

*Government Notice No. 9 of 2026***THE EMPLOYMENT RELATIONS ACT****Regulations made by the Minister under section 93 of
the Employment Relations Act**

1. These regulations may be cited as the Export Enterprises (Remuneration) (Amendment) Regulations 2026.
2. In these regulations –
“principal regulations” means the Export Enterprises (Remuneration) Regulations 2019.
3. Regulation 3 of the principal regulations is amended –
 - (a) by inserting after paragraph (1), the following new paragraph –

(1A) The rates specified in the Third Schedule include the additional remuneration payable under the Workers’ Rights (Additional Remuneration) (2025) Regulations 2025 and the Workers’ Rights (Additional Remuneration) (2026) Regulations 2026.
 - (b) in paragraph (3A)(a), by deleting the words “Second Schedule” and replacing them by the words “Second Schedule prevailing as at December 2023”;
 - (c) in paragraph (3E), by adding after subparagraph (c), the following new subparagraph –
 - (ca) The monthly basic wage or salary of a Diploma holder and a Degree holder specified in subparagraph (a) shall be not less than 24,245 rupees and 26,245 rupees, respectively, as from 1 January 2026.

(d) in paragraph (3H) –

- (i) in paragraph (b), by deleting the words “Third Schedule” and replacing them by the words “Third Schedule prevailing as at 31 December 2025”;
- (ii) by adding the following new subparagraph, the full stop at the end of subparagraph (b) being deleted and replaced by a semi-colon –

(c) for the period starting on 1 January 2026 and ending on 31 December 2026, be remunerated at the rates specified in the Third Schedule.

4. Regulation 4 of the principal regulations is amended, in paragraph (b), by deleting the words “for the period starting on 1 January 2025 and ending on 31 December 2025” and replacing them by the words “for the period starting on 1 January 2026 and ending on 31 December 2026”.

5. The Third Schedule to the principal regulations is revoked and replaced by the Third Schedule set out in the Schedule to these regulations.

6. These regulations shall be deemed to have come into operation on 1 January 2026.

Made by the Minister on 12 January 2026.

SCHEDULE

[Regulation 5]

THIRD SCHEDULE

[Regulations 3, 4 and 8]

PART I		
Category of employee	Year of service	Monthly basic wage as at 1 January 2026 (Rs)
Chief clerk	1 st year	18,760
	2 nd year	18,965
	3 rd year	19,156
	4 th year	19,374
	5 th year & thereafter	19,546
Accounts Clerk, Cashier, Storekeeper	1 st year	18,311
	2 nd year	18,489
	3 rd year	18,683
	4 th year	18,827
	5 th year	18,977
	6 th year	19,145
	7 th year & thereafter	19,306
Clerk, Assistant Storekeeper	1 st year	17,745
	2 nd year	17,745
	3 rd year	17,745
	4 th year	18,126
	5 th year	18,389

	6 th year	18,560
	7 th year	18,717
	8 th year	18,883
	9 th year & thereafter	19,027
Foreman/ Forewoman Typist, Timekeeper	1 st year	17,745
	2 nd year	17,745
	3 rd year	17,878
	4 th year	18,092
	5 th year & thereafter	18,237
Telephonist, Receptionist	1 st year	17,745
	2 nd year	17,745
	3 rd year & thereafter	17,878
Mechanic, Electrician	1 st year	17,745
	2 nd year	17,745
	3 rd year	17,745
	4 th year	17,997
	5 th year	18,126
	6 th year	18,291
	7 th year	18,389
	8 th year	18,481
	9 th year & thereafter	18,560
Driver grade I		18,493
Driver grade II		18,316
Driver grade III		18,162

PART II			
Category of employee	Year of service	Column I	Column II
		Monthly wage as at 1 January 2026 (Rs)	minimum wage as at 1 January 2026 (Rs)
Factory Employee	1 st year	11,372	17,745
	Thereafter	11,603	17,745