BELIZE

WAGES COUNCIL ACT
CHAPTER 302

REVISED EDITION 2003
SHOWING THE SUBSIDIARY LAWS AS AT 31ST OCTOBER, 2003

This is a revised edition of the Subsidiary Laws, prepared by the Law Revision Commissioner under the authority of the Law Revision Act, Chapter 3 of the Substantive Laws of Belize, Revised Edition 2000.

ARRANGEMENT OF SUBSIDIARY LAWS
BELIZE

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CHAPTER 302

WAGES COUNCILS (ESTABLISHMENT) ORDER

ARRANGEMENT OF PARAGRAPHS

1. Short title.

2. Establishment of Wages Councils.

SCHEDULE
CHAPTER 302

WAGES COUNCILS (ESTABLISHMENT) ORDER

(Section 3)

1. This Order may be cited as the

WAGES COUNCILS (ESTABLISHMENT) ORDER.

2. There shall be established in relation to the workers to whom this Order applies as set out in the first column of the Schedule hereto, and to their employers, Wages Councils to be known respectively by the names assigned in the second column.

SCHEDULE

All unskilled workers in Belize employed in cleaning, picking, transporting, processing and handling citrus by any person or undertaking engaged in the citrus industry. Citrus Industry Wages Council.

All workers employed, whether full time or part-time, as housekeepers, or household helpers in any dwelling house, pension, guest house, institution, or any similar establishment not specifically covered by other legislation. Domestic Wages Council.

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All workers employed in any connection whether full time or part-time in any premises in any wholesale or retail trade or business other than a factory, a public market or a bazaar or any public entertainment, or performance lawfully held for charitable or public purposes and not for private gain.


All unskilled workers in Belize employed in felling, transporting, converting and handling timber by any person or undertaking engaged in the timber industry.

Timber Industry Wages Council.
CHAPTER 302

WAGES COUNCILS (WAGES REGULATION) (CONSOLIDATION) ORDER

ARRANGEMENT OF PARAGRAPHS

1. Short title.

2. Minimum wage.

SCHEDULE
CHAPTER 302

WAGES COUNCILS (WAGES REGULATION) (CONSOLIDATION) ORDER

(Section 7(4))

1. This Order may be cited as the

WAGES COUNCILS (WAGES REGULATION) (CONSOLIDATION) ORDER.

2. The minimum wage for unskilled workers shall be as specified in the Schedule hereto.

SCHEDULE

Citrus Industry

1. (1) The minimum wage rates for unskilled workers employed in the citrus industry, for an eight hour day, in cleaning, picking, transporting, processing and handling citrus shall be –

   (a) for men ................................................. $2.50 per day
   (b) for women .............................................. $1.60 per day

   (2) The minimum rates for piece work by unskilled workers employed in the citrus industry in cleaning, picking, transporting and handling citrus shall be adjusted to be in keeping with the rates set out in sub-paragraph (1) of this paragraph.
Wages Council

2. Such workers in the citrus industry who shall have been employed for at least the two working days immediately preceding a public holiday and were employed or were present and available for employment on the next working day after the said public holiday shall be paid a day’s wages for the said public holiday.

3. For the purposes of paragraph 2 a day’s wages shall not be less than the minimum basic wage in the citrus industry which in any event shall not be less than eight times the hourly wage.

4. All work done on public holidays other than Christmas Day, Good Friday or Easter Monday shall be paid for at half as much again as ordinary rates.

5. All work done on Christmas Day, Good Friday and Easter Monday shall be paid for at double rates.

Domestics

6. For the purpose of this Order, unless the context otherwise requires -

“domestic helper” means any person, other than a member of the occupier’s family, employed in or in connection with domestic services of any kind.

7. The minimum basic wages rates for domestic helpers, employed full-time or part-time, shall be two dollars and twenty-five cents ($2.25) per hour.

Shop Assistants

8. “Shop assistant” means any person, other than a member of the occupier’s family, employed in or about a shop, in connection with the service of customers, or the receipt of orders or moneys or the receipt or dispatch of goods, and includes apprentices, learners and clerical workers employed in...
9. (1) The minimum basic wage rates for shop assistants, employed full-time or part-time (excluding *bona fide* students who may be employed outside of school hours or during school vacation in premises covered by the Shops Act), shall be two dollars and twenty-five cents ($2.25) per hour.

   (2) The minimum basic wage rate for *bona fide* students who may be employed outside of school hours or during school vacation in premises covered by the Shops Act shall be two dollars ($2.00) per hour.
CHAPTER 302

WAGES REGULATION (MANUAL WORKERS) ORDER

ARRANGEMENT OF PARAGRAPHS

1. Short title.
2. Interpretation.
4. Saving in respect of shop assistants, etc.
5. Special provision for piece or task rate.
CHAPTER 302

WAGES REGULATION (MANUAL WORKERS) ORDER

(Section 7(6))

[28th March, 1992.]

1. This Order may be cited as the

WAGES REGULATION (MANUAL WORKERS) ORDER.

2. In this Order the expression “manual workers” means workers engaged in ‘manual labour’ as defined in section 2 of the Labour Act;

3. (1) Subject to the provisions of this Order, the minimum wage for manual workers—

   (a) except for those engaged in agriculture, agro-industry or export-oriented industries, shall be $2.25 per hour;

   (b) engaged in agriculture, agro-industry or export-oriented industries shall be $2.00 per hour.

   (2) For the purpose of this Order, an industry shall be deemed to be an ‘export-oriented industry’ if more than seventy-five per cent of its products are for the export market.

4. The rates specified in paragraph 3 shall not apply to shop assistants or domestic.

5. In cases, where piece or task rate is used, the rate shall be fixed by the standard method that is achievable by and acceptable to the worker, and for this purpose, where necessary, the representatives of the employer, the employee.
and the Labour Department will meet to determine the appropriate piece or task rate.

MADE by the Minister of Labour, Public Service and Local Government this 26th day of March, 1992.

(VALDEMAR CASTILLO) (HON.)
Minister of Labour, Public Service and Local Government
Wages Council

CHAPTER 302

WAGES COUNCILS REGULATIONS

ARRANGEMENT OF REGULATIONS

1. Short title.
2. Duties of a Wages Council.
4. Travelling and subsistence allowances.
5. Conditions of office.
6. Holding of meetings.
7. Vote of members.
8. Notice of meeting.
9. Publication.
CHAPTER 302

WAGES COUNCILS REGULATIONS
(Sections 7, 11 and 15)

1. These Regulations may be cited as the

WAGES COUNCILS REGULATIONS.

Powers, Duties and Travelling

2. The duties of a Wages Council shall be –

(a) to obtain all relevant information concerning wages, conditions of service and other remuneration of the workers in the industry or undertaking in respect of which it was established;

(b) to advise the Minister with respect to the minimum wages which, in its opinion, should be paid to the workers concerned, distinguishing where necessary the various classes of workers, and

(c) to advise the Minister with respect to the holidays which in its opinion should be allowed to the workers by their employers.

3. (1) Every Wages Council shall have all the powers of the Supreme Court of Judicature of Belize to summon witnesses and to compel the production of any document so as to elicit all such information as they may consider necessary, without being bound by the rules of evidence in civil or criminal proceedings:
Provided that if any witness objects to answer any question or to the production of any document on the ground that it will tend to incriminate him or on any other lawful ground, he shall not be required to answer such question or to produce such document nor shall he be liable to any penalties for refusing to do so.

(2) Every person who without lawful excuse fails or neglects to attend any meeting of the Council in obedience to any summons or fails to answer any question put to him by the Council or any member thereof or to produce any document, production of which is required by the Council or to supply any information required by the Council, shall on summary conviction thereof be liable to a fine not exceeding one hundred dollars and in default of payment thereof, to imprisonment for a term not exceeding three months.

4. (1) Members of a Wages Council submitting claims for travelling expenses and subsistence allowances shall be guided by the principle that no member shall be out of pocket as the result of having to travel and to attend the business of the Wages Council.

(2) All claims for subsistence allowance and travelling expenses shall be made out in the form from time to time approved by the Financial Secretary, and shall be supported by receipts where possible. The certificate to be given on the form shall be regarded, in every particular, as an honour certificate that the whole expenditure has been necessarily incurred in the interest of the functions of the Wages Council concerned, and that the various items of travelling or transportation expenses have been actually disbursed.

Conditions of Office

5. Any person appointed as a member of a Wages Council in accordance with the provisions of the Schedule to the Act shall hold office subject to the following conditions:
(a) The Minister may determine the appointment of any such member appointed as being an independent person if in the opinion of the Minister he has ceased to be an independent person.

(b) The Minister may determine the appointment of any such member appointed to represent employers or workers if in the opinion of the Minister he has ceased to be so representative.

(c) If a member fails to attend one-half of the meetings of a Wages Council in any period of six months, or, should only one meeting be held during any period of six months, two consecutive meetings, the Minister may, after giving such member an opportunity to be heard, determine his appointment.

(d) If the Minister is of the opinion that any member is incapable for any reason of acting as a member he may determine the appointment of such member.

(e) Every member shall notify the Secretary of the Wages Council of which he is a member of any change of his address. If the Secretary does not receive such notification and by reason thereof is unable to summon such member to attend meetings of the Wages Council, he shall notify the Minister who may, after making such inquiries as he may deem necessary, determine the appointment of such member.

(f) Subject to the provisions of the foregoing paragraphs, a member of a Wages Council shall hold office for two years from the date of his appointment, or until the Wages Council is abolished, whichever is the sooner, but shall
be eligible for reappointment.

Meetings

6. No meeting of a Wages Council shall be held unless there shall be present at least one of the members chosen by the Minister as being independent persons (hereinafter referred to as “independent members”), and at least one-third of the number of members appointed by the Minister as representing employers and at least one-third of the number of members appointed by the Minister as representing workers (hereinafter referred to as “representative members”).

7. Every member of a Wages Council shall have one vote:

Provided that the Chairman, or in his absence the Deputy Chairman, may, if he thinks it desirable, and shall, at the request of not less than one-half of the members present representing employers or of not less than one-half of the members present representing workers, take a vote of the representative members by sides, and in such a case the vote of the majority of members on either side present and voting shall be the vote of that side. In such a division the independent members shall not vote, but in the event of the division resulting in a disagreement between the two sides, the question may be decided by the majority vote of the independent members or, if one only is present, by the vote of that independent member. If there are only two independent members present the Chairman, or in his absence the Deputy Chairman, shall have in addition to his original vote, a casting vote.

8. Notice of a meeting of a Wages Council shall be deemed to be sufficiently given to a member thereof if sent by ordinary post to his usual or last known address, but the accidental omission to give notice of a meeting to, or the non-receipt of notice of a meeting by, a member shall not invalidate the proceedings at such meeting.
9. Every notice required by subsection (3) of section 7 of the Act to be published by a Wages Council shall be inserted in the Gazette and the date of publication of such notice shall, for the purposes of the Act, be the date of the Gazette in which it is so inserted.

10. (1) The employer of any workers in respect of whom any wages regulation proposals or any wages regulation order have been made shall post copies of such proposals or orders in at least two conspicuous places at the establishment and any business place (including any place used in connection with that business) concerned and also at such other places as may be indicated to him in writing by the Labour Commissioner, for the information of the workers.

(2) Any employer who fails or neglects to comply with the provisions of this Regulation shall be guilty of an offence and upon summary conviction shall be liable to a fine not exceeding one hundred dollars or to imprisonment for a period not exceeding three months.