

**PARLIAMENT OF THE DEMOCRATIC SOCIALIST REPUBLIC OF**   
**SRI LANKA**

**SHOP AND OFFICE EMPLOYEES (REGULATION OF**

**EMPLOYMENT AND REMUNERATION)**

**(AMENDMENT) ACT, No. 28 OF 2024**

**[Certified on 13th of May, 2024]**

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| *Shop and Office Employees (Regulation of* | 1 |

*Employment and Remuneration) (Amendment)*   
*Act, No. 28 of 2024*

[Certified on 13th of May, 2024]

L.D.-O. 27/2022

ANACTTOAMENDTHE SHOPAND OFFICE EMPLOYEES (REGULATION OF EMPLOYMENTAND REMUNERATION) ACT (CHAPTER 129)

BE it enacted by the Parliament of the Democratic Socialist Republic of Sri Lanka as follows: -

**1**. This Act may be cited as the Shop and Office Employees Short title (Regulation of Employment and Remuneration)   
(Amendment) Act, No. 28 of 2024.

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| **2.** Section 10 of the Shop and Office Employees (Regulation of Employment and Remuneration) Act (Chapter 129) (in this Act referred to as the “principal enactment”) is hereby amended as follows: - | | Amendment  of section 10  of Chapter  129 |
| (1) | in subparagraph (iii) of paragraph (*b*) of subsection |

(2) thereof, by the substitution for the words and   
figures “between 6.00 p.m. and 8.00 p.m.; and” of   
the words and figures “between 6.00 p.m. and 8.00   
p.m.;”;

(2) in subparagraph (iv) of paragraph (*b*) of subsection   
 (2) thereof, by the substitution for the words and   
 figures “between 6.00 p.m. and 10.00 p.m.” of the   
 words and figures “between 6.00 p.m. and 10.00   
 p.m.; and ”;

(3) by the insertion, immediately after subparagraph (iv) of paragraph (*b*) of subsection (2) of the following: -

“(v) any female who has attained the age of   
eighteen years may be employed in any   
institution which is engaged in business,   
based on information technology and

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knowledge process outsourcing or business   
process outsourcing, or engaged in   
administration and accounts or related work   
in a back office for an institute situated   
abroad before 6.00 a.m. or after 6.00 p.m. on   
any day.”.

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| Amendment of  section 66 of the principal  enactment | **3**. Section 66 of the principal enactment is hereby amended by the insertion immediately after paragraph (*f*) of subsection (2) thereof, of the following: - |

“(*fa*) in respect of the terms and conditions to be   
followed by an employer who employs any   
females, relating to the welfare of such   
females, including their security, transport   
facilities and facilities to rest when such   
females are employed after 10.00 p.m. and   
before 6.00 a.m.;”.

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| Amendment of  section 68 of the principal  enactment | **4.** Section 68 of the principal enactment is hereby amended as follows: - | |
| (1) | in paragraph (*a*) thereof, in the definition of the |

expression “office”, by the substitution for the words  
“literature), and” of the words “literature);”;

(2) in paragraph (*b*) thereof, by the substitution for the   
words “for the purposes of this Act;” of the words  
“for the purposes of this Act; and”;

(3) by the addition, immediately after paragraph (*b*)   
 thereof, of the following: -

“(*c*) any institution engaged in business, based   
 on information technology and knowledge

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process outsourcing or business process   
outsourcing or engaged in administration and   
accounts or related work in a back office in   
connection with any institution situated   
abroad;”.

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| **5**. In the event of any inconsistency between the Sinhala and Tamil texts of this Act, the Sinhala text shall prevail. | Sinhala text to prevail in the case of |

inconsistency

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