

EMPLOYMENT ACT

DRAFT

6 July 2019

AN ACT TO PROVIDE FOR THE RECOGNITION OF THE RIGHTS AND RESPONSIBILITIES OF EMPLOYEES AND EMPLOYERS, AND TO DEFINE THE TERMS AND CONDITIONS OF EMPLOYMENT

1.	This Act may be cited as the Employment Act.	Short Title
2.	<p>(1) This Act shall apply to all employment contracts or agreements in Sri Lanka, other than employment (a) under the Government of Sri Lanka; or (b) under any local authority; or (c) any registered society within the meaning of the Co-operative Societies Law, No. 5 of 1972 or any religious institution or any charitable institution within the meaning of the Inland Revenue Act, No. 10 of 2006</p> <p>(2) It shall apply to citizens of Sri Lanka and to other persons who have the legal right to work in Sri Lanka.</p> <p>(3) This Act sets forth minimal requirements for Employment Contracts and agreements. Nothing in this Act shall prevent Employment Contracts, collective agreements, and Contracts of Service from providing additional or more extensive rights.</p>	Application of this Act
3..	Any provision of an Employment Contract or Agreement which purports to waive the rights granted to persons by this Act shall be null and void.	Any Waiver is Void

PART I FUNDAMENTAL PRINCIPLES

4.	Employers are responsible for hiring workers to be Employees in a non-discriminatory manner, for fair and equal treatment of all of their Employees, recording the agreements with Employees, maintaining records, making timely payments of remuneration and other benefits, withholding from remuneration pursuant to this Act and other applicable laws,	Responsibilities of Employers
----	---	-------------------------------

