L.N. 141 of 2026

EMPLOYMENT AND INDUSTRIAL RELATIONS ACT (CAP. 452)

Electronics Industry (Conditions of Work) Regulation Order, 2026

IN EXERCISE of the powers conferred by article 4(1) of the Employment and Industrial Relations Act, the Minister responsible for employment and industrial relations has made the following order:-

Citation, commencement and applicability.

1. (1) The title of this order is the Electronics Industry (Conditions of Work) Regulation Order, 2026.

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

(3) The provisions established in this order shall apply to all employees in any undertaking or part of an undertaking, the activities of which consist wholly or mainly in the manufacture, repair or assembly of electronic or scientific equipment:

Provided that in the event that there is a collective agreement applicable to the class of employees covered by this order, the more favorable conditions in such agreement or in this order shall prevail.

Interpretation.

2. In this order, unless the context otherwise requires:-

"Act" means the Employment and Industrial Relations Act; Cap. 452.

"collective agreement" shall have the same meaning as assigned to it in the Act;

"customary holidays" means the days, other than Sundays, declared for the time being to be public holidays under the National Holidays and other Public Holidays Act; Cap. 252.

"day" means a period commencing from midnight (12:00 am) of one day and ending at midnight (12:00 am) of the following day;

"double-time" means twice the actual time rate applicable to the employee;

"half-day" means a period commencing from midnight (12:00 a.m.) to noon (12:00 p.m.), or from noon (12:00 p.m.) to

midnight (12:00 a.m.);

"hours of work" shall have the same meaning as assigned to it in the Act;

"normal time" means one time the actual time rate applicable to the employee;

"part-time employee" shall have the same meaning as assigned to it in the Act;

S.L. 452.87.

"rest period" shall have the same meaning as assigned to it in the Organisation of Working Time Regulations;

"shift employee" means an employee who regularly works on a shift cycle basis;

"time-and-a-half" means one and a half times the actual time rate applicable to the employee;

"wages" means remuneration or earnings, payable by an employer to an employee and includes any bonus payable under article 23 of the Act, other than any bonus or allowance related to performance or production;

"week" means a calendar week;

"whole-time employee" shall have the same meaning as assigned to it in the Act.

Hours of work.

3. The minimum weekly wage shall be related to a normal working week not exceeding:

(a) forty hours (40) distributed over five (5) days in the case of all whole-time employees other than watchpersons and security guards and shift workers;

(b) fifty-four (54) hours in the case of watchpersons and security guards;

(c) thirty-eight hours (38) distributed over five (5) days in the case of shift workers:

Provided that in the case of shift employees, the number of hours shall be calculated as an average over two (2) or more weeks according to the number of shifts in force.

Minimum remuneration.

4. The minimum weekly wage payable to all employees shall be as follows:

(a) whole-time employees, other than watchpersons and security guards..... €229.44;

(b) watchpersons and security guards..... €309.74.

5. Shift employees, other than watchpersons and security guards, shall be paid an additional payment of €3.26 a week. Additional payment for shift work.

6. (1) When the employee is required to wear a uniform in the performance of the employee's duties, such uniform shall be provided by the employer free of charge. Uniform allowance.

(2) Personal protective equipment according to the Minimum Requirements for the use of Personal Protective Equipment at Work Regulations shall also be provided by the employer free of charge. S.L. 646.13.

7. Whole-time employees, other than watchpersons and security guards, shall be allowed intervals for meals and rest of not less, in the aggregate, than one (1) hour in any one (1) day: Minimum daily rest.

Provided that:

(a) subject to the provisions of paragraph (b) of this proviso, the interval or intervals shall be allowed after the first hour or before the last hour of the period of employment; and

(b) where the last half hour of the period of employment is allowed as a half hour of rest, the employee shall be entitled to leave the place of work as soon as that half hour commences.

8. All employees shall be entitled to a rest period in accordance with the Organisation of Working Time Regulations. Minimum weekly rest. S.L. 452.87.

9. (1) Watchpersons and security guards shall be entitled to overtime remuneration as follows: Minimum overtime rates.

(a) for all time worked in excess of fifty-four (54) hours, up to and including sixty (60) hours per week.....normal time;

(b) for all time worked in excess of sixty (60) hours per week..... time-and-a-half:

Provided that in the case of watchpersons and security guards working on a shift basis, the said number of hours shall be calculated by taking the average of the number of hours distributed over two (2) or more weeks in accordance to the number of shifts in force.

(2) Shift employees, other than watchpersons and security

guards, shall be entitled to overtime remuneration at the rate of time and a half in respect of all time worked in excess of an average of thirty-eight (38) hours in any one (1) week, such average to be calculated by taking the average of the number of hours distributed over two (2) or more weeks in accordance to the number of shifts in force.

(3) Whole-time employees, other than those specified in sub-paragraphs (1) and (2) of this paragraph, shall be entitled to over-time wages as follows:

(a) for all time worked in excess of forty (40) hours in any one (1) week.....time-and-a half;

(b) for all time worked in excess of eight (8) hours in any day other than a Sunday or a customary holiday.....time-and-a-half;

(c) for all time worked on Sundays.....double time;

(d) for all time worked on customary holidays .....double time in addition to a normal day's pay.

Vacation leave. S.L. 452.87.

10. The employee shall be entitled to annual leave according to the Organisation of Working Time Regulations.

Sick leave.

11. (1) A whole-time employee shall in every calendar year be entitled to the equivalent in hours of twelve (12) days sick leave on full pay, less an amount equal to the sum established for sickness benefit entitlement at the rate determined in accordance with the Social Security Act, and part-time employees shall have a *pro rata* entitlement to sick leave in hours on full pay, less an amount equal to the sum established for sickness benefit entitlement at the rate determined in accordance with the Social Security Act, which amount shall also be calculated on a *pro rata* basis:

Cap. 318.

Provided that:

(a) the first three (3) days of any claim for sick leave shall be paid in full by the employer;

(b) a medical certificate covering the period of absence is produced to the employer on the day of return to work or, if such period of absence exceeds seven (7) days, within seven (7) days from the commencement of such absence due to sick leave;

(c) employees receiving a social security pension in respect of retirement or widowhood in accordance with the

Cap. 318.

Social Security Act shall, for the purpose of calculating the sick leave payment due, be deemed to have received an amount equal to the sum established for sickness benefit entitlement at the rate determined in accordance with the Social Security Act.

(2) A whole-time employee shall in every calendar year be entitled to the equivalent in hours of a further eighteen (18) days sick leave on half pay, less an amount equal to half the sum established for sickness benefit entitlement at the rate determined under the Social Security Act, and part-time employees shall have a *pro rata* entitlement to sick leave in hours on half pay, less an amount equal to half the sum set for sickness benefit entitlement at the rate determined in accordance with the Social Security Act, which amount shall also be calculated on a *pro rata* basis: Cap. 318.

Provided that:

(a) the first three (3) days of any claim for sick leave shall be paid in full by the employer;

(b) a medical certificate covering the period of absence is produced to the employer on the day of return to work or, if such period of absence exceeds seven (7) days, within seven (7) days from the commencement of such absence due to sick leave;

(c) employees receiving a social security pension in respect of retirement or widowhood in terms of the Social Security Act shall, for the purpose of calculating the sick leave pay due, be deemed to have received an amount equal to half the sum established for sickness benefit entitlement at the rate determined in accordance with the Social Security Act. Cap. 318.

(3) Sick leave entitlements shall apply from the first (1) day of employment:

Provided that the said entitlements shall be calculated *pro rata* in accordance with the date of employment in the relative calendar.

(4) The employer may require a medical certificate by a physician of his choice to certify that the employee was unfit for work during the period of absence due to sick leave.

(5) The sick leave entitlement shall be calculated on the basis provided for annual leave as specified in regulation 8(1) of the Organisation of Working Time Regulations. S.L. 452.87.

12. An employee shall be entitled to the payment of the actual Waiting time.

remuneration applicable to him for all time during which he is present on the premises of this employer or any other place in connection with his employment unless he is present thereon in any of the following circumstances:

(a) without the employer's express or implied consent;

(b) for some purpose unrelated to his work and other than that of waiting for work to be assigned to him;

(c) solely due to the fact that he is resident thereon;

(d) during normal meal times, and he is not waiting for any work to be assigned to him.

Other forms of leave.

S.L. 452.101.

13. Employees under this order shall be entitled to the national holidays and to all public holidays with full pay, to all forms of leave in accordance with the Minimum Special Leave Entitlement Regulations and all other forms of leave that may, from time to time, be stipulated in the National Standard Orders or any regulations made under the Act.

Repeal and saving.
S.L. 452.38.
S.L. 452.46.

14. The Electronics Industry Wages Council Order and the Electronics Industry Wages Council Wage Regulation Order are hereby repealed without prejudice to anything done or omitted to be done thereunder.

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