

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

**SHOP AND OFFICE EMPLOYEES (REGULATION OF EMPLOYMENT AND REMUNERATION)**

**(AMENDMENT)**

**A**

**BILL**

**to amend theShop and Office Employees (Regulation of Employment and**

**Remuneration) Act (Chapter 129)**

*Presented by the Minister of Labour and Foreign Employment on 09th of January, 2024*

(Published in the Gazette on November 28, 2023)

*Ordered by Parliament to be printed*

**[Bill No. 235]**

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**STATEMENT OF LEGAL EFFECT**

**Clause 2** : This clause amends section 10 of the principal enactment and the legal effect of the section as amended is to employ before 6.00 a.m or after 6.00 p.m any female employee who has attained the age of eighteen in any institution which is engaged in business, based on information technology and knowledge process outsourcing or business process outsourcing or engaged in administration of accounts or related work in a Back Office for an institute situated abroad.

**Clause 3** : This clause amends section 66 of the principal enactment to enable the Minister to make regulations specifying the terms and conditions relating to welfare of such females including their security, transport facilities and facilities to rest to be followed by an employer who employs such female after 10.00 p.m. and before 6.00 a.m.

**Clause 4** : This clause amends section 68 of the principal enactment to expand the definition of the expression “office” and is consequential to the amendment made to Clause 2.

*Shop And Office Employees (Regulation Of*   
 *Employment And Remuneration)(Amendment)*   
L.D.-O. 27/2022

An act to amend the shop and office employees (regulation of employment and 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 Short title

Employees (Regulation of Employment and Remuneration)

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| --- | --- | --- |
| 5 | (Amendment) Act, No. of 2024. | Amendment |
| **2.** Section 10 of the Shop and Office Employees |
| (Regulation of Employment and Remuneration) Act (Chapter | of section 10 |
| 129) (in this Act referred to as the “principal enactment”) is | of Chapter 129 |

hereby amended as follows: -

10 (1) in subparagraph (iii) of paragraph (b) of subsection (2), 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.;”;

15 (2) in subparagraph (iv) of paragraph (b) of subsection (2), 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 ”;

20 (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

|  |  |
| --- | --- |
| 25 | in any institution which is engaged in business, based on information technology |

and knowledge process outsourcing or   
business process outsourcing, or engaged   
in administration and accounts or related

PL 014317 - 480 (01/2024)

|  |  |
| --- | --- |
| 2 | *Shop And Office Employees (Regulation Of Employment And Remuneration)(Amendment)* |

work in a back office for an institute situated   
abroad before 6.00 a.m. or after 6.00 p.m. on   
any day.”.

|  |  |  |
| --- | --- | --- |
| 5 | **3**. Section 66 of the principal enactment is hereby | Amendment of |
| amended by the insertion immediately after paragraph (f) of | section 66 of |
| the principal |
| subsection (2), of the following: - |
| enactment |

“(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, 10 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.;”.

|  |  |  |
| --- | --- | --- |
| 15 | **4.** Section 68 of the principal enactment is hereby | Amendment of |
| amended as follows: - | section 68 of |
| the principal |
| (1) in paragraph (a), in the definition of the | enactment |
| expression “office”, by the substitution for |

the words “literature), and” of the words   
“literature);”;

(2) in paragraph (b) thereof, by the substitution for

|  |  |
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| 20 | 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,

|  |  |
| --- | --- |
| 25 | based on information technology and knowledge process outsourcing or |

business process outsourcing or engaged   
in administration and accounts or related   
work in a back office in connection with

|  |  |  |
| --- | --- | --- |
| 30 | any institution situated abroad;”. | Sinhala text |
| **5**. In the event of any inconsistency between the Sinhala |
| and Tamil texts of this Act, the Sinhala text shall prevail. | to prevail |
| in case of |

inconsistency

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