

**Haryana Building and Other Construction Workers' Welfare Board, Bays  
29-30 (Pocket-II), 2<sup>nd</sup> floor, Sector-4, Panchkula-134112  
Phone No: 0172-2560084**

From

Labour Commissioner-cum- Secretary  
Haryana Building & Other Construction  
Workers Welfare Board, Chandigarh.

To

1. All Deputy Directors , Industrial Safety & Health, in the State.
2. All Deputy Directors, Industrial Health, in the State.
3. All Assistant Directors, Industrial Safety & Health , In the State.
4. All Assistant Director , Indusatrial health cum Certifying Surgeon
5. All Assistance Director, IS&H, (Chemical ) , in the State.
6. All Assistance Welfare Officers, HBOCWW Board, in the State.

Memo No: HBOCWWB/2025/8747-8800

Dated: 23/10/2025

**Subject:-** Implementation of the "policy for financial Assistance towards Compensation for Deceased or Injured Building and Other Construction (BOC) workers engaged in Small Scale Construction Worker(Project cost below Rs.10 Lakhs) by HBOCWW Board".

Kindly refer to the subject cited matter.

In pursuance of the interim directions of Hon'ble Punjab and Haryana High Court in FAO-4528/2024 dated 15.07.2025, the State Government has approved a policy namely "HBOCWW Board short fall compensation policy for small scale construction works in the State of Haryana, which has come in to force w.e.f 13.08.2025.

A copy of the policy alongwith the SOP is hereby forwarded to you for complainance in letter and spirit.

This issues with the approval of competant authority.

  
Joint Secretary

for Labour Commissioner-cum- Secretary  
Haryana Building & Other Construction  
Workers Welfare Board

**Endst.No HBOCWWB/2025/**

**Dated:**

A Copy of the above is forwarded to the following for information and necessary action.

1. Additional Director , IS&H, Haryana.
2. All Joint Director, IS&H, in the State.
3. Senior Account Officer , HBOCWW Board.
4. AWO(HQ) and Awo-II, Panchkula
5. ✓ Programmer (IT) for uploading on website.

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Joint Secretary

for Labour Commissioner-cum- Secretary  
Haryana Building & Other Construction  
Workers Welfare Board

**Subject: Policy for Financial Assistance towards Compensation for Deceased or Injured Building & Other Construction (DoC) Workers Engaged in Small-Scale Construction Works (Project Cost below ₹10 lakh) by HBOCWWB.**

In pursuance of the Interim directions of the Hon'ble Punjab & Haryana High Court in FAO No. 4528/2024 dated 15.07.2025, and the decision of the State Government i.e.13.08.2025 to bear the amount of compensation payable to any DoC worker-irrespective of registration status- in case of accidental death or injury during the course of employment at a construction site, the Haryana Building & Other Construction Workers' Welfare Board, formulates the following policy.

1. **Title & Commencement:** This policy shall be called the "HBOCWWB Shortfall Compensation Policy for Small-Scale Construction Works in the state of Haryana" and shall come into force with w.e.f. 13.08.2025
2. **Applicability:** This policy shall apply to:
  - Cases involving accidental death or injury of a DoC worker at a construction site in the state of Haryana.
  - Projects having a total cost of construction/repair below ₹10 lakh.
3. **Objective:** To provide financial assistance to bridge the shortfall between the compensation awarded by the Commissioner or Hon'ble Court and the amount already disbursed under HBOCWWB welfare (compensation) schemes, ensuring that bereaved families or injured workers receive full legally entitled compensation.
4. **Nature of Assistance:** The Board shall, on a case-by-case basis, provide shortfall compensation to the nominee/legal heirs of deceased workers or to injured workers after adjusting the amount already received from:
  - a) Existing HBOCWWB schemes, and
  - b) Any partial payment made by the employer.
5. **Eligibility & Conditions:** Financial assistance under this policy shall be provided only if:
  - a) The case has been adjudicated by the Compensation Commissioner under the Workmen's Compensation Act, 1923.
  - b) The project cost is verified to be below ₹10 lakh by the concerned authority.
  - c) The employer has failed to pay the full awarded amount within the stipulated period.
  - d) A formal recommendation is made by the concerned Deputy Director, Industrial Safety & Health (IS&H).
  - e) Approval is granted by the Chairman, HBOCWWB in special consideration of each case. All such approved cases shall be placed for Ex-post facto approval of the Board.

**7. Issuance of Guidelines:** The detailed Standard Operating Procedure (Sop)/guidelines for processing and disbursal of shortfall compensation under this policy shall be issued separately by the Board.

h SOP

**Annexure – Draft Standard Operating Procedure (SoP) / Guidelines for Implementation of Shortfall Compensation Policy**

**1. Purpose**

To define the step-by-step process for processing claims and disbursing shortfall compensation in cases of accidental death/injury to BoC workers under small-scale construction projects (below ₹10 lakh).

**2. Step-by-Step Procedure**

**Step 1: Case Identification**

- The concerned Deputy Director-IS&H office shall monitor Compensation Commissioner awards under the Workmen's Compensation Act, 1923 for BoC workers. In this regard, the O/o Labour Commissioner may provide the details of such awards to the O/o DD-IS&H on weekly/fortnightly/monthly basis.
- Any case falling within policy parameters shall be flagged for possible shortfall assistance.

**Step 2: Verification of Project Cost**

- Verification by the Assistant Director -IS&H cum Assessor of concerned jurisdiction confirming the cost of construction/repair is below ₹10 lakh.

**Step 3: Assessment of Payment Status**

- DD-IS&H office shall confirm the amount paid (if any) by the employer through the Commissioner under Workmen Compensation Act, 1923 under administrative control of Labour Department.
- Confirmation of payment made under HBOCWVB schemes (if any).

**Step 4: Calculation of Shortfall:**

Shortfall = Total compensation awarded by Commissioner – (Amount paid by employer + Amount paid under HBOCWVB schemes).

**Step 5: Employer's Declaration**

- Obtain a written statement from the employer/owner/contractor citing inability to pay due to financial hardship, if available.

**Step 6: Recommendation by DD-IS&H**

- Deputy Director (IS&H) shall prepare a detailed report with calculations, supporting documents, and recommendation.

**Step 7: Approval by the Board**

- Case to be placed before the Board for consideration and sanction.

**Step 8: Disbursal of Assistance**

- Payment to be made directly into the Aadhaar linked bank account of legal heirs/injured worker via DBT.

**3. Timelines**

- Verification and recommendation by DD-IS&H: 45 days from receipt of case.
- Approval of the Hon'ble Chairman and payment: 30 days from recommendation.

**4. Monitoring**

- Quarterly report to be placed before the Board on total cases supported, amounts disbursed, and recovery status.

139 FAO-4528-2024 (O&M)

DEV DUTT SONI V/S SMT SITA DEVI SINCE DECEASED THR  
LRS AND ORS

Present :- Mr. Amit Kaith, Advocate  
for the appellant.

Mr. Sanjiv Ghai, Advocate  
for the UT Admn.

Mr. Ashish Chaudhary, Sr. Panel Counsel  
for respondent-UOI

Mr. Ishan Kaushal, AAG, Punjab.

Mr. Ravinder Singh, Addl. Secretary Labour,  
Punjab.  
(Through video conferencing)

Mr. Amandeep Joshi, DAG, Haryana

Sh. Anurag Rastogi, IAS  
Chief Secretary, Haryana  
(Through video conferencing)

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Sh. Anurag Rastogi, IAS, Chief Secretary, Haryana submits  
that State of Haryana has taken decision at the highest level that instead  
of making the insurance mandatory State shall bear the amount of  
compensation payable to the workman in case any workman is injured or  
dies during the course of his employment during construction  
irrespective of the fact whether the workmen is registered under The  
Building and Other Construction Workers (Regulation of Employment  
and Construction of Service) Act, 1996 or not.

Adjourned to 18.08.2025.

Chief Secretary, Haryana prays for time to file affidavit.

To be shown in urgent list.

( PANKAJ JAIN )  
JUDGE

15.07.2025  
Pooja sharma-I