

National Minimum Wage (Amendment) Regulations 2024

GN No. 8 of 2024

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THE NATIONAL WAGE CONSULTATIVE COUNCIL ACT

Regulations made by the Minister under sections 8 and 23 of the National Wage Consultative Council Act

1. These regulations may be cited as the **National Minimum Wage (Amendment) Regulations 2024**.
2. In these regulations -
"principal regulations" means the National Minimum Wage Regulations 2017.
3. Regulation 3 of the principal regulations is amended -
 - (a) by revoking paragraphs (1) to (4) and replacing them by the following paragraphs -
 - (1) Subject to these regulations, the national minimum wage of every worker, other than a part-time worker, shall be 16,500 rupees per month.
 - (2) The national minimum wage of every part-time worker -
 - (a) other than a part-time worker referred to in subparagraph (b), shall be calculated in the manner specified in Part I of the Schedule; and
 - (b) where the hours of work prescribed or agreed for a corresponding full-time worker in any enactment, contract of employment, collective agreement, award or report of the Pay Research Bureau or salary commission, by whatever name called, is less than 45 hours a week, shall be calculated in the manner specified in Part III of the Schedule.
 - (3) The national minimum wage referred to in paragraph (1) shall -
 - (a) be inclusive of the additional remuneration payable to a full-time worker under the Workers' Rights (Additional Remuneration) (2024) Regulations 2024;
 - (b) in respect of a worker of an export enterprise -
 - (i) be inclusive of -
 - (A) housing allowance granted to the worker or value of that allowance, if any;

(B) food allowance granted to the worker who is entitled to the benefit under sub sub subparagraph (A) or value of that allowance, if any; and

(C) any fixed remuneration, by whatever name called, paid in cash to the worker on a monthly basis and the payment of which is guaranteed for work performed during normal scheduled working hours and is not reduced for authorised absences during any pay reference period specified in any agreement; but

(ii) not be inclusive of any variable pay component.

(4) The benefits granted under paragraph (3)(b)(i)(A) and (B) shall not, in the aggregate, exceed 3,000 rupees monthly.

(b) in paragraph (5)(a), by deleting the words "paragraph (3)(b)(i)(B) and (C)" and replacing them by the words "paragraph (3)(b)(i)(A) and (B)".

4. The schedule to the principal regulations is amended -

(a) in Part I -

(i) by deleting the heading and replacing it by the following heading -

**PART I - NATIONAL MINIMUM WAGE, INCLUSIVE
OF ADDITIONAL REMUNERATION PAYABLE
AS FROM 1 JANUARY 2024, OF A PART-TIME
WORKER, OTHER THAN A PART-TIME
WORKER REFERRED TO IN PART III
OF THIS SCHEDULE**

(ii) in items 1 and 2, by deleting the words "11,575 rupees" and replacing them by the words "16,500 rupees";

(b) by revoking Part II;

(c) in Part III -

(i) in the heading, by deleting the words "**1 JANUARY 2023**" and replacing them by the words "**1 JANUARY 2024**";

(ii) by deleting the words "11,575 rupees" and replacing them by the words "16,500 rupees".

5. These regulations shall be deemed to have come into operation on 1 January 2024.

Made by the Minister on 15 January 2024.