

*Government Notice No. 9 of 2025***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 2025.
2. In these regulations –  
“principal regulations” means the Export Enterprises (Remuneration) Regulations 2019.
3. Regulation 3 of the principal regulations is amended –
  - (a) in paragraph (1)(b), by deleting the words “Second Schedule” and replacing them by the words “Second and Third Schedules”;
  - (b) by inserting, after paragraph (3G), the following new paragraph –
    - (3H) Subject to regulation 4, every employee shall –
      - (a) for the period starting on 1 July 2024 and ending on 31 December 2024, be remunerated at the rates specified in the Second Schedule;
      - (b) for the period starting on 1 January 2025 and ending on 31 December 2025, be remunerated at the rates specified in the Third Schedule.

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4. Regulation 4 of the principal regulations is revoked and replaced by the following regulation –

4. For the purpose of paragraphs 2, 6 and 7 of the First Schedule, the basic wage of the employee –

(a) specified in Part II of the Second Schedule shall, for the period starting on 1 July 2024 and ending on 31 December 2024, be at the rates specified in Column I of the Schedule or the wage agreed between an employer and his employee, whichever is higher;

(b) specified in Part II of the Third Schedule shall, for the period starting on 1 January 2025 and ending on 31 December 2025, be at the rates specified in Column I of the Schedule or the wage agreed between an employer and his employee, whichever is higher.

5. Regulation 8 of the principal regulations is amended, in paragraph (a)(ii), by deleting the words “Second Schedule” and replacing them by the words “Second and Third Schedules”.

6. The First Schedule to the principal regulations is amended, in paragraphs 6 and 7, by deleting the words “Second Schedule” and replacing them by the words “Second and Third Schedules”.

7. The principal regulations are amended by adding the Third Schedule set out in the Schedule to these regulations.

8. These regulations shall be deemed to have come into operation on 1 January 2025.

Made by the Minister on 16 January 2025.

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**SCHEDULE**

[Regulation 7]

**THIRD SCHEDULE**

[Regulations 3(3H)(b), 4(b) and 7]

<b>PART I</b>		
<b>Category of employee</b>	<b>Year of service</b>	<b>Monthly basic wage as at 1 January 2025 (Rs)</b>
Chief clerk	1 <sup>st</sup> year	18,125
	2 <sup>nd</sup> year	18,330
	3 <sup>rd</sup> year	18,521
	4 <sup>th</sup> year	18,739
	5 <sup>th</sup> year & thereafter	18,911
Accounts Clerk, Cashier, Storekeeper	1 <sup>st</sup> year	17,676
	2 <sup>nd</sup> year	17,854
	3 <sup>rd</sup> year	18,048
	4 <sup>th</sup> year	18,192
	5 <sup>th</sup> year	18,342
	6 <sup>th</sup> year	18,510
	7 <sup>th</sup> year & thereafter	18,671
Clerk, Assistant Storekeeper	1 <sup>st</sup> year	17,110
	2 <sup>nd</sup> year	17,110
	3 <sup>rd</sup> year	17,110
	4 <sup>th</sup> year	17,491
	5 <sup>th</sup> year	17,754
	6 <sup>th</sup> year	17,925

	7 <sup>th</sup> year	18,082
	8 <sup>th</sup> year	18,248
	9 <sup>th</sup> year & thereafter	18,392
Foreman/Forewoman Typist, Timekeeper	1 <sup>st</sup> year	17,110
	2 <sup>nd</sup> year	17,110
	3 <sup>rd</sup> year	17,243
	4 <sup>th</sup> year	17,457
	5 <sup>th</sup> year & thereafter	17,602
Telephonist, Receptionist	1 <sup>st</sup> year	17,110
	2 <sup>nd</sup> year	17,110
	3 <sup>rd</sup> year & thereafter	17,243
Mechanic, Electrician	1 <sup>st</sup> year	17,110
	2 <sup>nd</sup> year	17,110
	3 <sup>rd</sup> year	17,110
	4 <sup>th</sup> year	17,362
	5 <sup>th</sup> year	17,491
	6 <sup>th</sup> year	17,656
	7 <sup>th</sup> year	17,754
	8 <sup>th</sup> year	17,846
	9 <sup>th</sup> year & thereafter	17,925
Driver grade I		17,858
Driver grade II		17,681
Driver grade III		17,527

<b>PART II</b>			
<b>Category of employee</b>	<b>Year of service</b>	<b>Column I</b>	<b>Column II</b>
		<b>Monthly wage as at 1 January 2025 (Rs)</b>	<b>National minimum wage as at 1 January 2025 (Rs)</b>
Factory Employee	1 <sup>st</sup> year	10,737	17,110
	Thereafter	10,968	17,110

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