



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

**NATIONAL MINIMUM WAGE OF WORKERS
(AMENDMENT) ACT, No. 11 OF 2025**

[Certified on 23rd of July, 2025]

Printed on the Order of Government

Published as a Supplement to Part II of the **Gazette of the
Democratic Socialist Republic of Sri Lanka** of July 25, 2025

PRINTED AT THE DEPARTMENT OF GOVERNMENT PRINTING, SRI LANKA
TO BE PURCHASED AT THE GOVERNMENT PUBLICATIONS BUREAU, COLOMBO 5

Price : Rs. 20.00

Postage : Rs. 150.00

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*National Minimum Wage of Workers (Amendment)
Act, No. 11 of 2025*

[Certified on 23rd of July, 2025]

L.D.- O 18/2025

AN ACT TO AMEND THE NATIONAL MINIMUM WAGE OF
WORKERS ACT, NO. 3 OF 2016

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

1. (1) This Act may be cited as the National Minimum Wage of Workers (Amendment) Act, No. 11 of 2025.

Short title and
date of operation

(2) The provisions of this Act shall be deemed to have
come into operation on April 1, 2025.

2. Section 3 of the National Minimum Wage of Workers
Act, No. 3 of 2016 is hereby amended by the repeal of
subsection (1) thereof and the substitution therefor, of the
following: -

Amendment of
section 3 of Act,
No. 3 of 2016

“(1) (a) For the period commencing on April 1,
2025 and ending on December 31, 2025, the national
minimum monthly wage for all workers in any industry
or service shall be twenty-seven thousand rupees, and
the national minimum daily wage of a worker shall be
one thousand eighty rupees.

(b) With effect from January 1, 2026, the national
minimum monthly wage for all workers in any
industry or service shall be thirty thousand rupees, and
the national minimum daily wage of a worker shall be
one thousand two hundred rupees.”.

3. For the avoidance of doubt, it is hereby declared that -

(a) the budgetary relief allowances payable as at
March 31, 2025, under the provisions of the
Budgetary Relief Allowance of Workers Act,
No. 36 of 2005, the Budgetary Relief Allowance
of Workers Act, No. 4 of 2016, or both, shall form

Inclusion of the
budgetary relief
allowances in the
national minimum
monthly wage

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part of the national minimum monthly or daily wage specified in section 2 payable to all workers in any industry or service; and

- (b) the wage of any worker who, as at March 31, 2025, received a wage that included the budgetary relief allowances under the provisions of the Budgetary Relief Allowance of Workers Act, No. 36 of 2005, the Budgetary Relief Allowance of Workers Act, No. 4 of 2016, or both such Acts, shall, from the date of commencement of this Act, consolidate such allowances as part of such wage of such worker.

Prohibition on
reduction of wage
and allowances

4. An employer shall not reduce the monthly wage of any worker in any industry or service, including any allowances payable under the National Minimum Wage of Workers Act, No. 3 of 2016, the Budgetary Relief Allowance of Workers Act, No. 36 of 2005, or the Budgetary Relief Allowance of Workers Act, No. 4 of 2016, in a manner that would negate the increase made to the national minimum wage by the amendments to the National Minimum Wage of Workers Act, No. 3 of 2016 under this Act.

Implementation
of increase in
national minimum
wage

5. The Commissioner-General shall issue directives to any employer, including the final employer who obtains the services of any worker in any industry or service through an intermediary or contractor to take all necessary measures to ensure that the increase made to the national minimum wage by the amendments to the National Minimum Wage of Workers Act, No. 3 of 2016 under this Act is duly implemented.

Sinhala text to
prevail in case of
inconsistency

6. In the event of any inconsistency between the Sinhala and Tamil texts of this Act, the Sinhala text shall prevail.

