

The Employers' Federation of Ceylon

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Circular No: 45/2021

21st June 2021

To : All Members

Discontinuance of The Tripartite Agreement to Prorate Wages and Guidelines for further Relief

We write further to our Circular No. 44/2021. Members are hereby informed that we have received a communication from the Commissioner General of Labour (CGL) with regard to the above. We wish to draw your attention to the following salient features of the said communication:

1. **The discontinuance of the Tripartite Agreement to prorate wages** for private sector companies affected due to the Covid-19 pandemic **w.e.f. 30th June 2021**.
2. Companies whose operations are impacted or affected by the ongoing pandemic, have an opportunity to obtain further relief **after 30th June 2021**, despite the discontinuance of the above-mentioned Tripartite Agreement. **Prior approval of the CGL for extension of such relief is mandatory**, and the following details should be submitted, in writing, to the CGL when applying for such approval:
 - a) the Nature of the Business;
 - b) the total number of Employees;
 - c) the number of Employees in respect of whom this relief is being sought.
3. The communication of the CGL clearly states that employees who report to work and who are engaged in work should be paid their full salaries as contractually agreed upon. It is also specifically mentioned that **there should be no reduction of wages for such employees apart from statutory deductions and other authorised deductions**.

Copies of the communications by the CGL in Sinhala and English are attached herewith, for your reference.

The EFC wishes to engage with and make further representations to the relevant authorities and stakeholders with regard to the above. Members who are in industries affected by the ongoing Covid-19 Pandemic are requested to urgently communicate to the undersigned, in writing, concerning the issues faced and the impact to your Companies.



Mangala P. B. Yapa
Director General/CEO