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# JOB'S BLUEPRINT

By REEM ANTOON

**MANAMA: A scheme is being studied to help companies meet the cost of training Bahrainis.**

The project involves a 'credit scheme' in which trainees would be partially paid from a Government fund, directed through the employer.

Labour and Social Affairs Minister

## ● New 'credit scheme' will boost training

Abdulnabi Al Sho'ala said the scheme was directed towards new graduates and recruits into the job market.

He was speaking at the International Advertising Association (IAA) Bahrain Chapter business lunch, at the Bahrain Conference Centre, Holiday Inn, yesterday.

Mr Al Shoa'la said the project was

aimed to boost the employment and training of Bahrainis.

"The idea is that the Government will allot credit to any Bahraini graduate entering the labour market," he said.

"The money will be paid directly to the employer and the employee will be training while on the job."

Mr Al Sho'ala said Bahrainisation did

not mean the replacement of other people's contribution to the labour force.

"We should still use and be proud to resort to technical back-up from whoever and wherever," he said.

"The world is getting smaller, more like a 'global village.'

"Bahrainisation should not be misinterpreted as the cause of replacements," he said.

"Bahrainisation is not to impose Bahrainis on the employer, but to become more fair to the Bahrainis.

"For example, some companies would rather take a skilled person from outside, rather than

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# NOVEL JOBS PLAN IS BEING STUDIED



■ Above, at the lunch are, from left, Bahrain Chapter vice-president Akram Miknas, director Nabeel Al Hamer, Mr Bou Hassan and Mr Al Sho'ala

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train a Bahraini.  
"We are trying to sort out some of the imbalances that occur."  
Mr Al Sho'ala said the ministry was introducing an employment counselling scheme where people would be received in a totally different environment to the one they are used to today.  
"The environment is very important. People should feel they are welcomed," said Mr Al Sho'ala.  
"Where they are now met at a small desk, they will now be met

## ● New 'credit scheme' will boost Bahrainis' training

in a totally different atmosphere."  
In the last three months, he said, some staff had undergone 'aggressive' training programmes to meet the needs of the labour market.  
"People will be treated as customers and once you recognise them as such, you will know that you need to keep customers

happy," said Mr Al Sho'ala.  
"This is where we are putting a great emphasis on communication and dialogue.  
"We are actually saying to job seekers that we will help and guide them to get a job, but we don't guarantee.  
"It is up to the individual to prove himself and his skills to the employer."

He said there were three aspects that employees could offer, knowledge, skills and attitude.  
"Some employers may sacrifice the first two, but you will find they are not prepared to sacrifice the third," said Mr Al Sho'ala.  
The lunch was attended by Cabinet Affairs and Information Ministry Under-Secretary Abdul Hassan Ibrahim bou Hassan, director of Tourism Dr Kadhern Rajab, Bahrain Chapter president Khamis Al Muqla and about 1000 businessmen and media representatives.