

PROCEDURES FOR 40% REFUND OF SALARIES

- The employer will pay 100% of the graduates salary through the same process as it is for other workers in its employment.
- Employer shall after that submit a refund claim to the Ministry of Labour and Human Resource Development for refund of 40% of salaries paid on or before the last day of the month.
- The Government shall refund the employing organisations within 10 working days of the following month.
- Claims received after the last working day of the current due month will be refunded the month that follows.

MONITORING

To prevent abuse close monitoring will be done by the Ministry.

The Ministry shall be granted access to the relevant documents as per the requirements of the Employment Act 1995, and sites in relation to the employment of the graduates.

WHAT ARE MY RESPONSIBILITIES?

In case of premature termination of the employment, the employer shall inform the Ministry in writing of such termination, its effective date and the reasons thereof, not later than 14 days of the date of termination.

The same will apply where the employment is terminated before the twelfth month in the period following the initial year of employment.

In case the employer, for no valid reason, does not retain the graduate in employment after the initial placement period for at least 12 additional months, the employer shall not be eligible to participate under the programme and may be subject to refund the government for contribution made by the latter for the graduate salary during the time of employment.

For more information contact:

Special Employment Programmes Section
Ministry of Labour and Human Resource
Development

Phone: 4 297210

Fax: 4 325326



MINISTRY OF LABOUR AND HUMAN RESOURCE DEVELOPMENT

Oliaji Trade Centre, State House Avenue
Victoria, Mahe
Republic of Seychelles

Phone: 4 297200

Fax: 4 325326

Website: www.employment.gov.sc



MINISTRY OF LABOUR AND HUMAN RESOURCE DEVELOPMENT

“My First Job” Scheme



INTRODUCTION

As part of the Government’s plan for decent jobs and growth, “My First Job” Scheme is to get more young people working — either through employment or by starting their own businesses.

In the process, the Government is:

- helping young people gain important career skills, experience and guidance
- sparking new interest in entrepreneurship
- partnering with employers, educators, industry and not-for-profits to support young workers



WHAT IS “MY FIRST JOB” SCHEME?

The scheme is under the Ministry of Labour and Human Resource Development.

Under the programme, employer will pay the graduates the salary of the post that the graduate is employed to occupy.

The Government will refund 40% of salary paid to each young graduates who are employed by private companies for a period of one year, the refund to be capped at **SR 7000** a month.

For example;

Gross Salary SR 8000
 Government contributes:
 40% of SR 7000 (Capped Salary)= SR 2800
 SR 8000-SR 2800=SR 5200
 Employers contribute SR 5200

The graduate from day one is a normal worker employed by the organisation. The only difference is that part of the salary is contributed by the government for a period of one year.

After the one year the employer will cover the full salary of the graduate.

WHAT ARE THE BENEFITS OF THE PROGRAMME?

The benefits of the programme are:

- To build on existing efforts to resolve youth unemployment among Professional Centers Graduate.
- To help the youth take advantages of economic opportunities.
- To improve public/private sector partnership in youth development.
- To help businesses to develop and strengthen their business financially.
- To create a larger pool of skilled and certified workers to address growing labour demands.
- To make business less dependent on foreign labour.

AM I ELIGIBLE?

(a) To be eligible for the Programme, an employer must:

- (i) Be a registered business with a legal business name and business number, Taxation Identification Number and also register at the Pension Fund;

(ii) Have a position to fill that is normally part of ongoing business operations;

(iii) Offer a full-time position with a minimum of 35 hours per week.

(iv) Be enroll on the Ministry’s employer database

(b) The Employer shall select, for this programme, a youth who

(i) Has completed his/her studies at any Professional Centers.

(ii) Is aged between 15 and 25 years;

(iii) Is registered on the Ministry’s Professional Centers Graduate database.

(c) The Employer shall

(i) Ensure that the graduate works under supervision;

(ii) Ensure the availability of relevant tools and equipment.

(iii) Provide the same working conditions as that of other workers in the business.

ENROLLMENT PROCEDURE

Employer willing to participate has to enroll on the programme by contacting the Ministry of Labour and Human Resource Development for necessary formalities.

All potential Professional Centers Graduate will be registered within two months before completing their respective studies by the Private Employment Agencies or officers from the Ministry of Labour and Human Resource Development