

---

Government Notice No. 65 of 2026

**THE EMPLOYMENT RELATIONS ACT**

**Regulations made by the Minister under section 94 of  
the Employment Relations Act**

1. These regulations may be cited as the Baking Industry (Remuneration) (Amendment) Regulations 2026.
2. In these regulations –  
“principal regulations” means the Baking Industry (Remuneration) Regulations 2019.
3. Regulation 4 of the principal regulations is amended –
  - (a) by revoking paragraph (3) and replacing it by the following paragraph –
    - (3) The rates specified in the Second 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 (4A), in subparagraph (a), by deleting the words “Second Schedule” and replacing them by the words “Second Schedule prevailing as at December 2023”;
  - (c) by adding the following new paragraph –
    - (4H) The monthly basic wage or salary, as from 1 January 2026, shall, in respect of –
      - (a) a Diploma holder specified in paragraph (4E), be not less than 24,245 rupees;

(b) a Degree holder specified in paragraph (4E),  
be not less than 26,245 rupees.

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

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

Made by the Minister on 4 May 2026.

---

**SCHEDULE**  
[Regulation 4]

**SECOND SCHEDULE**  
[Regulations 3, 4, 6 and 8]

**1. BREAD MANUFACTURE**

<b>(1) Semi-automated bakery</b>	
<b>Category of employee</b>	<b>Daily basic wage (Rs cs)</b>
Bakery Operator	858.77
Handyperson	729.41
Extra remuneration for work performed at night (basic daily wage + overtime) x 20%	

**(2) Industrial bakery**

<b>Category of employee</b>	<b>Daily basic wage (Rs cs)</b>
Bakery Operator	842.27
Handyperson	718.12
Extra remuneration for work performed at night (basic daily wage + overtime) x 20%	

**(3) Mechanised bakery**

<b>Category of employee</b>	<b>Daily basic wage (First 13 bags of flour) (Rs cs)</b>
Coupeur	800.45
Brigadier	747.82
Mixer	747.82

Mechanised Bakery Helper	687.57
Remuneration for every additional bag – (basic daily wages ÷ 13 x 1.5)	

## 2. BISCUIT FACTORY

Category of employee	Monthly basic wage (Rs)
Oven Operator	18,085
Assistant Oven Operator	17,971
Mixer	18,391
Assistant Mixer	17,971
Machine Operator	18,391
Assistant Machine Operator or Biscuit Stamping Machine Operator	17,971
Biscuit Factory Helper	17,846

## 3. PASTRY BAKERY

Category of employee	Monthly basic wage (Rs)
Oven Operator	18,391
Assistant Oven Operator	18,085
Mixer	19,060
Assistant Mixer	18,391
Pastry Bakery Helper	17,846

## 4. OTHER EMPLOYEES IN THE BAKING INDUSTRY

Category of employee	Year of service	Monthly basic wage (Rs)
Clerk	1 <sup>st</sup> year	19,018
	2 <sup>nd</sup> year	19,241

Category of employee	Year of service	Monthly basic wage (Rs)
Clerk	3 <sup>rd</sup> year	19,394
	4 <sup>th</sup> year	19,556
	5 <sup>th</sup> year	19,835
	6 <sup>th</sup> year	19,960
	7 <sup>th</sup> year	20,185
	8 <sup>th</sup> year & thereafter	20,400
Driver	1 <sup>st</sup> year	19,065
	2 <sup>nd</sup> year	19,130
	3 <sup>rd</sup> year	19,195
	4 <sup>th</sup> year	19,290
	5 <sup>th</sup> year & thereafter	19,385
Salesperson	1 <sup>st</sup> year	18,430
	2 <sup>nd</sup> year	18,495
	3 <sup>rd</sup> year	18,560
	4 <sup>th</sup> year	18,625
	5 <sup>th</sup> year & thereafter	18,690
Handpacker		17,745