

## **THE WORKERS' RIGHTS ACT 2019**

### **Regulations made by the Minister under section 124 of the Workers' Rights Act 2019**

1. These regulations may be cited as the Workers' Rights (Additional Remuneration) (2020) Regulations 2019.
2. In these regulations –
  - “Act” means the Workers' Rights Act 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. 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 300 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 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 300 rupees per month;
  - (b) the appointed date shall be 1 January 2020.
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 are 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 Cinema Employees (Remuneration) Regulations 2019;
- (b) the Tea Industry Workers (Remuneration) Regulations 2019;
- (c) the Banks Fishermen and Frigo-workers (Remuneration) Regulations 2019; or
- (d) any other enactment,

such rates shall, as from 1 January 2020, be increased by 3 per cent per month, but the amount paid as additional remuneration shall not exceed 300 rupees per month.

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

**6.** Notwithstanding these regulations, a migrant worker shall, as from 1 January 2020, be paid an additional remuneration of 200 rupees per month.

**7.** These regulations shall come into operation on 1 January 2020.

Made by the Minister on 13 December 2019.

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