

to provide that during both the crop and inter-crop seasons:

- (1) the normal working week for every worker, other than a watch person, 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
  - (2) 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 streamline 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.
  - (h) To add a new subsection in section 69 of the Employment Relations Act to limit the duration of a lawful strike to two days, after which the Permanent Secretary of the Ministry of Labour and Industrial Relations shall refer the matter to the Employment Relations Tribunal for arbitration.
  - (i) To include the Sugar Industry in the list of services requiring a minimum service in case of strike in the Third Schedule to the Employment Relations Act.

4.5.10 While recognizing the sensitive nature of the proposals, the JTC would, however, like to emphasize that time is of essence and the outcome of the whole structural reforms will be jeopardised if the proposed labour reform measures were not to be implemented immediately.

#### 4.6 Other Supportive Measures

4.6.1 The other supportive measures discussed and agreed upon at the level of the JTC are listed below, **each having an equal importance** in reducing the production costs and increasing revenues:

##### A. Already implemented:

- (i) **Provision of a financial support from the SIF for Crop 2017**, which has been taken on board in the final Actuarial report on the SIF. The SIF Act will be amended in the forthcoming Finance Bill 2018. Cabinet has already taken the decision to give a financial support of Rs 1,250 / t sugar to all producers and payment was