

*Government Notice No. 17 of 2020*

**THE NATIONAL WAGE CONSULTATIVE COUNCIL ACT**

**Regulations made by the Minister under sections 8 and 23 of  
the National Wage Consultative Council Act**

1. These regulations may be cited as the National Minimum Wage (Amendment No. 2) Regulations 2019.
2. In these regulations –  
“principal regulations” means the National Minimum Wage Regulations 2017.
3. Regulation 2 of the principal regulations is amended –
  - (a) in the definition of –
    - (i) “export enterprise”, by deleting the words “Export Enterprise (Remuneration Order) Regulations 1984” and replacing them by the words “Export Enterprises (Remuneration) Regulations 2019”;
    - (ii) “part-time worker”, by deleting the words “Employment Rights Act” and replacing them by the words “Workers’ Rights Act 2019”;
    - (iii) “shareworker”, by deleting the words “Employment Rights Act” and replacing them by the words “Workers’ Rights Act 2019”;
  - (b) by adding the following new definition, the full stop at the end of the definition of “variable pay component” being deleted and replaced by a semicolon –  
“worker” means a worker as defined in sections 2 and 17 of the Workers’ Rights Act 2019.

4. Regulation 3 of the principal regulations is amended –

- (a) by revoking paragraph (1) and replacing it by the following paragraph –

(1) Subject to these regulations, the national minimum wage payable to a worker shall be as follows –

<b>Category of worker</b>	<b>National minimum wage per month (Rs)</b>
Worker employed in an export enterprise, other than a part-time worker	9,000
Any other worker, other than a part-time worker	9,700

- (b) in paragraph (2)(c), by deleting the words “the Pay Research Bureau Report” and replacing them by the words “report of the Pay Research Bureau or salary commission, by whatever name called,”;

- (c) in paragraph (3) –

- (i) by revoking subparagraph (a) and replacing it by the following subparagraph –

(a) a worker, other than a worker employed in an export enterprise, be inclusive of the remuneration payable to a full-time worker under the Workers’ Rights (Additional Remuneration) (2020) Regulations 2019;

- (ii) in sub subparagraph (b)(i)(A), by deleting the words “Additional Remuneration and Other Allowances (2018) Act 2017” and replacing them by the words

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“Workers’ Rights (Additional Remuneration) (2020) Regulations 2019”;

(iii) by revoking subparagraph (b)(ii) and replacing it by the following sub subparagraph –

(ii) not be inclusive of any variable pay component.

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

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

Made by the Minister on 27 December 2019.

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**SCHEDULE**

[Regulation 5]

**SCHEDULE**

[Regulation 3(2)]

**PART I – NATIONAL MINIMUM WAGE, INCLUSIVE OF  
ADDITIONAL REMUNERATION PAYABLE AS FROM  
1 JANUARY 2020, OF A PART-TIME WORKER, OTHER  
THAN A PART-TIME WORKER REFERRED  
TO IN PARTS II AND III OF THIS SCHEDULE**

1. For a part-time worker, other than a *garde-malade* –

$$\frac{9,700}{195} \times \text{number of hours worked in a month} \times 1.10$$

2. For a *garde-malade* –

$$\frac{9,700}{312} \times \text{number of hours worked in a month} \times 1.10$$

**PART II – NATIONAL MINIMUM WAGE, INCLUSIVE OF  
ADDITIONAL REMUNERATION PAYABLE AS FROM  
1 JANUARY 2020, OF A PART-TIME WORKER  
EMPLOYED IN AN EXPORT ENTERPRISE**

For a part-time worker employed in an export enterprise –

$$\frac{9,000}{195} \times \text{number of hours worked in a month} \times 1.10$$

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**PART III – NATIONAL MINIMUM WAGE, INCLUSIVE OF  
ADDITIONAL REMUNERATION PAYABLE AS FROM  
1 JANUARY 2020, OF A PART-TIME WORKER, WHERE  
THE HOURS OF WORK PRESCRIBED OR AGREED  
FOR A CORRESPONDING FULL-TIME WORKER IN  
ANY ENACTMENT, CONTRACT OF EMPLOYMENT,  
COLLECTIVE AGREEMENT, AWARD OR  
REPORT OF PAY RESEARCH BUREAU  
OR SALARY COMMISSION, BY  
WHATEVER NAME CALLED, IS  
LESS THAN 45 HOURS A WEEK**

$$\frac{9,700}{A} \times \text{number of hours worked in a month} \times 1.10$$

Where –

A = number of hours of work per week prescribed or agreed  
for a full-time worker x 52/12