

Barbados

Holidays

Workers recognize 12 public holidays. There is no legal requirement to issue payment on a public holiday if no work is performed, but in practice, most employers do elect to treat it as a paid day off. Workers covered under the Shops Act are paid double-time for work performed on a public holiday. All other Workers are paid as prescribed by workplace custom, employment contract, or relevant collective bargaining agreement.

Vacation

After one year of service, Workers are entitled to 3 weeks of paid vacation annually excluding public holidays. That amount increases after five years of service. Unless the employer and employee agree otherwise, the employer dictates when the vacation is to be taken (within six months of being earned) and it is taken in a single, continuous period. Notice of termination provided prior to or during a vacation is considered void. Accrued but unused vacation is due at termination. With respect to Workers with a period of service of more than three months but less than one year, a pro-rata portion of the vacation allotment is due at termination.

Sick Leave

There is no statutory requirement to provide paid sick leave. If two consecutive working days are missed, a medical certification may be required.

Overtime

Regular hours and overtime are provided for in the Shops Act (applicable to employees working in cinemas, laundries, and gaming establishments) and Domestic Employees Act (applicable to employees working within a private dwelling). In all other cases, overtime is voluntary and customarily, a regular work week is considered 40 hours.

Termination

Workers are entitled to notice of termination based on their pay cadence and length of service. Monthly-paid Workers with more than one but less than ten years of service are entitled to one month's notice of termination or pay in lieu. Workers may request a written explanation for the termination.

Resignation

Workers who have been employed for at least one year are required to provide notice of resignation based on their pay cadence. Monthly-paid Workers are required to give one month's notice of resignation.