

RED THREAD

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CALLING DOMESTIC WORKERS & OTHER LOW-WAGED WOMEN WORKERS!

LET'S TALK ABOUT WHAT WE NEED TO KNOW ABOUT OUR LABOUR RIGHTS!

Information sheet #1: OUR RIGHTS UNDER THE NEW MINIMUM WAGE ORDER

**(National Minimum Wage For Regular Working Hours (For all workers
in Guyana) Order (Section 8 of the Labour Act, Cap.98.01, effective
from July 1, 2013.)**

WHAT IS THE NEW MINIMUM WAGE? The new minimum wage for every person employed in Guyana must be no less than \$202 per hour or \$1,616 per day or \$8,080 per week or \$35,000 per month.

THAT WAGE IS FOR WORKING HOW MANY HOURS? The minimum wage applies to what is called normal working hours. The normal working week is 40 hours, spread over no more than five days. Any hours over this have to be paid at a higher rate. If the work week is Tuesday to Saturday then Saturday is a normal working day but if is Monday to Friday then Saturday is time and a half and Sunday and national holidays the rate is double.

WHICH WORKERS ARE COVERED UNDER THE ORDER? The sectors the Act covers include domestic workers; security guards; cleaning and janitorial workers; care givers; waitresses; hotel, cook shop, shirt and garment workers; canteen/snackette workers; casino workers and others in similar categories who are earning less than the amounts listed above.

**WHAT HAPPENS IF YOU ARE ALREADY GETTING MORE THAN
THE MINIMUM WAGE?** If your employer is already paying more than

the new minimum wage, the employer has to continue paying the higher wage and not reduce it.

**WHAT HAPPENS IF THERE IS A CONFLICT BETWEEN THIS LAW
AND ANY OTHER LAW DEALING WITH THE MINIMUM WAGE?**
If what is in the other law provides less benefit than this new law, the new law has to be followed.

**WHAT HAPPENS TO AN EMPLOYER WHO DOESN'T FOLLOW
THIS LAW?** Any employer found guilty of not following this law will be liable to a fine of \$35,000 for a first offence and a fine of \$70,000 and one month imprisonment for a second offence.

*This leaflet was written by Red Thread's "CORA & CLOTIL
GRASSROOTS WOMEN'S SELF-HELP SERVICE", located at Red
Thread Centre, Princes & Adelaide Sts., Charlestown, Georgetown.
It is a self-help service for domestic workers and other low-waged
women workers.*

Cora Belle and Clotil Walcott were former domestic workers who fought for the rights of all grassroots women. Clotil, a Trinidadian, founded Trinidad's National Union of Domestic Employees (NUDE). Cora, a Guyanese, was a founder member of Red Thread. This service which we have named after them will continue their work by making sure that domestic workers and other low-waged women workers in Guyana understand and can use the laws and Conventions which are supposed to protect our rights. It is a self-help service because it is we ourselves, grassroots women who are domestic workers and other low-waged workers, who will make sure that we get our workplace rights, working together to defend all of us and each one of us.