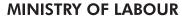
#### **VISION STATEMENT**

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 socioeconomic development.



Ministerial Complex **Botanical Gardens** St. George's

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Copies of the Labour Code are available at: **Government Printery Botanical Gardens** 

St. George's





# **WORKERS EMPLOYERS'** GUIDE

## **Hours of Work**



Government Printery



- 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.

# HOUR 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.

