

Government Notice No. 15 of 2021

THE WORKERS' RIGHTS ACT 2019

Regulations made by the Minister under sections 33 and 124 of the Workers' Rights Act 2019

1. These regulations may be cited as the Workers' Rights (Additional Remuneration) (2021) Regulations 2021.
2. In these regulations –
 - “Act” means the Workers' Rights Act 2019;
 - “export enterprise” has the same meaning as in the Export Enterprises (Remuneration) Regulations 2019;
 - “worker” –
 - (a) means a person who works or has worked under a contract of service or apprenticeship, whether the contract is express or implied, oral or in writing, and whether the person is paid daily, weekly, fortnightly, monthly or otherwise; and
 - (b) includes a part-time worker and an atypical worker; but
 - (c) does not include a public officer.
3. (1) For the purpose of section 33(1) of the Act —
 - (a) The additional remuneration shall –
 - (i) in relation to a full-time worker who earns a monthly basic wage or salary of up to 50,000 rupees, be 375 rupees per month;
 - (ii) in relation to a part-time worker who earns a monthly basic wage or salary –

- (A) of up to 10,000 rupees, be 3.75 per cent of that monthly basic wage or salary, rounded up to the next rupee;
- (B) above 10,000 rupees and up to 50,000 rupees, be 375 rupees per month;

(b) the appointed date shall be 1 January 2021.

(2) The payment of 375 rupees specified in paragraph (1)(a) to a worker employed on a full-time basis in an export enterprise shall consist of a sum of 235 rupees paid by the employer and the payment of 140 rupees specified in regulation 3(c) of the Workers' Rights (Payment of Special Allowance 2021) Regulations 2021.

4. Where a worker is remunerated otherwise than on a monthly basis, it shall be deemed, for the purpose of determining the appropriate additional remuneration, that a month, a fortnight or a week shall consist of such number of days as is prescribed in any other enactment or agreed upon in relation to that worker.

5. (1) Subject to subparagraph (2), where a worker is remunerated on a piece rate basis at rates prescribed in –

- (a) the Banks Fishermen and Frigo-workers (Remuneration) Regulations 2019;
- (b) the Cinema Employees (Remuneration) Regulations 2019;
- (c) the Tea Industry Workers (Remuneration) Regulations 2019; or
- (d) any other enactment,

such rates shall, as from 1 January 2021, be increased by 3.75 per cent, but the amount paid as additional remuneration shall not exceed 375 rupees per month.

(2) The piece rates prescribed under subparagraph (1) shall include any previous additional remuneration granted by law.

6. These regulations shall be deemed to have come into operation on 1 January 2021.

Made by the Minister on 22 January 2021.
