1,090,052	
Kalyana Bhavana Expenses							245,200	-	-	-	245,200	
Civil Work Inspection Charges						55980	-	97,030	-	-	153,010	
Karnataka Construction Workers Skill Training & Development Academy Expenses							-	1,234,984	-	-	1,234,984	0.03
Training Expenses	116875				218229	122994	708,067	-	8,795,500	-	9,961,665	0.23
Building Inauguration Expenses							-	3,021,382	-	-	3,021,382	
Miscellaneous Expenses	29832	115,955	76,066	52,907		16500	1,854	18,614	59,551	309,611	680,890	

KARNATAKA BUILDING AND OTHER CONSTRUCTION WORKERS' WELFARE BOARD												
Statement of Expenditure for the period 2009 -10 to 2018-19												
Particulars	2009-10 Rs	2010-11 Rs	2011-12 Rs	2012-13	2013-14	2014-15	2015-16 Rs	2016-17 Rs.	2017-18 Rs.	2018-19 Rs	Total	%
Prior Period Expenses					15000		-	37,490		-	52,490	
Professional Fees		223,850					-	230,000		293,100	746,950	
ShankustapanaGadag Program Expenses							-	98,488		-	98,488	
Depreciation				6,517,874	3979403			-		-	10,497,277	
Awareness Programme Expenses									25,000	-	25,000	
Retainer Fees				3,200					180,000	45,000	228,200	
Consultancy Fess		2,500	557,337	391,314					143,000	-	1,094,151	
Courier Expense and on certification			177,815		162296	73783			971,441	369,071	1,754,406	
Website Maintenance				27,023	28090	142697			50,658	74,619	323,087	
Hospitality Expenses						72046			256,795		328,841	
AMC charges					1129039	45111				67,730	1,241,880	
Accounting &Financial Services										1,743,200	1,743,200	
Travelling to Officers		497008								87,523	584,531	0.013
Travelling to contract officers										19,850	19,850	
Retainer fees						207978				45,000	252,978	
Interest on TDS						318939				21,696	340,635	
Inspection charges										8,000	8,000	
Income tax for demand										3,719,928,259	3,719,928,259	
Rates & taxes										31,323	31,323	
TDS late filing fee						6922208				73,757	6,995,965	
Record room and record copying										942,154	942,154	
Training cum tool kit programme										124,792	124,792	


Study Of Welfare Impact Of Usage Of Construction Workers Welfare Board Cess In Karnataka

KARNATAKA BUILDING AND OTHER CONSTRUCTION WORKERS' WELFARE BOARD												
Statement of Expenditure for the period 2009 -10 to 2018-19												
Particulars	2009-10 Rs	2010-11 Rs	2011-12 Rs	2012-13	2013-14	2014-15	2015-16 Rs	2016-17 Rs.	2017-18 Rs.	2018-19 Rs	Total	%
Data entry charges					46451	6520					52,971	
Guest expenses					1419	2654					4,073	
M.V.construction company						212400					212,400	
Publicity Exp						32372664					32,372,664	0.76
TOTAL	13,170,233	23,397,642	26,426,484	44,406,056	40,776,286	106,147,382	79,998,897	92,893,932	100,458,522	3,865,477,618	4,39,31,53,053	
Major expenses are incurred towards the following:												
Salaries & wages: Rs. 47.68 Crores, which is almost 11 per cent of the total expenses												
Printing & stationeries: Rs.3.53 crores, which is almost 0.8 per cent of the total expenses					1.09943814							
Advertisement & Publicity: Rs. 5.83 Crores, which is almost 1 per cent of the total expenses.												

Annexure 3: Online Registration Application

ಕಾರ್ಮಿಕ ಇಲಾಖೆ
Labour Department
 ಕರ್ನಾಟಕ ಕಟ್ಟಡ ಮತ್ತು ಇತರೆ ನಿರ್ಮಾಣ ಕಾರ್ಮಿಕರ ಕಲ್ಯಾಣ ಮಂಡಳಿಯಲ್ಲಿ ಫಲಾನುಭವಿಯಾಗಿ ನೋಂದಾಯಿಸುವ ಅರ್ಜಿ
Application for Registration as Beneficiary with the Karnataka Building and Other Construction Workers Welfare Board

Applicant Details/ಅರ್ಜಿದಾರರ ವಿವರಗಳು

Name of the Applicant/ ಅರ್ಜಿದಾರರ ಹೆಸರು *	<input type="text"/>	Passport Size Photo/ಪಾನ್ಪೋರ್ಟ್ ಅಳತೆಯ ಬಾಹುಚಿತ್ರ *	<input type="button" value="Choose File"/> No file chosen 
Date of Birth/ಜನ್ಮ ದಿನಾಂಕ *	<input type="text" value=""/>	Age of the Applicant at the time of registration/ನೋಂದಣಿ ಸಮಯದಲ್ಲಿನ ಅರ್ಜಿದಾರರ ವಯಸ್ಸು *	<input type="text"/>
Blood Group/ರಕ್ತದ ಗುಂಪು	<input type="text"/>	Phone number of Applicant/ ಫಲಾನುಭವಿಯ ದೂರವಾಣಿ ಸಂಖ್ಯೆ *	<input type="text"/>
Present Address/ಪ್ರಸ್ತುತ ವಿಳಾಸ *	<input type="text"/>	Permanent Address/ಪ್ರಾಯಂ ವಿಳಾಸ *	<input type="text"/>
Aadhaar Number of Applicant/ಅರ್ಜಿದಾರರ ಆಧಾರ್ ಸಂಖ್ಯೆ *	<input type="text"/>		

Study Of Welfare Impact Of Usage Of Construction Workers Welfare Board Cess In Karnataka

Address where the registration is sought/ ಅರ್ಜಿದಾರರ ನೋಂದಣಿ ಬಯಸುವ ವಿಳಾಸ

State/ರಾಜ್ಯ * Karnataka ▼

District/ಜಿಲ್ಲೆ * Please Select ▼

Taluk/ತಾಲೂಕು * Please Select ▼

Gram Panchayath/ಗ್ರಾಮ ಪಂಚಾಯತ್ * Please Select ▼

Village/Ward/ಗ್ರಾಮ/ವಾರ್ಡ್ * Please Select ▼

Marital Status/ವೈವಾಹಿಕ ಸ್ಥಿತಿ

Marital Status/ವೈವಾಹಿಕ ಸ್ಥಿತಿ * Married/ವಿವಾಹಿತರು Unmarried/ಅವಿವಾಹಿತರು

Other details/ಇತರ ವಿವರಗಳು			
Religion /ಧರ್ಮ *	<input type="text" value="Please Select"/>		
Caste/ಜಾತಿ *	<input type="text" value="Please Select"/>	Mother Tongue/ ಮಾತೃ ಭಾಷೆ *	<input type="text"/>
Education Level/ವಿದ್ಯಾಭ್ಯಾಸ ಮಟ್ಟ *	<input type="radio"/> Literate/ಅಕ್ಷರಸ್ಥ <input type="radio"/> Illiterate/ಅನಕ್ಷರಸ್ಥ		
Gender/ ಲಿಂಗ *	<input type="radio"/> Male/ಗಂಡು <input type="radio"/> Female/ಹೆಣ್ಣು <input type="radio"/> Others/ಇತರೆ		
Additional Details/ಹೆಚ್ಚುವರಿ ವಿವರಗಳು			
Ration Card Number/ರೇಷನ್ ಕಾರ್ಡ್ ಸಂಖ್ಯೆ	<input type="text"/>	Voter ID Number/ಮತದಾರರ ಗುರುತಿನ ಸಂಖ್ಯೆ	<input type="text"/>
MGNRGEA Job Card Number/ಎಂಜಿಎನ್‌ಆರ್‌ಜಿಇಎ ಜಾಬ್ ಕಾರ್ಡ್ ಸಂಖ್ಯೆ	<input type="text"/>		

Experience/ಅನುಭವ

Experience in construction work at the time of registration in years/ನೋಂದಣಿ ನಮಯದಲ್ಲಿ ನಿರ್ಮಾಣ ಕೆಲಸದಲ್ಲಿನ ಅನುಭವ *

Sector of Construction work where you have specialization or experience/ನಿರ್ಮಾಣ ಕ್ಷೇತ್ರದಲ್ಲಿ ಪರಿಣಿತಿ ಹೊಂದಿರುವ ಅಥವಾ ಅನುಭವವುಳ್ಳ ಕೆಲಸ *

Have you worked as a building or other construction worker for 90 days in the past 12 months? How many days were you employed as a construction worker in the previous year? /ಕಳೆದ 12 ತಿಂಗಳುಗಳಲ್ಲಿ ನೀವು 90 ದಿನಗಳ ಕಾಲ ಕಟ್ಟಡ ಅಥವಾ ಇತರ ನಿರ್ಮಾಣ ಕಾರ್ಮಿಕರಾಗಿ ಕೆಲಸ ಮಾಡಿದ್ದೀರಾ? ಹಾಗಿದ್ದಲ್ಲಿ, ಎಷ್ಟು ದಿನಗಳ ಕಾಲ ಕೆಲಸ ಮಾಡಿದ್ದೀರಾ? *

Current Employment Status/ಪ್ರಸ್ತುತ ಉದ್ಯೋಗ ಸ್ಥಿತಿ

<p>Current Employer Name/ಪ್ರಸ್ತುತ ಉದ್ಯೋಗದಾತರ ಹೆಸರು *</p> <input style="width: 100%;" type="text"/>	<p>Current Employer Phone Number/ ಪ್ರಸ್ತುತ ಉದ್ಯೋಗದಾತನ ದೂರವಾಣಿ ಸಂಖ್ಯೆ *</p> <input style="width: 100%;" type="text"/>
<p>Work Site Address/ಕೆಲಸದ ಸ್ಥಳದ ವಿಳಾಸ *</p> <input style="width: 100%;" type="text"/>	<p>Building and Other Construction Works in which Applicant Engaged/ಪ್ರಸ್ತುತ ಅರ್ಜಿದಾರನು ಕೆಲಸ ಮಾಡುವ ಕಟ್ಟಡ ಅಥವಾ ಇತರೆ ಕಾಮಗಾರಿ *</p> <input style="width: 100%;" type="text" value="Please Select"/>
<p>Nature of Current Work/ಪ್ರಸ್ತುತ ಕೆಲಸದ ಸ್ವರೂಪ *</p> <input style="width: 100%;" type="text" value="Please Select"/>	<p>Monthly Wage/ಮಾಸಿಕ ವೇತನ *</p> <input style="width: 100%;" type="text"/>
<p>Daily Wage/ದೈನಂದಿನ ವೇತನ *</p> <input style="width: 100%;" type="text"/>	

Dependents and Nominee Details/ಅವಲಂಬಿತರು ಮತ್ತು ನಾಮನಿರ್ದೇಶಿತರ ವಿವರ									
Dependent Nominee Details *									
Name/ಹೆಸರು *	Education/ವಿದ್ಯಾಭ್ಯಾಸ *	Relation/ಸಂಬಂಧ *	Age/ ವಯಸ್ಸು *	Sex/ ಲಿಂಗ *	Marital Status/ ವೈವಾಹಿಕ ಸ್ಥಿತಿ *	Is Nominee *	Address Of Nominee / ನಾಮನಿರ್ದೇಶಿತರ ವಿಳಾಸ *	Share of Nominee / ನಾಮನಿರ್ದೇಶಿತರ ಪಾಲು *	
<input type="text"/>	Please Sele ▼	<input type="text"/>	<input type="text"/>	Please Sele ▼	Please Sele ▼	Please Sele ▼	<input type="text"/>	<input type="text"/>	<input type="button" value="✖"/> <input type="button" value="✚"/>
Bank Details/ಬ್ಯಾಂಕ್ ವಿವರಗಳು									
Bank Name/ ಬ್ಯಾಂಕ್ ಹೆಸರು *	<input type="text"/>			Branch Name/ ಶಾಖೆಯ ಹೆಸರು *	<input type="text"/>				
Bank Account Number/ ಬ್ಯಾಂಕ್ ಖಾತೆ ಸಂಖ್ಯೆ *	<input type="text"/>			Bank Address/ಬ್ಯಾಂಕ್ ವಿಳಾಸ *	<input type="text"/>				
IFSC/ಐ ಎಫ್ ಎಸ್ ಸಿ ಸಂಖ್ಯೆ *	<input type="text"/>								
number of years registration sought/ನೋಂದಣಿಯಾಗಲು ಬಯಸುವ ವರ್ಷಗಳು									
Number of years registration is required/ ಒಟ್ಟು ನೋಂದಣಿಯ ವರ್ಷಗಳು *	<input type="radio"/> 1		<input type="radio"/> 3		Total fee to be paid/ಒಟ್ಟು ಪಾವತಿಸಬೇಕಾದ ಶುಲ್ಕ	<input type="text"/>			
From Date/ಇಂದಿನ ದಿನಾಂಕ *	<input type="text"/>			End Date/ಕೊನೆಯ ದಿನಾಂಕ *	<input type="text"/>				

SLI/LI Verification/ಹಿ ಕಾ ನೆ/ಕಾ ನೆ ಪರಿಶೀಲನೆ

Can the application be processed/ಅರ್ಜಿಯನ್ನು ಪ್ರಕ್ರಿಯೆಗೊಳಿಸಬಹುದೆ * YES NO

Action/ಕ್ರಮ * Reject/ತಿರಸ್ಕರಿಸಿ Approve/ಅನುಮೋದಿಸಿ

Remarks/ಷರಾ *

Declaration/ಘೋಷಣೆ

ನಾನು ಈ ಮೂಲಕ ದೃಢೀಕರಿಸುವುದೇನೆಂದರೆ, ಮೇಲೆ ನೀಡಿದ ಮಾಹಿತಿ ಮತ್ತು ದಾಖಲೆಗಳು ನನ್ನ ತಿಳುವಳಿಕೆ ಹಾಗೂ ನಂಬಿಕೆಗೆ ಅನುಗುಣವಾಗಿ ಸರಿ ಇರುತ್ತದೆ ಹಾಗೂ ನಿಜವಾಗಿರುತ್ತದೆ. ಸಾರ್ವಜನಿಕ ಪ್ರಾಧಿಕಾರಕ್ಕೆ ಸುಳ್ಳು ಮಾಹಿತಿ ಒದಗಿಸುವುದು ಅಪರಾಧವೆಂದು ನನಗೆ ತಿಳಿದಿದೆ. ಒಂದು ವೇಳೆ ನಾನು ನೀಡಿರುವ ಮಾಹಿತಿಯು ಸುಳ್ಳು ಎಂದು ಕಂಡು ಬಂದಲ್ಲಿ ನನ್ನನ್ನು ಶಿಕ್ಷೆಗೆ ಗುರಿಪಡಿಸಬಹುದು ಹಾಗೂ ಯಾವುದೇ ಮಾಹಿತಿಯನ್ನು ಬದಲಾಯಿಸಬಾರದೆಂಬುದನ್ನು ಈ ಮೂಲಕ ಅರ್ಥಮಾಡಿಕೊಂಡಿದ್ದೇನೆ. I hereby declare that all the above information and document submitted are true and correct to the best of my knowledge and belief. I also realize that it is an offence to furnish false information to a public authority and that if any information is found false, I may be prosecuted for the same. I also understand that I cannot change any of the above information.

★ "ನನ್ನಿಂದ ಪಡೆಯುವಂತಹ ಮಾಹಿತಿಯನ್ನು ಸಾರ್ವಜನಿಕ ಉದ್ದೇಶಗಳಿಗಾಗಿ ಬಳಸಬಹುದಾಗಿದೆ".
★ "the details obtained from me can be used for public purposes".

I Agree *

ಕರ್ನಾಟಕ ಕಟ್ಟಡ ಮತ್ತು ಇತರೆ ನಿರ್ಮಾಣ ಕಾರ್ಮಿಕರ ಕಲ್ಯಾಣ ಮಂಡಳಿ
Karnataka Building and Other Construction Worker's Welfare Board
 ನಕಲು ಗುರುತಿನ ಚೀಟಿಯನ್ನು ಪಡೆಯಲು ಅರ್ಜಿ
Application for Duplicate Identity Card

Instruction/ಸೂಚನೆ

ಫಲಾನುಭವಿಯ ಗುರುತಿನ ಚೀಟಿ ಕಳೆದು ಕೊಂಡು ಪಕ್ಕದಲ್ಲಿ ನಕಲು ಪ್ರತಿಗಾಗಿ ನೋಂದಣಿ ಅಧಿಕಾರಿಯಿಂದ ನೋಂದಣಿ ಮಾಹಿತಿ ಪಡೆದು ತಂತ್ರಾಂಶದ ಮೂಲಕ ಅರ್ಜಿ ಸಲ್ಲಿಸುವುದು

Applicant Details/ಅರ್ಜಿದಾರರ ವಿವರಗಳು

Registration Number of Beneficiary/ಫಲಾನುಭವಿಯ ನೋಂದಣಿ ಸಂಖ್ಯೆ *

Name of the Beneficiary/ಫಲಾನುಭವಿಯ ಹೆಸರು *

Passport Size Photo/ಪಾನ್ ಫೋಟೋ ಅಳತೆಯ ಬಾವಚಿತ್ರ *

Choose File No file chosen



Permanent Address of the Beneficiary/ಫಲಾನುಭವಿಯ ಖಾಯಂ ವಿಳಾಸ

Phone number of Beneficiary/ಫಲಾನುಭವಿಯ ದೂರವಾಣಿ ಸಂಖ್ಯೆ *

Study Of Welfare Impact Of Usage Of Construction Workers Welfare Board Cess In Karnataka

Date of Birth of Beneficiary/ಫಲಾನುಭವಿಯ ಜನ್ಮ ದಿನಾಂಕ *

Age at the time of registration/ನೋಂದಣಿ ಸಮಯದಲ್ಲಿ ವಯಸ್ಸು *

Date of Registration Beneficiary/ಫಲಾನುಭವಿಯ ನೋಂದಣಿ ದಿನಾಂಕ *

Reason for applying for Duplicate identity card/ನಕಲಿ ಗುರುತಿನ ಚೀಟಿ ಪಡೆಯಲು ಕಾರಣ

Aadhaar Number of Applicant/ಫಲಾನುಭವಿಯ ಅಧಾರ್ ಸಂಖ್ಯೆ *

Gender/ಲಿಂಗ * Male/ವುರುಡ Female/ಮಹಿಳೆ

Type of Work/ಕೆಲಸದ ಸ್ವರೂಪ *

Blood Group/ರಕ್ತದ ಗುಂಪು

Marital Status/ವೈವಾಹಿಕ ಸ್ಥಿತಿ * Married Unmarried

Beneficiary other Dependent Details/ಫಲಾನುಭವಿ ಕುಟುಂಬದ ಇತರ ಸದಸ್ಯರ ವಿವರಗಳು (ನಾಮ ನಿರ್ದೇಶಿತರನ್ನು ಹೊರತುಪಡಿಸಿ) *

Name/ಹೆಸರು *	Age/ವಯಸ್ಸು *	Relationship with Beneficiary/ಫಲಾನುಭವಿಯ ಜೊತೆಗಿನ ಸಂಬಂಧ *	Is Nominee *	Address Of Nominee / ನಾಮನಿರ್ದೇಶಿತರ ವಿಳಾಸ *	Share of Nominee / ನಾಮನಿರ್ದೇಶಿತರ ಪಾಲು *
<input type="text"/>	<input type="text"/>	<input type="text"/>	Please Select ▼	<input type="text"/>	<input type="text"/>

Present Address of the beneficiary/ಪಲಾನುಭವಿಯ ಪ್ರಸ್ತುತ ವಿಳಾಸ

State/ರಾಜ್ಯ *

Karnataka

District/ಜಿಲ್ಲೆ *

Please Select

Taluk/ತಾಲ್ಲೂಕು *

Please Select

Gram Panchayat/ಗ್ರಾಮ ಪಂಚಾಯತ್ *

Please Select

Village/Ward/ಗ್ರಾಮ/ವಾರ್ಡ್ *

Please Select

Details of Registration fee and Subscription paid/ನೋಂದಣಿಯ ಶುಲ್ಕ ಹಾಗೂ ವಂತಿಕೆಯ ಪಾವತಿ ವಿವರಗಳು

Amount Paid for Subscription/ವಂತಿಗೆ ಪಾವತಿಸಿದ ಮೊತ್ತ *

50

Paid on Date/ಪಾವತಿಸಿದ ದಿನಾಂಕ *



Valid Upto Date/ಚಾಲ್ತಿಯಲ್ಲಿರುವ ದಿನಾಂಕ *



Declaration/ ಘೋಷಣೆ

ನಾನು ಈ ಮೂಲಕ ವೃದ್ಧೀಕರಿಸುವುದೇನೆಂದರೆ,ಮೇಲೆ ನೀಡಿದ ಮಾಹಿತಿ ಮತ್ತು ದಾಖಲೆಗಳು ನನ್ನ ತಿಳುವಳಿಕೆಗೆ ಹಾಗೂ ಸಂಬಿಕೆಗೆ ಅನುಗುಣವಾಗಿ ಸರಿ ಇರುತ್ತದೆ ಹಾಗೂ ನಿಜವಾಗಿರುತ್ತದೆ.
I here by declare that all the above information and Documents Submitted are true and correct to the best of my knowledge.

I Agree *

Annexure 4: District-level scheme-wise distribution to beneficiaries

Sl.No	District	Number of registered construction workers	Education			Marriage			Maternity			Major Medical			Funeral		
			Percentage to the Total Beneficiaries	Percentage to the total amount disbursed	Average amount disbursed / received	Percentage of Total Beneficiaries	Percentage of Total amount disbursed	Average amount disbursed / received	Percentage of Total Beneficiaries	Percentage of Total amount disbursed	Average amount disbursed / received	Percentage of Total Beneficiaries	Percentage of Total amount disbursed	Average amount disbursed / received	Percentage of Total Beneficiaries	Percentage of Total amount disbursed	Average amount disbursed / received
1	Bagalkote	3150	93.07	63.54	3,491.90	6.10	34.88	29,255.32	0.36	0.45	6,477.27	0.00	0.00	0	0.00	0.00	0
2	Belagavi	13530	91.51	56.53	5,809.60	7.73	41.32	50,281.00	0.10	0.16	14,400.00	0.61	1.98	30,381.94	0.00	0.00	0
3	Gadag	2418	92.98	60.96	5,480.78	6.32	37.92	50,193.05	0.20	0.39	16,875.00	0.24	0.38	13,021.40	0.17	0.08	4,000.00
4	Haveri	1450	89.70	43.73	4,087.29	8.91	53.12	50,000.00	0.94	1.69	15,000.00	0.00	0.00	0	0.00	0.00	0
5	Hubli	6687	92.99	63.06	3,211.68	5.92	33.35	26,669.68	0.61	1.91	14,842.11	0.45	1.68	17,668.57	0.00	0.00	0
6	Karwar	789	91.72	61.12	6,128.45	6.45	35.08	50,000.00	0.90	1.47	15,065.22	0.91	2.33	23,597.17	0.00	0.00	0
7	Vijayapura	4657	85.88		4,693.71	13.04	60.66	50,000.00	0.70	1.04	16,052.63	0.35	0.80	24,327.76	0.00	0.00	0
8	Belagavi Division	32681	91.52	56.40	4,797.55	7.27	40.78	43,693.78	0.59	1.09	14,407.97	0.50	1.50	23,645.08	0.01	0.00	4,000.00
9	Bengaluru	314325	94.42	67.69	5,644.57	4.46	26.78	47,317.40	0.31	1.05	26,820.42	0.52	3.27	49,740.54	0.00	0.00	0
10	Chikkaballapura	2452	92.22	60.97	6,330.77	7.20	37.58	50,000.00	0.05	0.14	25,000.00	0.35	1.24	33,746.35	0.18	0.07	4,000.00
11	Chitradurga	9393	88.60	44.90	4,787.17	6.76	35.80	50,000.00	0.47	0.75	15,000.00	0.00	0.00	0	3.52	16.13	43,274.42
12	Davanagere	6612	83.40	32.30	4,208.04	11.70	49.60	46,069.54	0.29	0.41	15,446.43	1.65	4.23	27,819.86	2.80	12.32	47,790.44
13	Kolar	16220	93.82	69.41	6,161.46	4.34	26.07	50,000.00	1.55	3.80	20,454.55	0.23	0.69	24,962.48	0.00	0.00	0
14	Ramanagara	6157	84.73	47.72	6,744.82	11.13	46.47	50,000.00	2.22	2.77	14,954.08	1.21	2.79	27,627.76	0.69	0.23	4,000.00
15	Shivamogga	5168	91.13	63.36	7,335.04	6.87	33.14	50,883.84	0.75	1.21	17,170.54	0.00	0.00	0	0.00	0.00	0
16	Tumakuru	13745	87.08	51.55	6,267.63	10.70	42.59	42,134.63	0.40	0.57	15,000.00	1.69	5.29	33,021.11	0.00	0.00	0
17	Bengaluru Division	374072	90.09	55.47	5,915.55	7.40	36.60	47,519.64	0.76	1.47	18,553.78	0.72	2.42	32,421.17	0.70	3.12	42,874.70
18	Ballari	6439	88.07	42.14	4,620.22	8.62	44.61	49,955.56	0.84	1.32	15,090.91	0.37	1.43	37,530.46	1.70	9.00	51,081.08
19	Bidar	1668	92.33	62.16	4,959.84	6.14	32.46	38,944.70	0.41	1.05	18,755.81	0.00	0.00	0	0.00	0.00	0
20	Kalaburagi	607	88.56	46.02	4,648.70	9.81	51.53	46,972.48	0.99	1.33	11,968.60	0.00	0.00	0	0.00	0.00	0
21	Koppal	4682	74.63	26.77	4,406.16	18.33	62.65	41,987.15	2.92	2.54	10,715.38	0.20	0.41	25,018.00	0.00	0.00	0
22	Raichur	9951	83.29	34.68	4,457.21	12.78	59.69	50,000.00	3.30	4.85	15,750.00	0.25	0.63	27,277.58	0.00	0.00	0
23	Yadgir	1122	81.35	38.44	5,882.34	13.06	52.46	50,000.00	4.47	5.39	15,000.00	0.00	0.00	0	0.00	0.00	0
24	Kalaburagi Division	24469	87.82	45.97	4,804.47	9.36	46.53	45,616.32	1.32	2.08	14,401.78	0.12	0.43	34,115.29	0.37	2.08	51,081.08
25	Chamarajanagara	1896	90.78	50.18	4,720.05	7.89	46.20	50,000.00	0.09	0.18	15,833.33	1.03	3.39	28,179.48	0.11	0.05	4,000.00
26	Chikkamagaluru	2922	88.36	51.12	6,185.10	10.15	46.76	49,234.97	0.98	1.44	15,795.45	0.48	0.67	15,007.19	0.00	0.00	0
27	Hassan	280	93.92	65.46	5,491.47	4.99	30.73	48,529.41	0.18	0.35	15,200.00	0.90	3.46	30,232.89	0.00	0.00	0
28	Kodagu	1823	94.88	70.71	5,800.61	3.99	25.66	50,000.00	0.07	0.14	15,000.00	0.49	3.30	52,378.86	0.00	0.00	0
29	Mandya	226	91.29	48.36	3,985.53	7.07	46.99	50,000.00	0.41	1.00	18,524.59	1.13	3.62	24,147.04	0.00	0.00	0
30	Mangalore	34033	93.65	60.04	4,853.47	5.92	39.11	49,972.62	0.19	0.38	15,239.13	0.19	0.47	19,226.26	0.00	0.00	0
31	Mysuru	15839	93.55	58.12	4,701.94	6.32	41.78	50,000.00	0.05	0.09	15,000.00	0.00	0.00	0	0.00	0.00	0
32	Udupi	14650	90.03	58.27	6,901.59	8.19	38.41	50,000.00	0.19	0.32	18,333.33	1.21	2.89	25,584.90	0.00	0.00	0
33	Mysore Division	71669	92.21	57.09	5,178.05	6.81	40.55	49,755.17	0.25	0.50	16,505.70	0.60	1.83	25,485.33	0.01	0.00	4,000.00

Study Of Welfare Impact Of Usage Of Construction Workers Welfare Board Cess In Karnataka

Sl.No	District	Number of registered construction workers	Medical			Death			Permanent disability			Accident			Total		
			Percentage of Total Beneficiaries	Percentage of Total amount disbursed	Average amount disbursed / received	Percentage of Total Beneficiaries	Percentage of Total amount disbursed	Average amount disbursed / received	Percentage of Total Beneficiaries	Percentage of Total amount disbursed	Average amount disbursed / received	Percentage of Total Beneficiaries	Percentage of Total amount disbursed	Average amount disbursed / received	Total Number of beneficiaries	Total amount disbursed	Total: Average amount disbursed / received
1	Bagalkote	3150	0.48	1.12	12,016.95	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,331	6,30,67,000.00	5,114.51
2	Belagavi	13530	0.05	0.01	1,249.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,504	13,63,98,793.00	9,404.22
3	Gadag	2418	0.10	0.26	22,500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,101	3,42,81,430.00	8,359.29
4	Haveri	1450	0.45	1.46	27,340.32	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,253	5,24,26,111.00	8,384.15
5	Hubli	6687	0.03	0.00	440.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,708	8,86,01,987.00	4,736.05
6	Karwar	789	0.02	0.00	825.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,599	23,54,34,483.00	9,197.02
7	Vijayapura	4657	0.02	0.01	4,830.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,172	8,78,70,591.00	10,752.64
8	Belagavi Division	32681	0.12	0.23	14,325.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89,668	69,80,80,395.00	7,785.17
9	Bengaluru	314325	0.30	1.20	31,910.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,892	19,59,82,292.00	7,873.30
10	Chikkaballapura	2452	0.00	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,682	5,44,13,170.00	9,576.41
11	Chitradurga	9393	0.64	2.42	35,760.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,106	5,76,82,216.00	9,446.81
12	Davanagere	6612	0.10	0.03	3,389.45	0.00	0.00	0.00	0.01	0.13	2,70,000.00	0.05	0.97	2,05,000.00	19,424	21,10,21,207.00	10,863.94
13	Kolar	16220	0.06	0.03	5,118.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,445	19,52,73,128.00	8,328.99
14	Ramanagara	6157	0.02	0.02	9,198.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,833	10,57,77,801.00	11,975.30
15	Shivamogga	5168	1.24	2.28	19,444.84	0.02	0.01	4,000.00	0.00	0.00	0.00	0.00	0.00	0.00	17,289	18,24,01,690.00	10,550.16
16	Tumakuru	13745	0.12	0.01	802.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,980	13,74,25,510.00	10,587.48
17	Bengaluru Division	374072	0.32	0.71	21,382.99	0.00	0.00	4,000.00	0.00	0.02	2,70,000.00	0.01	0.18	2,05,000.00	1,18,651	1,13,99,77,014.00	9,607.82
18	Ballari	6439	0.39	0.67	16,601.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.83	0.00	13,047	12,59,85,103.00	9,656.25
19	Bidar	1668	0.06	0.02	1,884.62	0.94	3.09	24,321.43	0.12	1.22	75,400.00	0.00	0.00	0.00	20,912	15,40,59,010.00	7,367.01
20	Kalaburagi	607	0.12	0.13	9,620.47	0.52	0.99	17,174.60	0.00	0.00	0.00	0.00	0.00	0.00	12,217	10,92,88,787.00	8,945.63
21	Koppal	4682	1.32	0.09	844.93	2.60	7.53	35,541.38	0.00	0.00	0.00	0.00	0.00	0.00	4,458	5,47,53,623.00	12,282.10
22	Raichur	9951	0.02	0.00	400.00	0.37	0.14	4,000.00	0.00	0.00	0.00	0.00	0.00	0.00	4,852	5,19,31,311.00	10,703.07
23	Yadgir	1122	0.99	3.67	46,013.38	0.12	0.04	4,000.00	0.00	0.00	0.00	0.00	0.00	0.00	4,027	5,01,31,065.00	12,448.74
24	Kalaburagi Division	24469	0.30	0.53	16,236.22	0.67	1.84	25,285.93	0.04	0.35	75,400.00	0.00	0.19	0.00	59,513	54,61,48,899.00	9,176.97
25	Chamarajanagara	1896	0.09	0.01	891.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,336	5,41,09,716.00	8,540.04
26	Chikkamagaluru	2922	0.03	0.00	566.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	9,011	9,63,32,779.00	10,690.58
27	Hassan	280	0.00	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13,629	10,73,94,936.00	7,879.88
28	Kodagu	1823	0.35	0.09	2,007.20	0.21	0.11	4,000.00	0.00	0.00	0.00	0.00	0.00	0.00	1,427	1,11,07,718.00	7,783.96
29	Mandya	226	0.10	0.02	1,783.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,978	11,26,85,667.00	7,523.41
30	Mangalore	34033	0.06	0.01	735.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	24,662	18,66,96,572.00	7,570.21
31	Mysuru	15839	0.09	0.01	582.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,815	14,99,50,086.00	7,567.50
32	Udupi	14650	0.38	0.10	2,834.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,428	15,38,54,330.00	10,663.59
33	Mysore Division	71669	0.11	0.03	1,912.47	0.00	0.00	4,000.00	0.00	0.00	0.00	0.00	0.00	0.00	1,04,286	87,21,31,804.00	8,362.88
															3,72,118	3,25,63,38,112.00	

**Study Of Welfare Impact Of Usage Of
Construction Workers Welfare Board Cess
In Karnataka**

**Karnataka Evaluation Authority
#542, 5th Floor, 2nd Gate
Dr. B.R Ambedkar Veedhi
M.S. Building
Bengaluru – 560 001**

**Website: www.kmea.karnataka.gov.in
Contact No: 080 2203 2561
Email Id: www.kmea@karnataka.gov.in**