



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

**SHOP AND OFFICE EMPLOYEES (REGULATION OF  
EMPLOYMENT AND REMUNERATION)  
(AMENDMENT)**

**A  
BILL**

**to amend the Shop and Office Employees (Regulation of Employment and  
Remuneration) Act (Chapter 129)**

*Presented by the Minister of Labour and Foreign Employment  
on 09<sup>th</sup> of January, 2024*

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*Ordered by Parliament to be printed*

**[Bill No. 235]**

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***STATEMENT OF LEGAL EFFECT***

***Clause 2*** : This clause amends section 10 of the principal enactment and the legal effect of the section as amended is to employ before 6.00 a.m or after 6.00 p.m any female employee who has attained the age of eighteen in any institution which is engaged in business, based on information technology and knowledge process outsourcing or business process outsourcing or engaged in administration of accounts or related work in a Back Office for an institute situated abroad.

***Clause 3*** : This clause amends section 66 of the principal enactment to enable the Minister to make regulations specifying the terms and conditions relating to welfare of such females including their security, transport facilities and facilities to rest to be followed by an employer who employs such female after 10.00 p.m. and before 6.00 a.m.

***Clause 4*** : This clause amends section 68 of the principal enactment to expand the definition of the expression “office” and is consequential to the amendment made to Clause 2.

*Shop And Office Employees (Regulation Of  
Employment And Remuneration)(Amendment)*

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 Short title  
Employees (Regulation of Employment and Remuneration)  
5 (Amendment) Act, No. of 2024.

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

10 (1) in subparagraph (iii) of paragraph (b) of subsection  
(2), 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.”;

15 (2) in subparagraph (iv) of paragraph (b) of subsection  
(2), 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”;

20 (3) by the insertion, immediately after subparagraph  
(iv) of paragraph (b) of subsection (2) of the  
following: -

25 “(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 knowledge process outsourcing or  
business process outsourcing, or engaged  
in administration and accounts or related

2 *Shop And Office Employees (Regulation Of  
Employment And Remuneration)(Amendment)*

work in a back office for an institute situated  
abroad before 6.00 a.m. or after 6.00 p.m. on  
any day.”.

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

10 “(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.;”.

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

15 (1) in paragraph (a), in the definition of the expression “office”, by the substitution for the words “literature), and” of the words “literature);”;

20 (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: -

25 “(c) any institution engaged in business, based on information technology and knowledge process outsourcing or business process outsourcing or engaged in administration and accounts or related work in a back office in connection with  
30 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 case of  
inconsistency

