

BUILDING & OTHER CONSTRUCTION WORKERS (RECS) Act, 1996

Main Objective	:	<ul style="list-style-type: none"> To regulate the employment & service of building & other construction workers. To provide for their safety, health and welfare measures. 																		
Establishments covered	:	Establishment which employs or employed 10 or more building workers in any building or other construction work on any day of the preceding 12 months.																		
Procedure of Establishments	:	Submission of Form I (Application for Registration) to the Registering Officer within 60 days from the date of commencement of work. Challan for payment of prescribed fees through GRAS portal of DAT, Puducherry, copy of building or other construction Plan Approval/Work Order and statement of reasons for delay, if any in applying for registration to be enclosed.																		
Fees for Registration	:	<table border="1"> <thead> <tr> <th>Sl.No.</th> <th>Number of workers proposed to be employed on one day</th> <th>Fees</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Less than 50</td> <td>100/-</td> </tr> <tr> <td>2.</td> <td>Exceeds 50 but does not exceed 100</td> <td>250/-</td> </tr> <tr> <td>3.</td> <td>Exceeds 100 but does not exceed 250</td> <td>500/-</td> </tr> <tr> <td>4.</td> <td>Exceeds 250 but does not exceed 500</td> <td>1,000/-</td> </tr> <tr> <td>5.</td> <td>Exceeds 500</td> <td>2,000/-</td> </tr> </tbody> </table>	Sl.No.	Number of workers proposed to be employed on one day	Fees	1.	Less than 50	100/-	2.	Exceeds 50 but does not exceed 100	250/-	3.	Exceeds 100 but does not exceed 250	500/-	4.	Exceeds 250 but does not exceed 500	1,000/-	5.	Exceeds 500	2,000/-
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Display of R.C.	:	To be displayed in a conspicuous place at the worksite.																		
Intimation of Change in R.C.	:	Particulars of change to be intimated within 30 days from the date of occurrence of change. Change in respect of number of workmen or the conditions of work to be intimated within 15 days.																		
Notice of Commencement	:	In Form IV to the Inspector at least 30 days before the commencement of work																		
Payment of Wages	:	<ul style="list-style-type: none"> For establishment engaging less than 1000 workers – Before the expire of seventh day of every succeeding wage period For establishments engaging 1000 or more workers – Before the expiry of tenth day of every succeeding wage period 																		
Rest day	:	Ordinarily on Sunday																		
Normal Working Hours	:	Not exceeding 9 hours a day and 48 hours a week																		
Rest Interval	:	Half – an – hour for every 5 hours of work.																		
Spread over a period of work	:	Not exceeding 12 hours in a day including rest interval.																		
Overtime Wages	:	Twice the ordinary rate of wages.																		
Annual Returns	:	In Form XXV on or before 15 th February of succeeding year.																		

The employees shall be paid the wages at a rate not less than the minimum rate of wages notified under the Minimum Wages Act, 1948 and Wage Book in Form XXII shall be issued. The name, address (original address for migrant workers) and the photograph must be put in the employee's record. The employer shall take necessary measures towards safety, health and welfare of the employees and ensure registration of the eligible employees in the Puducherry Building & Other Construction Workers' Welfare Board. One percent of the cost of construction incurred by an employer shall be paid as cess to the said Board.