

Building and Other Construction Workers(RE&CS)Act,1996

Sec. 2(1)(d): “**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;

In addition to the above, the Govt. of Odisha vide Notification dtd.28.07.2014 also specified the following categories of works as building and other construction works.

- Minor Port.
- Cutting, breaking and crushing of stone.
- Cutting and polishing of slabs or tiles.
- Wood work including painting and varnishing.
- Sewerage and plumbing work.
- Electrical works including wiring, distribution and panel fixing.
- Installation and repair of fire fighting systems.
- Installation and repair of cooling and heating system.
- Installation of lifts and escalators.
- Installation of security gates.
- Fabrication and installation of iron or metal grills, windows and doors.
- Construction of water harvesting structures.
- Interior work including carpeting, false ceiling, lighting and plaster of paris.
- Cutting, glazing and installation of glass panels.
- Making of Bricks and roofing tiles not covered under the Factories Act, 1948.
- Installation of energy efficient equipment like solar panels.
- Installation of modular units for use in places such as kitchens.
- Making and installation of pre-fabricated concrete modules.

- Construction of sports or recreation facilities including swimming pools and golf courses.
- Construction or erection of signage, road furniture, bus shelters or depots or stands and signalling system.
- Construction of rotaries and installation of fountains.
- Construction of public parks, walking tracks and landscaping.

Sec. 2(1)(e): **“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 person-

- i. who is employed mainly in a managerial or administrative capacity; or
- ii. who, being employed in a supervisory capacity, draws wages exceeding one thousand six hundred rupees per mensem or exercises, either by the nature of the duties attached to the office or by reason of the powers vested in him, functions mainly of a managerial nature;