



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

**SHOP AND OFFICE EMPLOYEES (REGULATION OF
EMPLOYMENT AND REMUNERATION)
(AMENDMENT) ACT, No. 28 OF 2024**

[Certified on 13th of May, 2024]

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*Shop and Office Employees (Regulation of
Employment and Remuneration) (Amendment)
Act, No. 28 of 2024*

[Certified on 13th of May, 2024]

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. 28 of 2024.

Short title

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

- (1) in subparagraph (iii) of paragraph (b) of subsection
(2) thereof, 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.”;
- (2) in subparagraph (iv) of paragraph (b) of subsection
(2) thereof, 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”;
- (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 in any
institution which is engaged in business,
based on information technology and

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Employment and Remuneration) (Amendment)
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knowledge process outsourcing or business
process outsourcing, or engaged in
administration and accounts or related work
in a back office for an institute situated
abroad before 6.00 a.m. or after 6.00 p.m. on
any day.”.

Amendment of
section 66 of the
principal
enactment

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

“(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.;”.

Amendment of
section 68 of the
principal
enactment

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

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

“(c) any institution engaged in business, based
on information technology and knowledge

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

