

*Government Notice No. 7 of 2024*

## **THE WORKERS' RIGHTS ACT 2019**

### **Regulations made by the Minister under sections 33 and 124 of the Workers' Rights Act 2019**

1. These regulations may be cited as the Workers' Rights (Additional Remuneration) (2024) Regulations 2024.
2. In these regulations –
  - “Act” means the Workers' Rights Act 2019;
  - “worker” –
    - (a) means a person who works or has worked under a contract of service or apprenticeship, whether –
      - (i) the contract is express or implied, oral or in writing; and
      - (ii) the person is paid on a daily, weekly, fortnightly or monthly basis or otherwise; and
    - (b) includes a part-time worker and an atypical worker; but
    - (c) does not include a public officer.
3. (1) Every employer shall, in accordance with section 33 of the Act, pay, as from 1 January 2024, an additional remuneration to every worker in his employment.
  - (2) Subject to section 33(3) of the Act, the additional remuneration shall, in relation to –
    - (a) a full-time worker who earns a monthly basic wage or salary –

- (i) below 20,000 rupees, be 10 per cent of the monthly basic wage or salary, rounded up to the next rupee, or 1,500 rupees per month, whichever is higher;
  - (ii) of 20,000 rupees and above, be 2,000 rupees per month;
- (b) a part-time worker, be 10 per cent of the monthly basic wage or salary of the worker, rounded up to the next rupee, but not exceeding 2,000 rupees per month.

4. For the purpose of determining the appropriate additional remuneration payable to a worker who is remunerated otherwise than on a monthly basis, a fortnight or a week shall be deemed to consist of such number of days as may be prescribed in any other enactment or agreed upon in relation to that worker.

5. (1) Subject to subparagraph (2), where a worker is remunerated on a piece rate basis at the rates prescribed in –

- (a) the Banks Fishermen and Frigo-workers (Remuneration) Regulations 2019;
- (b) the Cinema Employees (Remuneration) Regulations 2019;
- (c) the Tea Industry Workers (Remuneration) Regulations 2019; or
- (d) any other enactment,

such rates shall, as from 1 January 2024, be increased by 10 per cent, but the amount paid as additional remuneration shall not be less than 1,500 rupees and not more than 2,000 rupees per month.

(2) The piece rates prescribed in the enactments specified in paragraph (1) shall include any previous additional remuneration granted under any other enactment.

**6.** These regulations shall be deemed to have come into operation on 1 January 2024.

Made by the Minister on 15 January 2024.

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