

*Government Notice No. 3 of 2023***THE WORKERS' RIGHTS ACT 2019****Regulations made by the Minister under sections 33 and  
124 of the Workers' Rights Act 2019**

1. These regulations may be cited as the Workers' Rights (Additional Remuneration) (2023) Regulations 2023.
2. In these regulations –
  - “Act” means the Workers' Rights Act 2019;
  - “export enterprise” has the same meaning as in the Export Enterprises (Remuneration) Regulations 2019;
  - “worker” –
    - (a) means a person who works or has worked under a contract of service or apprenticeship, whether –
      - (i) the contract is express or implied, oral or in writing; and
      - (ii) the person is paid on a daily, weekly, fortnightly or monthly basis or otherwise; and
    - (b) includes a part-time worker and an atypical worker; but
    - (c) does not include a public officer.
3. (1) Every employer shall, in accordance with section 33 of the Act, pay an additional remuneration to every worker in his employment as from 1 January 2023.

(2) Subject to section 33(3) of the Act, the additional remuneration shall, in relation to –

- (a) a full-time worker, irrespective of the amount of basic wage or salary earned by the worker, be 1,000 rupees per month;
- (b) a part-time worker who earns a monthly basic wage or salary –
  - (i) not exceeding 10,000 rupees, be 10 per cent of the monthly basic wage or salary, rounded up to the next rupee;
  - (ii) exceeding 10,000 rupees, be 1,000 rupees per month.

(3) The additional remuneration under paragraph (2) payable to a worker, other than a migrant worker, employed on a full-time basis in an export enterprise and who earns a monthly wage or salary not exceeding 51,635 rupees, shall, for the period starting on 1 January 2023 and ending on 31 December 2023, consist of –

- (a) 860 rupees payable by the employer; and
- (b) 140 rupees payable in accordance with regulation 3 of the Workers' Rights (Payment of Special Allowance 2023) Regulations 2023.

4. For the purpose of determining the appropriate additional remuneration payable to a worker who is remunerated otherwise than on a monthly basis, a fortnight or a week shall be deemed to consist of such number of days as may be prescribed in any other enactment or agreed upon in relation to that worker.

---

**5.** (1) Subject to subparagraph (2), where a worker is remunerated on a piece rate basis at the rates prescribed in –

- (a) the Banks Fishermen and Frigo-workers (Remuneration) Regulations 2019;
- (b) the Cinema Employees (Remuneration) Regulations 2019;
- (c) the Tea Industry Workers (Remuneration) Regulations 2019; or
- (d) any other enactment,

such rates shall, as from 1 January 2023, be increased by 10 per cent, but the amount paid as additional remuneration shall not exceed 1,000 rupees per month.

(2) The piece rates prescribed in the enactments specified in subparagraph (1) shall include any previous additional remuneration granted under any other enactment.

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

Made by the Minister on 12 January 2023.

---