

Describe the regulation of an employment and conditions of service under building and other construction workers act, 1996.

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The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 is an important piece of legislation in India that regulates the employment and working conditions of workers engaged in the building and construction industry. The Act applies to both government and private sector establishments.

Under the Act, every employer engaged in the building and construction industry is required to register with the appropriate government authority and obtain a certificate of registration. The Act also requires employers to maintain a register of all workers employed in the establishment, along with details such as their wages, hours of work, and other relevant information.

The Act provides for the welfare measures and working conditions for workers in the building and construction industry. Employers are required to provide basic amenities such as drinking water, first aid, and sanitation facilities to the workers. The Act also provides for the provision of protective equipment and clothing to workers engaged in hazardous work.

The Act also provides for the payment of minimum wages to workers in the building and construction industry. The wages are fixed by the appropriate

government and are based on the skill level of the worker. Employers are also required to provide for regular payment of wages to workers, and the Act provides for the establishment of a welfare fund for the benefit of workers in the industry.

The Act also provides for the establishment of welfare boards at the national, state, and district levels. These boards are responsible for the implementation of the welfare measures and working conditions provided for under the Act, as well as the administration of the welfare fund.

In summary, the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 provides for the regulation of employment and working conditions of workers in the building and construction industry in India. The Act seeks to ensure the welfare and safety of workers in the industry and provides for the establishment of welfare measures and working conditions for workers.