

LABOUR & LABOUR LEGISLATION

LABOUR LAW

The Labour Code sets guidelines for employment of persons, dismissal and payment of severance and other benefits.

HOURS OF WORK

1. Maximum Weekly Hours – 40hrs work Week
2. Maximum Daily Hours – 8 hrs
3. Maximum overtime Hours – No limit (overtime issued at the discretion of Employer)

OVERTIME

Over 40 hours per week – Time and a half
Sundays and legal public holidays – Double Time

SEVERANCE PAY

An employee must complete 104 weeks of work before being eligible for the following severance benefits:

1. First three years - One week/year.
2. Four to seven years - Two weeks/year.
3. Over seven years - Three weeks/year.

VACATION

1. Monthly paid workers are entitled to a minimum of 15 working days vacation after one year.
2. Daily and fortnightly paid workers are entitled to minimum of 14 working days vacation after 150 days.
3. After 5 years of employment minimum 21 working days vacation per year.

MINIMUM EMPLOYMENT AGE

The minimum employment age is sixteen. If an employee is below this age, the employer is required to keep a juvenile register. Education is mandatory, until the age of fifteen.

DISMISSAL

Dismissal can be without notice within the first 12 weeks thereafter:

- | | | |
|------------------------|---|-----------------|
| 1. 12 weeks to 2 years | - | 1 week notice |
| 2. 2 years to 5 years | - | 2 weeks' notice |
| 3. 5 years to 10 years | - | 4 weeks' notice |
| 4. 10 years and above | - | 6 weeks' notice |

Dismissal due to repeated negligence, lack of skill, willful disobedience, misconduct, illegal activity, or absence from work without reasonable excuse does not require notice.

MINIMUM WAGE

There is no national minimum wage. However, there is currently a minimum wage commission in effect to make recommendations' on the legitimacy of establishing a minimum wage and the level at which this wage structure should be established.

(Note: This Commission according to the constitution must review the minimum wage every three (3) years).

National Insurance Corporation (NIC)

The National Insurance Corporation is similar to Social Security in the United States. Every employer and his/her employees must be registered with the NIC Office. Contributions to the NIC total ten percent (10%) of wages, Five percent (5%) to be paid by the employee and 5% by the employer. The maximum payable by an employer for an employee is US \$93.00. In the event of absence from work due to illness, maternity and accident, the NIC pays sixty (65%) of the employee's wages over a period of three (3) months.

Other areas covered by the NIC include:

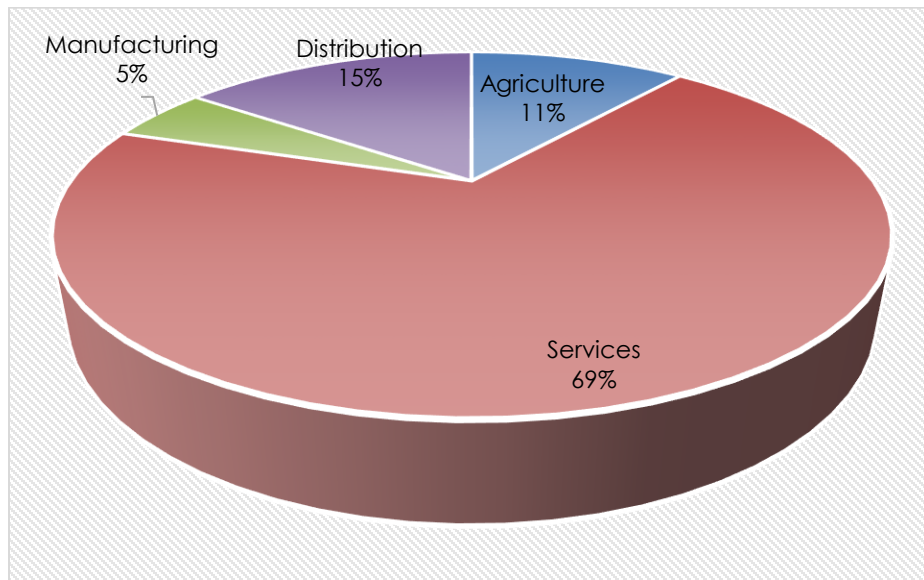
- a. Invalidity Benefit
- b. Sickness Benefit
- c. Survivors Pension
- d. Retirement Benefit
- e. Funeral Grants
- f. Employment Injury Benefit
- g. Maternity Benefit/Grants
- h. Disablement Benefits
- i. Medical expense

Employment by Sector 2016

| Type of Economic Activity | 2,016 |
|--|---------------|
| Agriculture, forestry and fishing | 9,127 |
| Mining and quarrying | 166 |
| Manufacturing | 3,789 |
| Electricity, gas, steam and air conditioning supply | 286 |
| Water Supply; sewerage, waste management | 568 |
| Construction | 7,343 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 12,083 |
| Transportation and Storage | 3,893 |
| Accommodation and food service activities | 12,648 |
| Information and communication | 1,016 |
| Financial and insurance activities | 1,103 |
| Real estate activities | 92 |
| Professional, scientific and technical activities | 1,201 |
| Administrative and support service activities | 4,345 |
| Public administration and defense; compulsory social security | 6,133 |
| Education | 4,973 |
| Human health and social work activities | 1,770 |
| Arts, entertainment and recreation | 1,743 |
| Other service activities | 2,434 |
| Activities of households as employers; undifferentiated good | 3,438 |
| Activities of extraterritorial organizations and bodies | 83 |
| Not stated | 3,841 |
| Total | 82,075 |

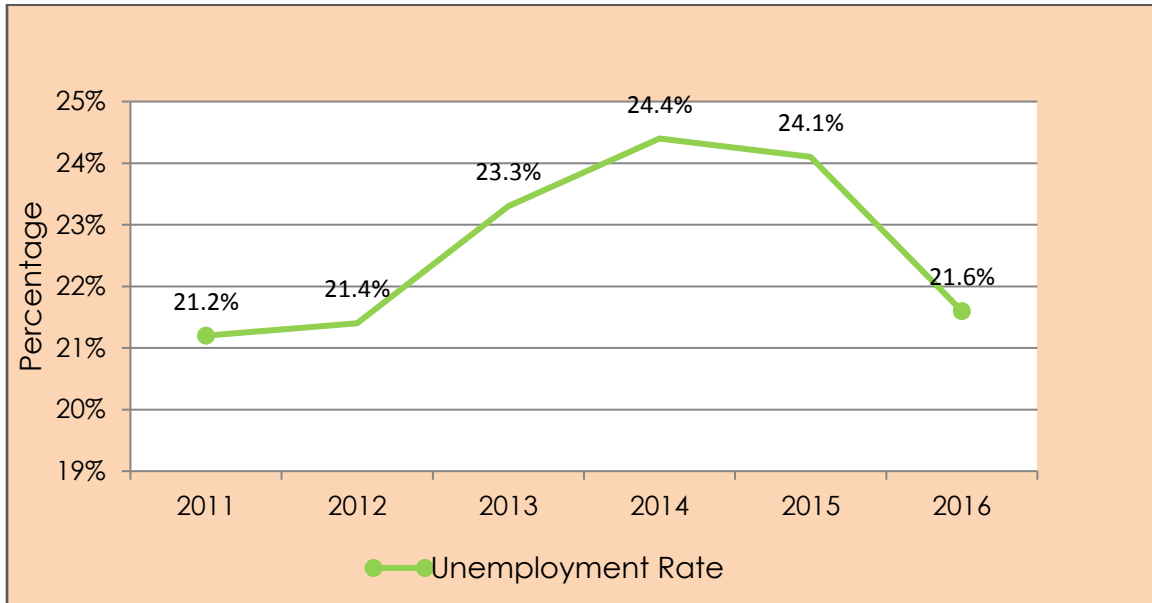
Source: Central Statistics Office

LABOR FORCE STRUCTURE BY ECONOMIC SECTOR 2016



Source: Central Statistics Office

Unemployment Rate 2011 – 2016



Source: Central Statistics Office

| Labour Indicators | 2016 |
|--|---------|
| Estimated Population | 173,966 |
| Population 15 years and over | 142,468 |
| Labour Force | 104,637 |
| Employed Labour Force | 82,075 |
| The Unemployed | 22,562 |
| Unemployment rate% | 21.6% |
| Population Under 15 years (%) | 18.0% |
| Labour Force as percentage of population | 59.9% |
| Labour Force participation rate | 73.4% |

Source: Central Statistics Office