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Employment of Women

(Maternity Leave) Act
Cap 345A

DID YOU KNOW?

A female employee is entitled to:

- Maternity leave after twenty-eight (28) weeks of pregnancy.
- Not less than twelve (12) weeks of maternity leave. (Leave can be taken six (6) weeks prior and six (6) weeks after confinement as the female desires.)
- The right not to be dismissed or required to resign because she is pregnant.
- The right not to be dismissed or asked to resign during the leave.
- Seniority rights on resumption of duty after leave.
- Six (6) additional weeks leave in the case of illness arising from the confinement.

DID YOU KNOW?

To qualify for maternity leave the pregnant employee must:

- Be employed for a minimum of twelve (12) months with the employer.
- Present to the employer a certificate from a medical practitioner giving the expected or the actual date of confinement.
- Not have received three (3) previous grants of maternity leave from the same employer.