

Government of Haryana  
Labour Department

Office Order

Dated: 13-01-2021

Provisions of Section 5 of The Building and Other Construction Workers Welfare Cess Act, 1996 mandates to assess the amount of cess payable by the Employer on the incurred cost of the construction of the building and other construction work. For the purpose of assessment of cess, the minimum rates / norms for the estimation of the cost of construction of different types/ categories of buildings has been revised and pegged to the "equivalent PWD(B&R) construction rates" and the same will be revised every year on 1st April based on the changes in PWD(B&R) construction rates .

These revised rates will be applicable from the date of issue of this order provided:-

1. If, the date of commencement of construction (whether work is completed or under construction) is prior to the issue of this order and any amount towards advance cess is already deposited, then the construction cost of the area in proportion to the amount of advance cess already deposited, will be calculated/assessed on the basis of previous minimum suggestive rates of construction circulated vide letter dated 05-12-2007 ( Annexure "A"), subject to all other provisions of the Building and Other Construction Workers Welfare Cess Act, 1996 and rules framed under; and
2. If, an employer has obtained the Occupation certificate or Completion certificate from the concerned authority or having any other document which proves that the date of completion of such building is prior to the date of issue of this order, the assessing officer shall apply the previous minimum suggestive rates of construction circulated vide letter dated 05-12-2007 (Annexure "A") subject to all other provisions of the Building and Other Construction Workers Welfare Cess Act, 1996 and rules framed under.

The following are the revised rates for different types/ categories of building & Other construction work for the purpose of estimation of cost of construction of building incurred by the Employer under the Building and Other Construction Workers Welfare Cess Act, 1996 and rules framed under:-

Sr no.	Residential		
	Type of building	Category of Building	Rates per square feet of covered area for estimation purpose
1	The house constructed by an individual		Rs 1447
2	Group Housing Societies built by Developers / Builders Constructing Residential multi-storey flats.	The multi-storey flats up to 6 storey	Rs 1916
3		The multi-storey flats above 6 storey	Rs 1916

4	Cooperative Societies	The multi-storey flats up to 6 storey	Rs 1916
5		The multi-storey flats above 6 storey	Rs 1916
	<b>Commercial.</b>		
		<b>Category of building</b>	<b>Rates per square feet of covered area for estimation purpose</b>
6	The commercial buildings used for offices or I.T. enabled services or Show Rooms or or shops.	Multi-storey office complex I.T. enabled serviced industry, show rooms buildings having superfine type of construction "A"	Rs 2586
7		Multi Storey Office complex I.T. enabled services industry, Show rooms buildings having medium type of construction "B"	Rs 2490
8	Shopping Malls.	Shopping Malls having multi-storey building with basement, multiplex inside and constructed with superfine construction "A".	Rs 2490
9		Shopping Malls having multi-storey building with basement, with or without out multiplex inside with medium type of construction "B".	Rs 2395
10	Auditorium	The building constructed for the purposes of social use like Auditorium having construction of super fine Type "A".	Rs 2758
11		The building constructed for the purposes of social use like Auditorium having construction of medium fine type "B".	Rs 2490

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12		The building constructed for the purposes of social use like Banquet Hall having construction of super fine Type "A".	Rs 2299
13	Banquet Hall.	The building constructed for the purposes of social use like Banquet Hall having construction of medium fine Type "B".	Rs 2011
<b>Educational, Institutional, Training Centre.</b>			
		Category of Building	Rates per square feet of covered area for estimation purpose
14		The building constructed for the use of purposes of Educational, Institutional, Training Centre having super fine construction 'A'	Rs 1916
15		The building constructed for the use of purposes of Educational, Institutional, Training Centre having medium type construction 'B'	Rs 1916
<b>For Multipurpose Hall/Community Center/Dharamshala</b>			
16		The building constructed for the purpose of Multipurpose Hall/Community Center having superfine construction of type "A"	Rs 2107
17	For Multipurpose Hall/Community Center/Dharamshala	The building constructed for the purpose of Multipurpose Hall/Community Center having medium construction of type "B"	Rs 1916
18		The building constructed for the purpose of Dharamshala	Rs 1668
<b>Industrial</b>			
19	For the building used for carrying out manufacturing activities.	The building with RCC roofing "A"	Rs 1813
20		The building with ACC/GI sheets roofing "B"	Rs 1741

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21	In the industrial buildings the rate for the office block would be estimated separately.	The office block having superfine type construction "A"	Rs 1916
22		The office block having medium type construction "B"	Rs 1916
<b>Hotels &amp; Clubs</b>			
23	<b>Hotels &amp; Clubs</b>	Construction of Hotel and club with five star and above facilities	Rs 2988
24		Construction of Hotel and club with three star & 4 star facilities	Rs 2490
25		Construction of Hotel and club below 3 star facilities	Rs 2107
<b>Dhaba</b>			
26	<b>Dhaba</b>	Construction of Dhaba with high class facilities	Rs 2107
27		Construction Dhaba with medium class facilities	Rs 1519
28		Construction of Dhaba with low class facilities	Rs 1447
<b>Hospitals</b>			
		<b>Category of building</b>	<b>Rates per square feet of covered area for estimation purpose</b>
29		The building constructed with superfine construction "A"	Rs 2750
30		The building constructed for the purpose of hospital with medium construction "B"	Rs 2455
31		The building constructed for the purpose of Nursing Homes/ Dispensaries with simple construction "C"	Rs 2258
<b>External/Internal services laid by developers</b>			
		<b>Category of building</b>	<b>Rates per square feet for estimation purpose</b>
32	<b>Plotted Development:</b> The developer who develops the land for the construction like laying of sewerage line, external development, internal development, laying of roads etc.	For all type of Societies except affordable housing.	The cost may be supplied by HSVP Dept.
33		For Affordable Housing.	The cost may be supplied by HSVP Dept.
34	Construction of grid station building by the private developer for electricity.		The guiding rates/norms of H.V.P.N/ Haryana Vidhut Vitran Nigams, would be considered for

			construction of power stations and other constructional purposes.
	<b>Religious.</b>		
		<b>Category of building</b>	<b>Rates per square feet of covered area for estimation purpose</b>
<b>35</b>		The building constructed for the use of religious purposed	Rs 1447

These revised rates/norms would be taken as the minimum cost of construction for the cost estimation. However, if at any stage, it is found that the actual cost of construction is more than the minimum rates, then cess would be payable on the actual cost incurred and would be assessed by the assessing authorities accordingly. Further, in case of any dispute regarding the type of building or the rates not been covered in the given list of buildings and other construction works, the assessing officer will forward the case to the Headquarter alongwith the assessment and recommendation in the matter .

For determining the Class "A" (superfine), Class "B" (medium) or Class "C" (simple) constructions, due consideration shall be given to parameters of use of sanitary fitting materials, flooring materials, quality and type of wood, provision of escalators, basement, storeys of the building, Air conditioning system, stone used etc.

Dr. Mahavir Singh  
Additional Chief Secretary to Government, Haryana,  
Labour Department

Endst. No. 194-244

Dated: 13-01-2021

A copy is forwarded to the following for information & necessary action:-

1. Additional Labour Commissioner(NCR),Gurugram
2. All Assessing Officers in the State
3. All Cess Collectors in the State.

 13/1/2021

Additional Director (IS&H)  
for Additional Chief Secretary to Government, Haryana,  
Labour Department

Endst. No. 245

Dated: 13-01-2021

A copy is published on the Labour Department, Haryana Website i.e. [ww.hrylabour.gov.in](http://ww.hrylabour.gov.in) for information & necessary action by all concerned.

  
Additional Director (IS&H)  
for Additional Chief Secretary to Government, Haryana,  
Labour Department

ies to be adopted in Cess Assessment on Building & Other Construction Works

THE LABOUR COMMISSIONER, HARYANA, CHANDIGARH

From	To
The Labour Commissioner-cum-Secretary to the Haryana Building and Other Construction Workers' Welfare Board, Office of Labour Department, Haryana Chandigarh	1. Additional Labour Commissioner, Gurgaon,
	2. Additional Labour Commissioner (Administration),
	3. All the Joint Director, Industrial Safety & Health,
	4. All the Deputy Director, Industrial Safety & Health,
	5. All the members of the Committee as per list attached,

No.: 8818-37

Dated: 5-12-07

**Subject: The modalities to be adopted in the assessment of cess levied on the building and other construction works under the Building and Other Construction Workers Welfare Cess Act, 1996.**

The committee consisting of technical experts, Workers representatives, Employers representative and representative of Labour Department under the Chairmanship of Labour Commissioner, Haryana in its meeting dated 31.07.2007 have developed the modalities to be adopted in the assessment of cess levied on the building and other construction works under the Building and Other Construction Workers Welfare Cess Act, 1996.

All the Deputy Directors, appointed as Assessing Officers under Rule 2(g) of the Building and Other Construction Workers Welfare Rules, 1998, are here by directed to adopt the enclosed modalities in the assessment of cess to be levied on building and other construction workers.



(S.P. Arora)

Additional Labour Commissioner (Admin),

For Labour Commissioner, Haryana, Chandigarh.

Endtt. No.

Dated:-

A copy is forwarded to the following with the request for issuing necessary directions to their Executive Engineers in each District.

1. Engineer-in- Chief, HUDA, Panchkula.
2. Engineer-in Chief, PWD (B & R), Haryana, Chandigarh.

To decide the actual rate of cost of construction in case of disputed cases and for any kind or type of buildings and other construction works which have not been covered in the given exhaustive list of buildings and other construction works, the committee suggested to constitute a Cess Assessment Committee in each district comprising of concerned Deputy Director, Industrial Safety & Health, (Labour Department), Executive Engineer, HUDA and Executive Engineer, (Building & Roads) to decide the actual rate of cost of construction in case of disputed cases and for any kind or type of buildings which have not been covered in the given exhaustive list of buildings and other construction works.

  
(S.P. Arora)

Additional Labour Commissioner (Admin),  
For Labour Commissioner, Haryana, Chandigarh.

**The modalities to be adopted in the assessment of cess levied on the building and other construction works under the Building and Other Construction Workers Welfare Cess Act, 1996.**

The meeting of the committee constituted for the assessment of cess levied on the building and other construction works under the Building and Other Construction Workers Welfare Cess Act, 1996 was held on 31.07.2007 at 11 a.m. in the office of Labour Commissioner, Haryana, Chandigarh, 30 Bays Building, Sector 17, Chandigarh.

The Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996 (referred as Main Act) along with rules made there under and the Building and Other Construction Workers Welfare Cess Act (referred as Cess Act) along with rules made there under are being implemented by the Directorate of Industrial Safety & Health, Labour Department, Haryana. These Acts are to regulate the employment and conditions of service of building and other construction workers and to provide for their safety, health and welfare measures and for other matters connected therewith or incidental thereto. The welfare of the workers is carried by the Haryana Building and Other Construction Workers Welfare Board constituted under Section 18 of the Main Act. Under Section 3 of the Cess Act provision is made for levy and collection of cess at the rate of one percent of the cost of construction of building and other construction work incurred by an employer with a view to augment the resources of the Board. The cost of construction shall include all expenditure incurred by an employer in connection with building and other construction work but shall not include the cost of land and any compensation paid or payable to a worker or his kin under the Workmen's Compensation Act, 1923.

Under Section 5 of the Cess Act it is mandatory to assess the cess to be paid by the employer on the incurred cost of construction of building and other construction work. For the assessment of cess the above cost is to be accurately estimated. The committee on cess assessment was of the view that in case of the works executed by any Government agency directly or indirectly the cess would be applicable on the bills paid for such works and there would be no



separate process of cost estimation of the works. However in case of works executed purely by the private agencies it is imperative to estimate the cost of construction of building and other construction works accurately to the extent possible. Also, it is a cumbersome and time consuming process to take account of every article or substance used in the building and may be source of discrimination by the Assessing Officers. Therefore committee after great technical deliberation on the matter advised to develop the minimum applicable uniform norms/ rates discretely to be made applicable per square feet of different buildings like commercial, residential, office buildings, group housing societies, educational institutions, industrial buildings, hotels, hospitals, multiplexes, multi-storey buildings, shopping malls, clubs, golf course, I.T. enabled buildings, master development of area by private builders or developers, religious buildings, etc. The committee suggested to divide the different types of buildings further in to categories of A, B or C i.e. superfine construction, medium construction and simple construction respectively because type and quality of the materials used in the constructions, use or purpose of building, design of building significantly determines the cost of construction of the buildings. The committee developed a check list having important fields relating to the type of construction which once filled by the employer would easily determine the rate to be attracted as prescribed. The following are the minimum rates/ norms on the different types and categories of buildings proposed by the committee to be made applicable for the estimation of cost of construction of buildings incurred by an employer.

<b>Residential</b>		
	Category of building	Minimum applicable rates per square feet of covered area
The house constructed by an individual	The construction is of superfine type 'A'	Rs. 1000
	The construction is of medium type 'B'	Rs. 750
Group	The multi-storey flats having	Rs. 1200

## Construction Works

Housing Societies built by Developers/ Builders constructing residential multi-storey flats	basement and the construction is of superfine type 'A'	
	The multi-storey flats having basement and construction is of medium type 'B'	Rs. 950
Cooperative Societies	The multi-storey flats having construction of super fine type 'A'	Rs. 1000
	The multi-storey flats having construction of medium type 'B'	Rs. 800

**Commercial**

	Category of building	Minimum applicable rates per square feet of covered area
The commercial building used for offices or I.T. enabled services or Show Rooms	Multi-storey office complex, I.T. enabled services industry, Show Rooms buildings having superfine type of construction 'A'	Rs. 1200
	Multi-storey office complex, I.T. enabled services industry, Show Rooms buildings having medium type of construction 'B'	Rs. 1000
	Multi-storey office complex, I.T. enabled services industry, Show Rooms buildings having simple type of construction 'C'	Rs. 800
Shopping Malls	Shopping Malls having multi-storey building with basement, multiplex inside and	Rs. 1500

	constructed with superfine construction 'A'	
	Shopping Malls having multi-storey building with basement, with or with out multiplex inside with medium type of construction 'B'	Rs. 1200
Auditorium or Banquette Hall	The building constructed for the purposes of social use like Auditorium or Banquette Hall having construction of super fine type 'A'	Rs. 1000
	The building constructed for the purposes of social use like Auditorium or Banquette Hall having construction of medium fine type 'B'	Rs. 800

**Educational, Institutional, Training, Dharmshala, Community Centre,**

Category of building	Minimum applicable rates per square feet of covered area
The building constructed for the use or purposes of Educational, Institutional, Training Centre having super fine construction 'A'	Rs. 1000
The building constructed for the use or purposes of Educational, Institutional, Training Centre having medium type of construction 'B'	Rs. 700
The building constructed for the use or purposes of Dharmshala, Community Centre having simple type of construction 'C'	Rs. 500

<b>Industrial</b>		
For the building used for carrying out manufacturing activities	Category of building	Minimum applicable rates per square feet of covered area
	The building with RCC roofing 'A'	Rs. 600
	The building with ACC/ GI Sheets roofing 'B'	Rs. 450
In the industrial buildings the rate for the office block would be estimated separately	The office block having superfine type construction 'A'	Rs. 1000
	The office block having medium type construction 'B'	Rs. 800

<b>Hotels &amp; Clubs</b>		
	Category of building	Minimum applicable rates per square feet of covered area
	Hotel and club with five Star and above facilities 'A'	Rs. 2000
	Hotel and club below five star facilities 'A'	Rs. 1500

<b>Hospitals</b>		
	Category of building	Minimum applicable rates per square feet of covered area
	The building constructed with superfine construction 'A'	Rs. 1200
	The building constructed for the purpose of hospital with medium or simple construction 'B'	Rs. 800

<b>External/ Internal services laid by developers</b>		
	Category of building	Minimum applicable rates per square feet of covered area
	The developer who develops the land for the construction like laying of sewerage line, external development, internal development, laying of roads etc.	The rates as applicable to HUDA would be considered for external developments and actual cost incurred by employer for internal development works would be considered.
	Construction of grid station building by the private developer for electricity	The guiding rates/norms of H.V.P.N./ Haryana Vidhut Vitran Nigams, would be considered for construction of power stations and other constructional purposes.

<b>Religious</b>		
	Category of building	Minimum applicable rate per square feet of covered area
	The building constructed for the use or religious purposes 'B'	Rs. 500

<b>Amusement Park/ Golf Course/ Other recreational projects.</b>		
	Category of building	Minimum applicable rates per square feet of covered area
	The development of amusement park/ golf course/ Other recreational projects	The actual cost of construction incurred would be assessed by a Cost Assessment Committee constituted for the said purposes.

These suggested rates/norms would be taken as the minimum cost of construction for the cost estimation. However if at any stage it is found that the actual cost of construction is significantly more than the minimum suggested rates then cess would be payable on the actual cost incurred which would be assessed by the Cess Assessment

Committee. The committee further suggested to constitute a Cess Assessment Committee in each district comprising of concerned Deputy Director, Industrial Safety & Health, (Labour Department), Executive Engineer, HUDA and Executive Engineer, (Building & Roads) to decide the actual rate of cost of construction in case of disputed cases and for any kind or type of buildings which have not been covered in the given exhaustive list of buildings and other construction works. The Cost Assessment Committee would also assist Assessing Authority for spot verifications and cross checking etc. wherever required by the Appellate Authority.

For determining the superfine, medium or simple constructions due consideration shall be given to parameters of use of sanitary fitting materials, flooring materials, quality and type of wood, provisions of escalators, basement, storeys of the building, Air conditioning systems, stone used etc.

The check list to be filed by the employer, before assessment of cess for estimation of cost of construction would be in the given below format:

Name of Employer	
Name of Establishment	
Specify whether the owner is private, Public, Individual	
Address where construction is carried out	
Communication Address if other than above	
Whether the building is constructed by a company, partnership firm, individual, developer/ builder or any other, please specify	
Category of the construction of building	Residential/Commercial /Educational, Institutional, Training, Dharmshala, Community Centre / Industrial /Hotels & Clubs /Hospitals /External/ Internal services laid by developers / Religious/ Amusement Park/ Golf Course/ Other recreational projects
Details of wood used	
Details of sanitary works	
Details of Air conditioning system	
Details of Basements in the building	
Number of storeys of building	
Details of stone used	
Number of Elevators used	

The above details would include the quality (superfine, medium and simple) and quantity etc of the concerned items.

For the repair, demolitions or maintenance of building, the actual cost incurred would be considered.

These rates would be revised from time to time by the State Government. These rates/ norms are approved by the Government and are binding on the Assessing Officers to adopt for the purposes of estimation of cost of construction of buildings.