



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

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

**A
BILL**

**to amend the Shop 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*

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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 Employees (Regulation of Employment and Remuneration) (Amendment) Act, No. of 2024. Short title
- 5
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
- 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: -
- 25 “(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 knowledge process outsourcing or business process outsourcing, or engaged in administration and accounts or related

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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 amended by the insertion immediately after paragraph (f) of subsection (2), of the following: -
- Amendment of
section 66 of
the principal
enactment

10 “(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.;”.

- 4.** Section 68 of the principal enactment is hereby amended as follows: -
- Amendment of
section 68 of
the principal
enactment

15 (1) in paragraph (a), in the definition of the expression “office”, by the substitution for the words “literature), and” of the words “literature);”;

20 (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: -

25 “(c) any institution engaged in business, 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;”.

- 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 case of
inconsistency

