
Government Notice No. 5 of 2023

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 2023.
2. In these regulations –
“principal regulations” means the Export Enterprises (Remuneration) Regulations 2019.
3. Regulation 4 of the principal regulations is revoked and replaced by the following regulation –
 4. (1) For the purpose of paragraphs 2, 6 and 7 of Part I of the First Schedule –
 - (a) the rates specified in the columns of the Second Schedule at which an employee is remunerated or the wage agreed between an employee and his employer, whichever is higher as at 31 December 2017; and
 - (b) the additional remuneration granted under –
 - (i) the Additional Remuneration and Other Allowances (2018) Act 2017;
 - (ii) the Additional Remuneration and Other Allowances (2019) Act 2018;
 - (iii) the Workers’ Rights (Additional Remuneration) (2020) Regulations 2019;

- (iv) the Workers' Rights (Additional Remuneration) (2021) Regulations 2021;
- (v) the Workers' Rights (Additional Remuneration) (2022) Regulations 2022; and
- (vi) the Workers' Rights (Additional Remuneration) (2023) Regulations 2023,

shall be the basic wage of the employee.

(2) The additional remuneration granted under the Workers' Rights (Additional Remuneration) (2023) Regulations 2023 shall consist of –

- (a) in the case of a full-time employee, other than a migrant employee, who earns a monthly basic wage or salary of up to 51,635 rupees, 1,000 rupees per month and be paid as follows –
 - (i) 860 rupees by the employer; and
 - (ii) 140 rupees by the Director-General in accordance with regulation 3(c) of the Workers' Rights (Payment of Special Allowance 2023) Regulations 2023;
- (b) in the case of a full-time employee, other than a migrant employee, who earns a monthly basic wage or salary of more than 51,635 rupees, 1,000 rupees per month, to be paid by the employer;
- (c) in the case of a full-time migrant employee, 1,000 rupees per month, to be paid by the employer.

4. These regulations shall be deemed to have come into operation on 1 January 2023.

Made by the Minister on 12 January 2023.
