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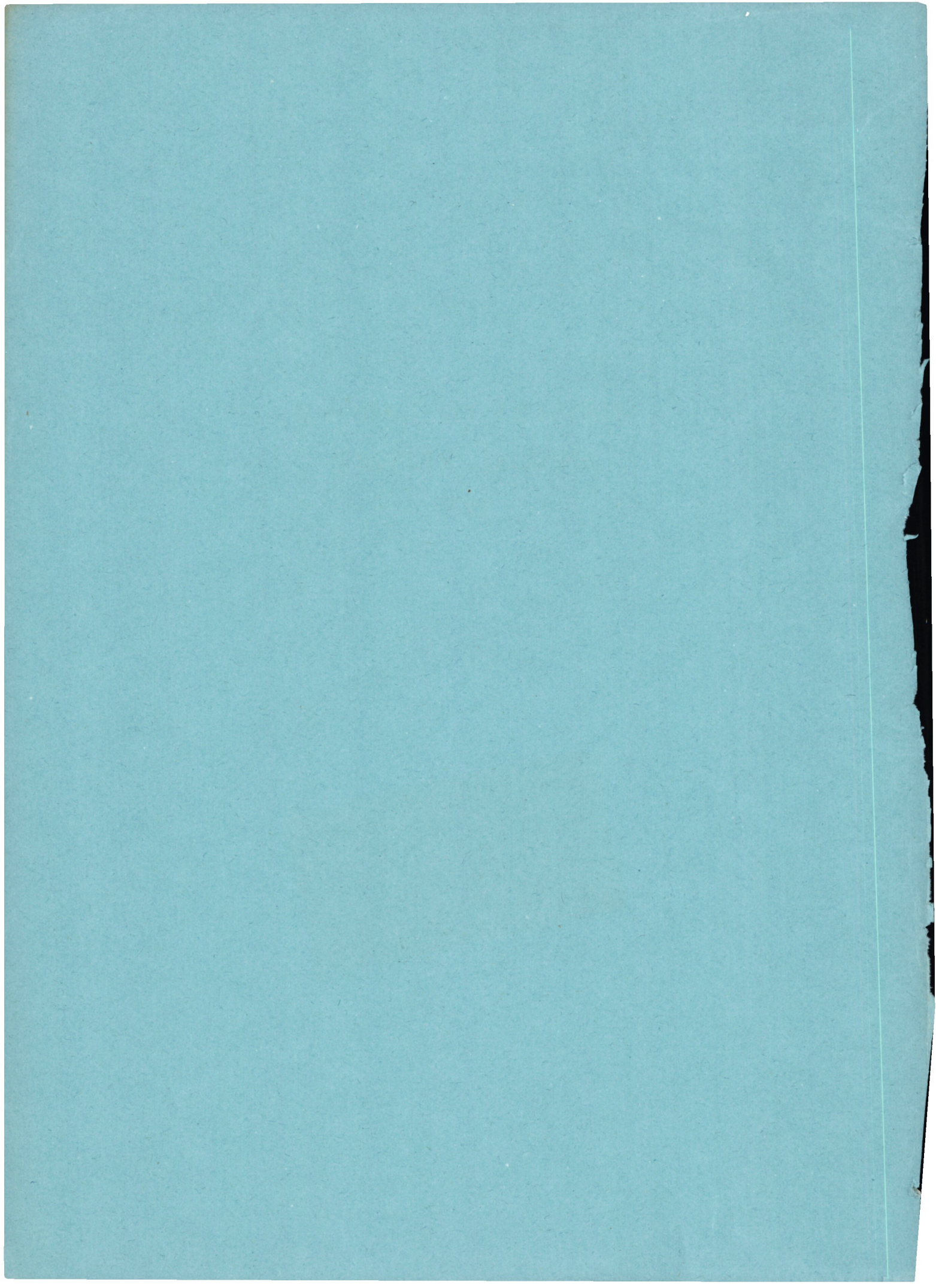
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ANNUAL REPORT
1975**

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**MINISTRY OF LABOUR
ANNUAL REPORT
1975**

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MINISTRY OF LABOUR

ANNUAL REPORT

1975

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PART I—LABOUR DEPARTMENT

SECTION I—FUNCTIONS, ORGANIZATION AND STAFF

The functions of the Labour Department continued as in the previous years, the only exception being that the work of Labour Exchanges was completely taken over by the Kenyanization of Personnel Bureau. For practical reasons however, the Employment Exchanges continued to be housed in Labour Offices and directly supervised by the local Labour Officers.

2. Enforcement of Labour Laws which are aimed at the improvement of the standard of living and welfare of workers; promotion and maintenance of industrial peace; prevention of accidents and compensation for injuries; continued to be the main functions of the Department. The Department also worked very closely with the Employment Promotion Division on employment promotion matters.

3. As at the end of the year, the Department's senior staff were Labour Commissioner, Assistant Labour Commissioner (one post fell vacant), Chief and Deputy Chief Industrial Relations Officers and a Senior Labour Officer stationed at the Headquarters. Five Senior Labour Officers in charge of Provinces were stationed at Nairobi, Nyeri, Mombasa, Nakuru and Kisumu. The Chief Inspector of Factories and one Senior Factory Inspector worked at the Headquarters with other Factory Inspectors being stationed in Nairobi, Kiambu, Machakos, and Kitui; Nyeri, Thika, Nanyuki, Embu and Meru; Mombasa and Malindi; Nakuru, Naivasha, Thomson's Falls, Kitale and Eldoret; Kisumu, Kericho, Nandi Hills, Bungoma, Kakamega, Kisii and Homa Bay.

SECTION II—EMPLOYMENT

The Working Population

4. Kenya, like the rest of the world experienced the effects of the rise in oil prices and the most severe recession in recent times drop in the rate of growth of the economy in 1975 resulted in the reduction of the number of people in paid employment in modern establishments by 2 per cent, the first fall in ten years.

5. As feared in the 1974 report, widespread redundancies were declared as a result of economic difficulties experienced in Agriculture, building and construction and transport industries. The distribution sector was affected by a general reduction in the level of economic activity which also affected growth in other economic sectors.

6. Certain sectors of agricultural industry mainly plantation continued to suffer from lack of labour notwithstanding the high rate of unemployment. This was more noticeable during harvesting seasons. The reason for this is that the vast majority of unemployed people chose to move to urban areas in search of non-agricultural employment in preference to working on farms.

7. Overall wage employment in the modern sector fell by 16,900 in 1975 compared with an increase of 64,900 in 1974. Table 7 indicates the distribution of the decrease in private sector although there was an increase in the public sector.

TABLE 7

	1972	1973	1974	1975*	Annual Percentage change	
	000's	000's	000's	000's	1973/74	1974/75*
PRIVATE SECTOR—						
Agriculture and Forestry	197.9	220.6	213.7	195.3	—3.1	—8.6
Rest of Private Sector	234.9	241.8	282.5	273.5	16.8	—3.2
Total Private Sector	432.8	462.4	496.2	468.7	7.3	—5.5
PUBLIC SECTOR	287.0	298.9	330.1	340.6	10.4	3.2
TOTAL	1,152.6	1,223.7	1,322.5	1,218.1	8.5	—2.0

*Provisional.

8. As indicated above there was an increase in employment in the public sector which helped to offset to some extent the effect of the decrease in the private sector. The total increase in employment in the public sector was 10,500 or 3.2 per cent which was lower than the 10.4 per cent increase recorded in 1974.

9. Employment in the private sector dropped by 27,500 in 1975, a fall of 5.5 per cent compared with an increase of 7.3 per cent in 1974. Approximately 11,700 employees were absorbed in new establishments during the year under review. The comparative figures for 1974 and 1973 were 18,000 and 14,100 respectively indicating a 16.9 per cent decline in employment in new establishments between 1974 and 1975.

TABLE 9—WAGE EMPLOYMENT IN PUBLIC SECTOR, 1972–1975

	1972	1973	1974	1975
Central Government	133.0	135.7	139.5	142.8
Parastatal Bodies	71.0	76.1	101.1	110.7
Majority Control by Public Sector	7.4	10.0	12.6	15.1
Local Government	25.8	27.0	27.8	24.2
E.A. Community General Fund Services	3.7	3.8	4.2	3.6
E.A. Airways Corporation	3.9	3.7	3.7	3.3
E.A. Railways Corporation	23.3	23.4	21.6	21.4
E.A. Cargo Handling Services Limited	9.1	9.4	9.3	8.7
Other E.A. Public Bodies	1.0	1.1	1.1	1.2
TOTAL	278.2	290.2	320.9	331.0

10. A breakdown of total employment in the private sector by industrial classification is set out at Table 10. The severest declines were recorded in construction of 19.8 per cent; in mining and quarrying of 16.1 per cent; in trade, restaurant and hotels of 12.6 per cent; in agriculture and forestry of 8.6 per cent; and in transport and communications of 6.8 per cent. Finance, insurance, and real estate, and community and personal services registered an increase in paid employment.

TABLE 10—WAGE EMPLOYMENT IN PRIVATE SECTOR BY INDUSTRY 1972-75

000's

	1972	1973	1974	1975*	Per-centage change 1974/75*
Agriculture and Forestry	197.9	220.6	213.7	195.3	-8.6
Mining and Quarrying	2.7	2.4	3.1	2.6	-16.1
Manufacturing	23.4	23.7	29.3	23.5	-19.8
Trade Restaurants and Hotels	46.0	44.7	55.4	48.4	-12.6
Transport and Communication	18.1	16.6	17.6	16.4	-6.8
Finance, Insurance, Real Estate and Business Services	14.8	17.1	18.7	19.8	5.9
Community, Social and Personal Services	62.9	64.1	76.7	82.1	7.0
TOTAL	365.8	389.2	414.5	388.1	-5.5

*Provisional

11. The fall in paid employment in building and construction, in both private and public sectors, was considerably larger than the 6 per cent fall in the value of real output of building and construction work in 1975. This is accounted for by the fact that a large proportion of the output in 1975 consisted of large public projects whose construction was undertaken by large firms which use capital intensive methods with little employment being generated.

Employment of Women, Young Persons and Children

12. The situation as regards this group seemed to get from bad to worse with young school leavers continuing to move into urban areas in search of employment opportunities. Many young girls continued to fill places in ill-equipped secretarial colleges which offer below standard tuition. Women continued to get preference in certain jobs such as tea-picking, across-counter sales, bars and textile industry. Wages and conditions of employment offered to women working in bars and restaurants were often below the minimum legal requirement but this continued to be difficult to detect. Employment of children, particularly young girls as ayahs in private homes continued to give the Department's field staff concern. The problem with these types of employment is that both the employer and the employee connive to defeat the law. Very often Labour officials are told that the worker is a relative. In other cases, employees sign for the correct wages in muster rolls, while the contrary is true. The truth, however, is revealed after the worker is dismissed.

Earnings

13. For the first time, earnings from employment in public sector exceeded those from employment in the private sector. Although both gross earnings and wage rates rose in 1975, the increase in average earnings per employee did not keep pace with the rise in the cost of living and, indeed, there was a 3 per cent decline in real per capita income.

14. Total gross earnings from wage employment in the modern sector rose by K£36.6 million to K£311.0 million during the year showing an increase of 13.3 per cent compared with one of 18.7 per cent in 1974. The increase in average wages was accounted for by three factors—

- (i) the normal annual increases;
- (ii) increases as a result of normal bargaining or industrial court awards; and

(iii) increases resulting from the Presidential May Day, 1975 increases which raised the consolidated minimum wages in Nairobi and Mombasa from Sh. 240 to Sh. 300 per month. The consolidated minimum wage in all other urban areas was raised from Sh. 215 to 275 while minimum wage for farm workers was raised from Sh. 91 to Sh. 150 per month. There were similar awards for Central Government employees effective from July, 1975. Employees in East Africa Airways and Railways as well as those in Local Authorities received awards ranging from 3 to 15 per cent. Details of earnings in major sectors are set out in the following tables :—

TABLE 14.1—EARNINGS BY MAJOR SECTOR, 1972-1975

	1972	1973	1974	1975
PRIVATE SECTOR—				
Agriculture and Forestry	18.6	20.6	20.5	22.3
Rest of Private Sector	88.7	96.5	121.0	130.9
Total Private Sector	107.3	117.1	141.5	153.2
PUBLIC SECTOR	99.5	114.1	132.8	157.8
TOTAL	206.8	231.2	274.3	311.0

TABLE 14.2—EARNINGS IN THE PRIVATE SECTOR BY INDUSTRY, 1972-1975

	1972	1973	1974	1975
Agriculture and Forestry	18.6	20.6	20.5	22.3
Mining and Quarrying	0.7	0.8	1.0	1.1
Manufacturing	23.3	29.3	34.9	40.2
Construction	7.6	8.4	10.3	9.8
Trade, Restaurants and Hotels	21.6	21.9	27.8	28.5
Transport and Communication	8.3	7.7	11.2	10.1
Finance, Insurance, Real Estate and Business Services	12.7	13.7	16.2	19.0
Community, Social and Personal Services	12.5	14.7	19.6	22.1
TOTAL	105.3	117.1	141.5	153.1

TABLE 14.3—EARNINGS IN THE PUBLIC SECTOR, 1972-1975

	1972	1973	1974	1975*
Central Government	39.9	42.4	49.1	60.9
Parastatal Bodies	23.2	31.2	40.5	43.4
Majority control by the Public Sector	4.0	5.2	5.9	8.3
Local Government	8.9	9.2	10.6	12.7
E.A. Community Corporation and other Public Bodies	23.5	26.0	26.8	32.5
TOTAL	99.5	114.0	132.9	157.8

TABLE 14.4—AVERAGE ANNUAL WAGE EARNINGS PER EMPLOYEE, 1972-1975

K£ million

	1972	1973	1974	1975
PRIVATE SECTOR—				
Agriculture and Forestry	94.0	93.4	95.9	114.2
Mining and Quarrying	259.3	333.3	322.6	423.1
Manufacturing	377.0	399.7	427.2	498.8
Construction	324.8	354.4	351.5	417.0
Trade Restaurants and Hotels	469.6	489.9	501.8	588.8
Transport and Communications	458.6	463.9	436.4	615.9
Finance, Insurance, Real Estate and Business Services	858.1	801.2	866.3	959.6
Community, Social and Personal Services	198.7	229.3	255.5	269.2
Public Sector	346.7	381.7	402.3	463.3
TOTAL	3386.8	3546.8	3659.5	4349.9

*Provisional

SECTION III—WAGES AND HOURS OF WORK

Labour and Wages Inspections

15. A total of 1,030 Labour Inspections and 3,301 Wages Inspections of places of employment were undertaken by the Labour Officers and Inspectorate staff in order to ensure that employers were complying with the statutory minimum conditions of employment laid down in various Wages Regulation Orders and in the Labour Laws. During such inspections, some employers were found to be underpaying their employees and arrears of wages amounting to Sh. 1,156,457.50 were recovered and paid out to the employees concerned. Some employers and employees, however, continued to connive to defeat the law by some employees signing for higher wages in master rolls when, in fact, they received much lower wages than they signed for. A breakdown of arrears recovered as well as inspections carried out by provinces is shown below.

TABLE 15

PROVINCE	NUMBER OF INSPECTIONS			Amount of Arrears collected	
	1974	1975	1974	1975	
Coast	48	188	Sh. 257,993	cts. 05	430,868 40
Nairobi	140	232	102,852	20	575,741 85
Central	145	275	153,260	00	8,314 55
Rift Valley	119	137	89,162	50	156,339 75
Nyanza and Western	140	294	141,804	80	45,192 95
TOTAL	592	1,126	745,072	55	1,156,457 50

(For detailed Labour Inspections—See Appendix XIV)

Labour Advisory Board

16. At its fifty-eighth and the only sitting on 29th November, 1975, the Board considered and after amendments approved the proposed amendments to the Trade Disputes Act.

General Wages Advisory Board

17. The two meetings of this Board were held in the year and at its sixty-seventh sitting in February, 1975, the Board considered an application for food price increases. The Board, after prolonged discussions, pointed out that though food made a handsome proportion of a worker's monthly wages, the country was in an unhealthy economic situation, due to world wide inflationary trends. It therefore felt that wages increases equal to the

rise in the cost of living was likely to prompt further food price increases, unless the wage increases were justified by higher productivity. It was the Board's considered view that the survival of the country's economy was paramount to that of the few workers who were likely to gain from the increases. The wage increases in that year were, however, based on the Presidential May Day wage directive mentioned earlier.

18. At its sitting in November, 1975, the Board directed its attention to COTU (Kenya) direct request to determine, and set down a reasonable living wage. The Board felt the exercise proposed was of a comprehensive nature and would require collection of relevant data and costings which would have to be evaluated before determining a reasonable living wage. It, therefore, directed its sub-committee to determine what number of different items of consumption should be taken into account, given the levels of family incomes and size of families living in different parts of the country, using minimum basic monthly wage rate levels of Sh. 175, Sh. 300 and Sh. 400 and family sizes of two to four and report back to the Board.

19. At the same meeting, the Board considered and directed the sub-committee to submit its report on the proposed amalgamation of Wages Regulation Orders to various Wages Councils for comments and reaction. It however, provisionally approved the sub-committee's report subject to its further consideration after the sub-committee's consultations with the Wages Councils.

Agricultural Wages Advisory Board

20. No meetings of this Board were held during the year.

Industrial Wages Councils

21. Three Wages Councils' meetings were held during the year but decisions by the Councils were shelved due to the dislocation of the economy by inflationary trends and financial measures applied to check the rise in the cost of living. However, the lowest paid groups were awarded wage increases through a Presidential May Day 1975 announcement.

At the end of the year, the following Wages Regulation Orders were in force :—

- (1) The Regulation of Wages (Motor Engineering Trades) Order, 1973.
- (2) The Regulation of Wages (Wholesale and Retail Distributive Trades) Order, 1973.
- (3) The Regulation of Wages (Building and Construction Industry) Order, 1974.
- (4) The Regulation of Wages (Agricultural Industry) Order, 1974.
- (5) The Regulation of Wages (Tailoring, Garment Making and Associated Trades) Order, 1973.
- (6) The Regulation of Wages (Timber and Sawmilling Trade) Order, 1973.
- (7) The Regulation of Wages (Electrical Constructing Industry) Order, 1974.
- (8) The Regulation of Wages (Road Transport) Order, 1972.
- (9) The Regulation of Wages (Hotel and Catering Trades) Order, 1974.
- (10) The Regulation of Wages (General) Order, 1975.

The provisions of the following Wages Regulation Orders were rendered in-effective by the revised Regulation of Wages (General) Order, 1975 and action was being taken to either revoke or amalgamate them with the General Order :

- (1) The Regulation of Wages (Footwear Industry) Order, 1970.
- (2) The Regulation of Wages (Baking Flour Confectionery and Biscuit Making Trades) Order, 1971.
- (3) The Regulation of Wages (Laundry, Cleaning and Dyeing Trades) Order, 1971.
- (4) The Regulation of Wages (Petrol and Service Stations) Order, 1974.
- (5) The Regulation of Wages (Domestic Servants) Order, 1967.
- (6) The Regulation of Wages (Apprentices and Indentured Learners) Order, 1967.

Hours of Work

22. Generally, the hours of work provided for in the Industrial Wages Regulation Orders remained the same with the exception of those under Agricultural Industry Order, in which an amendment (L.N. 70/75) to the Agricultural Industry Order (L.N. 100/74) hours of work for women, were revised from 36 to 46 hours per week. Hitherto, women worked fewer hours for less pay. The amendment removed this difference in working hours so that both men and women now work the same hours and received equal pay. The Hotels, Bars, Transport and Petrol Station owners continued to be the biggest offenders for not observing the hours of work as stipulated in the respective Regulations. But on the whole, overtime rates continued to be paid to workers who worked hours in excess of the normal working days or on holidays.

Housing

23. In general, there was little improvement in the standard and quality of the workers' houses during the year. In the mixed farming industry the situation seemed to get worse. Most of the improvements observed were re-thatching of roofs, white-washing and general repairs were undertaken to existing houses. The tea industry continued to lead in providing good housing. One tea company had earmarked K.Sh. 5 million for improvements to workers' houses while another had started pulling down old grass thatched rondavels and replacing them with tiled and block houses.

24. In the urban areas, the housing situation continued to be desperate especially for the lowly paid workers. A vast number of lowly paid workers continued to live in sub-standard and insanitary conditions in shanties and slums which have continued to mushroom unabatedly and which the authorities continue to demolish. The process of erecting these slums and their subsequent demolition does not seem to end.

SECTION IV—INDUSTRIAL RELATIONS

Trade Unions

25. Criticisms of the Guidelines on Wages, terms and conditions of employment by the Trade Unions through the Central Organization of Trade Unions (Kenya) continued during the early part of the year. The trade unions felt some relief when on May Day, His Excellency the President announced minimum wage increases and increases for employees in the public service. His Excellency the President also directed the Unions to negotiate better terms and conditions of employment for their members in the private sector. The guidelines were subsequently amended to conform with the Presidential directive.

26. The office of the Secretary-General of Central Organization of Trade Union (Kenya) was left vacant by Hon. J. D. Akumu, M.P. who was appointed Secretary-General of the Organization of African Trade Union Unity based in Accra. Elections were held at State House, Nakuru to fill this office and offices of Deputy Secretary-General and Assistant Secretary-General after the elections. His Excellency the President, in accordance with the Organization's Constitution, appointed the Hon. Juma Boy, M.P. as the Secretary-General; Mr. James Karebe as Deputy Secretary-General and Mr. Justus Mulei as Assistant Secretary-General.

27. As in previous years, the Central Organization of Trade Union (Kenya) played a leading role in advising its affiliates on various matters relating to Industrial Relations and represented the workers on various statutory bodies. The Organization also organized training courses for the workers particularly branch officials of its affiliates.

28. During the year, the Registrar of Trade Unions registered two Unions, i.e. (i) Kenya Jockeys Workers Union and (ii) Union of Scientific, Technical and General Employees. The registration of the latter was not well received by some of the Trade Unions and

members of the Federation of Kenya Employers on the ground that its constitution allowed it too wide a scope for it to recruit members even in areas of demarcation of existing unions.

29. The Union of Kenya Civil Servants was registered during the year. It aimed to replace two civil servants unions; namely the Kenya Civil Servants Union and the Senior Civil Servants Association of Kenya although the Senior Civil Servants Association was opposed to the registration. The Government signed a Recognition Agreement with the new Union as the sole representative of the Civil Servants Association.

Trade Disputes

30. There were 22 meetings of Tripartite Committee to consider trade disputes reported under the Trade Disputes Act. During these meetings, 641 trade disputes were processed. The number of trade disputes reported dropped by 30 compared with a total of 671 reported the previous year. Out of the 641 trade disputes reported, the Union of Commercial Food and Allied Workers had the highest number having reported 149 trade disputes compared with 153 disputes by the same Union the previous year. It was followed by the Amalgamated Union of Kenya Metal Workers with 92 trade disputes.

31. There were 26 strikes during the year compared with 71 during the previous year which resulted in 561,789½ man-hours being lost. The highest number of strikes occurred in the manufacturing industry followed by Agricultural industry.

32. Table 32.1 below shows details of the breakdown of stoppages of work by industrial groupings, the number of employees involved and the man-hours lost during the year. Table 32.2 shows the comparative figures for the previous seven years which clearly indicates 1975 as a very peaceful year in industrial relations scene.

TABLE 32.1—STOPPAGES OF WORK BY INDUSTRIAL DISPUTES DURING 1975

Industrial Group	No. of Strikes	No. of Employees Involved	Man-days Lost
PRIVATE INDUSTRY			
Agriculture	9	1,465	2,754
Mining and Quarrying	1	27	81
Manufacturing	10	2,423	5,597½
Building and Construction	1	50	250
Commerce	3	96	16½
Transport and Communications	1	60	35
Docks	—	—	—
Miscellaneous	1	27	19½
SUB-TOTAL	26	4,148	8,753½
PUBLIC SERVICES			
Kenya Government	—	—	—
Local Authorities	—	—	—
East African Community	—	—	—
SUB-TOTAL	—	—	—
GRAND-TOTAL	26	4,148	8,753½

TABLE 32.2—COMPARATIVE FIGURES

Year	No. of Strikes	No. of Employees Involve	Man-days Lost
1968	93	20,508	47,979
1969	124	37,641	87,516
1970	72	19,077	23,192
1971	74	14,398	32,682
1972	94	28,056	42,462
1973	84	14,475	42,267
1974	71	22,144	92,421
1975	26	4,148	8,753½

Joint Consultative and Negotiating Machinery

33. There were no remarkable changes affecting the Joint Consultative and Negotiating bodies. Employers and Workers Organizations continued to maintain a state of understanding and there were no noticeable conflicts between the parties.

Boards of Inquiry

34. The report of the board of inquiry appointed by the Minister in 1973 to look into a trade dispute between the Kenya Union of Sugar Plantation Workers and the Chemilil Sugar Co. Ltd., on the issue of causes of labour unrest and bad industrial relations had not been received by the end of the year.

SECTION V—INDUSTRIAL COURT

35. The composition of the industrial court at the beginning of the year was as follows:—

The Judge of the Court—Mr. Saeed R. Cockar.

Deputy to the Judge—Mr. T. Okelo Odongo.

Member—Mr. J. Carroll.

36. In mid-January, however, two new members Mr. Z. M. Anyieni and Mr. F. E. Choge joined the Industrial Court as new members to replace the two outgoing members i.e., Mr. J. Mwangi and Mr. J. Abuoga.

37. The Industrial Court was very busy throughout the year. A total of 84 disputes were registered during the year which figure showed an increase of six cases as compared with 78 cases in the year 1974. During the same period, the Court heard 76 cases and made 72 awards. These cases included some cases which were registered in 1974 but were not finalised during that year (please see Appendices IV and V for details).

Collective Agreements

38. During the year, the court registered 148 Collective Agreements. This showed a decrease of 44 Collective Agreements as compared with a total of 192 Collective Agreements registered in 1974.

Trade Union Tribunals

39. The tribunal chaired by Mr. Saeed R. Cockar sitting with Messrs. J. M. Muchura and T. W. Tyrrell as members, deliberated on one case during the year. This concerned leadership struggle in the Customs Union (Kenya).

The East African Industrial Court

40. On 6th February, 1975 the members of this court met in Nairobi to finalize an award in cause No. 5/74 which was delivered on 7th February. The dispute was between the East African Railways Corporation and Railway African Union (Kenya). During the same period, the Court mentioned an interpretation application in Cause No. 4/74.

41. The Court held its annual meeting at Arusha on 17th April, 1975. The Court sat in Mombasa from 12th to 15th May, 1975 for the purpose of interpretation on Cause No. 2/74. The ruling on this interpretation was made by this Court in Nairobi on 19th May, 1975.

42. The Court sat in Arusha from 26th to 28th August, 1975 to hear a dispute between N.U.T.A. and E.A. Posts and Telecommunications Corporation in Cause No. 1/75. The members of the Court met again on 27th September, 1975 to finalize the award in the same cause which they announced the same day.

43. The Judge of the Kenya Industrial Court, Mr. Saeed Cockar participated in all the deliberations of this Court and was the Presiding Judge in Cause No. 1/75.

SECTION VI—BOARDS AND CONFERENCES

International Labour Conference

44. The 60th Session of the Conference was attended by a tripartite delegation made up of Government's Employers' and Workers' Representatives and Advisors, from 119 countries. Kenya was represented by a tripartite delegation consisting of:—

Hon. James Nyamweya—*Minister for Labour.*

Hon. Simon T. Kairo—*Assistant Minister for Labour.*

Mr. J. I. Othieno—*Permanent Secretary.*

Mr. J. B. O. Omondi—*Assistant Labour Commissioner.*

Miss Mary Gichuru—*Assistant Director, Kenyatta Conference Centre.*

Mr. D. Richmond—*Federation of Kenya Employers.*

Hon. Juma Boy—*Secretary-General, COTU (Kenya).*

Mr. Fred Omino—*Chairman, COTU (Kenya).*

Mr. James Karebe—*Deputy Secretary-General, COTU (Kenya).*

45. Among other things, the Conference debated the Report of the Director-General entitled "Making Work More Human" and his report on I.L.O. activities during the year 1974. Other items on the Agenda included, Programme and budget proposals and other financial questions; information and reports on the application of conventions and recommendations; organizations of rural workers and their role in economic and social development (second discussion); Migrant Workers (second discussion); establishment of national tripartite machinery to improve the implementation of I.L.O. standards (first discussion); equality of opportunity and treatment for women workers (general discussion); and report of the working party on the structure of the I.L.O.

46. In addition, the conference had before it a special report on the application of the application of the declaration concerning the policy of apartheid of the Republic of South Africa on labour matters.

47. On the subject of making work more human, the consensus was that there were four possibilities of making work more human, namely, the reduction in the rate of occupational accidents; world adoption of measures to improve job classification; the preparation of new international labour standards on working environment and, finally, improvement of rural working conditions with particular reference to developing countries.

48. Regarding the I.L.O. activities during 1974, the African delegates were not happy with the progress of the decentralization of I.L.O. activities in Africa in that the proposed decentralization which was intended to make the technical assistance activities more effective did not go far enough and in fact it had been postponed.

Equal Remuneration Convention

49. The conference gave special attention to the implementation by member states of the Equal Remuneration Convention 1951 (No. 100) and Recommendation 1951 (No. 90) which provide for equal pay between men and women workers.

Organization of Rural Workers and Their Role in Economic and Social Development

50. The Conference adopted a Convention and a complementary Recommendation aimed at improving the lot of rural workers. The Convention urged states to encourage strong organizations of rural workers to enable them to participate in social and economic development. To enable the principle of the Convention to become a reality, the Recommendation stipulated that rural workers' organization should participate in the planning of rural development programmes.

Migrant Workers

51. The Conference adopted a Convention and a Recommendation aimed at promotion of equality of opportunity and treatment for migrant workers. The two instruments are aimed at discouraging clandestine trafficking in labour to other countries and situations where migrant workers are employed under abusive conditions.

Human Resource Development: Vocational Guidance and Vocational Training

52. The Conference adopted a Convention and a Supplementary Recommendation on this topic requiring ratifying states to formulate vocational training policies and programmes which are able to effectively promote employment and attain economic and human development targets. Such policies should enable skills of the working population to keep pace with changing economic and social conditions providing training whenever it is needed throughout the workers life.

Equality of Opportunity and Treatment for Women Workers

53. A declaration of Equality of Opportunity and Treatment for Women Workers was adopted by the Conference which called for elimination of all forms of discrimination against women that deny or restrict equality of opportunity and treatment with men. It also set out aspects of working life in which women's rights must be guaranteed including vocational training and guidance; access to the labour market; non-discriminatory wages; protection of women at work; the provision of necessary supporting service and equipment which would help women with family responsibilities to work; social security and the taxation system.

Report of Working Party on Structure of the I.L.O.

54. The Conference reviewed the conclusions and recommendation of the working party on the I.L.O.'s structure. The working party was set up by the I.L.O. Conference and I.L.O. Governing Body in 1974. The Conference noted that the working party had reached agreement on a wide range of points on modernizing the structure of the I.L.O. As there were still a few issues outstanding, the Conference decided to extend the mandate of the working party by one year to enable it to conclude its work.

Improvement in the Implementation of I.L.O. Standards

55. Work was started to encourage tripartite consultation and co-operation between Governments', employers' and workers' representatives as a way of improving the application of Conventions and Recommendations. Proposals were adopted to form a basis for a draft Convention and Recommendation to be placed before next year's Conference.

Apartheid

56. The Conference noted the Eleventh Special Report of the Director-General on the application of the Declaration concerning the policy of apartheid of the Republic of South Africa. The report showed that the violent incidents in South African mines cost the lives of 70 Africans between September, 1973 and January, 1975. The underlying reasons for the tension lay in the workers' employment and living conditions, migrant labour system, and in the absence of trade union rights. The Conference urged action by I.L.O. and member states to eliminate apartheid in labour matters.

Resolutions

57. The Conference adopted the following resolutions on matters not related to agenda items.

Resolution Concerning Human and Trade Unions Rights in Chile

58. The Conference urged the Chilean authorities to implement, as soon as possible, the Recommendations by two I.L.O.'s fact-finding missions with respect to Human and Trade Union Rights to comply with the I.L.O. Conventions and Recommendations which Chile had ratified and to regularly send reports to the Governing Body on the application of the Conventions.

Resolution Concerning Rural Development

59. The Conference adopted a resolution which called for joint action with other United Nations Organizations and World Food Council to urgently implement a co-ordinated strategy on rural development and asked member states to co-operate with rural workers and employers' organizations with a view to expanding food production, stimulation of rural employment, and provision of vocational training, etc.

Resolution Concerning the Contribution of Small and Medium Undertakings to Economic and Social Progress and to Creation of Employment in Developing Countries in Particular

60. This resolution called for studies of the role of small and medium scale undertakings in economic and social developments to be carried out within the World Employment Programmes: for coherent technical co-operation programmes to meet the needs of these undertakings and for organization of symposia of managers and workers of such enterprises.

Resolution Concerning Vocational Rehabilitation and Social Reintegration of Disabled or Handicapped Persons

61. It urged member states to integrate such programmes into general training and employment schemes, requested I.L.O. to give a hand to the developing countries in creating programmes and facilities and to consider launching a comprehensive campaign aimed at promoting the extension and development of services for the disabled.

Resolution Concerning Future Action of the I.L.O. in the Field of Working Conditions and Environment

62. This resolution requested the I.L.O. to prepare and submit to the Conference an international programme for the improvement of working conditions and environment, and called on member states to set definite objectives aimed at reducing both industrial accidents and occupational diseases.

Resolution Concerning Industrialization, the Guarantee of Employment and the Protection of Incomes of Workers

63. It was resolved that these questions be dealt with in the I.L.O. Director-General's report for next year's World Employment Conference and that an early session of I.L.O. Conference should consider the adoption of an instrument to replace the Unemployment Provision Convention (No. 44) and Recommendation (No. 44) of 1934.

Governing Body and Advisory Committee

64. A new and enlarged Governing Body was elected for 1975-78. A constitutional amendment increased the composition of the Body from 48 seats to 56 (28 Governments, 14 employers and 14 workers), thereby permitting broader geographical representation of I.L.O.'s growing membership.

65. The African, Asian and inter-American Advisory Committee were reconstituted for the period 1975-78. Kenya was elected as a member for the African Advisory Committee.

An Amendment to the Standing Orders

66. The Conference amended its standing orders to enable liberation movements recognized by OAU or the League of Arab States to have "observer status" at the general and regional I.L.O. conferences. In consequence of the amendment, the conference gave the Palestinian Liberation Organization observer status to International Labour Conferences.

AFRICAN LABOUR MINISTERS CONFERENCE

The Thirteenth Ordinary Session of the Conference of African Labour Ministers was held at Libreville, Gabon on the 24th to 30th March, 1975

67. At the above Session of the Conference of African Labour Ministers, the Kenya delegation comprised of Hon. Simon T. Kairo, Assistant Minister, Mr. James Othieno, Permanent Secretary and Mr. J. B. O. Omondi, Assistant Labour Commissioner.

68. Although the Labour Ministers' Conference has been serviced by the OAU, no clear relationship then existed between the Conference and the OAU. The Conference requested the Secretary-General of OAU to submit a recommendation to the OAU Council of Ministers and Heads of State for the Conference to be given the status of a specialized agency of OAU.

69. The Conference also discussed the structure of the International Labour Organization. The Ministers felt that Africa was not adequately represented in I.L.O. organs and asked the OAU Secretariat to arrange with the I.L.O. for the subject to be discussed at the I.L.O. Conference in June, 1975, and to submit the progress report to the next session of the Conference of Labour Ministers.

70. The Conference urged I.L.O. to accelerate decentralization of its activities in Africa by strengthening I.L.O. Area offices in Africa so that the effectiveness of I.L.O. technical co-operation programme in Africa may be enhanced.

71. The Secretary-General of OAU informed the Conference that the OAU had established an African technical co-operation fund. The Conference welcomed this move and expressed the hope that the Fund would facilitate more African experts being used for African development instead of expatriates. It was also hoped that the Fund would increase the effectiveness of the jobs and skills programme for Africa which the Labour Ministers decided in 1969 should be the African component of I.L.O. World Employment Programme in the Second United Nations Development Decade.

72. The Labour Ministers had decided at their Conference in 1974 that a technical conference should be held on the subject of Prevention of Occupational Risks. The Ministers noted with satisfaction the report of the technical conference which was held in Algiers, Algeria. The Ministers stressed the importance they attach to the question of Occupational Risks and decided that another conference on the subject should be held in three years' time with particular emphasis on occupational risks in mines.

73. The Conference asked the Secretary-General of OAU to undertake a study of the effects of multinational corporations on social and economic policies in Africa and submit a report to the next Conference of Labour Ministers.

74. At an earlier Conference, the Ministers had decided that an African Trade Union Organization should be set up to replace those that represented foreign ideologies. The Ministers noted with satisfaction a report of the establishment of the new Organization known as African Organization of Trade Union Unity with headquarters in Accra, Ghana. The Ministers thanked the Governments of Ghana, Nigeria and Kenya which had made material contributions to enable the Organization to get on its feet. The Conference recommended to the member states to introduce check-off systems so that national centres should be able to make adequate and regular contributions to maintain the new Organization. Libya and Arab Labour Organization each contributed \$15,000 to the new Organization to help it consolidate its activities.

75. The Conference received a report on the progress made on the decision it had earlier made that a Labour Administration Centre for English-speaking Africa be set up. It was reported that the I.L.O. had drafted a Plan of operation for the Centre and that the Government of Kenya had agreed that the Centre be located in Nairobi. A site in Nairobi for the Centre is already allocated.

76. The next Session of the Labour Ministers' Conference will be held in March, 1976, and the Conference gratefully accepted the invitation of the Government of Sierra Leone that the Conference be held in Freetown, Sierra Leone.

The 6th Session of the I.L.O. African Regional Advisory Committee—Lome, Togo, 1st to 12th December, 1975

77. The Session was attended by 15 Government delegations, seven employers and seven worker members from African countries. The I.L.O. governing body was represented by a Tripartite delegation. The Director-General of the I.L.O. Mr. F. Blanchard and two of his deputies attended the meeting as did many observer delegations. Kenya was represented by:—

Mr. J. B. O. Omondi—*Acting Deputy Secretary.*

Mr. J. M. Mutugi—*Labour Commissioner.*

Mr. L. Mugo—*Assistant Director, N.S.S.F.*

Hon. Juma Boy—*Secretary-General, COTU.*

78. The Committee meeting was formally opened by His Excellency the Minister for Foreign Affairs of the Togolese Minister for Justice, Public Service and Labour as its Chairman.

79. During the Session the Committee considered the question of harmonization of Social Security systems in African countries and undertook the evaluation of I.L.O. activities in the African region. Finally, the Committee had to make proposals to the governing body of the I.L.O. in respect of the agenda for the next African Regional Conference.

80. At the conclusion of the meeting, the Committee recommended to the governing body that the agenda for the Fifth African Regional Conference should include the report of the Director-General which should in turn include a special section on international labour standards. A second item on the agenda should be the improvement and harmonization of social security systems in African countries and, finally, education for development.

SECTION VII—WORKMEN'S COMPENSATION

81. The total number of accidents reported under the Workmen's Compensation Act (Cap. 236) during the year was 4,686. Out of this number, 144 were fatal, 2 resulted in permanent total incapacity whereas 326 resulted in permanent partial incapacity. Those

resulting in temporary incapacity for a period of at least 3 consecutive days were 1,362. On the balance of 2,852 accidents, medical reports as to the resulting incapacity had not been received by the end of the year. Analysis by industry of all reported accidents showing the degree of incapacity (where known) is given at Appendix VIII.

82. It is gratifying to note that there was a drop of 233 in the number of accidents as compared to the 1974 figure and also in the fatalities which revealed a drop of 35. Industrial classification of the accidents is as follows :—

Manufacturing	...	...	...	...	...	...	...	1,413
Construction	...	...	...	...	...	...	...	1,168
Transport, Storage and Communications	...	...	...	...	...	...	...	569
Agriculture and Allied Industries	...	...	...	...	...	...	...	502
Government and Business services	...	...	...	...	...	...	...	500
Commercial Enterprises	...	...	...	...	...	...	...	242
Docks	...	...	...	...	...	...	...	156
Electricity, Gas, Water and Sanitary Services	...	...	...	...	...	...	...	99
Mining and Quarrying Group	...	...	...	...	...	...	...	37

83. Industrial breakdown of the fatal cases as follows :—

Agriculture and Allied Industries	...	...	...	...	...	...	...	26
Transport, Storage and Communication	...	...	...	...	...	...	...	27
Government and Business Services	...	...	...	...	...	...	...	26
Construction	...	...	...	...	...	...	...	24
Commercial Enterprises	...	...	...	...	...	...	...	13
Manufacturing	...	...	...	...	...	...	...	12
Mining and Quarrying	...	...	...	...	...	...	...	4
Electricity, Gas, Water and Sanitary Services	...	...	...	...	...	...	...	4
Docks	...	...	...	...	...	...	...	4

84. Compensation paid out during the period under review in respect of death or permanent incapacity amounted to K£138,777-06-00, a decrease of K£246,691-11-00 on the 1974 figure. In addition K£32,599-14-00 was paid out in the form of periodical payments to workmen, suffering temporary incapacity. The total of K£171,373 was a decrease of K£262,102-17-00 on the 1974 figure which was K£433,475-17-00.

85. The Post Office Savings Bank deposits held in Trust by the Registrar of Workmen's Compensation amounted to K.Sh. 265,827.28 (K£13,291-07-28) at the close of the year. A total of 128 withdrawals was made during the year amounting to K.Sh. 38,839-15-00 (K£1,941-19-15). Thirteen new accounts were opened during the year and two old accounts were closed upon the exhaustion of funds.

86. A total of 54 cases were referred to Medical Boards for determination of final incapacity. Compensation amounting to Sh. 133.70 was paid out to workmen or their dependants residing in Uganda and compensation amounting to Sh. 3,425.40 was paid up to workmen or their dependants residing in Tanzania. No payment of Workmen's Compensation was, however, received from either Uganda or Tanzania for payment to workmen resident in Kenya.

87. Analysis of accidents by industry and causation and that by nature and location of injury can be found at Appendices VIII, IX and X respectively.

SECTION VIII—FACTORY INSPECTORATE

88. The total number of factories registered as at the end of 1975 was 6,640 compared with 6,679 in the previous year. This slight drop was as a result of more factories closing down than new registrations in the course of the year. There were 102 new factory premises registered during the year, and in the same period, there were 141 old factories closed down.

89. In Nairobi, building plans seen and approved for new factories as well as extensions to existing factory premises indicated a healthy rate of growth and expansion of the industrial sector of the economy. There were forty-one sets of plants for new factory premises. No data are available from other provinces.

90. Among the notable new factories which were being constructed, is the prestigious Dawa Pharmaceuticals Ltd. going up in Ruaraka area in Nairobi. It is going to produce drugs both in the fields of veterinary and human medicine.

91. At the Coast, the Kenya Cashew Nuts Limited completed their new building, and the new factory started operating at the end of the year with an expected turn-over of 15,000 tons of nuts each year.

92. The big textile mills in Nanyuki and Eldoret went into production. Production also started at the Kerio Valley Fluospar Plant.

93. In the construction Industry, a number of projects were going on as planned, despite inflation. Among the notable buildings started or completed during the year are the Kenya Commercial Bank Headquarters, the National Bank Headquarters and the Nyati House, Kilimo House, Afya House, the new Embakasi airport terminal complex, the French Cultural Centre, just to name a few, all in Nairobi.

94. In the Coast Province construction of the Mombasa airport was nearing completion.

95. The following is the picture of inspections carried out during the year. Where it states special visit, this includes visit for the purposes of accident investigations and visits specifically requested for by the factory owners to discuss some problems or issues.

	1974	1975
Inspections of Factories with power	560	443
Special visit to Factories with Power	125	123
Inspections of Factories without Power	56	18
Special visits to Factories without Power	—	5
Docks inspections	26	43
Special visits to Docks	—	2
Inspections of non-factory premises with steam boilers	2	—
Visits to non-factory premises with hoists or lifts	6	3
Visits to places not under the Act.	—	188
Nights visits	—	2
Visits to building sites	—	2
TOTAL	775	829

96. There was a drastic fall in the places visited compared to 1974, as can be seen from the above figures. This was due to lack of transport. It was also attributed to a lot of time spent giving trainee inspectors lessons in a classroom setting.

Accidents General

97. The main duty of the Factories Inspectorate is to ensure that the provisions of the Factories Act are strictly adhered to by occupiers or owners of factory premises with the main object of protecting the safety, health and welfare of employed persons.

98. Periodical inspection of factories is undertaken with the aim of detecting hazardous situations. Once these occupational hazards have been identified, the necessary advice is always given. On many occasions the Inspectorate take steps to avert accidents from taking place or recurring where they have already happened.

99. During the year under review, the number of accidents reported from places subject to the Factories Act were 1,863, as compared to 1,874 in 1974. It is believed that the actual position is far worse, for accident reporting procedure is not quite satisfactory. A better method has to be worked out.

100. The following analysis of causes of accidents shown as percentage of the total is self-explanatory. The figures in brackets refer to the previous year.

<i>Causes</i>	<i>Percentage of Total</i>	
Prime movers.. .. .	0.11	(3.96)
Transmission Machinery (Power Driven)	0.27	(0.00)
Wood Working Machinery	0.40	(5.28)
Metal Working Machinery (Power Press and Abrasive wheels)	0.43	(0.74)
Sisal Machinery	1.23	(1.58)
Nip Accidents in Rollers etc.	1.66	(2.01)
Other Power Driven Machinery	5.52	(12.30)
Other Machinery, Non-Power Driven	2.42	(1.16)
Vehicles (Other than Railways)	1.07	(1.85)
Steam Pressure Plant	0.21	(0.59)
Electricity	0.59	(0.48)
Explosions	0.70	(0.16)
Fires	1.40	(0.90)
Gassing/Poisoning	0.21	(0.16)
Molten metal and other hot or corrosive substances	1.45	(3.27)
Use of hand tools not powered	5.58	(4.75)
Struck by falling objects	8.91	(19.27)
Falls of persons	8.10	(7.29)
Stepping on objects	0.54	(0.32)
Striking against objects	0.64	(0.00)
Handling of goods or articles	41.37	(24.39)
Miscellaneous Accidents	8.58	(7.39)
Accidents not adequately described	1.55	(2.00)

Accidents Resulting in Fatalities

101. There were six fatal accidents reported from work places subject to the Factories Act, during the year. Of the six only two were investigated.

102. One of these fatal accidents involved explosion of a petrol tank which was being welded. The particulars of this accident are that one Sunday in November, three employees of a firm, which specialises in welding tanks, were assigned to work overtime. They were instructed to clean the inside of a petrol tank with water and soap. After this, the tank had to be separated from the chassis of the tanker, by cutting metal plates. This was done successfully and the tank was placed on the floor upside down to be inspected, and repaired as necessary. One person, climbed to the top of the tank and tried to cut unwanted metal using an oxy-acetylene torch, and whilst doing this there was a sudden explosion which tossed him onto the roof and down on the wooden box killing him instantly, one of his colleagues received leg injuries, and the third person escaped injury.

103. The second fatal accident investigated happened in a sisal factory. It was caused by a sisal brushing machine. The machine has cylindrical drum fitted with rigid metal blades. As the drum revolves, the blades beat the fibres and the resulting waste is drawn from the machine by a strong stream of air. The rear of the machine is guarded to prevent access. In December of the year in question, the guard of the brushing machine was opened. A worker was trying to retrieve some waste from the drum surface when his hand was trapped between the drum and an angle-iron rail that ran the whole length of the machine at a distance of about 2 cm. from the edges of the blades. The hand of the worker was drawn in, forcing the victim's head to rest on the drum surface. The blades inflicted fatal injuries to his shoulder and head.

Docks (Falling Objects)

104. There were six fatal accidents reported from the docks, but only one was investigated. Three of these accidents resulted from chemical poisoning, whilst the deceased were cleaning tanks which had contained poisonous chemicals.

105. In other accidents, a man was painting a ship when he fell and died. In yet another accident, a person was killed by a falling bag, which probably struck him on the head.

106. The only fatal accident which was investigated involved a ship which was anchored in midstream. A man who was working on a lighter carrying cargo from the ship on the shore got entangled by moving ropes, and fatally struck his head against the edge of the lighter.

Building Industry

107. Four fatal accidents were reported from the building industry, and in two cases the victims were electrocuted.

General

108. Two non-fatal accidents were investigated and in one case the victim had lost three finger tips of the right hand on a wire holding frame of a nail making machine. In the second case the injured person, had tips of fingers of his right hand amputated by a circular saw.

109. A glance at the tables showing the percentage by causation for the year 1975, and comparing them with 1974, shows that there was some significant increases in accidents occurrence, particularly in handling of goods or articles, falls of persons, use of hand-tools not powered and gassing/poisoning. This state of affairs definitely called for a concerted effort by the Inspectorate to try and make the work of the workers safe.

Authorized/Approved Persons

110. Eight interviews were held during the year to recruit inspectors in this field. Only two persons were successful and at the end of the year the following was the picture of authorized persons.

Persons authorized to inspect lifts	10
Persons authorized to inspect steam boilers and steam receivers ...	15
Persons authorized to inspect air receivers	13
Persons authorized to inspect cranes/lifting machines, chains ropes, etc.	7
Total ...	<u>45</u>

111. Eighteen employees of the East African Railways Corporation previously approved to inspect plant owned by the Corporation were still in service, and two others authorized to inspect plant belonging to the East African Harbours Corporation were still active.

Plant

112. Fifty-nine new steam boilers were reported as having been taken into service in the country. Without taking into account any old ones which may have been taken out of use, this brings the total number of steam boilers in operation in the country to 1,229.

113. Eighteen new lifts were registered in the year, bringing the total to 496.

Cellulose Solution Rules

114. As stated in 1974 annual report, this field needs to be reviewed as the idea of restricting the rules of paints containing cellulose thinners is getting out-moded.

Docks Rules

115. One thousand nine hundred and sixty-five accidents, six of them fatal, were reported from Mombasa and Kisumu docks. Only one of the fatal accidents was investigated, and it has been described in some details in the subhead "Accidents resulting in fatalities".

116. Work of the docks needs a full time inspector who is not involved in anything else. At present there is one inspector of factories for the whole of the Coast Province including the Docks, and this explains why all the fatal accidents were not investigated. It is a burden for only one person, to inspect docks and factories.

Health

117. The problem concerning protection of the health of workers in places of employment, particularly in industrial undertakings requires sustained attention. At present this is poorly catered for particularly as we do not have an industrial health unit. In 1974 Annual Report, it was pointed out that collaboration between interested parties or persons, both inside and outside the Government is of paramount importance if anything was to be achieved.

Building Operations and Works of Engineering Construction

118. There were four fatalities in this industry during the year, out of 299. Two involved electrocution and the other two were not properly described.

119. Although the Factories (Building Operations and works of Engineering Constructions) Rules were finalized in 1974, they have not yet been legalized.

Conferences

120. The Chief Inspectors of Factories, from Tanzania and Kenya respectively held a two days conference in Nairobi, during the year. Matters of mutual interest were discussed.

121. The Inspectorate continued to give lectures to interested parties and institutions. This year there were eleven lectures given, and indication and work of the Inspectorate.

Legal Proceedings

122. A garment manufacturing firm was taken to court. It was convicted on two counts and acquitted on the other two. At the same time a court order was issued for the firm to comply with all the requirements of the Factories Act within a period of two months.

PART II—DIRECTORATE OF INDUSTRIAL TRAINING

Introduction

123. This report covers in general the activities of the Department and the National Industrial Training Centres at Nairobi and Kisumu during the year.

General

124. Recruitment of apprentices during the year was lower than in 1974, as 331 craft apprentices were recruited compared with 464 recruited during 1974. The details of apprentices in various trades is given in Appendix I. The employers alluded to the prevailing unhealthy economic conditions as the main reason for the drop in the numbers recruited. In the building industry, there was less construction work than there was during 1974. However, in September, 1975, the National Industrial Training Council appointed a sub-committee to look into the recruitment problems and procedures. The Committee made its recommendations which were approved by the Council in December, 1975. It is hoped as a result of the recommendations made, more apprentices will be recruited during 1976.

125. Staffing position, particularly the instructional staff, remained unsatisfactory during the year. Although the Directorate of Personnel Management approved our request for the creation of reasonably good number of posts of instructors, for the two centres, we were unable to fill them despite the fact that they were advertised by the Public Service Commission.

126. The situation became even worse with the departure of the Canadian personnel who had been working as instructors. The UNDP/ILO Project came to an end towards the end of the year and the personnel who had been working in the Project left the country at the end of December, 1975.

Staff

127. Mr. J. Ngige Karungu, Assistant Director (Administration) retired from the Service with effect from 1st August, 1975, and was replaced by Mr. T. M. Munyoki.

128. Mr. S. Odera-Oteng', Director of Industrial Training, went on a study tour in Italy, Holland, Denmark, United Kingdom, Nigeria and India. Messrs. Njuguna, Assistant Director and A. Awuoche went on courses in Italy and United Kingdom during the year. Mr. Njuguna was transferred from the National Industrial Vocational Training Centre, Nairobi, to Kisumu Industrial Training Centre to fill a new post created for the centre and was replaced by Mr. P. N. Mungai. Mr. B. Orieko was appointed as a Levy Inspector and reported for duty on 27th October, 1975. His presence in the Department has started to bear fruits because he has so far netted a few employers and got them to pay their levy liability. Mrs. L. K. Waigera was appointed as an Accounts Assistant (Levy Accounts Section) and reported for duty on 1st September, 1975.

129. A good number of Instructional Staff Posts were created by the Directorate of Personnel Management. Some of them have been filled on temporary basis and the rest have been advertised by the Public Service Commission. It is hoped that they will be filled in due course.

National Industrial Training Council

130. Hon. S. T. Kairo, M.P. Assistant Minister, was the Chairman of the Council for the whole year. Other members were—

REPRESENTING EMPLOYERS

Mr. T. M. Bell—*Vice-Chairman*.
Mr. D. Richmond.
Mr. E. C. Field.
Mr. Amos O. Midamba.

REPRESENTING EMPLOYEES

Hon. Juma Boy, M.P.
F. E. Omido.
Mr. Were Dibo Ogutu.
Mr. Justus Mulei.

REPRESENTING OTHER INTERESTS

Mr. J. M. Mutugi.
Mr. J. M. Hungu.
Mr. E. A. Wangai.
The Permanent Secretary, Ministry of Commerce and Industry.
Mr. S. Kihumba.
The Permanent Secretary/Director.
Directorate of Personnel Management.
Mr. H. F. Mtula.
Mr. Waiboci.
Mr. P. G. Kingo'ri.
Mr. E. M. Masale.
Mr. J. K. Gecau.

The Council held five meetings during the year during which period four additional Training Committees were created. These are—

Textile Industries;
Food Processing Industries;
Chemicals, Cement and Pharmaceuticals Industries;
Saw Milling, Timber and Furniture Industries.

Training Committees

131. As stated in the preceding paragraph, four additional training committees were established during the year, bringing the total number to ten. Technical sub-committees for the new as well as the old industries were established and are in the process of drawing up training syllabuses for their respective industries. Each committee held regular meetings depending on the amount of business to be transacted. The advisory committee for Kisumu Industrial Training Centre did not hold any meeting during the year because it was not considered necessary to do so since a local officer had been posted to take charge of the centre. The Long Term Planning Committee did not hold a meeting during the year, but arrangements are now underway to revive it.

132. The new committees that came into operation during the year were—

TEXTILE INDUSTRIES

REPRESENTING EMPLOYERS

Mr. A. N. Gakunga—*Chairman*.
Mr. K. M. Thanawalla—*Vice-Chairman*
Mr. R. Bhushan Bhardwaj.
Mr. Pravin M. Khimasia.

REPRESENTING EMPLOYEES

Mr. Justus Mulei.
Mr. J. A. Ogendo.
Mr. B. O. Gari.

REPRESENTING OTHER INTERESTS

The Director of Industries,
Ministry of Commerce and Industry.
Mr. E. A. Wangai.
The Labour Commissioner,
Ministry of Labour.
Professor P. K. Sriramulu.

Food Processing Industries

REPRESENTING EMPLOYERS

Mr. J. M. Ng'ang'a.
Mr. Charles A. Agengo.
Mr. T. Doge.

REPRESENTING EMPLOYEES

Mr. J. J. Kimani.
Mr. Justus Mulei.
Mr. W. D. Ogutu.

REPRESENTING OTHER INTERESTS

Mr. G. M. Kimani.
Mr. W. A. J. Tuva.
Mrs. A. M. Ndetei.
Mr. Peter Kanari.
Mr. P. J. Kimwele.
Mr. S. W. Karanja.

Chemicals, Cement and Pharmaceuticals Industries, Training Committee

REPRESENTING EMPLOYERS

Mr. S. W. Karanja.
Mr. P. J. Kimwele.
Mr. J. Kortland.

REPRESENTING EMPLOYEES

Mr. J. C. A. Bondi.
Mr. Justus Mulei.
Mr. W. D. Ogutu.

REPRESENTING OTHER INTERESTS

Mr. A. I. Mathenge.
Mr. S. M. Tsalwa.
Mrs. A. M. Ndetei.
Mr. Peter Kanari.

Saw Milling, Timber and Furniture Industries Training Committee

REPRESENTING EMPLOYERS

Mr. H. S. Bamrah.
Mr. P. W. Aisthorpe.
Mr. Charles Bengough.

REPRESENTING EMPLOYEES

Mr. Justus Mulei.
Mr. David Matheru.
Mr. Enock Shilavila.

REPRESENTING OTHER INTERESTS

The Chief Conservator of Forests.
Miss E. Siganga.
Mr. E. A. Wangai.
The Labour Commissioner.

Training Levy Collections and Disbursements

133. Training Levy Collections and Disbursements increased during the year over the previous years. The Collections realised and the Disbursements made were as follows—

Industries	Collections		Disbursements	
	KSh.	cts.	KSh.	cts.
1. Building and Civil Engineering Industry	2,069,016	00	1,348,456	70
2. Sugar Industry	157,217	80	270,822	60
3. Motor Engineering and Transport Industry	1,383,925	75	913,137	20
4. Printing, Publishing, Kindred and Allied Industries	642,663	00	18,842	70
5. General Engineering and Metal Manufacturing Industries	754,662	65	411,117	10
6. Income from Investments for all Industries	269,252	95	2,061	00
TOTAL KSh.	5,276,738	15	2,964,437	30

134. It will be noted from these figures that there are large sums of money in the funds which have not been utilized for training purposes. This is not satisfactory since the levy funds are meant to be used for training and not to be invested. Ways and means should therefore be found to encourage employers to take more interest in training.

135. The number of defaulters also kept on increasing but with the appointment of the Levy Inspector it is expected that they will decrease and any hard cores brought to book. Some of the defaulters claims when approached by the Inspector that they have not seen

the relevant Levy Orders and that is why they have not registered as employers and paid their levy liability. The worst offenders are at the Coast where we have large numbers of defaulters. It is however expected that with the appointment of a Levy Inspector, he will be able to chase these defaulters and prosecute them if necessary.

National Industrial Vocational Training, Centre, Nairobi.

136. During the year under review, the centre was headed by three different officers. The short terms served by each head have affected the day to day activities of the centre in areas such as skill improvement programmes where the pattern of courses depends very much on the centre administration, staff control and discipline. The centre's activities were further affected by the construction of new workshop blocks, which turned the whole compound into a mess with building materials scattered all over the place, lack of vehicle parking space for staff and visitors and loud noise from construction machinery.

Staff

137. Staff position in the training section improved slightly towards the end of the year with the employment of instructors and assistant instructors in various trades. The most fortunate sections in getting additional instructors were Automotive and Electrical. The Centre now needs additional instructors in Carpentry where we have only one Assistant Instructor running courses in that trade.

138. Clerical and administrative section has been understaffed for a long time now. The staff position is especially critical in the trade test registry where there is considerable volume of paper work to be handled.

139. As the size of the Centre continues to expand, a substantial increase in the number of subordinate staff to keep the Centre tidy is needed. The number of watchmen is now reasonably adequate and for the first time in the history of the Centre, it will be possible to allow the watchmen time off after a specified number of working days. It is hoped the watchmen will now be more vigorous on their duties.

Training Centre

140. In general, Centre's activity in training was lower than the previous year in all the sections. The number of apprentices recruited declined sharply in some sections, and employers must be induced to sponsor either skill up-graders or apprentices. Many potential employers of apprentices do not seem to know much about industrial training and hence the game has been left to a few who understand it but may have by now reached saturation point regarding the need to train their required manpower.

141. It will be noted that the number of skill up-graders who passed through this Centre last year is very low but efforts are being made to have the number increased. Proficiency test results have remained satisfactory in all the trades with an average of 98 per cent of those tested passing. This reflects the high standard of instruction being maintained at the Centre.

142. Liberal Arts subject was introduced for the first time in the Centre towards the end of the year, and there are indications that the subject will expand apprentices' knowledge in social and commercial fields.

Trade Testing Section

143. Activities in this section have continued to increase due to the desire from the general public to have their skills assessed, but due to the shortage of examiners and facilities in some of the more popular trades like Motor Vehicle Mechanic, General Engineering and Woodworking, applicants have been waiting for their turn to be tested for long periods.

144. The situation is made even worse by the fact that support staff, i.e. clerical officers and typists are relatively few in comparison with the number of cases they have to deal with. Unless urgent measures are taken to recruit more personnel, the situation will deteriorate and will attract adverse criticism from the public.

145. It is intended to make the section production orientated so that the products made there may be sold in order to improve our Appropriations-inAid. As a pilot scheme, we intend to start by making uniforms for subordinate staff in the whole Ministry in the tailoring shop and later on, office furniture for the Ministry's offices. Production in other trades will follow if the two pilot schemes are found to be economically viable.

146. Appendix II gives the details of the number of applications received for trade tests, number of candidates tested, passed or failed and the number of outstanding applicants not yet tested as at 31st December, 1975.

Stores

147. Stores records have now improved since the new Supplies Assistant took over responsibility of issue and receipt of stores. The stores have now been centralized, and the old system of maintaining stores in each workshop has ceased.

Hostel

148. The Nairobi Industrial Training Centre Hostel was opened for apprentices on the 15th February, 1976. The Hostel was scheduled to open on 15th January, 1974 but the contractor could not cope with the work in time. The Hostel is expected to run at full capacity in May, 1976 when first year craft apprentices will be attending residential courses.

Industrial Training Centre, Kisumu

149. The Centre has been operating for about two years now, and most of the initial teething problems have now been overcome. The Government of Denmark has agreed to extend its assistance programme to the Centre in both equipment and manpower for another three years. Boiler attendants and operator courses will be offered when the extension is completed.

Staffing

150. The staffing position at instructional level remained unsatisfactory for most of the year, but the situation started to improve towards the end of the year with the appointment of two instructors in the Automotive Section on temporary basis. There was quite a lot of re-shuffling of expatriate Danish staff during the year as the first group completed their contracts and new ones came to replace them.

151. An Assistant Director was posted to Kisumu to take over from the Danish Project Manager.

Training

152. The Training activities during the year were rather modest compared to the 1974 figures when the Centre was still new. The main cause was the sharp fall in the numbers recruited for training by employers, because of the reasons given in the opening paragraph of this report.

153. In order to improve the number of trainees going through the scheme, it may be necessary to modify the present system which is dependent on employers' co-operation to one which is dependent on the manpower needs of the industries.

154. The response for short courses was not encouraging but the situation was not as bad as for the longer courses. There is room for improvement if all the cost of these short courses can be met from the levy directly. The employer would continue to have the obligation of giving workers some time off convenient to his operation to take part in these courses.

155. A new activity was added to a training programme, namely, organized industrial visits to the industrial establishments around Kisumu, which proved very popular and inspiring in enhancing the training received at the Centre. The industries were very helpful and willing to assist.

156. The actual details of the courses and the number of trainees are given in Appendix III of this report.

Visitors

157. A few dignitaries visited the Centre during the year. They included the Danish Ambassador, West Germany Chargé d'Affaires, the Provincial Commissioner Nyanza, group of Danish Parliamentarians and last but not least, groups of students from surrounding technical secondary schools.

PART III—KENYANIZATION OF PERSONNEL BUREAU

General

158. During 1975, Kenyanization made good progress despite the perennial shortage of staff. Co-operation between the Bureau and the Immigration continued to improve and consequently, more jobs were Kenyanized than the previous year.

159. However, employment opportunities continued to dwindle, as the job-seekers and particularly school leavers increased substantially. During the year, the Bureau took over to re-organize and improve them. Seventeen "A" level school leavers were recruited and trained to man the Exchanges.

160. The quota system of work permit was not introduced by the end of the year as anticipated. However, many phase-out programmes were drawn up for firms and were more or less based on the quota system. It is also expected the remaining industries will be gazetted this year. Permit fees are already under review and might be increased considerably in order to put more pressure on reluctant firms to Kenyanise.

161. The summary on page 26 reflects the activities of Kenyanization of Personnel Bureau.

162. The figures reflect 1,177 placements into Government Sector training programmes and 51 placements in various companies. INA—Information Not Available.

163. The figures above reflect that one hundred and seventeen thousand, two hundred and sixty one (117,261) male and female job seekers came through intake to register for our services in both the Employment Exchanges and Manpower Sections of the Bureau during the year 1975. One hundred and ten thousand, six hundred (110,600) males sought our services compared with five thousand, one hundred and nineteen (5,119) females. Thirty three thousand, seven hundred and nine (33,709) vacancies were reported to the Bureau nationally and of the 33,709 vacancies, thirteen thousand, five hundred and sixty four (13,564) vacancies were filled by both men and women.

164. Of the reported vacancies (33,709) 40.2 per cent were filled leaving 59.2 per cent reported vacancies which were filled by the employers by other methods.

165. Of the total intake (117,261) twelve point four per-cent (12.4) per cent were placed in jobs while 87.6 per cent did not get jobs.

166. This can be interpreted as due to the state of recession which tended to decimate the number of vacancies employers were able to fill without jeopardizing their margin of profits. Thus, employers became very selective and slow in taking additional personnel, and consequently a big number of job seekers were unable to get jobs.

MANPOWER—INTAKE VACANCIES AND PLACEMENT BY OCCUPATION—HEADQUARTERS

Occupations	Male	Female	Total	Vacancies	Placements		Unfilled Vacancies	Not Placed		
					Male	Female		Male	Female	
										Total	Total
Technical and Professional	132	3	135	102	45	0	57	83	3	
Managerial Administrative	126	17	143	37	18	0	19	108	17	
Clerical	398	130	528	112	56	9	47	342	121	
Sales	41	0	41	11	4	0	7	37	0	
Services	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Agriculture and Forestry	NA	NA	NA	NA	NA	NA	NA	NA	NA	
Crafts Production and Transport	647	0	647	109	75	0	34	572	0	
Unskilled	NA	NA	NA	NA	NA	NA	NA	NA	NA	
TOTAL	1,344	150	1,494	371	198	9	164	1,146	141	1,287

NA—Not Applicable—This category of job seekers was serviced by Employment Exchanges Section.

INTAKE, VACANCIES AND PLACEMENT BY OCCUPATION EMPLOYMENT EXCHANGES

Occupation	Intake	Vacancies	Placements	Unfilled Vacancies	Not Placed
Technical and Professional	683	122	86	36	597
Managerial/Administrative	74	8	5	3	69
Clerical	13,369	685	481	204	12,888
Services	15,178	2,324	2,023	301	13,155
Sales	1,366	251	128	628	1,238
Agriculture and Forestry	5,162	8,449	1,054	7,395	4,108
Crafts Production and Transportation	17,616	2,871	1,783	1,088	15,833
Unskilled	60,782	15,533	7,517	8,016	53,265
TOTAL	114,230	30,743	13,077	17,666	101,153

Note.—These figures differ from the figures shown on the Combined Activities Manpower and Exchanges Table. The data reporting system, and the individual satellite data reports brought the discrepancy. Figures on the Combined Activities Table more or less indicate a realistic picture of activities of the Bureau.

Permit Section

ENTRY PERMITS DEALT WITH IN 1975

<i>New</i>	<i>Extensions</i>	<i>Refusals</i>
1,851	1,582	565

167. This section deals with processing of work/entry permits which are issued by the Department of Immigration on recommendation or non-recommendation by Kenyanization of Personnel Bureau. The permits are issued to non-Kenyans with skills not readily available on the Kenya Labour Market. The permits section continued to ensure that Kenyans received priority in employment allocation and effective training programmes were undertaken to produce trained Kenyans.

168. On the whole, the progress made during the year was satisfactory. In 1972, nine thousand, seven hundred and sixty eight (9,768) entry permits were issued compared with five thousand, five hundred and seventy four (5,574) in 1973. The year 1974 was a bad one in that instead of reducing the above figure (5,574) the figure increased to five thousand, six hundred and forty four (5,644). In 1975 however, only four thousand and sixty two (4,062) permits were issued showing a reduction.

169. The data on issuance of permits during 1975 reveal that one thousand, eight hundred and fifty one (1,851) new permits were issued. One thousand, five hundred and eighty two (1,582) extensions were permitted. Five hundred and sixty five (565) were refused.

Manpower Section

170. A state of recession persisted in 1975, and consequently employers who previously placed job orders with the Bureau hardly did so due to inability to absorb job seekers. *Intake.*—One thousand, four hundred and ninety four (1,494) job seekers were registered during 1975 compared with two thousand, one hundred and fifty eight (2,158) in 1974.

171. The drop in intake can be attributed to the raising of registration base during the late part of 1974 which subsequently excluded quite a number of job seekers hitherto serviced by Manpower Section. There was also a general feeling on the part of job seekers that jobs were not available, a tendency that created job seekers' lack of confidence in the Bureau's services. Job seekers had a feeling that jobs could only be obtained through knowledge of influential people.

172. The table below shows activities in intake, available job openings, placements, unfilled vacancies, and unemployed job seekers waiting for job opportunities.

INTAKE DISPOSITION

Occupations	Male	Female	Total Intake	Vacancies	Placements		Unfilled Vacancies	Total Placed	
					Male	Female		Female	Male
Technical and Professional	132	3	135	102	45	0	57	87	3
Clerical	398	130	528	112	56	9	47	342	121
Managerial/Administrative	126	17	143	37	18	0	19	108	17
Sales	41	0	41	11	4	0	7	37	0
Services	NA	NA	NA	NA	NA	NA	NA	NA	NA
Agriculture and Forestry	NA	NA	NA	NA	NA	NA	NA	NA	NA
Crafts Production and Transport	647	0	647	109	75	0	34	372	0
Unskilled	NA	NA	NA	NA	NA	NA	NA	NA	NA
TOTAL	1,344	150	1,494	371	198	9	164	1,146	141

NA—Not Applicable—This category of job seekers was serviced by Employment Exchanges Section. Placement figures reveal that of 1,344 male registrants only 198 job seekers were placed in jobs. This amounts to 14.6% of total male job seekers. Of 150 female job seekers only 9 were placed amounting to 6% of total female job seekers.

Employment Exchanges Section

173. The year 1975 saw a serious inflationary condition in the economy which in turn affected the country's labour market. Thus, employment took a downward trend compared with the previous year.

174. Comparison of figures reveal that during 1975 a total of one hundred and fourteen thousand, two hundred and twenty five (114,225) job seekers came through Employment Exchanges compared with ninety one thousand, nine hundred and seventy seven (91,977) job seekers in 1974.

175. Although a larger number of job seekers came through intake in 1975 than in 1974, more job seekers were placed in jobs in 1974 than in 1975. Eighteen thousand, four hundred and sixty one (18,461) job seekers were placed in jobs in 1974 compared with thirteen thousand, five hundred and sixty four (13,564) in 1975. Whilst we had an increase of 22,248 jobs seekers in 1975 over the number of job seekers in 1974, we had a drop of 4,897 in job placement in 1975.

176. Labour shortage in agriculture and forestry continued to be of concern to farmers in particular. Of eight thousand, four hundred and forty nine (8,449) vacancies offered to job seekers, only one thousand and fifty four (1,054) vacancies were filled.

177. Sixty thousand, seven hundred and eighty two (60,782) unskilled job seekers came through intake, fifteen thousand, five hundred and thirty three (15,533) vacancies were available for the unskilled, but only seven thousand, five hundred and seventeen (7,517) job seekers availed themselves for the jobs. It should be noted that job seekers in both agriculture and unskilled categories were very selective in accepting jobs.

178. Crafts Production and Transportation reflected an increase in intake by 11,583 job seekers over 1974 intake. Thus, of 17,616 job seekers who came through intake in 1975, 1,783 filled vacancies out of available vacancies totalling 2,871. Placement figures in this field reflected 235 more placements in 1975 than in 1974. Nevertheless, 15,833 craftsmen and artisans could not find work.

179. In earlier years, inter-district/provincial recruitment of labour for the plantation industry encouraged labour mobility for seasonal work in tea, coffee and sisal plantations throughout the country to a greater percentage than 1975. On the contrary, 1975 experienced unwillingness of job seekers to move to the plantations to get the produce removed from the fields. Potential field workers who could have been utilized were reluctant to take up farm work before trying to obtain work in better status jobs. They were not generally happy with the wages offered and lack of social amenities in the plantations.

180. Toward the end of the year, (1975) employment prospects seemed optimistic due to a number of projects which were due to become operational in 1976. These were Mombasa Pipeline Construction, Nzoia Sugar Company near Bungoma; Nanyuki Textile Mills; Sunset Hotel at Kisumu; Kenya Industrial Estates at Kisumu and Eldoret; National Match Box Company at Nyahururu and Karatina; Othaya Road Construction and New Kenya Salt Company at Changamwe and Mombasa.

School Leavers Section

181. The year 1975 started with continuation of registration of 1973 school leavers while waiting for 1974 examination results, and started registration of 1974 school leavers in June, 1975 when 1974 results came out.

182. Despite the late publication of EACE (East African Certificate of Education) examination results, placement in Government Training Institutions went on smoothly.

183. As a result of late publication of examination results, colleges and other institutions had to adjust dates of school opening. Considerable delay occurred in interviewing and recruiting girls for the Government Secretarial College and classes did not start until December, 1975.

184. There was an increase in registration of school leavers. This was attributable to the higher school certificate students with minimum university entrance requirements who were unable to secure admission due to lack of space. This was due to the emphasis and priority placed on those students who had taken science subjects. Sixty five per cent (65 per cent) of those students with entry qualifications in science subjects were accepted in the University of Nairobi, while forty per cent (40 per cent) of other categories were admitted. Consequently, we were left to find jobs for those students whose contribution to the job market was not readily lucrative to employers.

185. The table below shows the activities in the School leavers Section during the year 1975.

	INTAKE			Disposition		
	"A" Level	"O" Level	TOTAL	Training		
				Male	Female	Total
Career	190	1,095	1,285	—	—	—
Medical	—	—	—	296	121	417
Agriculture	—	—	—	357	48	405
Water Development	—	—	—	110	0	110
Government Secondary Schools	—	—	—	0	245	245
TOTAL	190	1,095	1,285	763	414	1,177

Self Placement	Nil
Companies	Total
Banks	Placed
Factories	14
Insurance	2
Attorney-General's Chambers	6
Kenyanization of Personnel Bureau	6
Commerce and Industry	17
	1
TOTAL	46

186. Placement figures shown above (46) reflect actual placements determined by confirmation with employers that the clients went for interview and were hired. Some registrants sought jobs on their own and upon being hired did not inform us and this leaves us to believe that, taking account of self placement, placement figures both through the Bureau's efforts and self placement should be higher than forty-six.

187. On the whole, the investigation team operated without any major problems. Mr. J. N. Njagi worked with the team for a brief period of time before he was posted to Nakuru.

188. During the year 1975 the Headquarters Investigation Team covered the following investigations:—

<i>Type of Firm</i>	<i>No. Investigated</i>
Manufacturing Industry	18
Minor Engineering	17
Hotel and Catering	13
Textile	7
Imports and Exports	5
Airline Industry	5
Motor Industry	4
Agricultural Industry	4
Architects and Consulting Engineers	4
Heavy Engineering	3
Contracting Engineers	3
Building Industry	3
Manufacturing Representatives	3
Banks	2
Pharmacy	2
Printing	2
Insurance	2
Advertising Agents	2
Petroleum Industry	2
Tourism	1
News Agents and Booksellers	1
Chemical and non-Metallic	1
Wholesale and Retail	1
Painters and Decorators	1
Provision Stores	1
Legal Firms	1
Architectural Firms	1
TOTAL	109

189. Concentration of efforts was on manufacturing industry, minor engineering, hotel industry, textile industry, and imports and exports industry.

190. Investigation geared toward training programmes (understudies) occupied most of the team's time; particularly in firms connected with engineering, and manufacturing companies for which the team devoted 53 per cent of its time.

Understudies

191. Of sixty nine (69) companies investigated, two hundred and ninety three (293) understudies were recorded. Of 293 understudies only 250 were considered making sufficient progress to eventually replace expatriates. Thus, 43 understudies were unable to cope with the training.

Vacancies Created as a Result of Investigation

192. Fifty nine (59) vacancies were created in twenty six (26) firms in the course of our investigations. The average vacancies created per firm amounted to two (2).

Accomplishment

193. The investigation team feels that the desired goal was not reached due to lack of adequate transport, inadequate staff and lack of total co-operation by employers.

Technical Section

194. The technical section's major role was that of follow-ups on training in various categories. Thus, follow-up was made on such careers as secretaries, bookkeepers, administrators, cashiers, etc. Care was taken to make sure that such positions in the hands of non-citizens were Kenyanized without interfering with companies' operations.

195. Training in the technical field continued to be encouraging, and in most cases, employers picked up the right understudies for future replacement of non-citizens. Thus, technicians and artisans did well as a result of :—

- (i) The involvement of National Industrial Training Schemes in apprenticeship training.
- (ii) Private sector firms organized training in institutions here and abroad catering for both lower and higher level manpower needs.

196. Professional firms such as consulting Engineerings, Auditors, and Architects did very little in the way of training. It is explained that this was due to :—

- (i) Lack of local training facilities;
- (ii) Lack of Kenyans with interest and aptitude.

It is further explained, in this connexion that a number of professional examinations are done privately for one to qualify, and that until Kenyans have sufficient interest, Kenyanization of those professions will not be realized in the near future.

197. Six hundred and thirteen (613) expatriates left the country while one hundred and seventy seven (177) of the vacancies left by expatriates were Kenyanized.

NAKURU AND SATELLITE STATIONS

198. Activities were centred around Nakuru. Thirty five (35) firms were visited during which time functions of Kenyanization of Personnel Bureau were explained to the firms.

EMPLOYMENT EXCHANGE STATIONS

Station	Intake	Disposition			
	Male and Female	Vacancies	Placements	Unfilled Vacancies	Not Placed
Nakuru	4,133	778	541	237	3,592
Eldoret	7,707	1,744	709	1,035	6,798
Kitale	1,528	697	466	231	1,062
Molo	1,956	171	137	34	1,819
Naivasha	3,230	326	324	2	2,906
Nyahururu	2,778	207	109	98	2,669
TOTAL	21,332	3,923	2,286	1,637	18,846

199. It should be noted that most job seekers were unskilled and of low education achievement. Approximately three quarters ($\frac{3}{4}$) of all job seekers wanted clerical jobs and had achieved East African Certificate of Education but were unable to be absorbed in clerical jobs due to scarcity of jobs in that category.

KISUMU AND SATELLITE STATIONS

Intake and Placement

200. Unemployment continued to be chronic during 1975 as was the case in previous years. Twenty thousand, nine hundred and forty nine (20,949) job seekers were registered in Kisumu and Satellite Stations. During the same period, nineteen thousand, nine hundred and fifty nine (19,959) job openings were registered in Kisumu and the six (6) satellite stations. Three thousand one hundred and seventy two (3,172) placements were effected.

The table below shows the activities in the seven (7) stations :—

Station	Intake	Disposition			
	Male & Female	Vacancies	Placements	Unfilled Vacancies	Not Placed
Kisumu	5,200	4,453	812	3,641	4,388
Kisii	4,545	1,231	204	1,027	4,341
Homa Bay	1,796	2,563	75	2,488	1,721
Kakamega	904	745	203	542	701
Bungoma/Busia	2,373	4,373	443	3,930	1,922
Kericho	3,497	5,621	717	4,904	2,780
Nandi Hills	2,642	973	718	255	1,924
TOTAL	20,957	19,959	3,172	16,787	17,777

From the figures shown above, the number of job seekers placed in jobs was three thousand, one hundred and seventy two (3,172) comprising fifteen point one per cent (15.1 per cent) of total intake (20,949).

201. Whereas eighty five per cent (85 per cent) vacancies existed geographical and cultural considerations deterred a lot of unemployed from taking the jobs. The bulk of these vacancies were in the agriculture category mainly in tea and cotton areas. Vacancies existed as indicated hereunder.

202. (1) Kericho/Sotik and Nandi Hills requested 2,500 tea pluckers. Whereas these vacancies were widely publicized in other districts there was almost no response. A good example was the 120 vacancies for tea pluckers in September reported to Kakamega Labour Exchange to be recruited for Nandi Hills. Only two (2) of job seekers were interested. 600 openings for tea pluckers were notified to Kisumu Labour Exchange. Only nineteen (19) job seekers responding to the offer. Homa Bay was requested to recruit 1,000 workers to work in Kericho during the month of November and here again only (1) person was interested in the job.

(2) Three thousand (3,000) vacancies for cotton workers were reported in Bungoma/Busia District during the early and late parts of the year. Only one hundred (100) job seekers were interested. It should be noted that during the same period, five hundred (500) unskilled job seekers were registered.

(3) A Mombasa mining firm advertised for four hundred (400) vacancies. Information regarding the openings was given to all centres and, despite the openings, a negligible number of job seekers availed themselves of the jobs.

203. Most of the job seekers argued that the work in the agricultural fields was hard and that the wages were low. As far as residents of Nyanza and Western Provinces were concerned, the tea geographical areas (Kericho/Sotik and Nandi Hills) were too cold for them.

General Outlook

204. (1) *Kisumu*—was the busiest in the region (*see* activities table). The sewerage construction for Kisumu's peri-urban areas still under construction and Kenya Industrial Estates Limited (Kisumu) helped to absorb a good number of the unemployed.

(2) *Kisii*.—Unemployment prevailed in this district since the area does not have any industries of significance, and the area is heavily populated.

(3) *Homa Bay*.—Like (2) above, job openings in the area were hard to come by. The Awendo Sugar complex when completed should give some future hope of reducing the unemployment situation currently prevalent in the district.

(4) *Kakamega*.—Job openings were hard to come by except for the fact that the District is blessed with very fertile land which gives livelihood to a large number of the residents. The sugar belt around Mumias was able to absorb a good proportion of job seekers.

(5) *Bungoma/Busia*.—Most of the job seekers were choosy especially as far as farm work was concerned. An additional Placement Officer to handle the case load at Busia is recommended. Most of the cotton ginneries are located in Busia District.

(6) *Kericho*.—Here the number of job openings exceeded the number of job seekers. Of the two thousand, four hundred (2,400) vacancies, one thousand five hundred (1,500) were for tea pluckers. Information regarding the vacancies was passed to other stations but job seekers continued to be selective. The chief employers in Kericho were tea firms viz. The Brooke Bond Liebeg Tea Company, The African Highlands Tea Company and Sotik Tea Company.

(7) *Nandi Hills*.—This is another tea area with numerous small tea farms. Once again, vacancies were not readily accepted by job seekers.

Investigation

205. Most of the bigger firms (Members of Kenya Federation of Employers) continued giving copies of their entry permits applications to Kisumu Office, but smaller firms failed to do so. It was therefore difficult for the office to follow-up the Kenyanization and training programmes as far as the small firms were concerned.

206. General checks in some trading centres were launched jointly by Kisumu office and Department of Immigration in order to uncover permits defaulters and ascertain immigration status.

207. All the papers checked were found in order and there was no prosecution implemented.

Kenyanization

208. The number of expatriates replaced by Kenyans in this region during 1975 is not available due to the fact that most of the firms did not send Kisumu office copies of their correspondence with the Department of Immigration, neither did the office receive such correspondence from the Head Office. However, seven (7) positions were Kenyanized in Miwani Sugar Mills Limited in July.

Permits Appeals

209. Five (5) entry permits appeals by Kisumu Mills Limited were rejected. However, upon re-examination of the need to grant the permits, the permits were recommended by Kisumu office for approval due to the firm's expansion programme.

Mombasa.—Registration and Placement (Manpower)

210. Registration of all categories, skilled persons, school leavers and experienced job seekers was lower than that of the previous year. In 1975, four hundred and seventy one (471) job seekers sought our services compared with five hundred and seventy three (573) in 1974.

211. Placement results did not yield our expected goals and this came about as a result of the general recession which has been prevalent throughout the country during 1975.

212. Shipping and associated industries which normally form our major employment contribution were particularly hit by the recession. Consequently, only twenty five (25) trained job seekers obtained employment compared with thirty eight (38) placements in 1974. Thirty (30) school leavers were placed. Thus, a total of fifty five (55) job applicants were placed compared with ninety six (96) placements in 1974.

213. It should be noted that placement figures could have been higher had all job seekers who registered with the Bureau renewed their applications as required after every three months. Forty per cent (40 per cent) of all job applicants never renewed their registration and chances are that they succeeded obtaining employment through other efforts. Similarly, approximately thirty per cent (30 per cent) of prospective job seekers failed to turn up for job interviews.

214. The table below shows the activities pertaining to intake and placement during the period calendar year 1975.

Occupations	Intake	DISPOSITION			
	Male and Female	Vacancies	Placements	Unfilled Vacancies	Not Placed
Managerial and Executive	15	INA	5	INA	10
Hotel: Management	2	—	0	—	2
Others	2	—	0	—	2
Technical City and Guilds	6	—	0	—	6
Work Pre-technicians	—	—	2	—	4
General	13	—	0	—	13
Accountants					
General	3	—	2	—	1
Intermediate	19	—	0	—	19
Elementary	12	—	0	—	12
Account Clerks	17	—	0	—	17
Clerical	34	—	1	—	33
Shipping Clearing	3	—	2	—	1
Sales	7	—	0	—	7
Stores	3	—	0	—	3
Farming	1	—	0	—	1
Secretaries	17	—	8	—	9
Copy Typists	20	—	0	—	20
Computer Programmers	2	—	0	—	2
Accountant Mechanical Operators ..	7	—	0	—	7
Telephone Operators	7	—	0	—	7
Social Workers	1	—	0	—	1
Business Administrators	8	—	1	—	7
Catering and Housekeepers	1	—	0	—	1
TOTAL	206	INA	25	INA	181

INA—Information Not Available.

Employment Exchange

215. An increase in male job seekers' registration was realized in 1975 when ten thousand, six hundred and seventy three (10,673) job applicants registered compared with two thousand, eight hundred and thirty one (2,831) job seekers registered in 1974. In contrast, the number of vacancies fell since only eight hundred and fourteen (814) vacancies were recorded in 1975 compared with one thousand, two hundred and sixty seven (1,267) in 1974.

216. Three hundred and sixty seven (367) male job applicants were placed in jobs.

217. During the same period, (1975) nine hundred and ninety nine (999) female job seekers registered for jobs out of which one hundred and ninety nine (199) were placed, mostly in government and manufacturing industries. Five hundred and sixty six (566) job applicants were placed in 1975 compared with one thousand, two hundred and one (1,201) placed in 1974.

218. The table below shows activities pertaining to intake and placement during the year 1975.

	DISPOSITION				
	Intake	Vacancies	Placements	Unfilled Vacancies	Not Placed
Male	10,673	—	367	—	10,306
Female	999	—	199	—	800
TOTAL	11,672	814	566	248	11,106

Phase-out Programmes

219. Phase-out programmes were particularly emphasized in manufacturing industry in order to take account of programmes the employers had undertaken. Some of the firms involved included Bamburi Portland Cement Company and all associated companies of Messrs. Emco Kenya Limited. The expansion programmes had made it necessary to either recruit or retain fairly skilled manpower and when such citizen skilled manpower was not available entry permits were considered for issuance or extensions. Similar arrangements were made with all engineering firms. In order to ensure the success of the training programmes, quite a number of highly skilled expatriates artisans had their work permits extended in order to organize on-the-job training and to sustain efficiency and increased production. Sufficient care was taken however to ensure that citizens who were qualified were not overshadowed or frustrated by their expatriate counterparts. Whereas total Kenyanization in the sophisticated manufacturing and engineering firms is still a long way to go, it should be noted that Kenyanization in the commercial sector of the economy is virtually complete. The few expatriates left are generally representatives of overseas investors. In hotels, managers are mostly expatriates while assistant managers are qualified Africans. Kenya Polytechnic School of Hotel Management played a big role in producing well trained personnel. At any rate, training of citizens at every level has been taken more seriously than in the past years.

PART IV—NATIONAL SOCIAL SECURITY FUND

Introduction

220. The year 1975 was a difficult one. Rising cost of transport severely affected operations in the field. The Fund experienced some difficulties arising from continuous change in ownership of farms in plantation areas and high rate of mobility of agricultural labour.

221. Co-operation from employers was generally satisfactory. Large employers with well established offices found little difficulty in coping with the requirements of the Fund. The workers began to feel the impact of the Fund through the increasing number of benefits paid out and the requirement of employers to issue annual contributions statements direct to them. These tended to increase the workers awareness of the Fund and had the effect of arousing public debate on the administration of the Fund.

222. Unemployment situation in the country had its effect on the Fund. Workers in the middle age group who had become unemployed but had family responsibilities turned to the Fund for financial assistance by demanding withdrawal of their contributions. They sought political assistance and the Parliament went to the extent of proposing lowering of retirement age. The official policy of the Central Organization of Trade Unions in Kenya however, is opposed to lowering of retirement age.

PART I—STATUTORY MEETINGS

223. Advisory Council which was constituted according to tripartite principles to advise the Minister on the general matters concerning the administration of the Fund and the Investment Committee which formulates investment policies held meetings during the year.

Legislation

224. Legal Notice requiring registration of women as members of the Fund was published at the beginning of the year. Regulations covering former exempt persons were also made. The Regulations require Civil Servants whose appointments are terminated to be registered immediately and contributions covering the years they remained exempt persons made to the Fund by the employer for the credit of their accounts with the Fund. The regulations apply only to persons whose appointments are terminated without any benefits.

225. A Bill was drafted to amend the Third Schedule to the National Social Security Fund Act. The effect of the amendment would raise the existing ceiling of Sh. 40 per month. This would increase the standard contributions from the existing maximum of Sh. 80 to Sh. 160 per month.

PART II—ADMINISTRATION

226. The Fund set itself the task of stepping up the collection of contributions and improving the methods of accounting for the contributions to intensify personal contact with employers whose contributions records had not been put right, and improving the administration of benefit payments.

REGISTRATION

Workers

227. Registration of workers remained a continuing exercise. Registration of women commenced at the beginning of the year. At the end of the year, 63,430 women had been registered as members of the Fund. 63,576 men were registered.

228. Registration of members through the year has grown cumulatively as follows:—

<i>Year</i>	<i>Members</i>
1966	252,107
1967	379,582
1968	473,570
1969	531,259
1970	590,730
1971	645,887
1972	705,500
1973	738,750
1974	765,355
1975	892,361 (includes 63,430 women)

Employers

229. Registration of employers was confined to new businesses on the one hand and enterprises changing ownership on the other. A total of 1,368 employers were registered. The table below shows the progress of this exercise.

CUMULATIVE REGISTRATION OF CONTRIBUTING EMPLOYERS

<i>Year</i>	<i>Number</i>
1966	3,564
1967	17,918
1968	19,376
1969	20,732
1970	21,158
1971	21,565
1972	21,936
1973	22,508
1974	23,288
1975	24,656

NATIONAL REGISTRATION (CAP. 107, LAWS OF KENYA)

230. It was a historical coincidence that the Fund had also been administering the Registration of Persons Act. At the end of the year arrangements to transfer this function to the Ministry of Home Affairs were in progress.

231. During the year a total of 251,869 men were issued with identity cards. Out of these 132,086 were first issues almost all or a majority of whom were school leavers. This total for the year was the highest since 1921 when a record figure of 194,758 was registered.

COMPLIANCE

Enforcement

232. The scattered nature of employers in the country, communication and in some cases weather conditions render enforcement work slow.

233. Defaulting employers were of various types. There were those who suffered from the unfavourable economic conditions and found difficulties even with the payment of wages. For lack of cash flow to meet the employers share of contributions, these employers dodged payment of standard contribution. Forcing compliance in some cases resulted in fruitless court action. A category of employers were identified as those who, even after court action, were completely unable to pay. The problem they posed was the members share of contributions which did not reach the Fund although they were deducted from wages. A few employers claimed ignorance and made contributions promptly when full information was given.

234. Administration of special contributions which employers are required to pay in respect of casual workers continued to present difficulties. Workers employed for periods longer than one month continued to be regarded as casual workers. The Fund inspectors had the difficult task of discovering and advising employers of the requirements of the Act. Once advised, the employers co-operated satisfactorily.

235. Directly as a result of field inspections £650,777 was paid in standard contributions, £80,059 of which was paid as a result of court action. Penalties paid as a result of late contributions payments amounted to £29,546.

236. Emphasis was placed on giving employers who were likely to default assistance rather than preferring court action. During the year a total of 36 cases were taken to court.

DATA PROCESSING

Data Preparation

237. For the Fund to achieve its objectives Data Processing department which designs contributions cards, sends out contributions cards to employers and finally receives completed contributions cards from the employers for processing and crediting the money received into individual accounts has to play a major role. To enable the Data Processing division to cope with the mass of the data, both the backlog accumulated during the preceding years and those received in 1975, the Fund bought a new I.C.L. Key Edit equipment which was installed during the year. The adaptation of this machine, eliminated many problems which hampered the smooth operations of the equipment and went a long way in ensuring that a lot of backlog of members registrations accumulated during the year in the contributions cards section was fully eliminated. Backlogs in other areas were being cleared as fast as possible. A total of 1,285,540 records for 1974 and 1,272,285 records for 1975 were

cleared during the year under review using the new equipment. These records included members registration, temporary number corrections, registration and change of employers, dockets, dockets suppression, benefit payments, suspense clearance and request for statements.

Contributions Cards (Dockets)

238. It was disturbing that a large number of employers had not returned dockets the previous years. A list of the employers had been distributed to provincial and district offices for follow up.

239. Also of great consequence to the data processing was the acquisition by the Treasury of a new IBM/370 computer during the year—the fund uses more than 50 per cent of the Treasury computer time. At the end of the year, most of the systems were running successfully on the IBM machine despite many hardware and software problems which the IBM company had undertaken to solve.

FINANCE

Contributions

240. Contributions collected during the year amounted to K£11,439,036. Monthly contributions were received as follows:—

Month						Amount
						K£
January	..	..	..	..	..	1,089,139
February	..	..	..	..	..	825,108
March	..	..	..	..	..	865,079
April	..	..	..	..	..	995,108
May	..	..	..	..	..	834,408
June	..	..	..	..	..	921,488
July	..	..	..	..	..	985,108
August	..	..	..	..	..	900,998
September	..	..	..	..	..	959,995
October	..	..	..	..	..	943,188
November	..	..	..	..	..	1,158,213
December	..	..	..	..	..	936,050
TOTAL					..	<u>11,411,882</u>

241. Contributions have been received each year as follows since 1966:—

Year						Amount Received		
						K£	s.	cts.
1966	..	..	..	..	..	1,150,281	13	25
1967	..	..	..	..	..	4,452,640	02	85
1968	..	..	..	..	..	5,336,753	08	00
1969	..	..	..	..	..	5,816,480	01	10
1970	..	..	..	..	..	6,896,960	08	00
1971	..	..	..	..	..	6,637,154	02	90
1972	..	..	..	..	..	7,112,451	05	80
1973	..	..	..	..	..	7,758,578	09	60
1974	..	..	..	..	..	9,836,140	10	00
1975	..	..	..	..	..	11,411,882	03	25
						<u>66,409,322</u>	<u>04</u>	<u>75</u>

Other Income

242. Other income (from investments, penalties, miscellaneous sources) received amounted to £13,566,217. This was more than double the 1974 figure of £6,181,141.

Investments

243. A total sum of K£19,964,608 was invested during 1975 as follows:—

Central Government			K£
7% Kenya Stock "B" 1990	.. .. .	.. .. .	6,881,250
7% Kenya Stock "C" 1990	.. .. .	.. .. .	5,505,000
7½% Kenya Stock 1988	.. .. .	.. .. .	6,031,478
Local Government			18,417,728
8¼% Nairobi City Council Stock	.. .. .	.. .. .	1,046,880
Wider Range Securities (top-up on existing investment)			500,000
TOTAL			19,964,608

244. This was the largest investment ever made by the Fund in one year. The total investment, at cost, stood at K£74,304,592. The Fund had nearly achieved the target set for it in the 1974/78 Government Development Plan.

245. Investments had been made each year as follows:—

Year	Amount Invested		
	K£	s.	cts.
1966..	1,092,256	03	25
1967..	3,412,209	11	11
1968..	6,798,162	19	05
1969..	6,179,077	07	60
1970..	5,301,577	02	50
1971..	8,197,006	16	35
1972..	8,017,219	06	45
1973..	9,097,260	05	50
1974..	6,245,214	05	00
1975..	19,964,607	13	05
TOTAL			74,304,591 14 70

Benefits Payments

246. Benefits were paid as follows:—

Type of Benefit	Claims Received	Claims Settled	Balance	Amount Paid
Age	2,909	2,458	1,594	K£ 275,667
Survivors	1,371	1,194	1,315	140,305
Invalidity	447	438	302	72,005
Withdrawal	2,274	1,857	1,360	187,186
Emigration Grant	2,124	2,275	832	482,194

TABLE 1—ANALYSIS OF BENEFITS PAYMENTS BY TYPE AND YEAR

Year	Age	Survivor	Invalidity	With- drawal	Emig- ration	Hospital	Total
	K£	K£	K£	K£	K£	K£	K£
1966	26	1	7	—	275	—	309
1967	1,117	559	94	—	15,065	—	16,835
1968	8,425	4,730	519	11,62	120,018	—	134,855
1969	17,798	14,158	2,206	4,438	181,814	—	220,416
1970	54,902	25,957	6,496	13,627	455,429	—	559,412
1971	86,940	55,903	13,408	59,859	439,527	—	655,636
1972	125,106	68,486	35,975	68,083	346,711	80,000	724,362
1973	219,941	82,391	79,743	90,918	451,187	40,000	964,180
1974	288,659	112,183	39,830	145,154	515,434	40,000	1,141,260
1975	248,375	126,898	65,177	167,633	489,516	20,000	1,117,598
TOTAL	1,051,289	491,266	243,465	550,874	3,014,978	180,000	5,534,871

NOTE.—1974 figures adjusted.

TABLE 2—ANALYSIS OF BENEFITS PAYMENTS (EXCLUDING HOSPITAL BENEFIT)

Type of benefit	Number of claims	Percent of Total	Amount Paid			Average Amount			Percentage of Total
			£	s.	cts.	£	s.	cts.	
Age	14,472	26.07	1,054,288	00	85	72	17	00	19.69
Survivor	6,556	11.81	491,265	16	40	74	18	65	9.17
Invalidity	2,094	3.77	243,465	06	30	116	05	35	4.55
Withdrawal	8,855	15.95	550,873	13	45	62	04	20	10.29
Emigration	23,543	42.40	3,014,978	19	80	128	01	25	56.30
	55,520	100.00	5,354,871	16	80				100.00
	14,000*		180,000	00	00				
	69,520		5,534,871	16	80				

*Estimate

247. The average amount paid for the period 1966-1974 was £90. The average for 1974 was £136. The year under review rested the average at £136. But these figures could only be noted with caution because of a very wide difference in contribution rates between the high and low income groups.

Actuarial Investigation

248. Programming staff were occupied for the most part of the year in converting programmes from I.C.L. to I.B.M. computer. Consultations with actuaries were in progress and just before the end of the year statistical information required to enable actuarial projections had been identified and computer programmes specified.

Age Distribution

249. The information on age distribution is compiled on annual basis. New entrants to the Fund vary in age from year to year and it will not be until all the workers in the country were contributing to the Fund that the structure of age distribution will begin to show a regular trend. The schedule produced below shows the distribution in 1975.

AGE DISTRIBUTION OF MEMBERS			
Age	Members	Age	Members
16.. .. .	135	43	16,668
17.. .. .	476	44	16,636
18.. .. .	980	45	14,685
19.. .. .	1,814	46	16,209
20.. .. .	4,737	47	12,537
21.. .. .	7,441	48	12,446
22.. .. .	16,413	49	12,048
23.. .. .	22,425	50	11,354
24.. .. .	34,424	51	11,155
25.. .. .	22,991	52	10,082
26.. .. .	38,854	53	8,844
27.. .. .	43,830	54	8,081
28.. .. .	49,619	55	7,463
29.. .. .	42,808	56	7,606
30.. .. .	42,029	57	6,153
31.. .. .	36,258	58	5,640
32.. .. .	29,229	59	5,229
33.. .. .	27,345	60	5,132
34.. .. .	25,448	61	4,883
35.. .. .	23,174	62	4,977
36.. .. .	25,408	63	4,384
37.. .. .	24,550	64	3,989
38.. .. .	23,748	65	3,860
39.. .. .	22,232	66	3,708
40.. .. .	20,646	67	2,827
41.. .. .	20,361	68	2,607
42.. .. .	18,997	69	2,200
		70	1,868
		Over 70	15,379

Mortality

250. Deaths were reported during the year as follows:—

Age Group	Natural	Causes	Total Age Group
16-20	1	3	4
21-25	13	9	22
26-30	40	41	81
31-35	101	57	158
36-40	97	83	180
41-45	179	44	223
46-50	143	67	210
51-55	91	49	140
56-60	75	35	110
Over 60	59	7	66
TOTAL	799	395	1,194

251. Regional distribution of death reports:—

Province of Employment	Natural Causes	Death from Accidents	Death Total
Nairobi	307	175	482
Rift Valley	97	49	146
Nyanza	96	24	120
Central	133	79	212
Western	18	15	33
North Eastern	15	9	24
Coast	105	31	136
Eastern	28	13	41
TOTAL	799	395	1,194

PART V—NATIONAL YOUTH SERVICE

Introductory

252. The year 1975 was another year hit by inflation and the Service was again forced into high over-expenditures. Despite financial frustrations, the Service maintained high spirit and morale and contributed both in training men and women in useful technical skills and carried out projects under the National Development Plans.

Statistics

253. Through the year the average strength of the Service stood at 3,908. And at the close of the year the number in post, was made up of staff and volunteers as follows:—

Uniformed Officers	109
Civilian Staff	325
Expatriate Experts and Volunteers	35
Total Staff	469
Servicemen	3,237
Servicewomen	259
Total	3,496

254. Employment opportunities during the last year were fewer than the year before. Private Sectors and uniformed Services remained the main employers, as shown below :—

	1974		1975	
	Men	Women	Men	Women
Civil Service	62	11	59	17
Uniformed Services	358	7	306	10
Private Sector	276	29	171	22
TOTAL	696	47	536	49

255. The Service continued to train men and women in useful skills throughout the year, and high standard of training was maintained. Very encouraging results were achieved. The table below shows the number of personnels who were trained and tested in different trades during the year.

Skills	Passed Grade II	Passed Grade III	Under formal Training	Under on the job Training
1. Motor Mechanics	26	160	136	90
2. Plant Mechanics	1	2	—	4
3. Fitter/Turners	1	62	68	—
4. Motor Vehicles Electricians	—	2	—	—
5. Electricians	4	47	63	3
6. Welders	—	4	—	7
7. Panel Beaters	—	4	—	—
8. Plumbers	1	15	—	5
9. Masons	12	52	80	6
10. Carpenters	1	47	79	1
11. Painters	1	9	—	—
12. Tailors/Dressmakers	—	30	56	—
13. Storemen	—	—	—	18
14. Secretarial Training	—	—	43	—
15. Drivers	—	67	30	—

Work Projects Education and Training

256. The Service's activities were carried out as planned in the various Units and Sub-units as follows:—

- (i) *Nairobi Holding Unit.*—This Unit is both a training and holding Unit. In this Unit the Secretarial School and the Advance training in Motor Mechanics are carried out. The Unit serves the Service Headquarters, Central Stores and Central Workshop.
- (ii) *Gilgil Training Unit.*—Various activities were carried out in this big and busy Unit:—
 - (a) A course in Basic Training was carried out and 1,610 recruits were successfully trained in the year 1975.
 - (b) Three Education Sessions of four months each were in progress during the year and 683 servicemen went through; of these 300 men selected for Vocational Training in our Mombasa Vocational Training Unit.
 - (c) Tailors and Dressmakers were trained during the year and a lot of service garments were manufactured by trainees. 2,601 pairs of trousers, 2,859 shirts 287 dresses and 337 overalls were manufactured during the year. That was a big saving to the Service, in making these garments, for a lot of money would have gone to the private contractors.
 - (d) The 620 acres at Tumaini Harambee Farm were surveyed, mapped and planned for productive farming. The number of dairy cows was increased from 57 to 81 while a flock of sheep had a natural increase from 57 to 61. This Sub-unit cultivates wheat, barley, pyrethrum and a variety of vegetables.

(e) Two Sub-units exist on the road construction:—

- (i) *Settlement Roads*.—This comprises of phase I and II with an Officer-in-Charge and Resident Engineer. The roads works are continuing very well and there is satisfactory co-operation between the Officer-in-Charge and the Resident Engineer.
- (ii) *Dundori-Kabazi Road*.—This road construction Sub-unit was formed during the year on the Ministry of Works urgent request to strengthen their roadmaking team. Their Service was able to take up the road construction because we had to close down our Bura Irrigation Unit. The progress on this road is good.
- (iii) *Yatta Field Unit*.—(a) The Unit Commandant is stationed in the Main Camp on Yatta Farm. This farm is 10,000 acres in size and carries 408 beef-cattle and some sheep and goats. The growing of mulberry-trees for rearing silk-worms is flourishing. At the close of 1975 we had raised the number of mulberry trees from 20,000 to 45,000 trees and another 15,000 cuttings in nursery-beds. Growing of maize and varieties of vegetables was also carried out during the year and fetched considerable Appropriations-in-Aid.
(b) Kitui-Garissa Road Construction Sub-unit carried out its road construction role. At the close of the year, the project in hand was Bondoni-Kalanga road, on the Garissa Highway. Reports on the progress of this road project was very good.
- (iv) *Mombasa Vocational Training Unit*.—This Vocational Training Unit offers technical training in Motor Mechanics, Fitters, Turners, Carpenters, Masons and Electricians. During the year, 300 servicemen were selected and admitted to this Unit for training. The Unit keeps 43 sheep and 215 goats. They are not intended for serious livestock-keeping but for keeping the grass low. This is a worthwhile activity and it fetches some Appropriations-in-Aid.
- (v) *Turbo Field Unit*.—This small Unit undertakes purely farming activities. A few dairy cows and sheep are doing well. The chief crop is maize, whereas a variety of vegetables are grown for the Unit's kitchen as well as fetching some Appropriations-in-Aid.
- (vi) *Naivasha Women's Training Unit*.—This women's Unit serves as a basic training camp for servicewomen. The camp is situated on a 100-acre land where a typical example of mixed farming is carried out. Dairy cows, sheep for wool and chicken for eggs are successfully kept in this Unit. A variety of vegetables are grown and more than feeds the Unit kitchen.
- (vii) *Dams Construction Unit*.—This Unit was formed late in the year to carry out dams construction on behalf of the Ministry of Water Development. At the close of the year, one dam at Kamiti, in Kiambu District was already completed, and the Unit was preparing to move to Machakos District.

Public and Ceremonial Duties

257. The Service carried out several public duties such as assisting the Agricultural Society of Kenya during the Nairobi and other Provincial Agricultural Shows.

258. For all major Governmental Ceremonies, our Service was called upon to perform the big duties of ushering and controlling the crowd. These ceremonies include the Madaraka Day, Kenyatta Day, Jamhuri Day and the Budget Day. Our men and women performed these duties very well.

Conclusion

259. Discipline and morale remained high and the Service continued to enjoy popularity and good name in and outside Kenya as many visitors from African countries came to visit the Service.

N.I.V.T.C. TRADE TEST SUMMARY IN 1975

	Totals	GRADE I		GRADE II		GRADE III	
		Attempted	Passed	Attempted	Passed	Attempted	Passed
AUTOMOTIVE							
M.V.M. M.V.E. P.M. Panel B. F.I.M. Spray/P	2,194	164	119	402	240	1,396	715
BUILDING							
Mason, Painter, Sign writer, Brick layer, Stone curver, Floorer and Roofer	1,441	166	82	240	285	1,172	877
WOODWORKING							
Carpenter Joiner, Cabinet Maker, Wood Machinist, Polisher	952	79	27	260	58	644	203
ELECTRICAL							
Wireman, Fitter, General Linesman	694	43	27	105	72	270	224
MECHANICAL							
Fitter, Turner, Welder, Plumber, Sheet metal, Blacksmith	1,196	103	76	221	189	643	567
TAILORING							
Tailor, Dressmaker, Upholstery	818	52	38	132	96	548	378
Shoe making and Leather work	69	10	6	17	11	38	21
TOTALS	7,364	617	375	1,372	951	4,711	2,985

COMBINED ACTIVITIES—MANPOWER AND EXCHANGES—CALENDAR YEAR, 1975

Station/Section	INTAKE			Vacancies	PLACEMENTS			DISPOSITION			Total
	Male	Female	Total Intake		Male	Female	Total Placed	Unfilled Vacancies	NOT PLACED		
									Male	Female	
Kenyanization of Personnel Bureau Headquarters (Manpower and School-Leavers)	1,344	150	2,830	1,707	9	207	1,500	1,146	141	1,287	
Employment Exchanges Section	109,256	4,969	113,685	33,014	822	11,996	20,006	105,282	4,147	414,351	
Nairobi	14,899	2,454	17,353	1,867	262	1,351	516	13,810	2,192	55,793	
Kiambu	2,165	0	2,165	388	0	115	273	2,050	0	7,271	
Machakos	934	4	398	167	0	87	70	847	4	2,598	
Kitui	—	—	—	—	—	—	—	—	—	—	
Nyeri	4,290	72	4,362	584	13	516	68	3,787	59	14,254	
Embu	9,281	119	9,400	316	0	144	172	9,137	119	28,832	
Meru	168	12	180	173	0	32	141	136	12	886	
Thika	10,080	762	10,842	2,853	316	2,798	55	7,598	446	38,232	
Nanyuki	10,190	0	10,190	926	0	889	37	9,301	0	32,422	
Kisumu	5,100	100	5,200	4,453	12	812	3,641	4,300	88	24,506	
Kakamega	898	6	904	745	5	203	542	700	1	4,202	
Bungoma/Busia	2,310	55	2,365	4,375	0	443	3,930	1,867	55	15,843	
Kericho	3,497	0	3,497	5,621	0	717	4,904	2,780	0	21,733	
Kisii	4,496	49	4,545	1,231	4	204	1,027	4,296	45	16,097	
Homa Bay	1,786	10	1,796	2,563	0	75	2,488	1,711	10	10,514	
Nandi Hills	2,640	2	2,642	973	0	718	255	9,122	2	17,072	
Nakuru	4,102	31	4,133	778	0	541	237	3,561	31	13,955	
Molo	1,956	0	1,956	171	0	137	34	1,819	0	6,210	
Naivasha	2,994	236	3,230	326	9	324	2	2,679	227	10,342	
Nyahururu	2,765	13	2,778	207	1	109	98	2,657	12	8,748	
Eldoret	7,507	0	7,507	1,744	0	709	1,035	6,798	0	26,009	
Kitale	1,511	17	1,528	1,697	1	466	231	1,046	16	6,978	
Mombasa	10,673	999	11,672	814	199	566	248	10,306	800	36,644	
Malindi	5,014	28	5,042	42	0	40	2	4,974	28	15,210	
TOTAL	110,600	5,119	116,515	34,721	831	12,203	21,506	106,428	4,288	829,989	

TRADE TESTS—1975

TRADES	Centre	Year	AUTOMOBILE				A	BUILDING				B	ELECTRICAL				E	MECHANICAL				M
			1	2	3	4		1	2	3	4		1	2	3	4		1	2	3	4	
Nairobi	130	82	54	—	266	83	75	43	56	257	60	42	30	16	77	17	31	16	141	
Kisumu	31	34	—	—	65	12	17	—	—	29	17	18	—	—	32	43	—	75		
Mombasa	50	42	—	—	92	—	—	—	—	—	—	—	—	—	—	—	—	—		
D.T. Dobie..	14	12	—	—	26	—	—	—	—	—	—	—	—	—	—	—	—	—		
K.C.L.	4	3	—	—	7	—	—	—	—	—	—	—	—	—	11	8	—	19		
Metal Box	—	—	—	—	—	—	—	—	—	—	—	—	—	—	14	3	—	17		
TOTAL	212	173	54	—	456	95	92	43	56	286	77	60	30	16	134	71	31	16	252	

TOTALS—A	456
B	286
E	183
M	252
	<u>1,177</u>

LIST OF CASES REGISTERED IN 1975 BY THE INDUSTRIAL COURT

<i>Cause Nos.</i>	<i>Date of Registration</i>	<i>Parties</i>
1/75	7th January, 1975	Emco Steel Works and Kenya Engineering Worker's Union.
2/75	10th January, 1975	Firestone East Africa (1969) Ltd. and Kenya Motor Engineering and Allied Workers Union.
3/75	14th January, 1975	Coca-Cola Bottling Company and Kenya Union of Commercial Food and Allied Workers.
4/75	14th January, 1975	Firestone E.A. (1969) Ltd. and Kenya Motor Engineering Allied Workers Union.
5/75	21st January, 1975	Maritime Forwarders (K) Ltd. and Kenya Union of Commercial Food and Allied Workers.
6/75	21st January, 1975	Francis Drummond and Co. Ltd. and Kenya Union of Commercial Food and Allied Workers.
7/75	24th January, 1975	Murang'a County Council and Kenya Local Government Workers Union.
8/75	30th January, 1975	Sir Lindsay Parkinson and Co. Ltd. and E.A. Federation of Building Construction Workers Union.
9/75	30th January, 1975	Kenya Breweries Ltd. and Kenya Union of Commercial Food and Allied Workers.
10/75	10th February, 1975	M/s. Camoto and Kenya Petroleum Oil Workers Union.
11/75	11th February, 1975	M/s. E. Auto Spares Ltd. and Kenya Motor Engineering and Allied Workers.
12/75	14th February, 1975	Tracon Limited and E.A. Federation of Building and Construction Workers' Union.
13/75	25th February, 1975	Barclays Bank International Ltd. and Kenya Union of Commercial Food and Allied Workers.
14/75	13th March, 1975	Ker Downey and Selby Safaris Ltd. and Kenya Game Hunting and Safari Workers Union.
15/75	17th March, 1975	United Touring Company Ltd. and Transport and Allied Workers Union.
16/75	19th March, 1975	Mombasa Municipality and Kenya Local Government Workers Union.
17/75	27th March, 1975	Bigi Safaris and Kenya Game Hunting and Safari Workers Union.
18/75	2nd April, 1975	Kabazi Cannery Limited and Kenya Union of Commercial Food and Allied Workers.
19/75	11th April, 1975	Association of Local Government Employers for City Council of Nairobi and Municipal Council of Mombasa and Kenya Local Government Workers Union.
20/75	11th April, 1975	Gethir Dawson Ltd. and Kenya Motor Engineering and Allied Workers Union.
21/75	11th April, 1975	British American Insurance Co. Ltd. and Kenya Management Staff Association.
22/75	18th April, 1975	Masaku County Council and Kenya Local Government Workers' Union.
23/75	24th April, 1975	African Safari Airways Ltd. and Kenya Management Staff Association.
24/75	29th April, 1975	Narandas Pitamber Furniture and Kenya Timber and Furniture Workers' Union.
25/75	29th April, 1975	Kakamega County Council and Kenya Local Government Workers Union.
26/75	29th April, 1975	Distributive Allied Trades Association and Kenya Union of Commercial Food and Allied Workers.
27/75	29th April, 1975	Kenya Cold Storage (1964) Ltd. and Kenya Union of Commercial Food and Allied Workers.
28/75	29th April, 1975	United India Fire and General Insurance Co. Ltd. and Kenya Union of Commercial Food and Allied Workers.
29/75	2nd May, 1975	Wrigley Company (E.A.) Ltd. and Kenya Union of Commercial Food and Allied Workers.
30/75	2nd May, 1975	Hughes Ltd. and Amalgamated Union of Kenya Metal Workers.
31/75	2nd May, 1975	R. B. Shaw and Amalgamated Union of Kenya Metal Workers.
32/75	14th May, 1975	Sterling Products International and Kenya Chemical Workers Union.
33/75	16th May, 1975	Transport and Tourism Services Ltd. and Transport and Allied Workers Union.
34/75	19th May, 1975	Allied Industries Ltd. and Tailors and Textiles Workers Union.
35/75	21st May, 1975	M/s. J. S. Davis and Company (K) Ltd. and Amalgamated Union of Kenya Metal Workers.
36/75	21st May, 1975	M/s. Caltex Oil Kenya Ltd. and Kenya Petroleum Oil Workers Union.
37/75	23rd June, 1975	Firestone E.A. (1969) Ltd. and Amalgamated Union of Kenya Metal Workers.

LIST OF CASES REGISTERED IN 1975 BY THE INDUSTRIAL COURT—(Contd.)

<i>Cause Nos.</i>	<i>Date of Registration</i>	<i>Parties</i>
38/75	27th June, 1975	Uganda Lint Marketing Board and Kenya Union of Commercial Food and Allied Workers.
39/75	2nd July, 1975	Masaba Farmers Co-operative Union and Kenya Union of Commercial Food and Allied Workers.
40/75	10th July, 1975	Distributive and Allied Industries Association and Kenya Union of Commercial Food and Allied Workers.
41/75	15th July, 1975	Concrete Quarry and Mine Workers Union and Kenya Quarry and Mine Workers Union.
42/75	15th July, 1975	Sugar Industry Group of Federation of Kenya Employers and Kenya Union of Sugar Plantation Workers.
43/75	18th July, 1975	Auto Craft Services Ltd. and Amalgamated Union of Kenya Metal Workers.
44/75	23rd July, 1975	Acif Limited and Tailors and Textiles Workers Union.
45/75	24th July, 1975	Kenya General Industries Ltd. and Kenya Engineering Workers Union.
46/75	24th July, 1975	Kenya Bankers (Employers) Association and Kenya Union of Commercial Food and Allied Workers.
47/75	24th July, 1975	Vacu-lug Traction Tyres (K) Ltd. and Amalgamated Union of Kenya Metal Workers.
48/75	29th July, 1975	Shamji Vishram Quarry Ltd. and Kenya Quarry and Mine Workers Union.
49/75	30th July, 1975	Nairobi City Council and Kenya Local Government Workers Union.
50/75	1st August, 1975	Marshalls (E.A.) Ltd. and Amalgamated Union of Kenya Metal Workers.
51/75	5th August, 1975	Concrete Quarry Owners Groups of F.K.E. and Kenya Quarry and Mine Workers Union.
52/75	8th August, 1975	Firestone (E.A.) (1969) Ltd. and Amalgamated Union of Kenya Metal Workers.
53/75	14th August, 1975	Kenya Engineering Industries Ltd. and Engineering Workers Union.
54/75	16th August, 1975	Hughes Limited and Kenya Management Staff Association.
55/75	16th August, 1975	B.A.T. Kenya Limited and Kenya Union of Commercial Food and Allied Workers.
56/75	21st August, 1975	Naro Moru River Lodge and Kenya Game Hunting and Safari Workers Union.
57/75	22nd August, 1975	Thika Municipal Council and Kenya Local Government Workers Union.
58/75	22nd August, 1975	Agricultural Society of Kenya and Kenya Union of Commercial Food and Allied Workers Union.
59/75	22nd August, 1975	Shah Dharamshi Virji and Muhamed Mwamin and Transport and Allied Workers Union.
60/75	22nd September, 1975	Kenya Bus Services Ltd. and Kenya Management Staff Association.
61/75	4th September, 1975	Panafric Hotel and Domestic and Hotel Workers Union.
62/75	5th September, 1975	Kleenway Contracts Ltd. and Kenya Union of Commercial Food and Allied Workers.
63/75	5th September, 1975	Kenya Engineering Industries Ltd. and Kenya Engineering Workers Union.
64/75	11th September, 1975	Distilling and Bottling Group and Kenya Union of Commercial Food and Allied Workers.
65/75	5th September, 1975	Engineering and Allied Industries Employers Association and Kenya Engineering Workers Union.
66/75	15th September, 1975	Kenya Association of Building and Civil Engineering Contractors and E.A. Federation of Building and Construction Workers Union.
67/75	15th September, 1975	East African Standard (N) Ltd. and Kenya Union of Journalists.
68/75	19th September, 1975	KLM Royal Dutch Airline and Transport and Allied Workers Union.
69/75	22nd September, 1975	E.A. Power and Lighting Co. Ltd. and Amalgamated Union of Kenya Metal Workers.
70/75	26th September, 1975	British Caledonian Airways and Transport and Allied Workers Union.
71/75	29th September, 1975	Express Kenya Ltd. ETCO Ltd. and Transport and Allied Workers Union.
72/75	10th October, 1975	Motor Services Company Ltd. and Amalgamated Union of Kenya Metal Workers.
73/75	5th October, 1975	Pan Africa Insurance Company Ltd. and Kenya Union of Commercial Food and Allied Workers.
74/75	10th October, 1975	Finlay Industries Limited and Kenya Union of Commercial Food and Allied Workers.
75/75	10th November, 1975	Minor Engineering Employers Group and Kenya Engineering Workers Union.

LIST OF CASES REGISTERED IN 1975 BY THE INDUSTRIAL COURT—(Contd.)

<i>Cause Nos.</i>	<i>Date of Registration</i>	<i>Parties</i>
76/75	12th November, 1975	South Nyanza County Council and Kenya Local Government Workers Union.
77/75	12th November, 1975	Grain Milling Group and Kenya Union of Commercial Food and Allied Workers.
78/75	18th November, 1975	Kirinyaga County Council and Kenya Local Government Workers Union.
79/75	1st December, 1975	Cadbury Schweppes Kenya Ltd. and Kenya Union of Commercial Food and Allied Workers.
80/75	30th December, 1975	Kenya Farmers Association (Co-op) and Kenya Union of Commercial Food and Allied Workers.
81/75	30th December, 1975	Kirinyaga District Co-op. Union and Kenya Union of Commercial Food and Allied Workers.
82/75	30th December, 1975	Metco Engineers and Kenya Engineering Workers Union.
83/75	30th December, 1975	Terry Irwin Professional Hunters and Kenya Game Hunting and Safari Workers Union.
84/75	30th December, 1975	Nairobi City Council and Kenya Local Government Workers Union.

LIST OF ISSUES IN DISPUTE

<i>Allowances</i>	<i>Nos.</i>	<i>Cause Nos.</i>
Acting Allowance	2	46/75, 78/75
House Allowance	6	28/75, 41/75, 42/75, 45/75, 58/75, 71/75.
Meal Allowance	1	83/75.
Leave Allowance	2	28/75; 46/75.
Safari Allowance	2	32/75; 83/75.
Leave Travelling Allowance	1	34/75.
Other Allowances	2	38/75; 46/75.
CLOTHING		
Protective Clothing	1	42/75.
ENGAGEMENT		
Redundancy	5	6/75; 30/75; 37/75; 63/75; 66/75.
Terminal Benefits	2	68/75; 76/75.
Severance	1	48/75.
Victimization	1	10/75.
GRATUITY		
	1	32/75.
LEAVE		
Annual leave and Annual Paid leave	5	32/75; 34/75; 40/75; 46/75; 58/75.
Sick leave	1	40/75.
Gazetted Public Holidays	1	45/75.
Maternity leave	2	32/75; 40/75.
TRANSPORT		
	2	40/75; 46/75.
WAGES		
Wage increase and revision	26	1/75; 2/75; 4/74; 11/75; 27/75; 28/75; 31/75; 32/75; 40/75; 42/75; 43/75; 44/75; 45/75; 46/75; 48/75; 51/75; 62/75; 64/75; 65/75; 69/75; 73/75; 74/75; 75/75; 77/75; 79/75; 80/75;.
Minimum wage and wages in general	3	15/75; 71/75; 83/75.
Deduction of wages	1	16/75.
Payment of Arrears	1	17/75.
Underpayment of Wages	2	52/75; 57/75.
WORK		
Classification of work and grading	4	28/75; 45/75; 53/75; 67/75.
Hours of work	4	58/75; 62/75.
Medical Benefits	2	28/75; 40/75.
Overtime	3	15/75; 26/75; 45/75.
Terms and conditions of service including duration and effective date	14	5/75; 11/75; 15/75; 25/75; 31/75; 32/75; 40/75; 42/75; 43/75; 44/75; 62/75; 66/75; 81/75; 84/75.
Dismissal	17	7/75; 8/75; 9/75; 12/75; 13/75; 18/75; 20/75; 21/75; 23/75; 25/75; 29/75; 36/75; 50/75; 55/75; 61/75; 70/75; 72/75.
Injury on duty (by accident)	1	32/75.
Long Service	1	46/75.
Recognition Agreement	4	24/75; 33/75; 56/75; 57/75.
Non-implementation of Agreement	5	19/75; 22/75; 47/75; 66/75; 82/75.
Warning and dismissal	1	28/75.

COLLECTIVE AGREEMENTS REGISTERED BY INDUSTRY IN JANUARY-DECEMBER, 1975

Industry	No. of Agreements	No. of Unionizable Employees	Average Duration in Months	Average Pay Increase
Agriculture, Forestry and Hunting	11	138,704	24.5	19.3
Mining and Quarrying	4	325	24	21.4
MANUFACTURING				
(i) Food and Drinks	15	7,599	25.7	17.3
(ii) Textiles and Garments	8	11,483	27.7	15.2
(iii) Timber, Sawmilling and Wood	6	1,087	26.0	20.2
(iv) Printing, paper etc.	8	2,360	27.0	21.5
(v) Shoe, Leather and Rubber	2	1,364	24	15.9
(vi) Chemicals Plastics and Petroleum	10	986	28.8	25.1
(vii) Mechanical and Motor Engineering	10	984	24	21.7
(viii) Electrical Engineering and Electronics	1	11	23	9.3
(ix) Glass, Ceramics and Other Building materials	1	14	24	7.7
(x) Building and Construction	6	349	24	14.5
(xi) Electricity and Water	—	—	—	—
Commercial (Including Banks, Insurance, Petrol, Trade)	21	7,737	27.4	21.5
Transport and Communication	29	2,487	22.8	16.1
Services (Including Government)	14	12,191	38.8	22.3
TOTAL	145	187,681		

*Excluding 58 registered supplementary agreements and 4 agreements generally stoodover by the Industrial Court.

**Excluding casual and seasonal employees.

FACTORIES REGISTERED UNDER THE FACTORIES ACT

Distribution by Major Industrial Groups: 31st December, 1975

Industrial Group	Factories with Mechanical Power	Factories without Mechanical Power	Total
Agriculture and Livestock Production	893	27	920
Food Manufacturing Industries, except Beverage Industries	473	48	521
Beverage Industries	38	8	46
Tobacco Manufacture	2	—	2
Manufacture of Textiles	42	1	43
Manufacture of Footwear, other wearing apparel and made-up textile goods	315	1,296	1,611
Manufacture of wood and cork, except Manufacture of Furniture	522	85	607
Manufacture of Furniture	229	67	296
Manufacture of Paper and Paper products	29	—	29
Printing, Publishing and Allied Industries	124	2	126
Manufacture of Leather and Leather Products except footwear	14	11	25
Manufacture of Rubber Products	41	2	43
Manufacture of Chemicals and Chemical Products	121	23	144
Manufacture of Products of Petroleum and Coal	4	—	4
Manufacture of Non-metallic Mineral Products, except Products of Petroleum and Coal	84	14	98
Basic Metal Industries	13	—	13
Manufacture of Metal Products, except Machinery and Transport Equipment	170	60	230
Manufacture of Machinery except Electrical Machinery	254	14	268
Manufacture of Electrical Machinery, Apparatus, Appliances and Supplies	109	18	127
Manufacture of Transport Equipment	666	236	902
Miscellaneous Manufacturing Industries	160	107	267
Electricity, Gas and Steam	37	—	37
Water and Sanitary Services	134	7	141
Personal Services	86	54	140
TOTALS	4,560	2,080	6,640

Note.—Factories engaged in repair work are classified in the manufacturing group according to the type of product repaired.

REPORTED FACTORY ACCIDENTS—1975

(The Injured Person is the Unit)

An accident means an accident which is either fatal or disables the workman for at least three consecutive days from earning full wages at the work at which he was employed.

TABLE—3
ANALYSIS BY INDUSTRIES

Industry	Fatal	Non-Fatal	Total
AGRICULTURE AND LIVESTOCK PRODUCTION			
Coffee pulping	—	5	5
Cotton ginning	—	5	5
Sisal processing	2	32	34
Tea processing	—	62	62
Processing of Miscellaneous plantation crops	—	1	1
FOOD MANUFACTURING INDUSTRIES EXCEPT BEVERAGE INDUSTRY			
Slaughtering, preparation and preserving of meat	—	16	16
Manufacture of butter, ghee and/or cheese	—	10	10
Pasteurising, sterilising or homogenising of milk	—	8	8
Canning and preserving of fruit and vegetables	—	17	17
Preserving and processing of fish	—	14	14
Flour Milling	—	14	14
Posho Milling	—	20	20
Coffee hulling and cleaning	—	5	5
Cleaning and washing of seeds, grains and pulses	—	6	6
Manufacture of bread and flour confectionery including biscuits	—	8	8
Manufacture of sugar and syrup	1	132	133
Manufacture of Jaggery	—	1	1
Manufacture of sugar confectionery	—	1	1
Manufacture of margarine and/or cooking fats	1	14	15
Manufacture of Animal feeds	—	7	7
Salt processing	—	1	1
BEVERAGE INDUSTRIES			
Breweries and manufacture of malt	—	74	74
Manufacture of soft drinks and carbonated water industries	—	15	15
TOBACCO MANUFACTURE			
Manufacture of tobacco products	—	4	4
MANUFACTURE OF TEXTILES			
Spinnings, weaving and finishing of textiles	—	90	90
Knitting mills	—	22	22
Manufacture rope, bags, cordage, twines and net	—	64	64
Manufacture of textiles not elsewhere classified	—	2	2
MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS			
Manufacture of footwear except rubber footwear	—	5	5
Manufacture of wearing apparel except footwear	—	7	7
Manufacture of made-up textile goods, except wearing apparel	—	2	2
MANUFACTURE OF WOOD AND CORK EXCEPT MANUFACTURE OF FURNITURE			
Sawmilling	—	81	81
Joinery and general woodworking	—	34	34
Wood preserving	—	2	2
MANUFACTURE OF FURNITURE AND FIXTURES			
Manufacture of Furniture	—	25	25
MANUFACTURE OF PAPER AND PAPER PRODUCTS			
Manufacture of pulp, paper and paper board	—	75	75
Manufacture of articles of pulp, paper and paperboard	—	20	20
PRINTING PUBLISHING AND ALLIED INDUSTRIES			
.. .. .	—	22	22
MANUFACTURE OF LEATHER AND LEATHER PRODUCTS EXCEPT FOOTWEAR			
Tanning	—	2	2
TOTAL C/F	4	960	964

REPORTED FACTORY ACCIDENTS—1975—(Contd.)

ANALYSIS BY INDUSTRIES

Industry	Fatal	Non-Fatal	Total
TOTAL B/F	4	960	964
Manufacture of leather products except footwear and other wearing apparel	—	1	1
MANUFACTURE OF RUBBER PRODUCTS			
Tyre retreading and repairing	—	8	8
MANUFACTURE OF CHEMICALS AND CHEMICAL PRODUCTS			
Manufacture of basic industrial chemicals other than fertilisers and explosives	—	17	17
Production of fertilisers	—	1	1
Production and processing of vegetable and animal oil and fats	—	4	4
Manufacture of soap	—	4	4
Manufacture of pharmaceutical and toilet preparation	—	3	3
Manufacture of paints, varnishes and lacquers	—	1	1
Manufacture of matches	—	6	6
Manufacture of polishes and cleansing materials	—	—	1
Manufacture of Miscellaneous Chemical Products	—	4	4
MANUFACTURE OF PRODUCTS OF PETROLEUM AND OIL			
Petroleum refineries	—	1	1
Manufacture of miscellaneous products of petroleum and coal	—	4	4
MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS EXCEPT PRODUCTS OF PETROLEUM AND COAL ..			
Manufacture of clay products for structural use	—	8	8
Manufacture of glass and glass products	—	3	3
Manufacture of cement	—	4	4
Manufacture of pre-cast concrete products	—	24	24
Manufacture of non-metallic mineral products not elsewhere classified ..	1	3	4
BASIC METAL INDUSTRIES			
Iron and steel basic industries	—	30	30
MANUFACTURE OF METAL PRODUCTS EXCEPT MACHINERY AND TRANSPORT EQUIPMENT			
Manufacture of Metal containers	—	14	14
Manufacture of Builders materials in metal	—	25	25
Sheet metal work, including tinsmiths	—	2	2
Blacksmiths	—	4	4
Manufacture of miscellaneous metal products not elsewhere classified ..	—	55	55
MANUFACTURE AND/OR REPAIR OF MACHINERY EXCEPT ELECTRICAL MACHINERY	—	114	114
MANUFACTURE AND/OR REPAIR OF ELECTRICAL MACHINERY, APPARATUS AND APPLIANCES	—	24	24
MANUFACTURE OF TRANSPORT EQUIPMENT			
Shipbuilding and repairing	1	9	10
Manufacture and repair of railway equipment	—	75	75
Assembly of Motor Vehicles	—	24	24
Repair of Motor Vehicles	—	408	408
Maintenance and repair of aircraft	—	17	17
Manufacture of transport equipment not elsewhere classified	—	3	3
MISCELLANEOUS MANUFACTURING INDUSTRIES			
Manufacturing Industries not elsewhere classified	—	14	14
ELECTRICITY			
Generation of electricity	—	13	13
WATER AND SANITARY SERVICES			
Water supply	—	3	3
PERSONAL SERVICES			
Laundries, Dyers and Cleaners	—	1	1
TOTAL	6	1,857	1,863

REPORTED FACTORY ACCIDENTS—1975

ANALYSIS BY CAUSATION

Cause	Fatal	Non-Fatal	Total
PRIME MOVERS	—	2	2
TRANSMISSION MACHINERY			
Shafting	—	4	4
Belts, ropes, pulleys and gearing	—	46	46
LIFTING MACHINERY (DRIVEN BY MECHANICAL POWER)	—	5	5
WOODWORKING MACHINERY			
Circular Saws (All types)	—	26	26
Planing Machines	—	36	36
Vertical Spindle moulding machines	—	3	3
Other	—	17	17
STEAM PRESSURE PLANT	1	10	11
METAL WORKING MACHINERY			
Power presses for metal working	—	6	6
Abrasive wheels	—	2	2
SISAL MACHINERY			
Decorticating machines	—	8	8
Brushing machines	1	3	4
Other	—	11	11
NIP ACCIDENTS IN ROLLERS, ETC.	—	31	31
OTHER POWER DRIVEN MACHINERY	1	102	103
OTHER MACHINERY (NON-POWERED)	—	45	45
VEHICLES (OTHER THAN RAILWAYS)			
Power Driven	—	13	13
Tractors, trailers, etc.	—	7	7
ELECTRICITY	1	10	11
EXPLOSIONS	1	11	12
FIRE	—	26	26
GASSING AND POISONING	—	4	4
MOLTEN METAL, OTHER HOT OR CORROSIVE SUBSTANCES	1	26	27
USE OF HAND TOOLS NOT POWER OPERATED	—	104	104
STRUCK BY FALLING OBJECTS	—	166	166
FALLS OF PERSONS	—	151	151
STEPPING ON OBJECTS	—	10	10
STRIKING AGAINST OBJECTS	—	12	12
HANDLING OF GOODS OR ARTICLES	—	771	771
MISCELLANEOUS ACCIDENTS	—	160	160
ACCIDENTS NOT ADEQUATELY DESCRIBED	—	29	29
TOTAL	6	1,857	1,863

REPORTED DOCKS ACCIDENTS—1975

(i.e. accidents occurring in the course of operations to which the Docks Rules, 1962, apply. The injured person is the Unit.)

ANALYSIS BY CAUSATION

CAUSATION	KISUMU		MOMBASA		ALL ACCIDENTS	
	Fatal	Non-Fatal	Fatal	Non-Fatal	Fatal	Non-Fatal
Lifting Machinery (Driven by Mechanical Power) ..	—	—	—	2	—	2
Metal Working Machinery	—	—	—	1	—	1
Other power driven machinery	—	—	—	2	—	2
Transport Vehicles Power Driven	—	—	—	2	—	2
Tractors, trailers and Implements connected thereto	—	—	—	2	—	2
Fires	—	—	—	1	—	1
Gassing and Poisoning	—	—	3	—	3	—
Hot or corrosive substances	—	—	—	1	—	1
Use of hand tools	—	1	—	2	—	3
Struck by falling objects	—	—	1	13	1	13
Falls of persons	—	—	1	20	1	20
Striking against objects	—	—	—	8	—	8
Handling of goods or articles	—	—	1	89	1	89
Miscellaneous accidents	—	—	—	12	—	12
Accidents not adequately described	—	—	—	3	—	3
TOTALS	—	1	6	158	6	159

NUMBER OF FACTORIES BY INDUSTRY SHOWING NUMBERS EMPLOYED—1975

INDUSTRY	NUMBER EMPLOYED												Number of Factories	Estimated Number Employed			
	1 to 5	6 to 10	11 to 25	26 to 50	51 to 75	76 to 100	101 to 150	151 to 200	201 to 250	251 to 300	301 to 400	401 to 500			501 to 750	751 to 1,000	1,001 to 2,000
Coffee pulping	681	1,408	4,500	3,306	504	1,056	625	—	225	—	—	—	—	—	—	765	12,305
Cotton ginning	3	—	90	76	63	528	375	—	900	1,375	700	—	625	—	—	13	1,045
Sisal processing	3	32	180	798	567	1,144	1,625	1,050	225	—	—	—	—	—	—	74	8,646
Tea processing	3	8	18	152	567	264	1,125	350	225	—	—	—	—	—	—	60	3,544
Processing of miscellaneous plantation crops	3	8	72	114	—	88	—	—	—	—	—	—	—	—	—	8	269
Slaughtering, preparation and preserving of meat	15	48	54	152	—	—	250	—	—	275	450	—	—	—	—	13	1,172
Manufacture of butter, ghee and/or cheese	6	56	162	51	126	88	—	—	—	—	—	—	—	—	—	18	269
Pasteurising, sterilizing or homogenizing of milk	—	16	36	38	—	—	—	—	—	—	—	—	—	—	—	23	489
Manufacturing ice cream	3	16	36	38	—	—	—	175	450	275	—	—	—	—	—	3	54
Canning and preserving of fruit and vegetables	3	24	36	114	—	—	—	—	—	—	—	—	—	—	—	10	993
Preserving and processing of fish	12	40	90	90	63	176	125	—	—	275	—	625	—	—	11	183	
Flour milling	297	170	252	114	189	375	125	175	—	—	—	—	—	—	20	1,406	
Posho milling	3	24	36	—	—	—	125	—	—	—	—	—	—	—	14	1,322	
Rice Milling	3	24	36	—	—	—	125	—	—	—	—	—	—	—	7	188	
Manufacturing of breakfast foods	3	36	72	76	—	—	—	—	—	—	—	—	—	—	5	115	
Coffee hulling and Cleaning	6	24	36	38	—	—	—	—	—	350	—	625	—	—	14	1,303	
Cleaning and washing of seeds, grains and pulses	9	40	144	152	63	350	350	—	—	—	—	—	—	—	24	758	
Manufacturing of bread and flour confectionery including biscuits	84	176	470	380	63	375	175	175	—	700	900	—	—	—	89	1,660	
Manufacturing of sugar and syrup	—	96	288	494	63	—	—	—	—	—	—	—	—	—	6	1,838	
Manufacture of jaggery	15	24	54	76	63	—	—	—	—	—	—	—	—	—	44	947	
Manufacture of sugar confectionery	12	48	180	190	189	—	—	—	225	—	—	—	—	—	13	169	
Manufacture of margarine and/or cooking fats	18	40	90	114	63	—	—	—	—	—	—	—	—	—	8	356	
Manufacture of animal feeds	3	48	108	38	—	—	—	—	—	—	—	—	—	—	15	325	
Spice grinding	3	16	18	38	—	—	—	—	—	—	—	—	—	—	13	159	
Coffee roasting	3	16	18	38	—	—	—	—	—	—	—	—	—	—	5	75	
Salt processing	—	16	72	38	126	—	—	—	—	—	—	—	—	—	9	252	
Manufacture of miscellaneous food preparations	12	48	180	190	189	—	250	175	—	—	—	—	—	—	30	1,044	
Distillation of spirits	—	16	18	38	—	—	—	—	—	—	—	—	—	—	3	64	
Breweries and manufacturing of malt	—	16	18	38	—	—	—	—	—	—	—	—	—	—	12	2,023	
Manufacture of soft drinks and carbonated water industries	18	64	144	190	63	88	375	175	—	275	350	—	875	—	31	817	
Manufacture of tobacco products	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	800	
Spinning, weaving and finishing of textiles	3	16	54	76	—	—	—	—	—	—	—	—	—	—	16	3,033	
Knitting mills	3	16	18	152	63	264	375	525	225	—	450	625	—	1,500	2	2,388	
Manufacture of ropes, bags, cordage, twines and nets	—	—	—	—	—	—	—	—	—	—	—	—	—	—	7	2,591	
Manufacture of textile not elsewhere classified	303	200	36	38	63	—	125	175	225	700	—	—	—	1,500	5	459	
Manufacture of footwear except rubber footwear	365	80	18	38	—	—	—	—	—	—	—	—	—	—	130	2,077	
Repair of footwear	3	8	—	38	—	—	—	—	—	—	—	—	—	—	128	463	
Manufacture of wearing apparel, except footwear	3,333	848	1,080	1,330	1,260	428	125	—	—	—	—	—	—	—	128	4,007	
Manufacture of made-up textile goods except wearing apparel	141	32	72	76	252	880	1,250	350	—	—	—	—	—	—	4	1,559	
Sawmilling	87	336	2,316	1,862	1,323	880	1,250	350	900	275	—	—	—	2,000	65	2,698	
Joinery and general wood working	549	720	1,062	988	504	176	500	—	225	275	—	—	—	2,000	237	11,579	
Wood preserving	—	—	—	—	—	—	—	—	—	—	—	—	—	—	369	5,874	
Manufacture of furniture	489	608	612	346	126	176	250	175	—	—	—	—	—	—	1	38	
Manufacture of pulp, paper and paperboard	3	18	18	38	—	—	—	—	—	350	—	—	—	—	296	4,007	
Manufacture of articles of pulp, paperboard	6	32	126	228	189	88	250	—	—	—	—	—	—	—	4	1,559	
Printing, publishing and allied industries	69	192	882	418	630	362	125	350	225	700	—	—	—	—	25	919	
Tanning	3	—	144	38	—	176	—	175	—	—	—	—	—	—	126	4,228	
Manufacture of leather products except footwear and other wearing apparel	9	24	54	76	63	—	—	—	—	—	—	—	—	—	13	536	
Tyre retreading and repairing	24	96	108	176	—	—	—	—	—	—	—	—	—	—	12	226	
Manufacture of rubber products	6	40	18	114	—	—	125	—	—	—	—	—	—	—	31	529	
	—	—	—	—	—	—	—	—	—	—	—	—	—	—	12	303	

NUMBER OF FACTORIES BY INDUSTRY SHOWING NUMBERS EMPLOYED—1975—(Contd.)

INDUSTRY	NUMBER EMPLOYED												Number of Factories	Estimated Number Employed				
	1 to 5	6 to 10	11 to 25	26 to 50	51 to 75	76 to 100	101 to 150	151 to 200	201 to 250	251 to 300	301 to 400	401 to 500			501 to 750	751 to 1,000	1,001 to 2,000	Over 2,000
Manufacture of basic industrial chemicals other than fertilizers explosives	3	32	72	266	63	—	125	—	225	—	—	—	—	—	—	—	20	1,411
Manufacture of fertilizers	6	8	54	76	—	88	—	—	—	—	—	—	—	—	—	—	8	144
Production and processing of vegetables and animals oils and fats	30	32	90	30	—	88	—	—	—	350	—	—	—	—	—	—	22	628
Manufacture of soap	27	72	108	190	176	88	—	—	—	—	—	—	—	—	—	—	29	485
Manufacture of pharmaceutical and toilet preparations	12	48	90	190	176	88	—	—	—	—	—	—	—	—	—	—	22	516
Manufacture of paints, varnishes and lacquers	3	8	54	76	—	88	—	—	—	—	—	—	—	—	—	—	7	229
Manufacture of Matches	—	—	72	38	—	—	—	—	—	—	—	—	—	—	—	—	1	125
Manufacture of polishes and cleaning materials	—	—	108	114	126	88	—	—	—	—	—	—	—	—	—	—	6	235
Manufacture of miscellaneous chemical products	18	80	108	114	126	88	—	—	—	—	—	—	—	—	—	—	29	659
Petroleum refineries	—	—	18	—	—	88	—	—	—	—	—	—	—	—	—	—	1	225
Manufacture of miscellaneous products of petroleum and coal	—	—	18	—	—	88	—	—	—	—	—	—	—	—	—	—	3	556
Manufacture of clay products for structural use	—	40	18	76	63	88	—	—	—	—	—	—	—	—	—	—	13	810
Manufacture of glass and glass products	15	8	72	38	63	88	—	—	—	—	—	—	—	—	—	—	13	421
Manufacture of pottery, china and earthenware	3	8	18	—	63	—	—	—	—	—	—	—	—	—	—	—	3	84
Manufacture of cement	—	8	216	456	315	176	—	—	—	—	—	—	—	—	—	—	2	233
Manufacture of precast concrete products	9	72	216	456	315	176	500	—	—	—	—	—	—	—	—	—	48	1,744
Manufacture of non-metallic mineral products not elsewhere classified	9	40	72	114	129	—	125	—	—	—	—	—	—	—	—	—	19	489
Iron and steel Basic Industries	3	8	90	76	63	176	—	—	—	—	—	—	—	—	—	—	12	590
Manufacture of metal containers	—	8	—	76	—	—	—	—	—	—	—	—	—	—	—	—	10	2,210
Manufacture of holloware	—	8	—	76	—	—	—	—	—	—	—	—	—	—	—	—	2	76
Manufacture of builders materials in metal	—	8	18	114	378	—	—	—	—	—	—	—	—	—	—	—	11	518
Sheet metal work, including tinsmiths	174	176	232	114	126	—	—	—	—	—	—	—	—	—	—	—	100	1,172
Blacksmiths	136	80	108	—	—	—	—	—	—	—	—	—	—	—	—	—	61	324
Manufacture of miscellaneous metal products not elsewhere classified	30	88	234	228	63	—	125	—	—	—	—	—	—	—	—	—	46	1,840
Manufacture and/or repair of machinery except electrical machinery	264	464	1,206	1,026	567	528	625	875	450	450	—	—	—	—	—	—	268	6,455
Manufacture and/or repair of electrical machinery, apparatus and appliances	241	232	90	418	126	—	125	—	—	—	—	—	—	—	—	—	127	1,232
Ship building and repairing	3	16	54	38	126	—	—	—	—	—	—	—	—	—	—	—	11	937
Manufacture and repair of railways equipment	3	16	72	38	—	88	—	—	—	—	—	—	—	—	—	—	81	5,367
Assembly of motor vehicle	864	1,276	1,088	88	1,008	968	1,250	700	700	350	450	—	—	—	—	—	721	15,129
Repair of motor vehicles	3	8	90	152	—	—	—	—	—	—	—	—	—	—	—	—	12	928
Maintenance and repair of aircraft	297	64	54	190	63	88	—	—	—	—	—	—	—	—	—	—	110	478
Non-ferrous metal Basic Industries	18	56	18	—	—	—	—	—	—	—	—	—	—	—	—	—	23	514
Repair of pedal cycles	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	21
Manufacture of transport equipment, not elsewhere classified	9	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	3
Repair of scientific instruments	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	7	53
Manufacture and/or repair photographic and optical goods	15	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	3
Repair of watches and clocks	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	92	443
Manufacture and/or repair of musical instruments	213	120	72	38	—	—	—	—	—	—	—	—	—	—	—	—	165	3,424
Manufacture of jewellery and/or silverware	222	208	540	836	441	352	250	225	—	350	—	—	—	—	—	—	37	851
Manufacturing industries not elsewhere classified	246	64	180	114	378	88	—	—	—	—	—	—	—	—	—	—	132	926
Generation of Electricity	246	280	198	76	126	88	—	—	—	—	—	—	—	—	—	—	9	252
Water supply	210	240	54	38	63	88	125	175	—	—	—	—	—	—	—	—	113	1,103
Waste disposal	57	40	52	76	—	—	—	—	—	—	—	—	—	—	—	—	27	149
Laundries, dyers and cleaners	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Film Development and print processing	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
TOTALS	9799	9,598	21,540	21,499	11,847	9,419	13,850	7,675	7,450	3,847	7,000	4,050	4,375	3,500	7,500	8,000	6,640	150,949

ACCIDENT STATISTICS 1975

ANALYSIS BY NATURE AND LOCATION OF INJURY

NATURE	LOCATION											TOTAL
	HEAD		UPPER EXTREMITIES		TRUNK	LOWER EXTREMITIES		MULTIPLE	UNCLASSIFIED	TOTAL		
	Eyes	Other	Fingers	Other		Feet	Other					
Contusions, Abrasions	10	16	34	47	40	10	45	9	1	212		
Burns and Scalds	4	5	2	19	8	2	15	10	2	67		
Concussions	—	2	—	—	—	—	—	—	2	4		
Cuts and Lacerations	9	37	197	118	14	32	103	9	9	528		
Punctured Wounds	1	15	37	62	—	8	58	3	—	184		
Amputations	—	—	67	12	—	4	1	—	—	85		
Dislocation	—	—	3	4	5	1	3	1	3	20		
Fractures	—	8	32	89	24	35	52	4	10	254		
Sprains and Strains	1	—	2	17	14	3	35	1	—	73		
Asphyxiation (including drowning)	—	—	—	—	—	—	—	—	—	—		
Tearing of Internal Organs	—	—	—	—	—	—	—	—	—	—		
Electric Shock	1	—	—	—	1	—	—	—	—	—		
Hernias	—	—	—	—	—	—	—	—	1	4		
Miscellaneous	71	35	68	29	40	15	47	36	62	403		
TOTAL	97	118	442	397	146	110	359	74	91	1,834		
									UNCLASSIFIED ..	2,852		
										4,686		

LABOUR INSPECTIONS—1975

APPENDIX XIV

STATIONS	JAN.		FEB.		MARCH		APRIL		MAY		JUNE		JULY		AUG.		SEPT.		OCT.		NOV.		DEC.		Totals		Grand Total
	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	
NAIROBI AREA																											
Nairobi..	3	—	1	—	3	—	1	—	—	—	2	—	2	—	1	—	6	3	13	—	4	2	—	—	36	5	41
Nairobi (Industrial Area)	—	—	—	—	1	—	3	—	—	—	—	—	5	—	—	—	13	2	33	1	30	2	3	—	84	5	89
Kiambu	—	—	—	—	4	—	—	—	11	—	—	—	19	—	18	—	9	—	5	—	5	—	6	—	80	—	80
Machakos	—	—	—	—	—	—	—	—	—	—	1	—	5	—	1	—	—	—	—	—	—	—	—	—	9	—	10
Kitui ..	—	—	3	—	1	—	—	—	1	—	2	—	—	—	—	—	2	—	3	—	—	—	—	—	12	—	12
CENTRAL																											
Nyeri ..	4	—	4	—	3	1	1	—	2	2	1	1	7	2	—	—	1	—	2	—	6	—	7	—	36	6	42
Thika ..	7	1	11	—	13	—	2	—	7	—	4	—	8	—	8	—	13	—	5	—	5	—	5	—	87	2	89
Nanyuki	10	—	7	1	9	2	13	3	7	2	13	—	15	—	7	4	5	1	5	5	9	9	5	1	105	28	133
Embu ..	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	1	4
Meru ..	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	—	—	—	—	—	7	—	7
RIFT VALLEY																											
Nakuru..	10	—	2	—	—	—	—	—	—	—	—	—	8	—	8	—	7	—	14	—	2	—	—	—	35	—	35
T. Falls (Nyahururu)	4	—	1	—	2	—	1	—	—	—	5	—	9	—	2	—	4	—	4	—	3	—	3	—	40	—	40
Molo ..	9	—	—	—	1	—	—	—	—	—	—	—	—	—	2	—	2	—	7	—	3	—	—	—	30	—	30
Kitale ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	12	—	3	—	5	—	—	—	27	—	28
Eldoret	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	4	—	—	—	—	—	4	—	4
Naivasha	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
NYANZA AND WESTERN																											
Kisumu	4	—	3	—	—	—	1	—	5	—	—	—	3	—	5	—	1	—	15	—	1	—	—	—	55	1	56
Kericho	—	—	2	—	3	—	—	—	2	—	8	—	23	4	20	—	8	4	3	—	8	—	1	—	78	8	86
Nandi Hills	3	—	—	—	5	—	—	—	2	—	3	—	3	3	2	1	5	4	—	—	2	2	—	—	25	11	36
Kisii ..	—	—	—	—	—	—	—	—	1	—	—	—	—	—	7	—	6	—	8	—	6	—	—	—	30	—	30
Homa Bay	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2	—	2	—	—	—	7	—	7
Kakamega	2	—	2	—	2	—	6	—	5	—	2	—	15	—	8	—	—	—	2	—	4	—	5	—	51	—	51
Bungoma	4	—	5	—	6	—	1	—	—	—	—	—	2	—	5	—	—	—	5	—	—	—	—	—	28	—	28
COAST																											
Mombasa	—	—	9	1	25	2	7	1	6	4	8	1	5	—	3	—	10	4	14	3	1	—	1	—	89	16	105
Malindi	—	—	—	—	—	—	—	—	5	—	7	3	16	—	16	—	9	3	—	—	4	2	15	2	72	11	83
TOTALS—ALL STATIONS	63	1	50	2	78	5	36	4	56	8	56	6	145	10	113	6	113	22	148	10	97	19	75	3	1,030	96	1,126
TOTALS BY PROVINCES																											
Nairobi ..	3	—	4	—	9	—	4	—	12	—	5	—	31	1	20	—	30	5	54	1	39	4	10	—	221	11	232
Central ..	23	1	22	1	25	3	16	3	16	4	18	1	30	2	15	4	19	2	15	5	25	10	19	1	238	37	275
Rift Valley	—	—	—	—	3	—	1	—	1	—	5	—	17	—	12	—	25	—	32	—	10	—	4	—	136	1	137
Nyanza ..	14	—	12	—	16	—	8	—	16	—	13	1	46	7	47	1	20	8	33	—	23	3	26	—	274	20	294
Coast ..	—	—	9	1	25	2	7	1	11	4	15	4	21	—	19	1	19	7	14	3	5	2	16	2	161	27	188
TOTAL—ALLS PROVINCES	63	1	50	2	78	5	36	4	56	8	56	6	145	10	113	6	113	22	148	10	97	19	27	3	1,030	96	1,126

F=Full. P=Partial.

ACCIDENTS STATISTICS—SUMMARY OF ALL ACCIDENTS FOR THE YEAR 1975

The tables in this Appendix show accidents reported during 1975 under the Workmen's Compensation Act (Cap. 236). To be reportable, an accident must have arisen out of and in the course of the employment and have resulted in the death of a workman or his disablement for at least three consecutive days. In all cases the injured person has been taken as the unit—i.e. if an accident causes injury to more than one person, the number of accidents shown is the number of persons injured.

ANALYSIS BY INDUSTRY AND DEGREE OF INCAPACITY

INDUSTRY	FATAL			PERMANENT INCAPACITY			TEMPORARY INCAPACITY ONLY			DEGREE OF INCAPACITY NOT YET DETERMINED			TOTAL NO. OF ACCIDENTS REPORTED				
	Male	Fe- male	Ju- venile	TOTAL INCAPACITY			PARTIAL INCAPACITY			Male	Fe- male	Ju- venile	Male	Fe- male			
				Male	Fe- male	Ju- venile	Male	Fe- male	Ju- venile								
I. AGRICULTURE, ETC.																	
1. Agriculture and Livestock	22	1	—	—	—	—	47	3	—	116	2	—	237	21	—	422	27
2. Forestry and Logging	4	—	—	—	—	—	2	—	—	6	—	—	15	—	—	27	—
3. Other	3	—	—	—	—	—	2	—	—	2	—	—	19	—	—	26	—
TOTAL	29	1	—	—	—	—	51	3	—	124	2	—	271	21	—	475	27
II. MINING AND QUARRYING	4	—	—	1	—	—	2	—	—	14	—	—	16	—	—	37	—
III. MANUFACTURING	1	—	—	—	—	—	28	1	—	53	—	—	118	2	—	200	3
1. Textiles, apparel and Textile products	1	—	—	—	—	—	4	—	—	3	—	—	31	—	—	39	—
2. Chemical, Petroleum and Coal products	—	—	—	—	—	—	1	—	—	2	—	—	15	—	—	18	—
3. Non-Metallic Mineral products other than (2)	—	—	—	—	—	—	22	1	—	109	—	—	203	6	—	340	8
4. Food Beverage and Tobacco	6	1	—	—	—	—	20	—	—	15	—	—	117	1	—	152	1
5. Wood and Furniture	—	—	—	—	—	—	15	—	—	38	1	—	65	—	—	118	1
6. Metal Industries	—	—	—	—	—	—	28	—	—	180	1	—	314	7	—	525	8
7. Other	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
TOTAL	11	1	—	—	—	—	118	2	—	400	2	—	863	16	—	1,392	21
IV. CONSTRUCTION	24	—	—	—	—	—	37	—	—	385	2	—	719	—	—	1,166	2
V. ELECTRICITY, GAS WATER AND SANITARY SERVICES	4	—	—	1	—	—	7	—	—	29	—	—	57	2	—	97	2
VI. COMMERCE	13	—	—	—	—	—	14	—	—	64	—	—	149	2	—	240	2
VII. TRANSPORT, STORAGE AND COMMUNICATIONS	27	—	—	—	—	—	30	—	—	185	—	—	327	—	—	569	—
VIII. DOCKS	4	—	—	—	—	—	13	—	—	62	—	—	77	—	—	156	—
IX. SERVICE	22	1	—	—	—	—	34	3	—	70	5	—	250	19	—	376	28
1. Government and Business	3	—	—	—	—	—	12	—	—	18	—	—	61	2	—	94	2
2. OTHER	25	1	—	—	—	—	46	3	—	88	5	—	311	21	—	470	30
TOTAL—IX	141	3	—	—	—	—	318	8	—	1,351	11	—	2,790	62	—	4,602	84
TOTAL OF ALL INDUSTRIES AND SERVICES	141	3	—	2	—	—	318	8	—	1,351	11	—	2,790	62	—	4,602	84

NOTE.—The term "Juvenile" means a person who has not reached the apparent age of eighteen years.
GPK 1953—800—12/76

