

EXTRACTS DATED 28TH OCTOBER, 2016

GUYANA

No. 15 of 2016

ORDER

Made Under

THE LABOUR ACT

(Cap. 98:01)

**IN EXERCISE OF THE POWERS CONFERRED UPON ME BY SECTION 8 OF THE
LABOUR ACT, I MAKE THE FOLLOWING ORDER:-**

Citation and
commencement.

1. This Order may be cited as the Labour (National Minimum Wage) Order 2016 and shall come into operation on 1st January, 2017.

Application of
this Order.

2. If there is any conflict between this Order and any other order that deals with the minimum wages of workers that is less advantageous than the minimum wage stipulated herein then this Order shall apply.

Minimum rate
of wage to be
not less than
two hundred
and fifty-five
dollars per hour.

3. Subject to this Order, the minimum rate of wages payable to an employed person shall not be less than two hundred and fifty-five dollars per hour or two thousand and forty dollars per day or ten thousand two hundred dollars per week or forty-four thousand two hundred dollars per month, as the case may be.

Minimum wage
shall be paid to
all workers.
Schedule

4. The minimum wage payable shall not be limited to workers employed in the sectors or activities specified in the Schedule but shall be payable to all workers in similar categories who are earning less than the sums specified in clause 3.

Worker with
higher wages
not to be
affected.

5. Where at the commencement of this Order a worker is in receipt of a wage at a rate that is higher than that prescribed in this Order, the employer shall continue to pay to that worker wages at such higher rate and not to reduce the rate on account of this Order.

Normal hours
of work.

6. Notwithstanding any other regulation or order, the normal work week shall be forty hours which shall not exceed five days per week and any hours of work beyond the normal hours shall at a minimum be paid at the rates set out in the Factories Act and the Labour (Conditions of Employment of Certain Workers) Act, or any other law or any collective bargaining agreement in force where workers are represented by a Trade Union.

Cap. 95:02

Cap. 99:03

Offence.

7. Any employer who contravenes the provisions of this Order shall be liable upon summary conviction to a fine of forty-five thousand dollars for the first offence and for any second or subsequent offence to a fine of ninety thousand dollars and imprisonment for one month.

CATAGORIES OF WORKERS

Seafood Processing	Field and factory operations in the
Domestic Work	agriculture and livestock sub-sectors
Internet Services and Cafes	including Heart of Palm, Coconuts
Call Centers / Tele Marketing	Crops and Livestock
Cleaning and Janitorial	Block Making Factory
Schools	Scrap Metal Workers
Hospitals and Other Medical Services	Construction or Plumbing
Alternative Medicine or Herbalist	Manufacturing and Packaging
Manufacture of Furniture	Radio Station
Machine Shop	Television Station
Cement Factory	Casino
Auto Body Shop	Utilities
Wash Bays	Food Processing Plant
Taxi Service Dispatchers	Hospitality and Entertainment Industry
Mechanists / Fabricators / Welders	Cable Providers / Satellite TV
Vulcanizing Shop	Ice Factory
Day Care	Sanitation Workers
Wildlife Farms	Retail / Wholesale Trade
Tour Guide Operators	Agriculture / Gardeners
Land and Marine Transport	Guest House
Care Giver	Hotel
Filling Station	Liquor Restaurant
Bakery	Liquor Store
Printing Trade	Night Club
Drug Store / Pharmacy	Parlour
Cinema	Restaurant
Timber Grants	Cook Shop

Sawmill Workers

Lumber Yard Workers

Aerated / Water Factory

Laundry Employees

Quarry Workers

Security Guards / Watchmen

Chowmein Factory

Canteen / Snackette Workers

Tailor Shop

Shirt and Garment Workers

Retail/wholesale Shop

Discotheque

Tavern

Any other similar category of workers

Made this day 27 of October, 2016.


Minister of Social Protection