**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

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**Average cost for Attendance Incentive & Penalty**

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| **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 |

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| **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**  |