

Did You Know?

Throughout the Caribbean in the early 1930s, there were a series of labour uprisings due to poor working conditions and socio-economic conditions. This situation gave rise to the establishment of a Royal Commission of Enquiry into the social conditions in the West Indies.

- The recommendations of this Commission have assisted in shaping the framework for the voluntaristic Industrial Relations climate that is practiced in Barbados to this day.

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EMPLOYMENT RIGHTS ACT 2012

LABOUR DEPARTMENT



Employment Rights For All

The Employment Rights Act 2012 provides the following rights for employees:

- The right to a written statement of employment particulars.
- The right to an itemised pay statement.
- The right to be consulted before being laid off or placed on short time.
- The right to priority rehiring in certain cases following redundancy.
- The right to a certificate of employment record at the end of a contract of employment.
- The right not to be unfairly dismissed.

The Employment Rights Tribunal

- This Act also provides for an Employment Rights Tribunal to determine issues relating to employment rights. Complaints must first be referred to the Chief Labour Officer. The Chief Labour Officer is mandated to seek a resolution of the matter.
- If settlement is not reached, provision is made for the complaint to be referred to the Tribunal.
- The Tribunal has the power to order reinstatement or re-engagement or to award compensation to an unfairly dismissed employee.
- The Tribunal's decision is final and not subject to appeal, other than on a point of law.



- **Holidays with Pay — A Right not a gift**
- **Stability in the workplace, leads to stability in the economy**
- **Rights are to responsibilities as costs are to benefits**
- **Partnership, Productivity, Protection equals Profits**

