

GOVERNMENT OF ZAMBIA

ACT

No. 18 of 1982

Date of Assent: 20th August, 1982

An Act to amend the Employment Act

[21st August, 1982

ENACTED by the Parliament of Zambia.

Enactment

1. This Act may be cited as the Employment (Amendment) Act, 1982, and shall be read as one with the Employment Act, hereinafter referred to as the principal Act.

Short title
Cap. 512

2. The principal Act is amended by the insertion immediately after section *fifteen*, of the following new sections:

Insertion
of new
sections
15A and
15B

15A. (1) Subject to any agreement between the parties, or any other written law, providing for maternity leave on conditions not less favourable than are provided for in this section, every female employee who has completed at least two years of continuous service with her employer from the date of first engagement or since the last maternity leave taken, as the case may be, shall, on production of a medical certificate as to her pregnancy signed by a registered medical practitioner, be entitled to maternity leave of twelve weeks with full pay.

Maternity
leave

(2) The maternity leave granted under subsection (1) shall be exclusive of any other leave to which a female employee may otherwise be entitled.

(3) In case of illness which arises out of pregnancy and results in a female employee becoming temporarily incapable of performing her official duties, such employee shall be entitled to sick leave in accordance with the provisions of section *fifty-four*.

(4) Any employer who contravenes the provisions of this section shall be guilty of an offence.

Prohibition
of termina-
tion of
employment
for reasons
connected
with
pregnancy

15B. (1) No employer shall terminate the services of a female employee or impose any other penalty or disadvantage upon such employee for reasons connected with such employee's pregnancy.

(2) In the absence of proof to the contrary, an employer shall be deemed to have acted in contravention of sub-section (1) if he terminates the contract of service or imposes any other penalty or disadvantage upon a female employee within six months after delivery.

(3) Any employer who contravenes the provisions of this section shall be guilty of an offence.
