

VRS/ERS (section 23 and 23(A)) so that sugar companies can proceed with the reduction of work force in accordance with section 39 B of the Employment Rights Act 2008. It is to be noted that all sugar companies contribute to the Workfare Programme since its setting up as from 2009 just like any other enterprise in Mauritius, yet the workers are not entitled to the benefits of this scheme.

- (c) For any future closure of a sugar factory, the provision of the Blue Print on Centralization of Milling Activities shall no longer be applicable and the reduction of work force shall be in accordance with section 39 B of the Employment Rights Act 2008.
- (d) To repeal sections 20 and 21 of the SIE Act and Part VII of the Employment Rights Act concerning "Entitlement of workers in the Sugar Industry" which regulates the employment of seasonal workers and workers employed by job contractor, the objective being to create a level playing field for all sectors and to remove all restrictions regarding employment of seasonal labour, in particular during the crop season.
- (e) To amend the National Pensions Act to harmonize the rate of contributions of the sugar industry to the Fund to that of the other sectors, i.e. 6% instead of a higher rate 10.5%.
- (f) In order to provide work flexibility and facilitate the running of sugar factories on a regime of 7 days' week during the crop season, to amend paragraph 1 of the Second Schedule to the Sugar Industry (Agricultural) Remuneration Order and paragraph 2 of the Sugar Industry (Non-Agricultural) Remuneration Order to provide that during both the crop and inter-crop seasons –
 - i. the normal working week for every worker, other than a watchperson may begin on any day, whether or not a public holiday and shall consist of 40 hours work, excluding time allowed for meal and tea breaks; and
 - ii. Except where his services are required in special circumstances, a worker shall be entitled to one rest day in any working week, and the rest day shall, at least twice a month, be a Sunday.
- (g) To stream line the labour legislation to avoid any interference in the collective agreements duly signed by the parties. In the contrary, collective bargaining should not be made mandatory.