

BELIZE:

LABOUR (AMENDMENT) ACT, 2020

ARRANGEMENT OF SECTIONS

1. Short title.
2. Amendment of section 116.
3. Amendment of section 122.
4. Insertion of section 131A.



No. 25 of 2020

I assent,

(SIR COLVILLE N. YOUNG)
Governor-General

25th August, 2020

AN ACT to amend the Labour Act, Chapter 297 of the Substantive Laws of Belize, Revised Edition 2011; to provide for employers to reduce wages where the working hours of an employee have been reduced in special circumstances; to provide for leave of absence without pay in special circumstances; to provide for exemptions from the period of night rest; and to provide for matters connected therewith or incidental thereto.

(Gazetted 29th August, 2020.)

BE IT ENACTED, by and with the advice and consent of the House of Representatives and Senate of Belize and by the authority of the same, as follows:

1. This Act may be cited as the

Short title.

LABOUR (AMENDMENT) ACT, 2020,

CAP. 297. and shall be read and construed as one with the Labour Act, which is hereinafter referred to as the principal Act.

Amendment of section 116. 2. The principal Act is amended in section 116 by inserting after sub-section (2), the following new sub-sections—

“(3) Notwithstanding sub-section (2), an employer may, with the agreement of the employee, reduce the gross weekly wages of workers and the maximum weekly working hours as a result of—

CAP. 4. (a) the declaration of a State of Public Emergency under section 18 of the Belize Constitution;

(b) measures taken under any other law to protect public health and public safety.”

Amendment of section 122. 3. The principal Act is amended in section 122 by—

(a) renumbering the section as sub-section (1); and

(b) inserting after sub-section (1), the following new sub-sections—

“(2) Notwithstanding sub-section (1), the Minister may, by Order, exempt any undertaking, business or establishment or any part thereof or any class of workers from the requirement under sub-section (1) if an application for exemption is made to the Commissioner by any employer or worker or organisation of employers or workers.

(3) An Order made under sub-section (2) may be subject to such conditions as may be specified in such Order.”.

Insertion of section 131A. 4. The principal Act is amended by inserting after section 131, the following new section—

Leave without
pay.

“131A.-(1) An employer may, with the agreement of an employee, place that employee on leave without pay if the economic conditions of the employer have been affected as a result of-

(a) the declaration of a State of Public Emergency under section 18 of the Belize Constitution; or

(b) measures taken under any other law to protect public health and public safety.

(2) The period of time during which an employer may place an employee on leave without pay under sub-section (1) shall be for the duration of the circumstances under sub-section (1)(a) or (b), as the case may be.

(3) The period of service and accrual of benefits of a person placed on leave in accordance sub-section (1) shall not be affected.”.