**Rate Analysis for Unskilled Labourer**

**Unskilled Workmen rate per day**

Latest available Rate - 2022

Unskilled Labourer (all inclusive basic rate = Rs. 1861.00 + 3%

(Rate Book 2021, Revision (Rate Book 2021,

December) Revision of April 2022)

= Rs.1917.00

Rs.1917.00 X 24

∴ for Average 24 days per month = Rs.46,008.00

Contractors Profit & Overhead (-20%) = Rs. 46,008.00

1.2

= Rs.38,340.00

For EPF (12%) + ETF(3%) = Rs.38,340.00

1.15

= Rs. 33,339.00

Average per day = Rs.33,339.00

24

= Rs.1389.00

= Say Rs. 1400.00

**Over time Rate per hour per person**

* Over time Rate : (1400 x 1.5 ) = Rs. 262.5 = Say Rs 265.00

8

**Average cost for Attendance Incentive & Penalty**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | |  | |  |  |
| |  |  | | --- | --- | | **Attendance Incentive** | | | **No of Days Present**  **During a month** | **Monthly Attendance Incentive (LKR)** | | 25 or more | 5,000.00 | | 24 | 4,000.00 | | 23 | 3,000.00 | | 22 | 2,000.00 | | 21 | Not Applicable | |  | |  |  |  |
| |  |  | | --- | --- | | **Attendance Penalty** | | | **No of Days absent during a month** | **Monthly Attendance Penalty (LKR** | | 1 days less than 21 days | 1,500.00 | | 2 days less than 21 days | 2,000.00 | | 3 days less than 21 days | 3,000.00 | | 4 days or more less than 21 days | 5,000.00 |   Assume No of Workmen |  | | = |  | 100 |
| 15% of Workmen Incentive for more than 25 days |  | | = | Rs. | 750.00 |
| 20% of Workmen Incentive for more than 24 days |  | | = | Rs. | 800.00 |
| 25% of Workmen Incentive for more than 23 days |  | | = | Rs. | 750.00 |
| 20% of Workmen Incentive for more than 22 days |  | | = | Rs. | 400.00 |
| 15% of Workmen Incentive for 21 days |  | | = | Rs. | 0.00 |
| 3% of Workmen Penalty for 2 days less than 21 days |  | | = | Rs. | -45.00 |
| 2% of Workmen Penalty for more than 4 days less than 21 days |  | | = | Rs. | -100.00 |
| **Average Cost for Attendance & Penalty** |  | | **=** | **Rs.** | **2,555.00** |