



WORKERS & EMPLOYERS' GUIDE

VISION STATEMENT

To be a leading and recognized Public Sector Organization with highly motivated staff maintaining high professional and technical standards of service for all stakeholders.

MISSION STATEMENT

To provide efficient and effective Labour Administration practices for sustained socio-economic development.

MINISTRY OF LABOUR

Ministerial Complex
Botanical Gardens
St. George's

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Email: ministry.labour.gd@gmail.com

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Hours of Work



Copies of the Labour Code are available at:
Government Printery
Botanical Gardens
St. George's



- The Employment Act No. 14 of 1999 established maximum limits on daily and weekly working hours.

- Hours of work for an agricultural worker, construction worker, clerical or shop assistant /catering assistant, security guard and domestic servants are enshrined in the Act.

- It is an offence for an employer to require a worker to work for more than the hours prescribed hereunder during any week, excluding overtime payments.

HOOR OF WORK VARY AMONG DIFFERENT CATEGORIES;

If you are an AGRICULTURAL WORKER or a CONSTRUCTION WORKER, you are required to work for no more than forty hours per week, eight hours a day, Monday to Friday, exclusive of one hour lunch break.

For a CLERICAL OR SHOP ASSISTANT, no more than forty-four hours per week, eight hours a day, Monday to Saturday, exclusive of one hour lunch break.

For CATERING ASSISTANT, no more than forty-four hours, eight hours a day exclusive of one hour lunch break.

For a SECURITY GUARD, no more than sixty hours per week up to a maximum of twelve hours in any day.

For DOMESTIC WORKER, no more than sixty hours per week, ten hours a day, inclusive of two hours for lunch and rest periods.

A worker who works within a system of employment established by the employer which requires different groups of workers to work at different times on a shift basis shall not exceed more than twelve hours a day.

Weekly Rest - Mandatory for all workers;

The law requires that a worker should not work for more than six consecutive days without a period of rest comprising at least twenty-four consecutive hours which shall be taken on a customary day of rest or on a day agreed upon between the parties.

Workers entitled to over-time payments;

A mutual agreement must be concluded between an employer and a worker for any over-time work required.

To be entitled for over-time pay, you must work in excess of the maximum daily hours or normal work week.

The rate of over-time payments shall not be less than one and a half times the wage for one hour or twice the wage for one hour for overtime work done on Sunday or public holiday.

Night work for young workers prohibited;

The Act prohibits worker under the age of eighteen years to work between the hours of 9:00 p.m. to 6:00 a.m.

The law further stipulates that no person under the age of sixteen years shall be employed or allowed to work in any public or private agricultural, industrial or non-industrial undertaking except for holiday job employment.

