

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 (Amount of Seed Capital) Regulations 2019.
2. In these regulations –

“Act” means the Workers' Rights Act 2019.
3. For the purpose of sections 2 and 41 of the Act, the amount of seed capital shall be as specified in the Schedule.
4. The Workers' Rights (Seed Capital) Regulations 2019 are revoked.
5. These regulations shall be deemed to have come into operation on 24 October 2019.

Made by the Minister on 13 December 2019.

SCHEDULE
[Regulation 3]

AMOUNT OF SEED CAPITAL

(Rs)

1. Wage Guarantee Fund Account

Default payment of wages under sections 40 and 41 of the Act

75 million

2. Portable Retirement Gratuity Fund

(1) Unpaid contribution under sections 94 and 95 and in case of insolvency under section 101 of the Act

350 million

(2) Initial setting up and administrative costs for the first 2 years

(3) Partial payment of contribution for SMEs (with turnover up to 50 million rupees) for the first 3 years

600 million

(4) Topping up of accumulated contributions following benchmarking at resignation for the first 2 years
