



**PARLIAMENT OF THE DEMOCRATIC  
SOCIALIST REPUBLIC OF  
SRI LANKA**

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**SHOP AND OFFICE EMPLOYEES (REGULATION OF  
EMPLOYMENT AND REMUNERATION)  
(AMENDMENT) ACT, No. 28 OF 2024**

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**[Certified on 13th of May, 2024]**

*Printed on the Order of Government*

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*Shop and Office Employees (Regulation of  
Employment and Remuneration) (Amendment)  
Act, No. 28 of 2024*

[Certified on 13th of May, 2024]

L.D.-O. 27/2022

AN ACT TO AMEND THE SHOP AND OFFICE EMPLOYEES (REGULATION  
OF EMPLOYMENT AND REMUNERATION) ACT (CHAPTER 129)

BE it enacted by the Parliament of the Democratic Socialist  
Republic of Sri Lanka as follows: -

1. This Act may be cited as the Shop and Office Employees  
(Regulation of Employment and Remuneration)  
(Amendment) Act, No. 28 of 2024.

Short title

2. Section 10 of the Shop and Office Employees  
(Regulation of Employment and Remuneration) Act  
(Chapter 129) (in this Act referred to as the “principal  
enactment”) is hereby amended as follows: -

Amendment  
of section 10  
of Chapter  
129

- (1) in subparagraph (iii) of paragraph (b) of subsection  
(2) thereof, by the substitution for the words and  
figures “between 6.00 p.m. and 8.00 p.m.; and” of  
the words and figures “between 6.00 p.m. and 8.00  
p.m.”;
- (2) in subparagraph (iv) of paragraph (b) of subsection  
(2) thereof, by the substitution for the words and  
figures “between 6.00 p.m. and 10.00 p.m.” of the  
words and figures “between 6.00 p.m. and 10.00  
p.m.; and”;
- (3) by the insertion, immediately after subparagraph  
(iv) of paragraph (b) of subsection (2) of the  
following: -

“(v) any female who has attained the age of  
eighteen years may be employed in any  
institution which is engaged in business,  
based on information technology and

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Employment and Remuneration) (Amendment)  
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knowledge process outsourcing or business  
process outsourcing, or engaged in  
administration and accounts or related work  
in a back office for an institute situated  
abroad before 6.00 a.m. or after 6.00 p.m. on  
any day.”.

Amendment of  
section 66 of the  
principal  
enactment

3. Section 66 of the principal enactment is hereby  
amended by the insertion immediately after paragraph (f) of  
subsection (2) thereof, of the following: -

“(fa) in respect of the terms and conditions to be  
followed by an employer who employs any  
females, relating to the welfare of such  
females, including their security, transport  
facilities and facilities to rest when such  
females are employed after 10.00 p.m. and  
before 6.00 a.m.”.

Amendment of  
section 68 of the  
principal  
enactment

4. Section 68 of the principal enactment is hereby  
amended as follows: -

- (1) in paragraph (a) thereof, in the definition of the  
expression “office”, by the substitution for the words  
“literature), and” of the words “literature);”;
- (2) in paragraph (b) thereof, by the substitution for the  
words “for the purposes of this Act;” of the words  
“for the purposes of this Act; and”;
- (3) by the addition, immediately after paragraph (b)  
thereof, of the following: -

“(c) any institution engaged in business, based  
on information technology and knowledge

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process outsourcing or business process outsourcing or engaged in administration and accounts or related work in a back office in connection with any institution situated abroad;”.

**5.** In the event of any inconsistency between the Sinhala and Tamil texts of this Act, the Sinhala text shall prevail.

Sinhala text to prevail in the case of inconsistency

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