



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

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**EMPLOYMENT OF WOMEN,  
YOUNG PERSONS AND CHILDREN  
(AMENDMENT)**

**A**

**BILL**

**to amend the Employment of women, young persons and children  
Act, No. 47 of 1956**

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*Presented by the Minister of Labour on 22nd of October, 2020*

*(Published in the Gazette on October 07, 2020)*

*Ordered by Parliament to be printed*

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**[Bill No. 9]**

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

**Price : Rs. 12.00**

**Postage : Rs. 15.00**

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#### *STATEMENT OF LEGAL EFFECT*

*Clause 2* : This clause amends section 3 of the Employment of Women, Young Persons and Children Act, No. 47 of 1956 (hereinafter referred to as the “principal enactment”) and the legal effect of that section as amended is to make reference to young persons who are between the ages of sixteen and eighteen to be referred to as “young persons” in accordance with the definition for “young persons.”

*Clause 3* : This clause is a consequential amendment to Clause 2.

*Clause 4* : (1) This clause amends subsection (1) and sub section (2) of section 9 of the principal enactment and the legal effect of that section is-

- (a) to increase the minimum age of employment in a vessel from fifteen years to sixteen years.
- (b) to increase the minimum age of employment in a school-ships and training-ships from fifteen years to sixteen years; and

(2) Repeal subsection (3) of section 9 of the principal enactment and is consequential to the amendments made to subsection (1) and subsection (2).

*Clause 5* : This clause repeals section 10 of the principal enactment and is a consequential amendment to Clause 4.

*Clause 6* : This clause amends section 20 of the principal enactment and the legal effect of that section is-

- (a) to make reference to child and young person referred to in subsection (1) in accordance with the definition for “child”; and
- (b) to make reference to persons who has attained the age of fourteen years but is under the age of eighteen years referred to in subsection (2) in accordance with the definition for “young person.”
- (c) to make reference to persons who has attained the age of sixteen years but is under the age of eighteen years referred to in subsection (4) in accordance with the definition for “young person.”

*Clause 7* : This clause amends section 34 of the principal enactment and the legal effect of that section as amended is-

- (a) to amend the definitions of words “child”, “night” and “young person”;
- (b) to increase age of a person attending elementary school to be sixteen years.

*Employment of Women, Young Persons and  
Children (Amendment)*

L.D.—O. 33/2018

AN ACT TO AMEND THE EMPLOYMENT OF WOMEN, YOUNG PERSONS  
AND CHILDREN ACT, NO. 47 OF 1956

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

1. This Act may be cited as the Employment of Women, Short title.  
Young Persons and Children (Amendment) Act, No. of  
5 2020.

2. Section 3 of the Employment of Women, Young Amendment  
Persons and Children Act, No. 47 of 1956 (hereinafter referred of section 3  
to as the “principal enactment”) is hereby amended as of Act, No.  
follows:- 47 of 1956.

10 (1) in subsection (3) thereof, by the substitution for the  
words “male young persons who have attained the  
age of sixteen years but are under the age of eighteen  
years ” of the words “male young persons”;

15 (2) in subsection (4) thereof, by the substitution for the  
words “persons between the ages of sixteen and  
eighteen years” of the words “young persons”; and

(3) in subsection (5) thereof, by the substitution for the  
words “persons between the ages of sixteen and  
eighteen years” of the words “young persons,”.

20 3. Section 4 of the principal enactment is hereby Amendment  
amended in subsection (1) thereof, by the substitution for the of section 4  
words “ a person who has attained the age of sixteen years of the  
but is under the age of eighteen years ” of the words “a young principal  
person”. enactment.

2        *Employment of Women, Young Persons and  
Children (Amendment)*

4. Section 9 of the principal enactment is hereby amended as follows:-

Amendment  
of section 9  
of the  
principal  
enactment.

(1) in subsection (1) of that section-

5            (a) in paragraph (a) thereof, by the substitution  
for the words “fifteen years” of the words  
“sixteen years”; and

(b) in paragraph (b) thereof, by the substitution  
for the words “fifteen years” of the words  
“sixteen years”;

10        (2) in paragraph (b) of subsection (2) thereof, by the  
substitution for the words “fifteen years” of the  
words “sixteen years”; and

(3) by the repeal of subsection (3) of that section.

15        5. Section 10 of the principal enactment is hereby  
repealed.

Repeal of  
section 10 of  
the principal  
enactment.

6. Section 20 of the principal enactment is amended as  
follows:-

Amendment  
of section 20  
of the  
principal  
enactment.

20            (1) in subsection (1) thereof, by the substitution for the  
words “No child or young person who has not  
attained the age of 16 years” of the words “No  
child”;

25            (2) in subsection (2) thereof, by the substitution for the  
words “No person who has attained the age of  
fourteen years but is under the age of eighteen years”  
of the words “No young person”; and

(3) in subsection (4) thereof, by the substitution for the  
words “a person who has attained the age of sixteen  
years but is under the age of eighteen years” of the  
words “a young person”.

*Employment of Women, Young Persons and  
Children (Amendment)* 3

7. Section 34 of the principal enactment is hereby amended as follows:-

Amendment  
of section 34  
of the  
principal  
enactment.

(1) in subsection (1) thereof-

5 (a) by the substitution for the definition of the expression “child” of the following definition:-

“child” means a person who is under the age of sixteen years;”;

10 (b) in paragraph (c) of the definition of the expression “industrial undertaking” by the substitution for the words “fourteen years” of the words “sixteen years”;

(c) by the substitution for the definition of the expression “night” of the following definition:-

“night”—

15 (a) with reference to the employment of women, means at least eleven consecutive hours including the period between 10 p.m. and 5 a.m.; and

20 (b) with reference to the employment of persons under the age of eighteen years, means at least twelve consecutive hours which shall end not later than 6 a.m. and which-

25 (i) in the case of such of those persons as have attained the age of sixteen years, shall, subject to the provisions of subparagraph (ii), include at least seven consecutive hours falling  
30 between 10 p.m. and 6 a.m.; and

(ii) in the case of such of those persons as have attained the age of sixteen years and are undergoing vocational training in the baking industry or are apprentices in that industry, shall, if work during the night in that industry prohibited for all workers, include the seven consecutive hours falling between 9 p.m. and 4 a.m., instead of the period of at least seven consecutive hours referred to in sub-paragraph (i) if the Minister by Order published in the *Gazette* so directs;”;

20 “young person” means a person who has  
attained the age of sixteen years  
but is under the age of eighteen  
years.”; and

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

