

**BARBADOS**  
**DOMESTIC EMPLOYEES**  
**CHAPTER 344**

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SCHEDULE

An Act to provide for the hours of duty of domestic employees.

*Commencement: [ 1st July, 1961 ]*

*Short title.*

1. This Act may be cited as the Domestic Employees Act.

*Interpretation*

2. For the purposes of this Act, the expression

“day-time” means the hours between six o’clock in the morning and eight o’clock in the evening of the said day:

“domestic employee” means any person employed for reward for the purpose of performing household duties in a private dwelling-house;

“employer” means any person employing one or more domestic employees and includes any agent, manager or representative of such person, who is responsible directly or indirectly for the payment, in whole or in part, of remuneration to a domestic employee;

“night” means the hours between eight o’clock in the evening of any one day and six o’clock in the morning of the next succeeding day.

*Conditions of employment.*

3. Without prejudice to the Holidays with Pay Act, every domestic employee shall be employed in accordance with the provisions set out in the Schedule. [Cap. 345., Schedule. ,1982-10.]

*Minimum wage and maximum hours of duty.*

3A. The Minister may, by order, prescribe the minimum wage payable to domestic employees and the maximum hours per week during which they may be employed.

*Records to be kept.*

4. Every employer shall keep a record of the hours of overtime worked by every domestic employee employed by him.

*Penalty.*

5. Any employer who fails to comply with any of the provisions of this Act shall be guilty of an offence and shall be liable on conviction by a court of summary jurisdiction to a fine of \$25.

*Power to order payment on conviction*

6. Where an employer has been convicted of an offence under this Act, a magistrate may in addition to the fine imposed by him order the employer to pay to the employee any payments due to him under this Act.

*Limitation of time.*

7. No prosecution against any person in respect of any offence under this Act shall be commenced after the expiration of 3 months from the time when the offence was committed.

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## SCHEDULE

s.3.

### *Hours of Duty of Domestic Employees*

1. The time during which a domestic employee is at the disposal of the employer shall be deemed to be hours of actual work but in the case of a domestic employee whose time is at the disposal of the employer during the whole or any part of the day-time and who by the terms of the contract is required to be on the premises of the employer during the night such period of time during the night shall not be deemed to be hours of actual work, unless the parties agree that the whole or any part thereof shall be hours of actual work.

2. The employer shall grant the domestic employee employed by him a break of not less than 1 hour in every working day. Any such break shall not be included in the computation of the hours of actual work.

3. In addition to the daily break referred to in paragraph 2, the domestic employee shall be granted 2 rest periods, each of not less than 24 hours consecutive rest, in every month.