



PARLIAMENT OF THE DEMOCRATIC SOCIALIST REPUBLIC OF SRI LANKA

NATIONAL MINIMUM WAGE OF WORKERS (AMENDMENT)

A BILL

to amend the National Minimum Wage of Workers Act, No. 3 of 2016

Presented by the Minister of Labour on 03rd of June, 2025

(Published in the Gazette on May 20, 2025)

Ordered by Parliament to be printed

[Bill No. 13]

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STATEMENT OF LEGAL EFFECT

Clause 2: This clause amends section 3 of the National Minimum Wage of Workers Act, No. 3 of 2016 and the legal effect of that section as amended to increase the national minimum monthly wage by Rs. 9,500 and national minimum daily wage by Rs. 380 with effect from April 1, 2025 to December 31, 2025 and further to increase the national minimum monthly wage by Rs. 3000 and national minimum daily wage by Rs. 120 with effect from January 1, 2026.

Clause 3: This clause is to consolidate the budgetary relief allowances as part of the wage of the workers.

National Minimum Wage of Workers (Amendment)

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. of 2025. Short title and date of operation

5 (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
10 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
15 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
20 the national minimum daily wage of a worker shall be one thousand two hundred.”.

3. For the avoidance of doubt, it is hereby declared that - Inclusion of the budgetary relief allowances in the national minimum monthly wage
(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
25

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

- 5 (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,
10 shall, from the date of commencement of this Act, consolidate such allowances as part of such wage of such worker.

4. 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

