

THE TAMIL NADU MANUAL WORKERS (CONSTRUCTION WORKERS) WELFARE SCHEME, 1994

(G.O. Ms.No.198, Labour and Employment, 4th October, 1994)

In exercise of the powers conferred by section 4 of the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 (Tamil Nadu Act 33 of 1982), the Governor of Tamil Nadu hereby makes the following Scheme for the employment in construction or maintenance of dams, bridges, roads or in any building operations, the draft of the same having been previously published as required under section 4 of the said Act: -

1. Short title, extent, application and commencement. –(1) This Scheme may be called the Tamil Nadu Manual Workers (Construction Workers) Welfare Scheme, 1994.

(2) It extends to the whole of the State of Tamil Nadu.

(3) It shall apply to the manual workers engaged in construction or maintenance of dams, bridges, roads or in any building operation [or stone breaking or stone crushing or construction of pandals or brick manufactory other than the brick manufactory under the Factories Act, 1948 (Central Act 63 of 1948)]

(4) It shall come into force at once in the City of Madras, the City of Madurai and the City of Coimbatore and it shall come into force in other areas on such date as the State Government may by notification, appoint and different dates may be appointed for different areas.

2. Definitions. --- In this scheme, unless the context otherwise requires, -----

“Act” means the Tamil Nadu Manual Workers (Regulation of Employment and Conditions of Work) Act, 1982 (Tamil Nadu Act 33 of 1982);

[(aa) “family”, -----

(i) in the case of male member, his wife, children whether married or unmarried, dependent parents and the widow and children of the deceased son of the member;

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- (ii) in case of a female member, her husband, children, dependent parents and widow and children of the deceased son of the member;
- (b) “General Fund” means the Manual Workers General Welfare Fund constituted under clause 9;
- (c) “Manual Worker” means any person who has completed [eighteen years] of age but has not completed sixty years of age and who is engaged to do any manual work in construction or maintenance of dams, bridges, roads or in any building operations ³[or stone breaking or stone crushing or construction of pandals or brick manufactory other than the brick manufactory under the Factories Act, 1948 (Central Act 63 of 1948)] as a worker falling under any one of the classes of workers specified in Schedule 1;
- (d) “Schedule” means a Schedule appended to this scheme;
- (e) Words and phrases used but not defined in the scheme shall have the respective meaning assigned to them in the Act.

3. Objects . ---The object of the scheme is to provide for the following welfare measures for the manual workers engaged in construction or maintenance of dams, bridges, roads or in any building operations, namely:-

- (1) Creches;
- [(2) Personal Accident Relief;]
- (3) Provident Fund and Employees’ State Insurance Scheme.
- (4) Pension Scheme.
- [(5) Assistance to meet the funeral expenses of a registered manual worker.]
- [(5A) Assistance on the natural death of a registered manual worker.]
- [(6) Assistance for the education of the son or daughter of a registered manual workers.]

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(7) Assistance for marriage of the son or daughter of a registered manual worker.

[(8) Assistance for the delivery of a child or the miscarriage of pregnancy or the termination of pregnancy, by a registered woman manual worker.]

(9) Supply of food at free of cost at Amma Canteens to the registered Construction workers";

4. Powers and functions of the Board.----(1) Subject to the other provisions of the Act, the Board may take such measures as it may consider necessary for carrying out the objects of the scheme set out in clause 3.

(2) The Board may create such number of posts of officers including the Secretary and other employees as are necessary and appoint persons to such posts on such terms and conditions of service as it may deem fit:

Provided that no post equivalent to a post in Group A or Group B in the State Government service shall be created and appointment to such post shall be made by the Board except with the previous approval of the State Government.

(3) The Board Shall -----

(a) Subject to availability of funds, provide for the welfare of registered manual workers including medical services;

(b) Subject to availability of funds, provide health and safety measures in places where the registered manual workers are employed;

(c) Maintain and administer the General Fund and recover the contribution towards that Fund;

(d) Maintain and administer Provident Fund registered manual workers when such fund is constituted;

(e) Subject to the provisions of the scheme, any property vested with the Board shall be held and utilised by it only for the purpose of the scheme.

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(4) The Board may, with the previous permission of the State Government, borrow money in order to augment its resources.

(5) The Board may accept deposits from persons, authorities or establishments with whom it has to transact any business, on such condition as it deems fit.

(6) The Board shall have the authority to spend such sum as it thinks fit for the purposes of the scheme from out of the General Fund.

(7) The Board shall keep proper accounts for all receipts and expenses under the scheme.

(8) The Board shall submit to the State Government copied of proceedings of the meetings of the Board.

(9) The Board May, -----

(a) Prescribe forms, records, registers, statements required for the administration of the scheme;

(b) Sanction of the annual budget;

(c) Make recommendations to the State Government about any modifications in the scheme.

5. Registration of manual workers.----- (1) Any manual worker may register his name with the Board [through the Labour Officer (Social Security Scheme) of the respective District] or the purpose of the scheme.

[(2) Application for such registration shall be made [in duplicate to the Labour officer (Social Security Scheme) of the respective District] in Form A in Schedule II together with the certificate of employment issued by any of the persons or authorities specified below:-

(a) Prescribe forms, records, registers, statements required for the administration of the scheme;

(a) Employer engaged in construction industry for purpose of trade or business;

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- (b) Registered contractor;
 - (c) Government organisations or agencies engaged in building industry;
- and
- (d) Registered Trade Union
 - [(e) Village Administrative Officer concerned and for Chennai district the Revenue Inspector concerned.]

Two passport size photographs of the applicant should accompany each application. One of the passport size photographs should be pasted on the application in the place provided for it. The second passport size photograph should be enclosed in a cover and attached to the application. The applicant should write his/her name on the reverse of the photograph. The person issuing the certificate of employment under this clause should attest both the photographs.]

[3] ***]

[(4) (a) The registration of the name of the manual worker with the Board shall be made by the Labour Officer (Social Security Scheme) of the respective District after due verification by the respective Village Administrative Officer and for Chennai district by the Revenue Inspector concerned.

(b) The registration under this clause is valid for a period of two years or when the registered manual worker attains the age of sixty years whichever is earlier.].

[(5) Every manual worker whose name has been registered under this clause shall be issued with an identity card in Form J at free of cost.]

[5-A. **Nomination.** - (1) Every manual worker, shall at the time of making the application for his/her registration with the Board ³[through the Labour Officer (Social Security Scheme) of the respective District] make a nomination in Form H for the purpose of the sub-clause (5) of clause 11 and clauses 14 and 14A.

(2) A manual worker may, in his/her nomination, distribute the amount payable under sub-clause (4) of clause 11 and clauses 14 and 14A amongst more than one nominee.

(3) If a manual worker has a family at the time of making a nomination, the nomination shall be made in favour of one or more members of his family. Any

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nomination made by such employee in favour of a person who is not a member of his family shall be void.

(4) If at the time of making a nomination the manual worker has no family, the nomination may be made in favour of any person or persons.

If the manual worker subsequently acquired a family, such nomination shall forthwith become invalid and the manual worker shall make within ninety days of acquiring a family, a fresh nomination in favour of one or more members of his/her family.

(5) A nomination may, subject to the provision of sub-clause (4), be modified by a manual worker at any time after giving to the ⁴[Board, through the Labour Officer (Social Security Scheme) of the respective District] a written notice in Form 1 of his/her intention to do so.

(6) If a nominee predeceases the manual worker, the interest of the nominee shall revert to the manual worker who shall make a fresh nomination, in Form H in respect of such interest.

(7) Every nomination, fresh nomination, or alteration of nomination, as the case may be, shall be sent by the registered manual worker to the Board ¹[through the Labour Officer (Social Security Scheme) of the respective District], which shall keep the same in safe custody.]

[(8) Where the nomination made is incomplete or becomes void, the assistance shall be released to the legal heirs of the deceased registered manual worker.]

³[**6. Renewal of Registration.**----- Every manual worker whose name has been registered under clause (5) shall renew his/her initial registration or the subsequent renewal of his/her registration before the expiry of the period as specified in the Table below. If the registration is not renewed within the period stipulated in column (2) of the Table below, ⁴[the Labour Officer (Social Security Scheme) of the respective District after due verification], shall take action as is specified in column (4) and column (5) corresponding to the period specified in columns (1) and (2) of the Table.

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Date of Registration	Period before which registration should be renewed	1[***]	Period by which notice for cancellation of registration should be sent.	Period by which registration should be cancelled.
(1)	(2)	(3)	(4)	(5)
Any day between First January and Thirtieth June of a year	After five years from the date of initial registration or subsequent renewal but before Thirtieth June of that year	1[***]	After the expiry of the period specified in column (2) and on or after the First July but before Thirty –first August of that year.	If the registration is not renewed within one month after the issue of the notice specified in column 4.
Any day on or between First July and Thirty – first of December of a year	After five years from the date of initial registration or subsequent renewal but before Thirty-first of December of that year.	1[***]	After the expiry of the period specified in column (2) and on or after the First January but before 28 th February of the succeeding year.	If the registration is not renewed within one month after the issue of the notice specified in column (4)

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[6A. Suspension and cancellation of Registration. ----(1) The ²[Labour Officer (Social Security Scheme) of the respective district] may, if he has any reasonable cause to believe that the registration under this scheme has been secured by a manual worker, by making any statement in relation to, any application for registration, which is incorrect or false or has contravened any of the provisions of the Act, or rule or scheme framed under this Act, suspend such regulation pending completion of any enquiry against the registered manual worker.

(2) The [Labour Officer (Social Security Scheme) of the respective district] may, if he is satisfied, after making such enquiry as he may think fit that the registered manual worker has made a false or incorrect statement of the nature referred to in sub-clause (1) or has contravened any of the provisions of the Act, or rule or scheme framed under this Act, cancel such registration:

Provided that, no such registration shall be cancelled, unless the manual worker thereof has been given a reasonable opportunity of showing cause against the proposed action.

(3) Every person whose registration shall be cancelled, shall forfeit all his claims under the scheme.

(4) Any registered manual worker aggrieved by the orders passed under sub-clauses (1) and (2), may prefer an appeal to the Secretary of the Board within thirty days from the date of receipt of such order:

Provided that if the appellate authority satisfies that there is sufficient cause for the delay, he may, after recording the reasons in writing, entertain appeal after a period of thirty days but within a period of ninety days.

(5) An appeal shall be disposed off within a period of three months from the date of filing of such appeal, after giving an opportunity to the appellant. The orders passed in appeal shall be final.]

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[7. *Supply of Duplicate Identify Card.* --- In the case of loss of identity card issued under sub-clause 5 of the clause 5, a duplicate identity card will be issued by the Board [through the Labour Officer (Social Security Scheme) of the respective district after due verification] either on an application by the registered manual worker concerned, or, in the event of his death, by his nominee. The fee for the issue of a duplicate card shall be rupees twenty only.]

8. *Maintenance of registers.*-----(1) The Board [and the Labour Officer (Social Security Scheme) of the respective district] shall maintain a register containing the names and addresses of the manual workers registered under the scheme and such other particulars as the Board may consider necessary.

(2) The Board may maintain such other records and registers as it considers necessary.

9. *Manual Workers' Welfare Fund.*-----(1) There shall be constituted a fund called the "Manual Workers General Welfare Fund" to which shall be credited -----

- (a) all moneys received by the Board from the State Government;
- (b) all contributions received by the Board under the Scheme;
- (c) all moneys received by the Board by way of sale or disposal of properties and other assets;
- (d) interest on investment in securities and deposits and rents;
- (e) all moneys received by the Board in any other manner or from any other source;

(2) The General Fund constituted under the scheme shall vest in, and be held and applied by the Board for the purposes of implementation of the scheme.

(3) All money forming part of the General Fund shall be kept in Current Account or Deposit Account with the Reserve Bank of India or in any Nationalised Bank or in any other Banks or Financial Institutions approved by the Government from time to time. Such accounts shall be operated by such officers of the Board as may be authorised by it.

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10. Creches.---- Creches shall be provided and administered by the Board in appropriate locations at work sites and residential areas wherever necessary in order to cater to the needs of the babies of women construction workers. The Board may involve organisations of workers voluntary organisations towards discharging this obligation.

11. Personal Accident Relief for the Accidents at Work Site.-

(1) All manual workers when met with an accident are eligible for Personal Accident Relief and where the accident results in death, their nominees are eligible for Personal Accident Relief. Explanation.- For the purpose of this clause, “accident” means any bodily injury or death or loss of limbs or loss of sight resulting to a manual worker solely and directly from accident arising out of and in the course of his employment but does not include any intentional self injury, suicide, attempted suicide, injury caused while under the influence of intoxicating liquor or drugs or caused by insanity or resulting from the commission of any breach of the law, or rules, regulations or instructions applicable, from time to time.

(2) The risk covered by the Personal Accident Relief scheme and the amount of compensation payable shall be as follows:-

- | | | |
|-----|--|----------------|
| (a) | Death | Rs. 5,00,000 |
| (b) | Loss or actual physical separation of or total and irrecoverable loss of use of :- | |
| | i) both hands; or | } Rs. 1,00,000 |
| | ii) both feet; or | |
| | iii) One hand and one foot; or | |
| | iv) total and irrecoverable loss of sight in both eyes | |
| (c) | Loss or actual physical separation of or total and irrecoverable loss of use of :- | |
| | i) One hand ; or | } Rs. 50,000 |
| | ii) One foot ; or | |
| | iii) total and irrecoverable loss of sight in one eye | |

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(d) Permanent total disablement from injuries other than those specified in items (b) and (c) above } Rs. 1,00,000

(e) Permanent partial disablement as specified in column (1) of the Table below } At the rate the specified in the corresponding entry in column (2) of the Table below:

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<i>Nature of disablement</i>		<i>Compensation in percentage (to be applied on Rs.1,00,000/-)</i>	
(1)		(2)	
		Per cent	
(i)	Loss of toes	... All	20
		Great both Phalanges	5
		Great one Phalanx	2
		Other than great, if more than one toe lost each	1
(ii)	Loss of hearing	... Both ears	50
(iii)	Loss of hearing	... One ear	15
(iv)	Loss of four fingers and thumb of one hand	...	40
(v)	Loss of four fingers	...	35
(vi)	Loss of Thumb	... Both Phalanges	25
(vii)	Loss of index finger	... Three Phalanges	10
		Two Phalanges	8
		One Phalanx	4
(viii)	Loss of middle finger	... Three Phalanges	6
		Two Phalanges	4
		One Phalanx	2
(ix)	Loss of finger	... Three Phalanges	5
		Two Phalanges	4
		One Phalanx	2
(x)	Loss of little finger	... Three Phalanges	4
		Two Phalanges	3
		One Phalanx	2
(xi)	Loss of Metacarpals 1 st or 2 nd	... (additional)	3
		3 rd , 4 th or 5 th	... (additional)
(xii)	Any other permanent partial disablement	...	} percentage as assessed by the Doctor

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(3) Claim.- (a) Immediately upon the happening of any accident while in pursuit of his employment resulting in death at work site, the employer shall send reports to the Labour Officer (Social Security Scheme), Assistant Director (Building and Other Construction Workers), Directorate of Industrial Safety and Health of the respective district and to the Police in Form B in Schedule II of such occurrence of the accident.

(b) In case of death of a manual worker at work site specified in item a of sub-clause (2), the claim shall be made in Form B -1 in Schedule II in Duplicate to the Labour Officer (Social Security Scheme) of the respective district: Provided that first information report, legal heir certificate, death certificate, and postmortem certificate issued by an authority who is competent to issue such certificate or any other documents called for by the Labour Officer (Social Security Scheme) of the respective district shall be produced by the claimant.

(c) The Labour Officer (Social Security Scheme) of the respective district shall examine every application of death at worksite in accordance with the provisions of this clause and shall send the application along with detailed reports of District Collector and Assistant Director (Building and Other Construction Workers), Directorate of Industrial Safety and Health of the respective district, to the Commissioner of Labour to accord permission. The decision of the Commissioner of Labour shall be final. Once the claim application is approved by the Commissioner of Labour then the Labour Officer (Social Security Scheme) of the respective district shall sanction the compensation to the claimant.

(d) Immediately upon the happening of any accident while in pursuit of his employment resulting in loss of limbs or loss of sight, the employer shall send a report to the Labour Officer (Social Security Scheme) and Assistant Director (Building and Other Construction Workers), Directorate of Industrial Safety and Health of the respective district and to the Police in Form B in Schedule II of such occurrence of the accident. In any other case, the report of the accident may be sent to the Labour Officer (Social Security Scheme) and Assistant Director (BOCW), Directorate of Industrial Safety and Health of the respective district by the injured worker or a representative of a trade union of the employment concerned. The Labour Officer (Social Security Scheme) and Assistant Director (Building and Other Construction Workers), Directorate of Industrial Safety and Health of the respective district shall investigate the accident occurred, in the work place either on the report of the accident received from the employer or injured worker or a representative of a trade union of the employment concerned.

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(e) In case of loss of limbs or loss of eyesight specified in items (b) to (e) of sub-clause (2), the claim shall be made by the manual worker concerned in Form B-1 in Schedule II, in duplicate to the Labour Officer (Social Security Scheme) of the respective district: Provided that the claimant should produce First Information Report, discharge summary, medical certificate, disability certificate with percentage of disability issued by a medical officer not below the rank of a Civil Assistant Surgeon or by a Government Medical Officer who treated the claimant.

(f) The Labour Officer (Social Security Scheme) of the respective district shall, after due verification sanction the compensation to the claimant.

11 A. Personal Accident Relief for the accidents other than work site.- (1)

All registered manual workers when met with an accident outside the work place resulting in death, their nominees are eligible for Personal Accident Relief of Rs.1,00,000/-.

Explanation.- For the purpose of this clause, “accident” does not include any intentional self injury, suicide, attempted suicide, injury caused while under the influence of intoxicating liquor or drugs or caused by insanity or resulting from the commission of any breach of the law, or rules, regulations or instructions applicable, from time to time.

(2) Claim.- (a) Immediately upon the happening of any accident outside the work place resulting in death, the report of the accident may be sent to the Labour Officer (Social Security Scheme) of the respective district by the nominee of the deceased worker or a representative of a trade union of the employment concerned. The Labour Officer (Social Security Scheme) of the respective district shall investigate the accident occurred on the report of the accident received from the nominee of the deceased worker or a representative of a trade union of the employment concerned.

(b) In case of death of registered manual workers outside the work place the claim shall be made by the nominee in Form C in Schedule II, in duplicate to the Labour Officer (Social Security Scheme) of the respective district: Provided that first information report, legal heir certificate, death certificate, and postmortem certificate issued by an authority who is competent to issue such certificate or any other documents called for by the Labour Officer (Social Security Scheme) of the respective district shall be produced by the claimant. If there is delay for more than thirty days in getting the post-mortem certificate, the certificate given by the Tahsildar in this regard shall be produced.

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(c) The Labour Officer (Social Security Scheme) of the respective district shall, after due verification, sanction the compensation to the nominee.”.

12. Provident Fund and Employees' State Insurance Scheme.-----The Board shall in consultation with the authorities concerned and with the prior approval of the State Government formulate appropriate Schemes for providing Contributory Provident Fund and Employees' State Insurance benefits for registered manual workers.

13.Pension Scheme.-----*[(1) Eligibility.* -----Every registered manual worker who has completed 60 years of age is eligible for pension:

Provided that a manual worker who has not completed 60 years of age, but registered with the Board is also eligible for pension, if he has become disabled due to sickness and incapacitated from normal work.]

(1-A) Family Pension ----- Every registered manual worker who is in receipt of pension dies, the spouse of such manual worker is eligible for family pension of Rs.500/- (Rupees Five hundred only).

Provided further that the registered manual worker engaged in construction work or his nominees is eligible for pension only if he is a permanent resident of Tamil Nadu

(2) Claim.-----*(a)* Every registered manual worker who is eligible for pension under sub-clause (1) shall apply [in Form-CC to the Labour Officer (Social Security Scheme) of the respective district]:

Provided that a disabled manual worker who is eligible for pension under the proviso to sub-clause (1) should produce to the [Labour Officer (Social Security Scheme) of the respective district] a certificate in proof of his disability issued by a Medical Officer not below the rank of a Civil Surgeon.

[(aa) The spouse of the manual worker, who is eligible for family pension under sub-clause (1-A), shall apply in Form -CCC to the Labour Officer (Social Security Scheme) of the respective district:

Provided that he should produce death certificate of the deceased registered manual worker and the legal heir certificate issued by the Revenue Department.]

(b) The [Labour Officer (Social Security Scheme) of the respective district] shall examine very application for pension [or family pension] in accordance with

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the provisions of this clause and may accept or reject the claim. The decision of the [Labour Officer (Social Security Scheme) of the respective district] shall be final:

Provided that the [Labour Officer (Social Security Scheme) of the respective district] shall, before rejecting a claim for pension ²[or family pension], give the applicant a reasonable opportunity of making his representation.

(3) Amount of pension ----- The quantum of pension shall be such as may be fixed by the Board, from time to time with the approval of the State Government.

14. Assistance to meet the funeral expenses of a registered manual worker.-

---- (1) If a registered manual worker dies, the [Labour Officer (Social Security Scheme) of the respective district, after due verification], or any other officer authorised in this behalf by the Board, shall pay a sum of Rs.5,000 (Rupees five thousand only) to the nominee of the deceased registered manual worker to meet the funeral expenses of the deceased registered manual worker.

(2) The application for claiming the amount specified in sub clause (1) shall be in Form “D” and shall be accompanied by the death certificate of the deceased registered manual worker and original identity card issued to the deceased worker.

14A. Assistance on the natural death of a registered manual worker.----- (1) If registered manual worker dies, the [Labour Officer (Social Security Scheme) of the respective district, after due verification], shall pay [a sum of Rs.20,000 (Rupees twenty thousand only) to the nominee of the deceased registered manual worker.

(2) The application for claiming the amount specified in sub clause (1) shall be in Form “D” in Schedule II and shall be accompanied by the death certificate of the deceased registered manual worker and original identity card issued to the deceased worker.

15. Assistance for the education of the son or daughter of a registered manual worker. -----

4[(1) The assistance for the education of the children of a registered manual worker shall be sanctioned by “the Labour Officer (Social Security Scheme) of the respective district”, after due verification, as specified in the Table below:-----

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Sl. No	Form	Course of Study	Day Scholar		Hosteller	
			Boys	Girls	Boys	Girls
			Rs.	Rs.	Rs.	Rs.
1	XI	10 th Std. Studying – Girl Children only.	-	1,000	-	-
2	X	10 th Std., passed	1,000	1,000		
3	XI	11 th Std. Studying – Girl Children only	-	1,000	-	-
4	XI	12 th Std. Studying- Girl Children only	-	1,500		
5	X	12 th Std., passed	1,500	1,500	-	-
6	XII	Studying regular Bachelor Degree Course (Every academic year)	1,500	1,500	1,750	1,750
7	XII	Studying regular Post Graduate Course (Every academic year)	4,000	4,000	5,000	5,000
8	XII	Studying regular Professional Course in Law, Engineering, Medicine, Veterinary Science and allied courses (for every academic year)	4,000	4,000	6,000	6,000
9	XII	Studying regular Post Graduate Professional Course in Law, Engineering, Medicine, Veterinary Science and allied courses (Every academic year)	6,000	6,000	8,000	8,000
10	XII	Studying ITI or Polytechnic Course (Every academic year)	1,000	1,000	1,200	1,200

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(2) The amount shall be sanctioned only if the following conditions are fulfilled, namely:-

[(a) ***]

(b) Only two children of a registered manual worker shall be given the assistance; and

(c) The registered manual worker shall have no dues payable to the Board.

[(3) The application for assistances specified in serial numbers 2 and 5 in column (1) of the Table in sub-clause (1) shall be in Form -E in Schedule II, to be submitted after passing of the course, the application for assistances specified in serial numbers 6 to 10 in column (1) of the said Table shall be in Form-EE in Schedule II to be submitted before completion and passing of the course, and the application for assistances specified in serial numbers 1,3 and 4 shall be in Form-EEE in Schedule II to be submitted before completion and passing of the course.]

[(4) Where both husband and wife have applied for assistance under this clause, husband alone shall be eligible for such assistance.]

[16. Assistance for marriage .---- (1) [The Labour Officer (Social Security Scheme) of the respective district shall, on an application from a registered manual worker, after due verification] sanction a sum of Rs.3000/- (Rupees three thousand only) for men and Rs. 5000/- (Rupees five thousand only) for women, as assistance to meet the marriage expenses of the registered manual worker or of the son or daughter of the registered manual worker, as the case may be.

(2) The amount shall be sanctioned only if the following conditions are fulfilled, namely:-

[(a) ***]

(b) The family of a registered manual worker can avail this assistance only twice;

(c) A registered manual worker can avail this assistance for his first marriage or for his one or daughter

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(d) The registered manual worker shall have no dues payable to the Board;
and

(e) The person for whose marriage the assistance is sought, shall have attained the age prescribed by law for marriage.

(3) Where both husband and wife have applied for assistance to the marriage of his son or daughter under this clause, husband alone shall be eligible for this assistance.

(4) The application for assistance under this clause shall be in Form-F in Schedule II.]

[17. Assistance for delivery of a child or for the miscarriage of pregnancy or for the termination of pregnancy by a registered woman manual worker.-----

----[(1) Labour Officer (Social Security Scheme) of the respective district shall, on an application from a registered female manual worker, sanction the assistance as indicated below, after due verification of the proof produced by her of her pregnancy or delivery of child by her or the miscarriage of her pregnancy or the termination of pregnancy:-

- | | | | |
|-------|--------------------------|---|--|
| (i) | Delivery | - | Rs.6,000/-
(Rs.3000 shall be paid between seventh month to ninth month of pregnancy period and the remaining Rs.3000/- shall be paid from two months to five months, after the delivery of the child) |
| (ii) | Miscarriage of pregnancy | - | Rs.3,000/- |
| (iii) | Termination of pregnancy | - | Rs.3,000/- |

(2) The amount shall be sanctioned only if the following conditions are fulfilled, namely:-

[(a) ***]

(b) A registered woman manual worker can get this assistance only twice;

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(c) The registered woman manual worker shall have no dues payable to the Board;and

(d)The registered woman manual worker shall not be given this assistance if she
already has two children.

(3)The application for claiming the amount specified in sub clause (1), shall be in Form 'G' of Schedule II.]

[17-A**Assistance for purchase of spectacles by a registered manual worker.-**
---(1) The [Labour Officer (Social Security Scheme) of the respective district, shall on an application from a registered manual worker], sanction a sum not exceeding [Rs.500/- (Rupees five hundred only) as an assistance towards reimbursement of cost of spectacles.

(2)Omitted.

(3)Omitted.

(4) The amount shall be sanctioned, only if the following conditions are fulfilled, namely:-

[(a)***]

(b)This assistance shall be given to a registered manual worker only once;
and

(c) The registered manual worker applying for assistance shall have no dues payable
to the Board.

(5)The application for claiming the amount specified in sub clause (1) shall be in [Form -K] and shall be accompanied by an original certificate issued by a Registered Ophthalmist (with date) and original cash bill towards the purchase of spectacle.]

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17-B Supply of food at free of cost at Amma Canteens to the registered construction workers. (1) The registered construction workers can avail food three times a day at free of cost at Amma Canteens run by Municipal Corporations by showing their Identity Card.

(2) The staff of Amma Canteens shall maintain separate accounts regarding the food supplied at free of cost to the registered Construction Workers. The Department concerned, in the Municipal Corporation which run the Amma Canteen shall send the detailed voucher regarding the total cost of the food availed by the registered construction workers, to the Tamil Nadu Construction Workers Welfare Board every month.

(3) On receipt of voucher, the Tamil Nadu Construction Workers Welfare Board shall settle the amount specified in the voucher.

[18] **Power to remove difficulties.** ---- If, in the opinion of the Board, any difficulty or doubt arises as to the interpretation of any of the provisions of the scheme or in the implementation of the scheme, the Board shall refer the question to the Government and the decision of the Government shall be final and binding.

SCHEDULE I [See clause 2 (c).]

1	Stonecutterorbreakerorstonecrusher
2	Mason orbricklayer
3	Carpenter
4	Painterorvarnisher
5	Fitterincludingbarbender
6	Plumberforroadpipework
7	Electrician
8	Mechanic
9	Wellsinker
10	Welder
11	Headmazdoor
12	Mazdoor
13	Spraymanormixer(roadsurfacing)
14	Woodenorstonepacker
15	Welldiverforremovingsilt

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16	Hammerman
17	Thatcher
18	Maistry
19	Blacksmith
20	Sawer
21	Caulker
22	Mixer(includingconcretemixeroperator)
23	Pumpoperator
24	Mixerdriver
25	Roller driver
26	Kalasisor Sarangen gaged in heavy engineering construction like heavy machinery, bridge work etc.
27	Watchman
28	Mosaicpolisher
29	Tunnelworker
30	Rockbreakerandquarryworker
31	Marble/kadapastoneworker
32	Roadworker
33	Earthworkerconnectedwithconstructionwork
34	Workerengagedinprocessinglime
35	Workerengagedinantiseaerosionwork
36	Anyothercategoryofworkerswhoareactuallyengagedintheemploymentofconstructionormaintenanceofdams,bridges,roads,orinanybuildingoperation.
37	Brickmanufactoryotherthanthebrickmanufactoryunderthefactories act,1948 (central act 63 of1948)
38	Employment in Construction of Pandals
39	Installation and repair of fire fighting systems
40	Installation and repair of cooling and heating systems
41	Installation of lifts and escalators
42	Installation of security gates and devices
43	Fabrication and installation of iron / metal grills, windows and doors
44	Construction of water harvesting structures
45	Interior work including carpeting, false ceiling, lighting and plaster of paris

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46	Cutting, glazing and installation of glass panels
47	Installation of energy efficient equipment like solar panels
48	Installation of modular units for use in places such as kitchens
49	Making and installation of pre-fabricated concrete modules
50	Construction of sports and recreation facilities including swimming pools, golf courses
51	Construction or erection of signage, road furniture, bus shelters / depots / stands and signaling systems
52	Construction of rotaries and installation of fountains
53	Construction of public parks, walking tracks and landscaping