I assent.

(L.S.) **MYRIAM SPITERI DEBONO**
President

6th June, 2025

ACT No. XIV of 2025

AN ACT to amend the Employment and Industrial Relations Act, Cap. 452.

BE IT ENACTED by the President, by and with the advice and consent of the House of Representatives, in this present Parliament assembled, and by the authority of the same as follows:-

Short title and commencement.

Cap. 452.

1. (1) The short title of this Act is the Employment and Industrial Relations (Amendment) Act, 2025 and this Act shall be read and construed as one with the Employment and Industrial Relations Act, hereinafter referred to as the "principal Act".

(2) This Act shall come into force within two (2) months from its date of publication in the Gazette.

Amendment of article 45 of the principal Act.

2. In sub-article (1) of article 45 of the principal Act the words "of not less than two hundred and thirty-two euro and ninety-four cents (232.94) and not exceeding two thousand and three hundred and twenty-nine euro and thirty-seven cents (2,329.37)." shall be substituted by the words "of not less than two thousand euro (€2,000) and not exceeding five thousand euro (€5,000):" and immediately thereafter there shall be added the following new proviso:

"Provided that if the employer is found guilty for the second time or more thereafter of breaching any condition and,

or provision mentioned in sub-article (1), the fine (*multa*) shall be of not less than five thousand euro (€5,000) and not exceeding seven thousand euro (€7,000).".

Amendment of article 47 of the principal Act.

3. In sub-article (1) of article 47 of the principal Act the words "within one year" shall be substituted by the words "within two (2) years".

Passed by the House of Representatives at Sitting No. 348 of the 28th May, 2025.

ANĠLU FARRUGIA
Speaker

ELEANOR SCERRI
Clerk of the House of Representatives

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