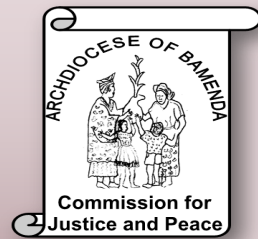


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VISION

Believes in a transformed society in which there is respect for Human Dignity, Equality and Sustainable Peace and Development.

MISSION

Dedicated to working for Justice, Building Peace, and Promoting Socially Sustainable Development in the light of the Gospel and the Social Teaching of the Church.

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**PROMOTING HUMAN RIGHTS
AND CONFLICT MANAGEMENT IN THE
ARCHDIOCESE OF BAMENDA**

**GUIDE
TO
WORKERS AND EMPLOYERS
ON LABOUR MATTERS
IN CAMEROON**



Work should be judged by the measure of dignity given to the person who carries it out.

**Laborem Exercens, n. 6
Pope St. John Paul II**

PUBLISHED: 2014

WHO IS A WORKER?

A worker is anyone who has agreed to be employed, under a contract of service, to work for some form of payment.

WHO IS AN EMPLOYER?

Any individual, public or private organisation which employs the services of a worker under an employment

PERTINENT ISSUES TERMS OF EMPLOYMENT

contract in return for a wage.

EMPLOYMENT CONTRACT

An employment contract is an agreement between an employer and a worker that sets out terms and conditions of employment - **Cameroon Labour Code, S. 24(2)**

AS A WORKER,

You are entitled to a written statement of your terms and conditions of employment. This should include amongst other things, your pay, payment intervals, hours of work, holiday and holiday pay, sickness and sick pay.

CONTRACT OF SPECIFIC DURATION

This is a contract whose expiry date (duration) is agreed upon in advance by the worker and the employer. The

NATIONAL SOCIAL INSURANCE FUND (NSIF)

Any worker who is recruited for the first time by an employer has to be registered with the NSIF. This is to prepare the worker for retirement.

TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS (Pacem in Terris, n. 23 - Pope John XXIII)

Workers have the right to belong to registered Trade Unions and Employers' Associations for the purposes of the study, defense, promotion and protection of the interest of employees or employers. **Centesimus Annus, n. 15 - St. Pope John Paul II**).

A Trade Union cannot be set up to engage in political activities. It rather should be for the social, economic, cultural and moral improvement of its members.

standard minimum wage of 36,270 FCFA per month .

2. Draw up Internal Regulations (relating to the technical organization of work, disciplinary standards and procedures, safety and hygiene).

3. Make Available a Safe Working Environment

4. Provide a Certificate of Service to the Worker

5. Make Available Rest and Leave Periods to the worker (L.E, n. 19)

THE WORKER HAS AS DUTIES TO;

1. Provide Personal Services to the Employer (R. N., n. 43)

2. Render Faithful Service to the Employer

3. Respect the Internal Regulations put in place by the Employer

EMPLOYMENT OF CHILDREN

CLC S. 86(1)

No child shall be employed in an enterprise even as an apprentice before the age of 14 except by an order from the Minister in charge of Labour.

**THEREFORE, CHILD LABOUR
IN ALL ITS FORMS IS
FORBIDDEN**

maximum period of such a contract is 4 years - **CLC, S. 25 (1) (9)**.

CONTRACT OF UNSPECIFIC DURATION

It is a contract whose duration has not been fixed in advance. It may last till the worker reaches his or her retirement - **CLC, S. 25(b)**

VALIDITY OF EMPLOYMENT CONTRACT

For a contract of employment to be legal, it must clearly indicate that *the employer has offered an employment opportunity* and *the worker has accepted the employment opportunity*.

CHANGES TO YOUR CONTRACT

An employment contract cannot be changed by an employer without agreeing with the worker. If this happens, the worker has the right to immediately lodge a complaint with the Labour Office.

DUTIES OF THE EMPLOYER AND THE EMPLOYEE

(Rerum Novarum, n. 43 - Pope Leo XXIII).

THE EMPLOYER HAS AS DUTIES TO;

1. Pay Wages to the Worker.

As from the 30th of July 2014, the new minimum wage in Cameroon became effective. By this pronouncement, employers are expected to pay their workers at least a