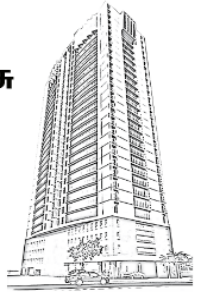




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தொழில் மற்றும் வெளிநாட்டு வேலைவாய்ப்பு அமைச்சு
Ministry of Labour and Foreign Employment



හයවන මහල, "මෙහෙවර පියෙස", නාරාහේන්පිට, කොළඹ 05, ශ්‍රී ලංකාව.
6 ஆவது தளம், "மெஹேவர பியேச", நாரஹேன்பிட்டி, கொழும்பு 05, இலங்கை.
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Press Release on the Amendment to the National Minimum Wage of Workers Act, No. 03 of 2016

With the introduction of the National Minimum Wage Act, No. 03 of 2016, a national minimum wage for all private sector employees has been stipulated with effect from 01.01.2016. The Act stipulated a minimum wage of Rupees 10,000 for monthly salaried employees and a minimum wage of Rupees 400 per day for daily salaried employees at the initial stage. An amendment to the Act brought back in 2021 raised the minimum monthly wage to Rupees 12,500 and the daily wage to Rupees 500 from August 2021. As there was no salary increase for private sector employees since 2021 despite the increased cost of living due to the recent economic crisis, following multiple discussions within the National Labour Advisory Council, a draft bill to amend the National Minimum Wage Act was submitted to Parliament with the objective of increasing the minimum wage from Rupees 12,500 to Rupees 17,500 by Rupees 5,000 and daily minimum wage by Rupees 200 from Rupees 500 to Rupees 700.

Accordingly, following the relevant procedures, this amendment bill was passed by the Parliament on 03.09.2024 and is scheduled to come into effect from this month after the said Bill being signed by the Honorable Speaker.

Thus, the private sector employers are required to pay a total salary of Rupees 21,000 for their employees, including a minimum monthly wage of Rupees 17,500 and a budgetary relief allowance of Rupees 3,500 payable by the Budgetary Relief Acts, No. 36 of 2005 and No. 04 of 2016, from September 2024. Further, employers are required to ensure that the wage of Rupees 21,000 serves as the basis for contributions to the Employees' Provident Fund, Employees' Trust Fund, and for the payment of gratuity.

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