

**L.N. 467 of 2020**

**EMPLOYMENT AND INDUSTRIAL RELATIONS ACT  
(CAP. 452)**

**National Minimum Wage National Standard Order, 2020**

IN EXERCISE of the powers conferred by article 4 of the Employment and Industrial Relations Act, the Minister within the Office of the Prime Minister, on the recommendation of the Employment Relations Board, has made the following order:-

- |                                       |  |
|---------------------------------------|--|
| Citation and commencement.            | <p><b>1.</b> (1) The title of this order is the National Minimum Wage National Standard Order, 2020</p> <p>(2) This order shall come into force on the 1<sup>st</sup> January 2021.</p>  |
| National minimum wage.                | <p><b>2.</b> The national minimum wage per week related to a normal working week shall be as follows:</p> <p style="margin-left: 40px;">(a) Age 18 years and over .....€ 181.08</p> <p style="margin-left: 40px;">(b) Age 17 years .....€ 174.30</p> <p style="margin-left: 40px;">(c) Under 17 years .....€ 171.46</p>  |
| Part-time employees.                  | <p><b>3.</b> The national minimum wage of part-time employees shall be calculated <i>pro rata</i> at the same hourly rate of a comparable whole-time employee as applicable in accordance with the minimum wage of the relevant Wage Regulation Order, or in cases where a Wage Regulation Order is not applicable, at an hourly rate not below the National Standard Minimum Wage applicable, as determined in accordance with the preceding article and divided by forty (40).</p>   |
| Wages Council Wage Regulation Orders. | <p><b>4.</b> Where any Wages Council Wage Regulation Order applies to any employee, the wages payable to such employee in respect of the year 2021 shall not be less than those laid down by such wages Council Wage Regulation Order, applicable for the year 2020 adjusted for cost of living by any increases of wages declared to be generally applicable to all whole-time employees in terms of article 8 of the Employment and Industrial Relations Act, or by any wage increases for cost of living laid down by any National Standard Order applicable in respect of the year 2021.</p> |
| Cap. 452.                             |  |