

## **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 14 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 weeks' 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 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 \$92.00. In the event of absence from work due to illness, maternity and accident, the NIC pays sixty (60%) of the employee's wages every fifteen (15) days.

Other areas covered by the NIC include:

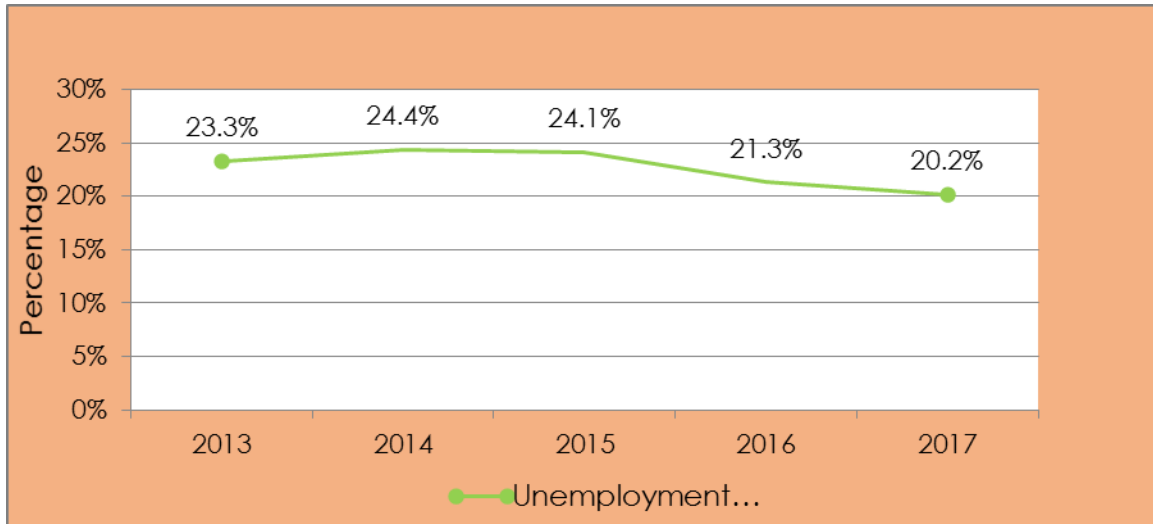
- a. Invalidity Benefit
- b. Sickness Benefit
- c. Survivors Pension
- d. Retirement Benefit
- e. Funeral Grants
- f. Employment Injury Benefit
- g. Maternity Benefit/Grants

## Employment by Sector

<b>Employment by Industry</b>	<b>2,017</b>
Agriculture, forestry and fishing	8,538
Mining and quarrying	166
Manufacturing	3,864
Electricity, gas, steam and air conditioning supply	128
Water Supply; sewerage, waste management	233
Construction	7,223
Wholesale and retail trade; repair of motor vehicles and motorcycles	11,479
Transportation and Storage	3,220
Accommodation and food service activities	11,693
Information and communication	903
Financial and insurance activities	1,629
Real estate activities	341
Professional, scientific and technical activities	1,243
Administrative and support service activities	4,628
Public administration and defense; compulsory social security	5,486
Education	3,590
Human health and social work activities	2,329
Arts, entertainment and recreation	939
Other service activities	8,543
Activities of households as employers; undifferentiated goods and services producing activities of households	3,271
Not stated	2,272
<b>Total</b>	<b>81,718</b>

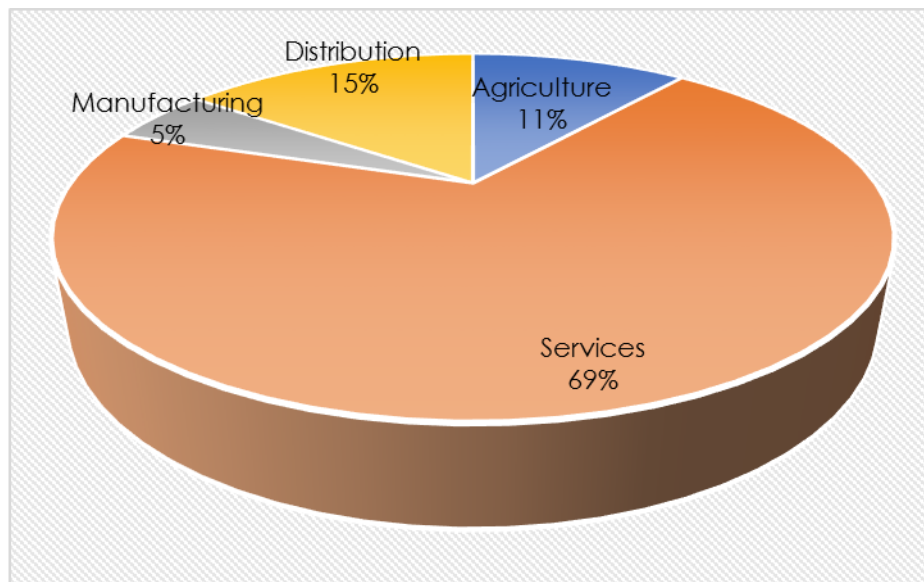
Source: Economic Review 2017

**Unemployment Rate 2013-2017**



Source: Economic Review 2017

**LABOR FORCE STRUCTURE BY ECONOMIC SECTOR**



Source: Economic Review 2017

Labour Indicators	2013	2014	2015	2016	2017
Estimated Population	170,925	172,623	172,818	173,966	174,417
Population 15 years and over	137,535	136,791	140,680	143,636	143,334
Labour Force	97,618	98,286	101,608	104,637	102,364
Employed Labour Force	74,844	74,325	77,131	82,075	81,718
The Unemployed	22,775	23,961	24,477	22,562	20,646
Unemployment rate%	23.3%	24.4%	24.1%	21.6%	20.2%
Unemployment rate%- Male	21.3%	20.9%	21.3%	19.4%	18.1%
Unemployment rate%- Female	25.5%	28.4%	27.4%	24.0%	22.4%
Youth Unemployment Rate%	36.8%	41.8%	41.1%	43.1%	38.5%
Population Under 15 years (%)	20.4%	20.7%	18.6%	18.4%	17.8%
Labour Force as percentage of population	56.5%	57.0%	58.8%	59.9%	59.0%
Labour Force participation rate	71.0%	71.9%	72.2%	73.4%	71.4%

Source: Economic Review 2017

## Average Salaries

Occupation	Average Salary US\$	
	Minimum	Maximum
Accountant	\$ 1,410.49	\$ 7,616.67
Administrative Assistant	\$ 697.70	\$ 1,932.64
Administrative Officer	\$ 1,144.59	\$ 4,631.88
Assistant Guest Services Manager	\$ 941.19	\$ 3,291.20
Assistant Manager	\$ 2,199.32	\$ 8,836.63
Bar Manager	\$ 864.20	\$ 2,666.67
Bartender	\$ 421.08	\$ 1,317.04
Bell Captain	\$ 821.83	\$ 2,218.94
Butcher	\$ 472.30	\$ 1,391.46
Cashiers	\$ 614.81	\$ 1,940.00
Chief Account	\$ 2,333.33	\$ 7,100.00
Cleaner	\$ 476.80	\$ 1,392.36
Clerk	\$ 555.56	\$ 2,200.00
Customer Service Agent	\$ 522.18	\$ 2,759.32
Driver	\$ 487.59	\$ 1,537.50
Driver	\$ 370.37	\$ 1,150.00
Electrician	\$ 886.88	\$ 2,626.16
Engineer	\$ 1,592.59	\$ 5,850.00
Executive Chef	\$ 3,183.27	\$ 9,261.50
Executive Housekeeper	\$ 1,558.03	\$ 4,206.67
Financial controller	\$ 3,630.74	\$ 14,808.34
Grounds Supervisor	\$ 757.51	\$ 2,645.27
Guest Services Manager	\$ 1,596.02	\$ 5,134.25
Gym Instructor	\$ 549.93	\$ 1,484.80
Heavy Equipment	\$ 619.11	\$ 2,767.64
Human Resource Coordinator	\$ 974.81	\$ 3,007.20
Human Resource Manager	\$ 2,670.37	\$ 7,790.00
Internal Auditor	\$ 2,257.46	\$ 10,914.34
IT Manager	\$ 1,517.04	\$ 5,347.50
IT Technician	\$ 1,428.23	\$ 6,702.11
Junior Account/ Accounts Clerk	\$ 652.47	\$ 2,270.00
Legal Counsel	\$ 3,059.26	\$ 11,270.00
Loans Officer	\$ 1,389.59	\$ 6,256.27
Maintenance Technician	\$ 776.65	\$ 2,328.48
Management	\$ 2,814.81	\$ 9,700.00
Manager	\$ 2,546.21	\$ 10,206.13

Middle Management	\$ 2,315.01	\$ 6,939.76
Night Auditor	\$ 938.16	\$ 2,533.30
Office Assistant	\$ 614.81	\$ 1,940.00
Payroll Receivables	\$ 828.68	\$ 2,617.77
Pool Attendant	\$ 409.10	\$ 1,418.17
Production Assistant	\$ 429.44	\$ 1,996.68
Purchasing Manager	\$ 1,481.48	\$ 4,000.00
Receptionist	\$ 485.19	\$ 1,530.00
Restaurant Manager	\$ 1,153.57	\$ 3,935.33
Room Attendant	\$ 349.55	\$ 1,024.79
Sales Manager	\$ 1,111.11	\$ 3,000.00
Secretary	\$ 1,046.30	\$ 3,250.00
Senior Chef	\$ 1,758.66	\$ 4,923.38
Senior Management	\$ 3,054.32	\$ 12,766.67
Skill Maintenance Technician	\$ 885.78	\$ 2,925.73
Supervisor	\$ 1,459.63	\$ 6,900.02
Waiter/Waitress	\$ 359.20	\$ 1,046.08
Water Sports Supervisor	\$ 758.86	\$ 2,048.91

Source: Salary Survey 2017