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Presidential Election - September 21, 2024
Granting Leave to employees enabling them to cast vote

The provisions of Section 110 of the Presidential Elections Act, No. 15 of 1981 (as amended by Section 6 of the Elections (Special Provisions) Act, No. 21 of 2023) relating to the Presidential Election to be held on 2024-09-21, are indicated below for the information of employers and employees.

“110. (1) Any person, being the employer of any other person who is entitled to vote in person at an election, shall, upon application in writing in that behalf made by such other person, grant such other person leave, without loss of pay, for such continuous period (not less than four hours in duration) as that person may deem sufficient to enable such other person to vote in person at that election.

(1 A) Every employer shall prepare a statement setting out –

(a) the names of the persons applying for leave under Subsection (1); and

(b) the names of the persons granted leave under that Subsection and the periods for which such persons have been granted leave,

and shall cause such statement to be conspicuously exhibited at the place of employment.

(2) Any person who contravenes or fails to comply with the provisions of Subsection (1) of Subsection (1 A) shall be guilty of an offence and shall, on conviction after summary trial before a Magistrate, be liable to a fine not exceeding two hundred thousand rupees, or to imprisonment of either description for a term not exceeding one month, or to both such fine and imprisonment.”

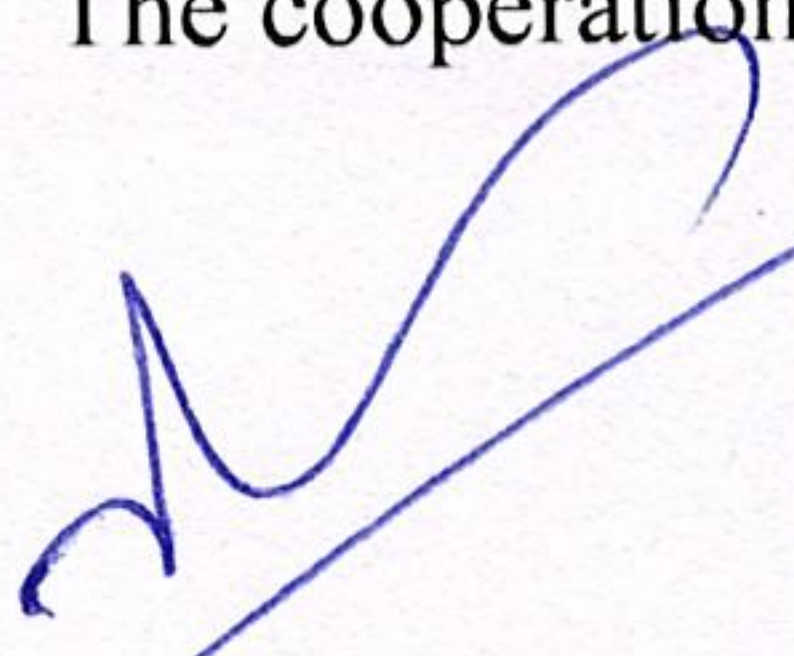
02. In terms of the provisions of the above Section, leave necessary for the purpose of voting should be afforded to every employee requesting such leave in writing. The period of leave so permitted should be considered as special full pay leave in the case of all employees including casual employees and should be outside the employees' normal leave entitlement.

03. The employer should determine the period of leave to be granted to the employee on the basis of the distance from the workplace to the polling station assigned to the employee.

04. Since complaints have been received regarding the grant of leave according to the law at previous elections, employers of both public and private sectors are requested to grant leave to employees to which they are legally entitled, to cast vote at this election.

05. The poll will take place on Saturday 21st September 2024 from 7:00 a.m. to 4:00 p.m.

06. The cooperation of all employers in this connection will be greatly appreciated.


Saman Sri Rathnayake
Commissioner General of Elections