

EMPLOYMENT PROTECTION **MIX OF WORK AND TRAINING SCHEME**

In the context of the implementation of the measures contained in the **Additional Stimulus Package** which has, as one of its main objectives, employment protection, a **Mix of Work and Training Scheme**, which will operate under the aegis of this Ministry, has been launched. The objective of the Scheme is to safeguard jobs in the manufacturing and tourism sectors, which are the most affected by the on-going economic crisis.

The **Mix of Work and Training Scheme** provides enterprises in difficulties in these two sectors and which are implementing cost cutting measures, with an alternative to laying off of their shop floor/rank and file workers. These enterprises will have the possibility of providing, in lieu of work, training on **one day or at most 2 days a week** to these workers to upgrade their skills for better performance at the enterprise level and also acquire new skills which may be useful to them in their personal or future professional life.

The workers concerned will continue to be paid their salary and other standing benefits by their employer for the full week. The employer will be refunded by the National Empowerment Foundation the equivalent of the basic salary paid to the workers for the days on which they were on training. The Human Resource Development Council will meet the cost of the training up to an agreed ceiling. The training programme, the training institution and the trainers have to be duly registered/approved by the Mauritius Qualifications Authority.

Who can take advantage of this Scheme?

- (i) Enterprises in the manufacturing sector which are in serious difficulties and which have obtained approval of Enterprise Mauritius for assistance under the Stimulus Package;
- (ii) Enterprises in the manufacturing sector facing difficulties and which foresee a worsening of their situation; and
- (iii) Tourism enterprises which forecast a reduction of 15% or more in their turnover as compared to the same period last year.

Determination of the Application

The responsibility to consider and decide on applications received under the Scheme rests with a Committee comprising representatives of relevant Ministries and Government institutions and also a representative of the Mauritius Employers' Federation.

Mode of Application

Eligible enterprises should submit an application on the form at <http://www.gov.mu/portal/goc/labour/file/FORMMixWorkTraining1.doc> to the Secretariat of the **Mix of Work and Training Scheme**, c/o the **National Empowerment Foundation**, Level 6, Garden Tower (Caddy Plus Building), La Poudrière Streets, Port Louis. Before submitting an application, **employers must consult and obtain the agreement of workers concerned.**

Note: The **Mix of Work and Training Scheme** is being implemented by the **National Empowerment Foundation (NEF)** as from 1st July 2009.