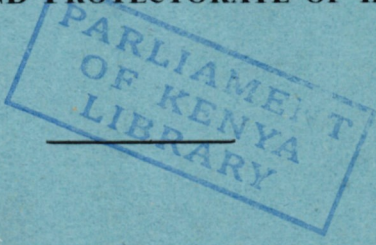


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ANNUAL REPORT
1960

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LABOUR DEPARTMENT ANNUAL REPORT, 1960

SECTION 1—FUNCTIONS, STAFF AND ORGANIZATION

The Labour Department continued as part of the Ministry of Education, Labour and Lands until the end of February, 1960, when a separate Ministry of Education was formed. With the further reorganization of ministries which took place on the introduction of the Caretaker Government in April, the Department became part of the Ministry of Labour, Social Security and Adult Education. There was no appreciable change in the Department's functions during the year; there was, however, a significant increase in industrial relations work, while measures were also taken to improve the Employment Service.

2. The main function of the Labour Department may be said to be the enforcement of the country's labour laws and the ensuring thereby of satisfactory standards of employment. In practice, however, its duties go far beyond this. They include: the inspection of all undertakings where labour is employed; enforcement of statutory minimum wages; improvement of standards of workers' housing, feeding and other welfare and health services; factory inspection, with special reference to safety and health hazards; control of the employment of women, young persons and children; the issue of licences to recruit labour and the general supervision of recruiting activities; attestation of contracts; repatriation of workers; control of resident labour cultivation and stock-grazing the promotion of joint consultative machinery and collective bargaining in industry and agriculture, and of the healthy development of trade unions; conciliation in trade disputes and in disputes between individual workers and employers; recovery of workmen's compensation; approval of provident and superannuation schemes; trade testing of artisans; aptitude testing for selection and classification purposes; the registration and supervision of apprenticeships; Training Within Industry for Supervisors (T.W.I.); the operation of an employment service; the maintenance of employment records and the production of employment statistics; and the registration of persons of all races, and their fingerprint classification. The Labour Commissioner, as head of the Department, advises the Government generally on labour matters.

3. The Department is divided for administrative purposes into 12 sections, viz.: the Headquarters Section (responsible for overall administration); the Field Inspectorate; the Employment Service; the Industrial Relations Section; the Factory Inspectorate; the Resident Labour Inspectorate; the Workmen's Compensation Section; the Trade Testing and Apprenticeship Section; the Training Section; the Statistical and Employment Records Section; the Aptitude Testing Unit; and the Registration of Persons Organization.

4. Much of the work, in particular that of the Field Inspectorate, is organized on a regional basis. There are five main regions—the Coast Province, Southern Province and Nairobi Extra-Provincial District, Rift Valley Province, Nyanza Province and Central Province—each in charge of a Senior Labour Officer, based on Mombasa, Nairobi, Nakuru, Kisumu and Nyeri respectively. Within these five regions (or provinces) Labour Officers have their offices at the following centres:—

Mombasa; Nairobi; Nakuru; Eldoret; Kitale, Thomson's Falls; Molo; Naivasha; Kisumu; Kericho; Nandi Hills; Nyeri; Nanyuki; Thika; and Kiambu.

There are also sub-offices, in charge of Senior Labour Inspectors, at Kisii and Machakos. The work of the Department is of necessity mainly confined to the settled areas and the larger urban centres, where the bulk of the labour force is employed. Lack of staff has hitherto severely restricted activities in the African tribal areas.

5. During 1960 the Department's authorized establishment was increased by 16 to 536. Provision was made for a new post of Officer-in-Charge, Employment Service, while other increases were in respect of an Industrial Relations Assistant; clerical, typing and analogous staff (two); and subordinate staff (12).

6. In the following table, the approved Estimates of Expenditure for the financial year 1960/61 are set beside actual expenditure during the financial year ended 30th June, 1960.

	Estimates, 1960/61	Actual Expenditure, 1959/60
	£	£
Personal Emoluments—		
(a) General Administration	172,925	162,595
(b) Registration of Persons	56,405	52,569
Other Charges	105,875	72,368*
GROSS TOTAL	335,205	287,532
Appropriations-in-Aid	25,300	23,562
NET TOTAL	309,905	263,970

* This figure does not include charges in respect of staff passages.

SECTION 2—GENERAL REVIEW

General Security

7. A Proclamation terminating the Emergency was signed by the Governor on 12th January, 1960, from which date all Emergency Regulations ceased to have effect. The lifting of movement restrictions resulted in an influx of members of the Kikuyu, Embu and Meru tribes into Nairobi and the farming areas of the Rift Valley Province. Although the presence of large numbers of unemployed in these areas initially gave rise to some concern, there were indications, as the year progressed, that this one-way flow of labour had largely subsided.

8. Following a revival of illegal oath-taking in part of the Rift Valley Province, restrictions were placed, in July, on the movement of Kikuyu into the area. The effect was salutary and by the end of November the situation had improved sufficiently to allow of the removal of control.

The Working Population

9. An employment census, organized by the East African Statistical Department, was taken on 30th June, 1960; the results of this are given in the tables in Appendix I to this Report. The following are some of the more important conclusions to be drawn from the tables:—

- (a) Kenya's employed population, as at 30th June, 1960, totalled 622,153 persons of all races, of whom 560,882 (or 90 per cent) were Africans, 38,264 (or 6 per cent) Asians and 23,007 (or 4 per cent) Europeans. These figures do not take account of self-employed persons, non-salaried directors and partners, and members of H.M. Forces; nor do they

include the large number of Africans, both male and female, engaged in peasant agriculture and associated occupations in the African land units.

(*Note.*—As used here, the term “Asians” includes Indians, Pakistanis, Goans, Seychellois, Arabs and all others who are not ethnically African or European.)

- (b) Of the total labour force of 622,153 persons, 502,997 (or 81 per cent) were adult males, 93,359 (or 15 per cent) were adult females, and 25,797 (or 4 per cent) children under the apparent age of 16 years.
- (c) The distribution of workers between private employment and the public services was: in private employment, 460,719 (or 74 per cent); in the public services (including local authority employment), 161,434 (or 26 per cent). The predominantly agricultural nature of the country's economy is emphasized by the fact that 270,428 workers of all races (or 43 per cent of the total labour force) were employed in agriculture and livestock production.
- (d) The African labour force (560,882) was made up of 453,308 (81 per cent) adult males, 81,894 (14 per cent) adult females and 25,680 (5 per cent) children. A breakdown by tribe of African adult males in employment shows that 150,771 (or 33.2 per cent) were drawn from the Nyanza tribes, while 146,214 (or 32.3 per cent) were Kikuyu, Embu or Meru and 52,846 (or 11.7 per cent) Wakamba. From the figures of industrial distribution, it appears that 48 per cent of all Africans were employed in agriculture, 25.1 per cent in the public services, 7.6 per cent in manufacturing industries, 4.4 per cent in domestic service, 4.4 per cent in commerce, and 3.2 per cent in building and construction.

10. Reported employment among all races was higher in 1960 than in the previous year. The increases were: 23,483 Africans, 1,523 Asians, and 250 Europeans—a total increase of 25,256. In agriculture, the African labour force increased by 19,623—resulting from the employment of 14,888 more adult males and 6,105 more adult females, with a reduction of 1,370 in the number of children. An increase was also reported (for the first time in three years) in the number of Africans employed in building and construction, the figure rising by 2,175. On the other hand, further declines, of 370 and 1,592 respectively, were reported from the mining and quarrying and the manufacturing and repairing industries. In the public services, there was an overall net increase of 727.

Labour Supply and Demand

11. Throughout 1960 labour supply was greatly in excess of demand, and it became clear that unemployment in the wage-earning sector of the economy was rapidly becoming a major problem. Several factors aggravated the situation. With the revocation, in January, of the Emergency legislation, restrictions on the movement of the Kikuyu, Embu and Meru tribes were lifted and there was an unprecedented influx of members of these tribes into Nairobi and the farming areas of the Rift Valley Province. A second factor was the sense of insecurity among non-African employers engendered by the Lancaster House Constitutional Conference. Following the Conference, many employers curtailed or stopped development work and reduced labour forces accordingly. Yet a further bedevilling factor was the continued failure of the rains and the widespread drought, which drove many subsistence farmers into the towns and European farming areas in search of wage-earning employment.

12. With fewer new opportunities for employment available, it was understandable that attitudes towards employment should change. While many unskilled workseekers still showed selectivity in their choice of work, this was

perhaps less marked than in previous years; there were also cases of skilled workers offering themselves for semi-skilled or unskilled employment. Those already in employment, especially in agriculture, tended to remain there for longer periods, and there was a noticeable fall-off in the activities of recruiters and forwarding agents.

13. The general concern felt over unemployment led Government, early in February, to appoint Mr. A. G. Dalgleish to carry out a Survey of Unemployment with the following terms of reference: "to investigate and report on: the extent of unemployment and underemployment in Kenya; where they occur; why they occur; and the factors likely to influence their incidence in the future". Mr. Dalgleish's report was published in conjunction with a Sessional Paper on Unemployment (No. 10 of 1959/60), in December and the two were debated in the Legislative Council shortly afterwards.

14. In its analysis of the unemployment problem, the Sessional Paper made the following points:—

- (a) The main feature of the problem, as it affected Africans, was the chronic and widespread *underemployment* existing in the African land units; this was due to the generally backward state of the economy of those areas and the subsistence nature of most agricultural activity.
- (b) The unemployment manifested amongst Africans in the towns and settled areas was essentially a projection of this larger problem of underemployment (and low living standards) in the African land units and arose, in the main, from the growing desire of Africans to take up employment in, or be associated with, the wage-earning sector of the economy.
- (c) The social and economic impact of unemployment upon the African population was softened by traditional habits and customs—in particular, by the system of land tenure and sense of communal responsibility which, in most cases, guaranteed at least the means of subsistence. However, this situation was unlikely to last and, unless the problem was tackled with purpose and speed, its social and economic consequences were likely to become serious.
- (d) The ultimate and only real solution to the country's unemployment problem lay in the full economic development of the African land units. This required, as a first step, their planned agricultural development—in accordance with the Swynnerton Plan. There was a need for substantial acceleration of this Plan which, however, could only proceed within the financial resources available.
- (e) While there was scope also for further economic development in the settled areas, such development was unlikely to contribute greatly to a solution of the unemployment problem. Future employing trends in these areas would probably lie more towards efficient labour usage, and the extension of working hours in agriculture, than towards any large increase in the overall level of employment.

15. The Sessional Paper pointed out that, because unemployment had its root cause in underdevelopment, and was chronic rather than cyclical, it was not, generally speaking, amenable to solution by short-term measures. It proposed that, in future, proposals for short-term unemployment relief projects should be dealt with by the Government's Development Committee. The analysis given in the Sessional Paper carried with it the sobering implication that unless conditions for economic development were quickly restored, unemployment must become worse and its hardship aspect more pronounced.

The Employment Service

16. Five new public employment offices were opened during the year, bringing the total to 28. These offices were maintained by the Department as a free service for employers and employees of all races. In Nairobi, a special section, under a female Labour Officer, catered for African women. An Employment Bureau, operated by the East Africa Women's League with the aid of a Government subvention, continued to cater for European and Asian female workseekers.

17. The administration of public employment offices formed part of the general duties of Labour Officers. However, a new post of "Officer-in-Charge, Employment Service" was created with a view to improving overall direction and developing specialized activities such as vocational guidance and youth employment. Arrangements were also made for an expert from the United Kingdom to visit Kenya during 1961 in order to advise on future needs and organization.

18. The 1960 operating figures for the employment services are given in the tables at Appendix II to this Report. The total number of workseekers of all races registered was 78,571 (8,949 fewer than in 1959), while vacancies notified totalled 30,048 (20,401 less than in 1959). The number of placings in employment fell by 18,388 to 23,320. The considerable fall-off in vacancies and placings was due to the generally depressed state of the employment market. New employment opportunities were relatively few, labour turnover was lower, and, with more people looking for work, vacancies were for the most part filled at the work site.

19. With a view to assessing the extent to which new men were coming on to the employment market, a system was introduced at all employment offices of classifying applicants according to their work records. Three broad classifications were in use: Class A—those with a more or less regular record of wage-earning employment; Class B—those who sought work only at intervals; and Class C—those who were seeking wage-earning employment for the first time, or who had not applied within a year of their last employment. The breakdown of applicants into the three categories is given below for three months, viz. December, 1959 (i.e. immediately before the end of the Emergency); February, 1960 (when the Emergency had ended and the influx of workseekers into the towns and settled areas was at its height); and July, 1960 (when the position had more or less returned to normal). The figures for Nairobi, where the ending of the Emergency had its greatest impact, are shown separately.

DISTRIBUTION OF AFRICAN MALE WORKSEEKERS BY EMPLOYMENT RECORD

	ALL AREAS				NAIROBI ONLY			
	Number of Applicants	Classification (per cent)			Number of Applicants	Classification (per cent)		
		A	B	C		A	B	C
December, 1959	6,380	% 32	% 30	% 38	1,510	% 31	% 32	% 37
February, 1960	9,754	27	16	57	4,695	5	7	88
July, 1960 . .	4,636	40	26	34	1,154	28	18	54

The table illustrates not only how the ending of the Emergency affected the employment market but also the large part which the migrant worker still plays in the wage-earning sector of employment.

20. The large influx of new workseekers, often prepared to accept wages below the prevailing rates, seriously threatened the position of the locally domiciled workseeker and the help of employers was sought to counter this.

Employers were asked, through their appropriate organizations, to give preference, in filling vacancies, to local men. To assist them in this, the practice was introduced at the Nairobi and Mombasa employment offices of issuing "Priority Workseekers' Cards" to applicants with records of previous recent employment in the area.

Wages

21. Despite economic setbacks and unemployment, the upward trend in wage levels has continued. Trade union activity again influenced wages in many industries and services. This activity was especially marked in the urban areas, but also accounted for wage increases in the tea industry and for negotiations (not concluded at the year end) for increases for workers on coffee estates and in general agriculture. The 1960 average of African earnings throughout Kenya was Sh. 114 per month (inclusive of the value of housing and rations), as compared with Sh. 107 per month in 1959. In the three principal sectors of employment, the averages were: agriculture, Sh. 62 per month; private industry and commerce, Sh. 153 per month; public services, Sh. 170 per month.

22. The distribution of European and Asian male employees by salary and wage groups, as at 30th June, 1960, is set out in Table 4 (b) (Appendix IV), while average earnings are given in Table 4 (c).

Urban Minimum Wages

23. The statutory minimum wages payable to employees in the nine main urban areas averaged Sh. 121 per month for adult men, and Sh. 83 per month for women and youths. The average actual engagement rate for *unskilled* labour in these areas, as calculated from returns submitted to the Department by employers, was Sh. 124 per month. The average engagement rate for *all* African labour was, of course, substantially higher than this figure. A comparison of statutory minimum rates and average engagement rates for Nairobi City is given in Table 4 (a) (Appendix IV).

24. Urban minimum wages were reviewed by the Wages Advisory Board twice during the year, in relation to the Government's policy of progressively increasing minimum wages to a level sufficient for men to support their families under urban conditions. As from 1st July, "Adult" basic minimum wages were adjusted so as to be approximately 37 per cent above the corresponding "Youth" minima, while "Adult" housing allowances were increased to *twice* the rates payable to youths and women. The rates in force at 31st December were as follows:—

STATUTORY MINIMUM WAGES IN URBAN AREAS: DECEMBER, 1960

	MALE EMPLOYEES AGED 21 YEARS AND OVER		OTHER EMPLOYEES	
	Basic Minimum Wage (per month)	Minimum Housing Allowance (per month)	Basic Minimum Wage (per month)	Minimum Housing Allowance (per month)
	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>
Eldoret	99 00	24 00	72 00	12 00
Kisumu	98 00	20 00	71 00	10 00
Kitale	95 00	25 00	69 00	12 50
Mombasa	96 00	30 00	70 00	15 00
Nairobi	102 00	26 00	74 00	13 00
Nakuru	96 00	24 00	70 00	12 00
Nanyuki	94 00	24 00	68 00	12 00
Nyeri	94 00	24 00	68 00	12 00
Thika	99 00	24 00	72 00	12 00

Industrial Wage Regulation

25. Only one of the five established industrial Wages Councils reviewed minimum wages and conditions of employment during 1960. This resulted in the statutory minimum wages in the Hotel and Catering Trades being increased by amounts ranging from approximately 5 per cent to approximately 14 per cent, according to occupation and area of employment. The new minimum wages payable in these trades in urban areas ranged from Sh. 94 per month for a labourer to Sh. 215 per month for a cook (special grade) or barman.

26. Two new Wages Councils—one for the Building and Construction Industry, the other for the Laundry, Cleaning and Dyeing Trades—were set up towards the end of the year.

27. The wages of dockworkers in Mombasa were raised, in July, as the result of dispute conciliation proceedings, by amounts ranging from Sh. 9 to Sh. 13 per month, the starting rate for monthly contract labour becoming Sh. 178 per month. Clerical workers in the docks also received increases, of approximately 4 per cent, as a result of an arbitration award. Wage increases also took place in numerous other industries and services as a result of voluntary negotiation, or arising from conciliation or arbitration proceedings. The principal industries and services so affected were: oil and petrol supply, building and construction, brewing, light engineering and local government. There was an increasing tendency throughout industry to fix wages on the basis of the "rate-for-the-job" and to dispense with incremental scales.

28. Typical wage rates for unskilled labour in urban areas, in some of the major industries and services, were as follows:—

<i>Industry</i>	<i>Monthly Wage Rate (Inclusive of housing allowance)</i>
	<i>Sh. cts.</i>
Brewing and Bottling (Collective agreement)	161 00
Garment Making (Wages Regulation Order)	128 00
Motor Engineering (Wages Regulation Order)	136 00
Sawmilling (Agreement)	131 00
Generation and Distribution of Electricity (Collective agreement)	138 00
Wholesale and Retail Trade (Agreement)	138 00
Petroleum and Oil Distribution (Collective agreement) ..	131 00
Road Transport (Wages Regulation Order)	130 00
Hotels and Restaurants (Wages Regulation Order) ..	130 00
Laundries and Dry Cleaners (Agreement)	131 00

Rural Wages

29. The Labour Advisory Board considered and largely endorsed the Ministry's proposals to amend the Regulation of Wages and Conditions of Employment Ordinance, 1951 (No. 1 of 1951), so as to provide machinery for regulating minimum wages in agriculture. This was the culmination of talks between the Government and the various interested organizations, extending back over five years. It is of interest that both sides of industry are anxious that minimum wage regulation, when applied to agriculture, shall not operate in such a manner as to impede or discourage the fixing of wages and other terms of service by the processes of voluntary collective bargaining and agreement.

30. As a result of an arbitration award, wages for field labourers in the tea industry at Kericho were increased to Sh. 90 per 30-day ticket. Subsequent negotiations in other areas resulted in increased wages for unskilled and semi-skilled labour throughout the rest of the industry.

31. The paying of a consolidated wage, without rations, gained in popularity during the year and the whole of the tea industry has now adopted this system, while the coffee industry was known to be considering the proposal in the latter part of the year.

Hours of Work

32. Normal hours of work in industry and in the distributive trades were between 45 and 50 per week, spread over five-and-a-half or six working days. In most commercial offices a 42½-hour week was usual. The majority of civil servants and public authority officials worked a 40-hour week.

33. Working hours continued to be regulated by statute in certain industries, through the wages council system; while, in other industries and services, regulation in this respect was to an increasing extent effected by collective agreements between employer and labour organizations. Examples of industries where working hours have become standardized are:—

Railways (by Agreement)—Shift Work	48-hour week
(by Agreement)—Workshops	45-hour week
Docks (by Agreement)—Shift Work	43-hour week
Road Transport (by Order)—Workshops	45-hour week
(by Order)—Road Haulage	48-hour week
(by Order)—Bus Services	96-hour fortnight
Motor Trades (by Order)	45-hour week
Garment Trades (by Order)	45-hour week
Printing (by Agreement)	45-hour week
Baking (by Order)	54-hour week
Catering (by Order)	60-hour week

34. In general agriculture, the normal working hours varied between five and six per day, for a six-day week. However, it was noticeable that many employers were attempting to lengthen the working day in anticipation of upward trends in wages. They were assisted in this by the prevailing free supply of labour—those in employment being prepared to work longer through fear of losing their jobs!

35. Hours of work for field workers on tea estates in the Kericho area were allowed to remain at their prevailing level of six per day, as the result of arbitration proceedings following a trade dispute. However, in making his award, the arbitrator expressed the hope that subsequent negotiations for increased wages for field labour would be based on a willingness by such labour to work longer hours, with a proportionately increased task. The normal hours of work for *factory* labour on tea estates were fixed at eight per day.

Productivity

36. The widespread trade recession, together with increasing demands by trade unions for higher pay, compelled both urban and rural employers to give more attention to labour productivity. From the manufacturing industries, in particular, frequent reports were received of improved techniques leading to increases in output, or of employers reducing their establishments while maintaining production standards. The farm labourer, increasingly conscious of the threat of unemployment, was also reported to be working more effectively.

37. In Mombasa Port, where overtime has been reduced to a minimum, it was generally acknowledged that there had been increased efficiency and productivity. This was reflected in the quicker turn round of ships and the improved ratio of supervisory and clerical employees to manual labour.

Labour Inspection

38. Visits to undertakings employing labour constituted a major part of the duties of staff in field stations. At these visits, officers were concerned not only to enforce the labour laws and encourage improvements in working and living conditions, but also to assist in maintaining good employer-employee relations. Particulars of prosecutions under the labour legislation are given in Tables 7 (a) and 7 (b) (Appendix VI).

39. A total of 13,985 inspections were carried out by the Department's non-specialist field services (including wages and resident labour inspectorates) while 11,221 visits were made for purposes other than inspection. The work of the Factory Inspectorate is reported on separately in Section 4 of this Report. Wages inspections resulted in the following recoveries of arrears of wages for workers found to be receiving less than the minimum remuneration prescribed by Wages Regulation Orders:—

ARREARS OF WAGES RECOVERED

Industry or Service	Total Amount Recovered
	<i>Sh.</i>
Hotels and Catering	59,090
Tailoring and Garment Making	26,647
Road Transport	15,214
Motor Engineering	20,805
Baking, Flour Confectionery and Biscuit Making	1,594
Miscellaneous*	38,028
TOTAL	161,378

* Unspecified industries and services are affected by the urban general minimum wages in force in the nine main towns.

Trade Testing and Apprenticeship

Trade Testing

40. Routine trade tests carried out during 1960 totalled 2,204; in addition, 89 persons were trade tested at the request of the Immigration Department in connexion with applications for Temporary Employment Passes and "G" Entry Permits. The total number of tests (2,293) was 443 above the 1959 figure.

41. An analysis of the routine tests, by trades and results, is given in Table 3 (a) (Appendix III). The number of candidates who passed their tests was 1,066, representing 49 per cent of those tested, as compared with 58 per cent for the year 1959. Within the three main grades of test, the numbers and percentages of successful candidates were as follows:—Grade I, 108 (or 45 per cent); Grade II, 156 (36 per cent); Grade III, 802 (52 per cent).

42. Visitors to the Department's Trade Testing Centre, for the purpose of studying trade testing methods, included officers from the Labour Departments of Mauritius, Tanganyika and Uganda, and a representative of the Public Works Department, Aden.

Apprenticeship

43. The Industrial Training Ordinance, 1959, providing for the regulation of the training of apprentices and other persons in industry, came into force on 16th May, 1960. The Apprenticeship Board, which is advisory to the Labour Commissioner on the administration of the Ordinance, was established in April, under the chairmanship of Mr. L. Kaplan, Q.C., and with a membership representative of employers, employees and a wide range of craft trades.

44. The registration under the Ordinance of existing contracts of apprenticeship was effected with little difficulty, thanks to the co-operation of the employers concerned. As the year progressed, applications were received from employers for permission to employ apprentices and indentured learners in a variety of trades. Employers' premises were inspected to determine whether the facilities and staff were adequate for the training proposed, and in only a few cases was it found necessary to withhold permission. By the end of the year, 378 contracts had been registered, of which 124 were for apprenticeship and 254 for indentured learnership. An analysis of these, by trades, is given in Table 3 (b) (Appendix III).

45. The Government Technical and Trade Schools continued to provide full-time training courses for Africans in ten groups of trades. At 31st December, 1960, a total of 1,051 students were receiving instruction at these schools (see Table 3 (c), Appendix III).

46. During the year, 143 undertakings were inspected by officers of the Trade Testing and Apprenticeship Section for the purpose of assessing the quality of "on the job" training given by immigrant artisans on Temporary Employment Passes. Participation in such training is one of the usual conditions laid down by the Immigration Department upon employers who seek to employ immigrant artisans.

Training of Supervisors

47. The demand for all forms of supervisory training rose sharply in 1960. While this was partly the result of the ground work laid by the Department's Training Section in earlier years, there is no doubt that the impending constitutional changes led many employers to reappraise their attitude towards training schemes for local staff. The following table illustrates the growth in popularity, during the last three years, of the system of Training Within Industry for Supervisors (T.W.I.).

Year	No. of Supervisors trained by Firms' Trainers	No. of Supervisors trained by Labour Dept.'s Trainers	Total
1958	319	147	466
1959	290	1,066	1,356
1960	459	1,415	1,874

Five T.W.I. Instructors' Courses were held during the year, at which 23 persons were trained to be T.W.I. Trainers, as compared with 12 in 1959.

48. Special residential Supervisory Training Courses were provided for the tea, coffee and sisal industries, as well as for general agriculture and the manufacturing industries. In all, eight of these courses, each of three weeks' duration, were held for a total of 138 supervisors.

49. Supervisory training was extended further in a number of ways. A new Job Safety Training programme was introduced and, apart from various Job Safety Courses run by the Department's own Training Officers, eight firms' nominees were trained as Job Safety Instructors. The Office Supervisors' Courses, first introduced in 1959, were widened to include junior District Officers and District Assistants of the Provincial Administration. In addition, specially adapted "potential supervisors" courses were held in two of the Colony's larger undertakings.

50. Following the successful growth of supervisory training in Kenya, the Training Section was called upon to provide information and assistance to a number of the territories, including the former Belgian Congo, Aden, Nyasaland, Ethiopia, Tanganyika and Uganda.

51. The Advisory Committee on Training, established in 1959, met twice during the year to review progress in the various sections of the Department concerned with training.

Aptitude Testing

52. During its first full year of operation within the Labour Department, the Aptitude Testing Unit continued to experience difficulty in recruiting suitable staff, with the result that there were still five vacancies, out of an establishment of 16 posts, at the year end. Nevertheless, a great deal of useful work was done by the Unit and some of the larger employers especially showed a very real appreciation of its services.

53. A total of 2,709 persons were tested during the year for a wide variety of occupations, including clerks, police constables, aircraft fuelling supervisors, factory operatives, engineering apprentices and overhead powerline foremen. The Unit also trained staff from two large employers to enable them to introduce selection procedures into their own organizations. There was a substantial increase in the amount of work done for private employers, the revenue thus earned being nearly eight times as much as in 1959.

Dockworkers

54. With effect from 1st January, 1960, the employment of casual labour in the Port of Mombasa was suspended, all casual labourers being offered employment on weekly contracts with guaranteed minimum pay of Sh. 33 per week. The workers were organized by the employers into a Weekly Pool (supplementing the existing Monthly Pool) and were required to work on either shore-handling or stevedoring duties as directed. The system was initially intended as an experiment for three months, but continued in operation and, by the end of the year, appeared to have become an integral part of port working. At 31st December, the total labour force in the port stood at 5,494, with 4,731 workers employed on monthly contracts (either by individual employers or as members of the Monthly Pool) and 763 on weekly contracts (as members of the Weekly Pool).

55. With the cessation of casual labour employment in the port, there was less need for a Port Labour Office; this was accordingly closed, the staff being amalgamated with that of the main Mombasa Labour Office. Routine management of all labour employed jointly by the port employers continued to be the responsibility of the Mombasa Port Labour Utilization Board (M.P.L.U.B.).

Casual Labour

56. The Mombasa Town Casual Labour Scheme has continued in operation. At 31st December, 1960, the number of registered casual labourers in the Pool was 1,274, as compared with 1,262 in 1959. The average number employed daily was 668, and the average number of days worked by each member was 191. A total of 56 employers made use of the Pool.

57. In other towns the demand for casual labour (i.e. labour employed and paid on a daily basis) was relatively small, both employers and workers preferring to enter into regular employment contracts, usually on a monthly basis. There was generally an adequate supply of casual labour for work in agriculture, on a seasonal basis, the greatest demand being in the coffee growing areas.

58. A total of 51,629 persons (or 9 per cent of the total labour force) was reported to be in casual employment on 30th June, 1960, the great majority of them in agriculture. Further particulars are given in Table 1 (d) (Appendix I).

Resident Labour*

59. During the year there was a further fall-off in the employment of resident labourers in agriculture. As at 30th June, 1960, the number of resident labourers and their working dependants was 29,053 or 10.7 per cent of the total agricultural labour force. This figure is to be compared with 31,987 (13 per cent) in 1957 and 53,091 (26 per cent) in 1952.

60. Local authorities continued to review their attitude towards the grazing of stock on farms by resident labourers and, in a number of areas, orders were made, or proposals put forward, for eliminating such stock altogether. The Department's Resident Labour Inspectorate worked closely with local authorities in administering the Resident Labourers Ordinance (Cap. 113) and the various local orders made thereunder, although the Inspectorate was under strength throughout the period.

Statistical and Employment Records Section

61. The Statistical and Employment Records Section is responsible, *inter alia*, for maintaining employment records, in respect of adult male workers whose earnings do not exceed Sh. 400 per month, from returns made by employers under the Employment Ordinance (Cap. 109). During 1960, returns of engagement and termination of employment averaged nearly 35,000 per month. The statistical information extracted from these returns gave useful guidance on such matters as wage rates, labour redundancy, and trends in the tribal distribution of workers.

62. As in previous years, the Section worked in close co-operation with the East African Statistical Department, both in maintaining a register of employers and in carrying out the annual enumeration of employees. The 1960 enumeration took place on 30th June, resulting in 11,765 effective returns from employers in industry, commerce and agriculture (excluding the public services) and a further 13,195 from employers of domestic servants. A breakdown of these figures, by industrial grouping and size of undertaking, is given in Table 1 (h) (Appendix I).

* The resident labour system has, as its basic feature, a written contract between agricultural worker and employer, whereby the former agrees to work for a stipulated number of days per year in return for a cash wage plus certain rights in regard to cultivation of, and in some cases the grazing of stock on, his employer's property. The family of the resident labourer normally reside with him on the farm, often taking up employment with the farm owner. The employment of resident labourers (or "squatters") is subject to the Resident Labourers Ordinance (Cap. 113), while local authorities have powers to make orders further regulating such employment in the areas of their jurisdiction.

Boards and Conferences

63. The Labour Advisory Board, which is advisory to the Minister on labour legislation and policy, met once during the year, on 29th September, 1960. Subjects discussed included proposed amendments to the Regulation of Wages and Conditions of Employment Ordinance, 1951 (No. 1 of 1951), social security, and a report on the operation of the Employment Service.

64. The Wages Advisory Board met three times during the year, on two occasions to review the level of statutory minimum wages in urban areas.

65. The Fifteenth Conference of the East African Labour Commissioners was held in Kampala from 22nd to 25th August, 1960, and was attended by the Acting Labour Commissioner and an Assistant Labour Commissioner. Among items discussed by the Conference were: trade union and trade disputes legislation; workmen's compensation; the training of local staff; and the payment of consolidated wages.

66. The First African Regional Conference of the International Labour Office was held in Lagos, Nigeria, from 5th to 17th December, 1960, and was attended by a Kenya delegation consisting of the Permanent Secretary to the Ministry, the Deputy Labour Commissioner, the President of the Federation of Kenya Employers (Mr. G. C. Clark) and the Vice-President of the Kenya Federation of Labour (Mr. P. Kibisu). The main items on the Conference's agenda were vocational and technical training, and relations between employers and employees.

SECTION 3—INDUSTRIAL RELATIONS

67. Although 1960 was remarkable for its unprecedented number of trade disputes and strikes, it was nevertheless a formative year in the field of industrial relations, in that employer organization, promoted by the Federation of Kenya Employers, matched trade union organization and there was a great deal of effective work in the sphere of voluntary collective bargaining.

Trade Unions

68. The rising tempo of trade union activity noted during 1959 continued without sign of abatement. The crowning event of the year for the country's labour movement was the completion of the Kenya Federation of Labour's new headquarters ("Solidarity Building") which was formally opened by His Excellency the Governor on 19th June, 1960. This building provided modern office accommodation both for the Federation itself and for some of its affiliated unions which in the past had been unable to rent satisfactory offices.

69. The year saw further extension of trade union organization in the agricultural and plantation industries, and the following employee unions became more firmly established: the Coffee Plantation Workers' Union; the Tea Plantation Workers' Union; the Kenya Union of Sugar Plantation Workers; and the Sisal Plantation Workers' Union. Considerable progress was also made in the setting up of a general agricultural workers' union. Employers in agriculture also improved their industrial relations organization, thereby facilitating development of effective machinery for collective bargaining.

70. During the year, ten trade unions (including six unions of employers) were registered under the Trade Unions Ordinance, 1952. The total number of registered trade unions at 31st December, 1960, was 61, of which 45 were employee unions and 16 employer unions. Of the employee unions, 13 catered

for Europeans and Asians only while five drew their membership from persons of all races. One of the new employee (non-racial) unions was designed to cater for the supervisory staff of the East African Power and Lighting Company Ltd. Particulars of the various trade unions are given in Table 9 (Appendix VIII).

71. Although the Kenya Trades Union Congress, led by Mr. Arthur Ochwada, still existed in opposition to the Kenya Federation of Labour, it again had only one affiliate—the E.A. Federation of Building and Construction Workers' Union, of which Mr. Ochwada was also the General Secretary. The Kenya Federation of Labour (K.F.L.), with 28 trade unions affiliated to it, thus remained the dominant employees' organization, although it was not without its own internal problems. Dissension within the K.F.L. arose mainly over its association with the International Confederation of Free Trade Unions (I.C.F.T.U.), which was creating difficulties in the K.F.L.'s dealings with the newly established All Africa Trade Union Federation (A.A.T.U.F.).

72. There was again close liaison between the K.F.L. and the I.C.F.T.U., the latter maintaining in Nairobi its Area Committee office for East, Central and Southern Africa. Mr. T. J. Mboya, the General Secretary of the K.F.L. and Chairman of the Area Committee, attended a number of meetings of the Executive Board of the I.C.F.T.U. in Brussels.

73. The Railway African Union became virtually moribund as a result of serious disagreements between its Executive Committee and General Secretary. A special conference of the Union did nothing to resolve the matter with the result that Railway employees were left, during a very critical period in employer-employee relations, without effective leadership. Another union which experienced internal difficulties was the Tobacco, Brewing and Bottling Workers' Union. In this case, the Tobacco section of the Union expressed a wish to secede from the main body but, at a conference called to discuss the matter, the secessionists walked out of the meeting before a vote could be taken and then refused guidance from the Kenya Federation of Labour. This situation also remained unresolved.

74. The Labour Department conducted three residential courses on industrial relations at the Jeanes School, Kabete. These courses, each of four weeks' duration, were attended by a total of 85 persons, the majority of them sponsored by trade unions.

Negotiating and Consultative Machinery

75. At 31st December, 1960, there were in existence 104 joint consultative and negotiating bodies with agreed written constitutions, covering a total of some 187,000 workers. In addition, negotiations were in progress for the establishment of estate consultative committees to cover employees in General Agriculture, the Sugar Plantation industry and, to a lesser extent, the Sisal Plantation industry. In the Tea and Coffee Plantation industries, a few such committees had already been established and were working fairly satisfactorily, although this form of consultation was often a novelty both to employers and employees.

76. The terms of service of some 34,000 other workers, most of them African, were in various measure affected by Wages Regulation Orders resulting from the deliberations of industrial Wages Councils. At the year end there were seven such Councils, as against five in 1959.

77. The following table shows the distribution of joint negotiating and consultative machinery as at 31st December:—

DISTRIBUTION AND COVERAGE OF JOINT NEGOTIATING AND CONSULTATIVE BODIES
AT 31ST DECEMBER, 1960

Type of Industry or Service	No. of Bodies	Approx. No. of Workers Covered
Government and High Commission (excluding Railways)	12	93,400
Local Government	11	9,400
Oil Companies	7	600
Transport (including Railways)	6	26,500
Docks	4	9,500
Estates and Plantations	8	28,100
Electricity Generation and Supply	8	1,600
Manufacturing and Light Engineering	35	11,900
Miscellaneous	13	6,100
TOTAL	104	187,100
Estimated Effective Coverage of Wages Councils..	7	34,000

78. There was a marked increase in joint negotiation and consultation in the agricultural and plantation industries. On the debit side, Government Whitley machinery suffered a setback, largely as a result of the organizational changes which followed the Lancaster House Constitutional Conference. Three new Joint Industrial Councils were set up, covering the General Engineering and Building industries, and manual and industrial employees in the Government service.

Trade Disputes

79. During 1960 the number of trade disputes resulting in stoppages of work reached the exceptionally high figure of 232; these involved a total of 72,545 workers and the loss of 757,860 man-days. The distributions of trade disputes, by industries is given in Table 10 (a) (Appendix VIII), while in Table 10 (b) the 1960 figures are set beside those for previous years. More than half the disputes (122) occurred in agricultural undertakings, mainly coffee estates in Central Province. This large number of stoppages in agriculture was due, it is thought, partly to the advent of trade unionism and partly to the relaxation of Emergency restrictions, which served to give rise to a new spirit of militancy among workers.

80. There seemed little doubt that the political fever sweeping the country throughout the year had a deleterious effect on the attitude of farm labour, particularly towards supervisory staff. Many strikes had their causes in personal disputes rather than claims for improved terms and conditions of service, most of them being "unofficial" in the sense that they were not sponsored by trade unions. Although employers suspected trade unions of fomenting the strikes, the presence of trade union organization was often a help to them as, on a number of occasions, union officials were able and willing to secure a return to work by the strikers.

81. Towards the middle of the year, the general state of labour unrest on coffee estates had assumed serious proportions, and there was much talk of intimidation of employees leading to "go slow" working and "wild cat" strikes.

The coffee harvest was beginning and the threat to the industry was very real. However, the situation rapidly returned to normal after agreement on coffee-picking rates was reached between representatives of the Kenya Coffee Growers' Association and the Coffee Plantation Workers' Union, assisted by the Kenya Federation of Labour.

82. The largest strike yet experienced in a single industry in Kenya occurred in the Tea Plantation industry, where 35,134 workers were involved for between 16 and 19 days, and 348,558 man-days lost. This strike, which was Union-inspired, was in support of an ambitious wage demand which the employers refused to concede and, for a considerable time, refused to refer to arbitration. However, in the event, the dispute was settled by an arbitration award.

83. Following a strike by employees of the Kenya Meat Commission, at Athi River, a Board of Inquiry was appointed in June, 1960, under the Trade Disputes (Arbitration and Inquiry) Ordinance (Cap. 118). The terms of reference of the Board were to inquire into the causes and circumstances of the strike and into such other matters, connected with or relevant to the strike, as appeared to have a bearing on labour relations within the Commission. The Board's report, which was critical of both the Meat Commission and, to a lesser extent, the Kenya Distributive and Commercial Workers' Union, recommended *inter alia* that the Commission should give formal recognition to the Union and appoint a full-time personnel manager.

84. Three trade disputes were referred to arbitration during the year, one of these being the Tea Plantation industry dispute mentioned above, in which the arbitrator awarded an increase in wages. The other two references were in respect of disputes between Mombasa Port clerical staff and the Landing and Shipping Co. of East Africa Ltd., and between fire brigade staff and the Municipal Council of Mombasa. In the case of the former, the arbitrator awarded an increase in wages, while in the second (which was concerned only with hours of work) the arbitrator awarded a reduction in normal weekly hours.

85. The increase in industrial unrest imposed a heavy burden on the Department's field and headquarters staffs. Not only was the statutory conciliation machinery invoked more frequently than in previous years, but officers were constantly engaged in informal conciliation or discussions aimed at either preventing strikes or securing the conditions for a return to work. In the case of much of the agricultural unrest, the truculence of workers and the apparent lack of any well defined cause of grievance made for difficulties in applying conciliation.

SECTION 4—FACTORY INSPECTORATE

Industrial Development

86. The total number of premises registered under the Factories Ordinance, as at 31st December, 1960, was 5,120—98 fewer than the 1959 figure. This reduction is, in some measure, a reflection of the activities of the Assistant Inspector of Factories who was appointed early in the year and who, concentrating upon the smaller factories or workshops, discovered that many of them had, in fact, been closed for several years. However, the trade recession undoubtedly forced a number of small undertakings out of business, particularly in the tailoring and dressmaking trades. It is interesting to note that the number of registered factories using mechanical power showed a small increase during the year, from 2,881 to 2,909; while the number without mechanical power fell from 2,337 to 2,211. The distribution of registered factories by industry is given in Table 12 (Appendix X).

87. Such development as did take place continued to be mainly in industries based upon local agriculture. The most important of the new undertakings to start production during the year was the Kenya Planters' Co-operative Union

coffee mills in Nairobi, said to be the most up-to-date and efficient in the world and capable of handling more than four tons of coffee per hour. In the pyrethrum industry, work began on an extension to the Nakuru extracts factory, which will double its capacity. Expansion in the sugar cane industry was marked by the opening of a distillery and three new jaggery factories of modern design.

88. Several new industries were introduced to Kenya during the year. These included the manufacture of matches, printers' ink, neon signs and stainless steel tanks and containers. There was also a considerable increase in the production of cheap knitwear, two new factories being opened and existing establishments increasing their output by over 50 per cent.

Inspection (General)

89. Difficulties in recruitment of staff, as well as unavoidable leave commitments, led to a fall-off in the amount of inspection. The 1960 inspection figures were as follows: factory inspections made, 1,668; visits to factories for purposes other than inspection, 245; visits to other places under the Factories Ordinance, 42; other official visits, 875. An analysis of factory inspections carried out, by size of premises, is as follows:—

<i>Size of Factory (by number employed)</i>	<i>Number of Inspections undertaken</i>
1-10	1,018
11-50	442
Over 50	208

Safety

Accidents—General

90. Factory accidents reported during 1960 totalled 1,386 (10 of them fatal), as compared with 1,047 (12 fatal) during 1959. It is difficult to provide a reasonable explanation of the increase. The industry most affected was the "manufacture and repair of railway equipment", which showed an increase of 220 accidents. Discussions with the East African Railways and Harbours Administration indicated that a more comprehensive reporting of minor accidents might be one reason for the increase. In the motor vehicle repairing industry also, where there was an increase of 41 accidents, it is known that the standard of reporting has improved. The following table shows the percentage distribution of all accidents by main causation groups (the corresponding percentages for 1959 being given in brackets):—

CAUSES OF FACTORY ACCIDENTS

Cause	Percentage of Total
Power-driven machinery	27% (33%)
Handling of goods or articles	25% (27%)
Use of hand tools	11% (9%)
Falls of persons	7% (8%)
Struck by falling objects	6% (5%)
Hot or corrosive substances	5% (5%)
Stepping on or striking against objects	3% (2%)
Fires and explosions	3% (1%)
Transport	2% (1%)
Electricity	1% (1%)
Non-powered machinery	1% (1%)
Miscellaneous	9% (7%)

91. The drop of 6 per cent in the percentage of accidents caused by power-driven machinery can be attributed to the increase in the number of minor accidents reported and is, in itself, not significant. The actual number of power-driven machinery accidents was 20 more than in 1959, showing that the need for improvement in standards of machinery fencing remained as urgent as ever. Woodworking machinery again accounted for a high proportion (over one-quarter) of the accidents caused by moving machinery.

92. Just over 10 per cent (143) of all accidents were investigated and reported upon as compared with 20 per cent in 1959. This decrease is one of the most regrettable consequences of the inadequate staffing of the Inspectorate during the year, for the prompt and thorough investigation of serious accidents is fundamental in accident prevention work.

Fire and Explosion

93. Early in the year, a violent explosion, followed by a major fire, occurred in a pyrethrum extracts factory in Nairobi; as a result, three workmen died and 19 others were injured, some seriously. The explosion occurred when an escape of vaporized isohexane (the highly inflammable solvent used in the extraction process) was ignited. After an investigation lasting several weeks, it was decided that the leak of vapour had taken place from a cooling condenser when the water supply to it failed. The supply could have failed only if one (or both) of the two pumps operating the system had stopped, but it was never fully established why that should have happened. Nor, for that matter, could the source of ignition of the vapour be determined reliably, although it is thought that unauthorized smoking was the most likely cause. The fire and explosion resulted in extensive damage, necessitating major reconstruction of both plant and buildings. During this reconstruction the opportunity was taken to incorporate improved safety devices in the plant.

94. Fire also caused extensive damage at a large blanket factory near Nakuru but, fortunately, in this case all 20 persons present in the building escaped without injury. The part of the factory in which the fire broke out housed a large number of carding machines used to process viscous rayon, sisal and wool. One of these machines had to be stopped owing to a mechanical fault and, when it was restarted, a flash was emitted from a hole in the side of the circuit-breaker controlling the driving motor. This flash ignited silver on the machine and fire spread to the rear of the building, where waste material was stored in bins. The use of chemical fire extinguishers and water hoses failed to bring the fire under control and the building had to be evacuated.

Examination of Pressure Plant, Lifting Machinery, etc.

95. At the end of the year, the Register of Steam Boilers showed a total of 683 boilers installed in 337 registered factories. In addition, notification had been received of 112 premises, other than factories, in which 181 boilers were in use.

96. Previous reports have commented on the fact that, although the larger items of factory plant (steam boilers, cranes, etc.) are usually inspected at regular intervals, it is not uncommon to find lifting tackle neglected. The need for regular inspection was emphasized when an authorized examiner of such tackle reported that, of 100 different chain slings found at one factory in the Nakuru area, no less than 41 had broken or defective links.

The Factories (Extension of Application) Order, 1957

97. The number of hoists and lifts in use in non-factory premises rose from 195 to 220 during the year. Lifts are now installed in 128 premises other than factories.

98. Considerable attention was given to two lifts of Austrian manufacture installed in a new Nairobi building. An approved lift examiner reported that the lifts did not comply with British Standards in many respects and, in fact, incorporated several undesirable features. Assisted by the Factory Inspectorate, the approved examiner then prepared a detailed report on the installation, which was submitted to the local agents of the lift manufacturer. It is satisfactory to report that, as a result, the agents modified the lifts to comply with British Standards, and also gave an undertaking that any lift imported in the future would be constructed to these standards.

The Factories (Woodworking Machinery) Rules, 1959

99. Woodworking machinery remained the greatest single accident producer of all power-driven machinery, although there was a considerable reduction in the number of accidents due to planing machines—from 52 in 1959 to 29 in 1960. While it would be rash to claim that the reduction in planing machine accidents was the result of the introduction of the Factories (Woodworking Machinery) Rules, Inspectors undoubtedly made considerable efforts during the year to instruct occupiers on the requirements of the Rules relating to these machines.

Joint Factory Standing Committee for the Sisal Industry

100. This Committee, on which both the Kenya Sisal Growers' Association and the Factory Inspectorate are represented, was set up in 1959 to study the problems associated with the safeguarding of sisal processing machinery. The Committee published an Interim Report in August, 1960, copies of which were distributed, through the Sisal Board, to all sisal estates in Kenya. The Report made recommendations on the following subjects: the construction of guards; the fencing of decorticators, brushing machines and roller squeezers; the prevention of accidents at certain types of baling presses; and the provision of starting and stopping appliances. In general, the Report was welcomed by the industry as providing a good guide to practical methods of safeguarding sisal machinery, and many estates were quick to put its recommendations into effect.

Health*Cleanliness*

101. Systematic inspection of the many small factories in the Nairobi area was carried out for the first time in 1960. All too often, their standard of cleanliness left much to be desired; rubbish was obviously allowed to accumulate for days on end before being removed, and conditions were aggravated by the dirty habits of some employees. Towards the end of the year there was some improvement, due largely to the vigilance of the Assistant Inspector during his frequent check visits. Most large factories maintained a reasonable standard of cleanliness, although it was often necessary to remind occupiers of their obligations in this respect.

Occupational Diseases

102. Six cases of anthrax were reported during the year from premises engaged in the sorting and baling of hides and skins. As the managements had been made fully aware of the symptoms and danger of anthrax, the affected workmen all received medical attention in good time and were successfully

treated. At a Mombosa factory, at which three of the cases occurred, representations by the Inspectorate resulted in the construction of new washing facilities, sanitary conveniences and changing rooms.

103. The dust from calcined diatomite gives rise to a serious silicosis risk. At a factory near Gilgil, where a rotary kiln for calcining diatomite was brought into use during the year, suitable precautions were taken to ensure that the dust given off was reduced to a minimum; in addition, arrangements were made with the Medical Department for routine X-rays to be taken of workers exposed to the dust.

Welfare

104. In the small undertakings in the Nairobi area, standards of maintenance of sanitary conveniences and washing facilities showed some improvement. Improvements were also reported from Eldoret and Kitale, where the completion of sewerage schemes resulted in the introduction of waterborne sanitation into a number of factories. In the rural areas, however, little progress was made and, generally speaking, standards were less than satisfactory.

First Aid

105. Deficiencies in the contents of first-aid boxes continued to be the rule rather than the exception. In two cases where no first-aid box had been provided, successful prosecutions were instituted.

Legal Proceedings

106. Prosecutions against occupiers for offences under the Factories Ordinance and its subsidiary legislation were taken on 33 counts. Details of these are given in Table 7 (a) (Appendix VI).

107. An Inspector attended the inquest held on the three men who died as a result of the explosion and fire in the pyrethrum extract factory, referred to earlier. Thirty-five witnesses were called during the six days of the hearing and a verdict of death by misadventure was returned. The conduct of this inquest was unusual in that the Court Prosecutor requested that the Inspector be allowed to assist him in the presentation of the technical evidence. The Magistrate consented to this arrangement and the Inspector was present in Court throughout the proceedings.

Exhibitions

108. For the first time the Labour Department had a stand at the Royal Agricultural Society's Show at Mitchell Park, Nairobi. The Factory Inspectorate occupied a prominent place and the Trade Testing, Aptitude Testing and Training Sections also exhibited. The stand was the subject of much favourable comment and was awarded a Certificate of Merit by the judges.

SECTION 5—LIVING CONDITIONS

109. In urban areas, the main obstacle to the achievement of satisfactory living conditions for African labour continued to be the shortage of cheap housing accommodation of a reasonable standard. According to the 1960 employment census, approximately 143,000 Africans were in wage-earning employment in the principal towns but, in assessing the demand for accommodation, account must also be taken of the many self-employed Africans, families, transitory workseekers and other visitors. Some indication of the size of the problem was given by a survey, carried out by the Ministry of Housing in

January, 1960, with the object of assessing Government's own requirements for staff housing over the next three years. In high-density housing alone, the survey showed a need for some 3,500 quarters which, at an average price of £400 per house, would cost £1,400,000 to build.

110. Local authorities, although hampered by limited funds, made some progress with their high-density housing programmes. Schemes were either completed or in hand at Eldoret, Nakuru, Kitale, Thomson's Falls and Kisumu, while in Nairobi a contract was placed for the third and final phase of the Ofafa Housing Scheme, planned to provide 3,002 housing units, complete with social centres, clinics and shops, at a cost of some £1,500,000.

111. As in previous years, the problem in the rural areas was mainly one of improving the quality of accommodation rather than of providing more houses. In its efforts in this direction, the Department received excellent co-operation from Central Government and Local Authority health officers. Although most employers, because of the uncertain economic outlook, were unwilling to spend large sums of money on building in permanent materials, some improvements were made in the standards of temporary houses and the facilities provided with them.

112. Progress in the provision of recreational facilities for African labour was maintained by local authorities and by some of the larger undertakings. However, many employers showed less enthusiasm than in previous years and, with the increasing demands made on them for higher wages and improved conditions of service, there was a tendency to cut expenditure upon this type of "fringe" benefit.

SECTION 6—HEALTH (GENERAL)

113. Primary responsibility for the general health of the employed population rests with the Ministry of Health and with Local Government authorities. Where, however, labour forces live on their employers' property—as is normally the case, for example, in agriculture—the Labour Department's field inspectorate assists directly in maintaining standards of health; this it does by enforcing minimum standards of housing, sanitation and medical facilities and by encouraging employers to provide balanced rations and welfare and recreational amenities. In addition to these general health duties, the Department has, through its Factory Inspectorate, a special responsibility in regard to the maintenance of healthy working conditions in factories.

114. The Department's Specialist Medical Officer was mainly occupied in directing the W.H.O./U.N.I.C.E.F. Tuberculosis Project, until his resignation from the Government service in August, 1960. His advice was always available to inspecting officers of the Department, who also benefited from the close co-operation afforded by health officers.

SECTION 7—SOCIOLOGICAL ASPECTS

115. As noted earlier, the lifting of movement restrictions on members of the Kikuyu, Embu and Meru tribes was responsible for a large influx of work-seekers and others into the settled areas and, more especially, the towns. Among the more obvious consequences of this influx were an aggravation of the problems posed by overcrowding in towns, and the formation of roving gangs of workseekers, without obvious means of subsistence, in the farming areas. By April, however, there were signs of a steady movement back to the tribal areas; this continued until the middle of the year, by which time something approaching equilibrium had been reached.

116. Undoubtedly one of the biggest problems facing Kenya during 1960 was unemployment, which affected not only the settled areas but also, because of the widespread drought, the African land units. The wage-earning worker, with fewer resources to draw upon in his land unit and with his friends less willing than hitherto to subsidize him, showed a greater anxiety to stay in employment; as a result, there was considerably less voluntary labour turnover.

117. In pursuance of its long-term policy of stabilizing labour within its area of employment, the Government made a further increase in urban statutory minimum wages. Although the labour force as a whole remains predominantly migrant, there is no doubt that more and more workers are coming to regard their future as inseparably linked with the wage-earning environment. Land consolidation in the African areas is one of the factors fostering this development.

SECTION 8—SOCIAL SECURITY

Workmen's Compensation

118. The total number of accidents reported under the Workmen's Compensation Ordinance (Cap. 119) during 1960 was 4,488. Of these, 123 were fatal, 436 were known to have resulted in permanent incapacity, and 2,198 in temporary incapacity for a period of at least three consecutive days; in the remaining 1,731 cases, a medical report as to the resulting incapacity had not been received by the end of the year. An analysis by industry of all reported accidents, showing the degree of incapacity (where known), is given in Table 8 (a) (Appendix VII).

119. The total of accidents reported was the highest since the inception of workmen's compensation legislation, representing a 21 per cent increase over the 1958 figure (the previous highest) and 29 per cent over that of 1959. The number of fatalities, however, was exactly the same as in 1959. Forty-six of the fatal accidents occurred in agriculture, 26 in the manufacturing industries, 22 in building and construction, and 14 in transport, storage and communications. Taking all accidents into consideration, incidence continued to be greatest in the manufacturing industries (1,610), followed by transport, storage and communications (802) and agriculture (782). Reported accidents in the building and construction industry numbered 702, in commerce 215, and in Government and business services 175.

120. Compensation paid out during the year in respect of death or permanent incapacity amounted to £60,083. In addition, further amounts, totalling £18,426, were given in the form of periodical payments to workmen suffering temporary incapacity. The total of £78,509 was £8,023 higher than the 1959 figure.

121. Analyses of the cause of accidents, and of the nature and location of injuries sustained, are given in Tables 8 (b) and 8 (c) (Appendix VII). Handling without machinery (1,207) continued to be the major cause of accidents, while the causation groups next in order were: transport (656), power-driven machinery (568), hand tools not power-operated (452), and falls of persons (422). As in previous years, the commonest injuries were contusions, abrasions or cuts (70 per cent) and fractures (12 per cent). About one-third of all classified injuries involved fingers.

122. Eight non-fatal cases of scheduled occupational diseases (seven of them anthrax, and one industrial dermatitis) were notified. Medical reports as to the resultant incapacity had not been received by the end of the year.

123. The Standing Committee on Workmen's Compensation, comprising representatives of the Kenya, Uganda and Tanganyika Labour Departments, met during the year for preliminary discussions on proposals to amend the workmen's compensation legislation of the three territories.

Security for Old Age

124. In April, responsibility for the subject of social security of employees in their old age was transferred to the Ministry from the Ministry of Local Government, Health and Town Planning. Shortly afterwards, an administrative officer with experience of social security problems was seconded to the Ministry for the purpose of collating information and studying current developments in other territories with similar problems. In July, application was made to the Colonial Office for an expert to visit Kenya to advise on the suitability of the old age pensions scheme recommended by the Social Security Committee, to make alternative proposals if considered necessary, and, in each case, to advise upon the cost of introducing and operating a scheme.

125. Trade unions and employee representatives on joint consultative bodies showed increasing interest during the year in pension and provident fund schemes, with the result that a number of negotiated agreements contained provision for the establishment of such schemes. Three new provident funds, and amendments to four others, were approved during the year. One of the new funds closely followed the "Model Regulations for the Establishment of Provident Funds" drawn up by the Department for the guidance of employers, while the others were consolidated schemes embracing the provisions of several existing smaller funds. The amendments to existing schemes were made to conform with the provisions of the East African Income Tax (Management) Act, 1958.

126. Many employers in Kenya, who are without provident fund schemes, recognize long and faithful service by the award of retirement gratuities. In other cases, employees who have become too old to work are allowed to reside on their employers' farms with a small plot of land to cultivate.

SECTION 9—EMPLOYMENT OF WOMEN AND JUVENILES

127. The number of adult females reported in employment at 30th June, 1960, was 93,359, or 15 per cent of the total labour force. Their racial distribution was—Africans, 81,894; Europeans, 8,030; Asians, 3,435. Women comprised approximately 15 per cent of all Africans in employment, 34 per cent of Europeans and 9 per cent of Asians. The number of children (i.e. persons below the age of 16 years) reported in employment was 25,797, or just over 4 per cent of the total labour force. Practically all (25,680) of these children were Africans.

128. The distribution of African women in employment, by area and industry, is given in Tables 1 (f) and (g) of Appendix I. The great majority (83 per cent) were employed in agriculture, where they made up nearly one-quarter of the African labour force. Agriculture also accounted for the greater proportion (94 per cent) of the country's child employment.

129. The total number of women in employment (93,359) was some 8,000 above the 1959 figure, almost entirely due to increased employment of African women. As there was a surplus of male labour throughout the year, it was surprising that African women more than held their own in the employment field. The greatest demand for female labour was for light tasks in agriculture, principally weeding and pyrethrum picking, but the numbers employed in industry, commerce, domestic service and the public services all showed small increases.

SECTION 10—REGISTRATION OF PERSONS

130. The duties of the Department's Registration of Persons Section comprise: the registration of persons of all races under the Registration of Persons Ordinance (Cap. 50); the registration of domestic servants under the Domestic Employment (Registration) Ordinance (Cap. 110); the routine checking of identities; and co-operation with other authorities for general administrative purposes. A statistical summary of the Section's work during 1960 is given in Table 11 at Appendix IX to this Report.

131. The number of new identity cards issued during the year under the Registration of Persons Ordinance was 56,632, a decrease of 5,734 on the 1959 figure; in addition, there were 58,185 re-issues of cards, 19,480 fewer than in 1959. Voluntary registration under the Domestic Employment (Registration) Ordinance continued on a reduced scale, new registrations totalling 1,467 (compared with 4,737 in 1959) and re-registrations, 283. Due to the ending of the Emergency, the volume of work in the Section's Fingerprint Bureau was much less than in recent years, the number of prints checked falling from 294,673 in 1959 to 197,759 in 1960.

SECTION 11—LEGISLATION

132. The following new labour legislation was enacted during the year:—

Wages Regulation

- (i) The Wages Regulation (General) (Amendment) Order, 1960, increasing minimum housing allowances in Kitale Municipality, with effect from 1st May, 1960.
- (ii) The Building and Construction Industry Wages Council (Establishment) Order, 1960, setting up a Wages Council for the Building and Construction Industry.
- (iii) The Wages Regulation (General) Order, 1960, increasing basic minimum wage rates and housing allowances in urban areas, with effect from 1st July, 1960.
- (iv) The Wages Regulation (Hotel and Catering Trades) Order, 1960, increasing basic minimum wage rates in these trades, with effect from 1st August, 1960.
- (v) The Wages Regulation (General) (Amendment) (No. 2) Order, 1960, increasing minimum housing allowances in Nairobi Municipality, with effect from 1st December, 1960.
- (vi) The Wages Regulation (General) (Amendment) (No. 2) (Revocation) Order, 1960, revoking the Wages Regulation (General) (Amendment) (No. 2) Order, 1960.
- (vii) The Laundry, Cleaning and Dyeing Trades Wages Council (Establishment) Order, 1960, setting up a Wages Council for the Laundry, Cleaning and Dyeing Industry.

Industrial Training

- (viii) Legal Notice No. 179 of 1960, issued under the Industrial Training Ordinance, 1959, establishing the Apprenticeship Board.
- (ix) Legal Notice No. 196 of 1960, issued under the Industrial Training Ordinance, 1959, appointing the date of commencement of the Ordinance.
- (x) The Apprenticeship (Revocation) Rules, 1960, revoking the Apprenticeship Rules, 1952, made under the Employment Ordinance.

Resident Labourers

- (xi) Orders providing for control over the employment of resident labourers, made by local authorities under section 22 of the Resident Labourers Ordinance (Cap. 113), viz.—

The Resident Labourers (Uasin Gishu County Council) (Kipkabus-Lessos Ward) Order, 1960;

The Resident Labourers (Nyanza County Council) (Lumbwa Ward) Order, 1960;

The Resident Labourers (Nyanza County Council) (Nandi Hills Ward) Order, 1960;

The Resident Labourers (Nyanza County Council) (Kericho Ward) Order, 1960;

The Resident Labourers (Nyanza County Council) (Songhor Ward) Order, 1960;

The Resident Labourers (Nyanza County Council) (Muhoroni Ward) Order, 1960;

The Resident Labourers (Kitale County Council) (North East Ward) Order, 1960;

The Resident Labourers (Kitale County Council) (North West Ward) Order, 1960;

The Resident Labourers (Kitale County Council) (South East Ward) Order, 1960;

The Resident Labourers (Kitale County Council) (South West Ward) Order, 1960.

CONCLUSION

133. The increasing volume and complexity of the work have inevitably thrown additional burdens on the Department's staff, both at headquarters and in the field. It is my pleasant duty to record my appreciation of their willing and efficient response to all the demands made upon them.

W. R. C. KEELER,
Labour Commissioner.

APPENDIX I

Table 1 (a)

DISTRIBUTION BY RACE OF PERSONS REPORTED IN EMPLOYMENT AT 30th JUNE, 1960

	AFRICANS		ASIANS		EUROPEANS		ALL RACES	
	Number	%	Number	%	Number	%	Number	%
Adult Males	453,308	81	34,719	90	14,970	65	502,997	81
Adult Females	81,894	15	3,435	9	8,030	34	93,359	15
Children	25,680	4	110	1	7	1	25,797	4
TOTAL	560,882	100	38,264	100	23,007	100	622,153	100

NOTES—

- (a) The above and subsequent Tables in this Appendix have been prepared from data supplied by the East African Statistical Department, and are based on an Annual Employment Census.
- (b) The figures given do not include self-employed persons, non-salaried directors and partners, and members of H.M. Forces.
- (c) The term "child" means a person who has not reached the apparent age of sixteen years.

APPENDIX I—(Contd.)
 NUMBERS EMPLOYED IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AT 30TH JUNE, 1960
 Table 1 (b)

	AFRICANS			ASIANS			EUROPEANS			ALL RACES			
	Adult Males	Adult Females	Children	Adult Males	Adult Females	Children	Adult Males	Adult Females	Children	Adult Males	Adult Females	Children	
	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	
PRIVATE INDUSTRY													
<i>Agriculture, Forestry and Fishing</i>													
Agriculture and Livestock Production ..	175,334	68,034	24,381	814	11	9	834	1,653	188	4	1,845	24,394	270,428
Forestry, Logging, Hunting and Game Propagation ..	1,204	41	2	1	—	—	1	—	—	—	—	2	1,248
Fishing ..	78	3	—	1	—	—	1	—	—	—	—	—	85
TOTAL	176,616	68,078	24,383	816	11	9	836	1,653	191	4	1,848	24,396	271,761
Mining and Quarrying													
Metal Mining ..	838	32	—	54	2	—	56	22	2	—	24	—	950
Stone Quarrying ..	3,620	—	—	110	—	—	110	1	—	—	1	—	3,731
Non-Metallic Mining ..	314	11	2	15	—	—	15	11	—	—	13	—	355
TOTAL	4,772	43	2	179	2	—	181	34	4	—	38	49	5,036
Manufacturing and Repairs													
Food ..	6,598	950	138	639	19	—	658	265	96	—	361	138	8,705
Beverages ..	2,324	63	—	300	12	—	312	144	41	—	185	—	2,884
Tobacco ..	975	289	—	130	3	—	133	67	43	—	110	—	1,498
Textiles ..	2,643	118	—	108	2	—	110	30	1	—	31	—	2,902
Footwear ..	1,347	21	1	187	3	—	190	43	4	—	47	—	1,606
Wearing Apparel and Made-up Textiles ..	1,557	48	12	404	32	1	437	14	13	—	27	—	2,081
Wood and Cork ..	7,689	203	137	274	—	1	275	70	15	—	85	—	8,389
Furniture and Fixtures ..	1,277	6	10	391	5	5	401	8	4	—	12	—	1,706
Paper and Paper Products ..	517	47	—	47	2	1	50	24	6	—	30	—	644
Printing, Publishing and Allied Industries ..	1,350	14	2	695	44	11	750	246	131	—	377	—	2,493

NUMBERS EMPLOYED IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AT 30TH JUNE, 1960

	AFRICANS				ASIANS				EUROPEANS				ALL RACES			
	Adult Males	Adult Females	Children	Total	Adult Males	Adult Females	Children	Total	Adult Males	Adult Females	Children	Total	Adult Males	Adult Females	Children	Total
	Leather and Leather Products	254	13	—	267	20	1	—	21	4	2	—	6	278	16	—
Chemicals and Chemical Products	2,711	117	1	2,829	295	17	—	312	165	29	—	194	3,171	163	1	3,335
Non-Metallic Mineral Products	2,313	104	6	2,423	151	4	—	155	109	25	—	134	2,573	133	6	2,712
Metal Products	1,978	102	1	2,081	352	12	5	369	70	12	—	82	2,400	126	6	2,532
Machinery and General Engineering	1,815	4	—	1,819	456	45	6	507	252	86	—	338	2,523	135	6	2,664
Electrical Machinery, Apparatus and Appliances	317	1	—	318	96	4	3	103	37	9	—	46	450	14	3	467
Transport Equipment	4,213	32	1	4,246	1,932	59	17	2,008	507	153	—	660	6,652	244	18	6,914
Miscellaneous	272	31	1	304	163	—	1	164	24	14	—	39	459	45	3	507
TOTAL	40,150	2,154	310	42,614	6,640	264	51	6,955	2,079	684	1	2,764	48,869	3,102	362	52,333
Building and Construction																
TOTAL	18,129	103	2	18,234	2,324	31	4	2,359	446	81	—	527	20,899	215	6	21,120
Commerce																
Wholesale and Retail Trades	21,966	760	82	22,808	7,418	615	31	8,064	1,732	1,051	1	2,784	31,116	2,426	114	33,656
Banks and Other Financial Institutions	937	9	—	946	1,672	103	—	1,775	367	335	—	702	2,976	447	—	3,423
Insurance	279	7	—	286	447	132	5	584	235	179	—	414	961	318	5	1,284
Real Estate	484	18	—	502	105	4	—	109	28	23	—	51	617	45	—	662
TOTAL	23,666	794	82	24,542	9,642	854	36	10,532	2,362	1,588	1	3,951	35,670	3,236	119	39,025
Transport and Communications																
Road Transport	4,212	61	4	4,277	405	22	1	428	97	42	—	139	4,714	125	5	4,844

APPENDIX I—(Contd.)
 NUMBERS EMPLOYED IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AT 30TH JUNE, 1960
 Table 1 (b)—(Contd.)

	AFRICANS			ASIANS			EUROPEANS			ALL RACES			
	Adult Males	Adult Females	Children	Adult Males	Adult Females	Children	Adult Males	Adult Females	Children	Adult Males	Adult Females	Children	Total
Ocean and Water Transport	2,144	—	—	271	5	—	103	13	—	2,518	18	—	2,536
Air Transport	517	—	—	341	31	—	408	144	—	1,266	175	—	1,441
Services incidental to Transport	4,107	2	—	935	35	2	137	45	—	5,179	82	2	5,263
Storage and Warehousing	355	6	—	99	10	—	15	6	—	469	22	—	491
Communications	92	—	—	31	1	—	44	2	—	167	3	—	170
TOTAL	11,427	69	4	2,082	104	3	804	252	—	14,313	425	7	14,745
<i>Domestic Service</i>	21,980	2,298	674	23	116	—	—	61	—	22,003	2,475	674	25,152
<i>Other Services</i>	1,012	77	5	252	222	—	154	251	—	1,418	550	5	1,973
Education	887	203	4	62	90	—	43	483	—	992	776	4	1,772
Medical and Health Services	6,963	1,508	15	167	529	—	282	476	—	7,412	2,513	15	9,940
Religion	214	6	2	222	36	—	44	110	—	410	152	2	564
Legal	634	27	4	665	294	2	369	367	—	1,297	443	6	1,746
Business	3,103	103	56	365	31	—	200	195	—	3,668	329	56	4,053
Hotels, Restaurants, etc.	5,905	171	70	446	40	3	176	256	—	6,527	467	73	7,067
Laundries	509	26	—	39	19	—	9	32	—	557	77	1	635
Personal Services	742	13	1	756	95	1	21	83	1	858	114	3	975
Water Supply	35	—	1	36	—	—	5	1	—	40	1	1	42
Electric Light and Power	1,837	3	—	331	8	—	214	67	—	2,382	78	—	2,460
Not Classified	291	7	—	11	1	—	1	—	—	303	8	—	320
TOTAL	22,132	2,144	167	2,214	1,043	7	1,518	2,321	1	25,864	5,508	175	31,547
TOTAL ALL PRIVATE INDUSTRY	318,872	75,683	25,624	23,920	2,425	110	8,896	5,182	7	351,688	83,290	25,741	460,719

APPENDIX I—(Contd.)
 TABLE 1 (b)—(Contd.)
 NUMBERS EMPLOYED IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AT 30TH JUNE, 1960

	AFRICANS				ASIANS				EUROPEANS				ALL RACES			
	Adult Males	Adult Females	Children	Total	Adult Males	Adult Females	Children	Total	Adult Males	Adult Females	Children	Total	Adult Males	Adult Females	Children	Total
PUBLIC SERVICES																
Kenya Government..	84,118	3,830	53	88,001	5,244	679	—	5,923	3,775	1,870	—	5,645	93,137	6,379	53	99,569
E.A. Railways and Harbours ..	21,849	21	—	21,870	2,861	64	—	2,925	1,002	176	—	1,178	25,712	261	—	25,973
E.A. Posts and Telecommunications Administration ..	2,890	4	—	2,894	1,073	161	—	1,234	290	107	—	397	4,253	272	—	4,525
Other High Commission Departments..	1,566	290	3	1,859	556	23	—	579	394	270	—	664	2,516	583	3	3,102
H.M. Forces (Civilian Employees) ..	2,524	3	—	2,527	545	25	—	570	134	135	—	269	3,203	163	—	3,366
Local Government and Other Public Services ..	21,489	2,063	—	23,552	520	58	—	578	479	290	—	769	22,488	2,411	—	24,899
TOTAL ALL PUBLIC SERVICES ..	134,436	6,211	56	140,703	10,799	1,010	—	11,809	6,074	2,848	—	8,922	151,309	10,069	56	161,434
TOTAL ALL INDUSTRIES AND SERVICES ..	453,308	81,894	25,680	560,882	34,719	3,435	110	38,264	14,970	8,030	7	23,007	502,997	93,359	25,797	622,153

DISTRIBUTION OF WORKERS BETWEEN THE MAIN DIVISIONS OF INDUSTRY—1959 AND 1960

	AFRICANS				ASIANS				EUROPEANS				ALL RACES			
	1960		1959		1960		1959		1960		1959		1960		1959	
	Number	Per-centage of Total	Number	Per-centage of Total	Number	Per-centage of Total	Number	Per-centage of Total	Number	Per-centage of Total	Number	Per-centage of Total	Number	Per-centage of Total	Number	Per-centage of Total
PRIVATE INDUSTRY																
Agriculture, Forestry and Fishing	269,077	48.0	249,400	46.4	836	2.2	563	1.5	1,848	8.0	1,749	7.7	271,761	43.7	251,712	42.2
Mining and Quarrying	4,817	0.8	5,187	1.0	181	0.5	182	0.5	38	0.1	57	0.2	5,036	0.8	5,426	0.9
Manufacturing and Repairs	42,614	7.6	44,206	8.2	6,955	18.2	6,811	18.6	2,764	12.0	2,700	11.9	52,333	8.4	53,717	9.0
Building and Construction	18,234	3.2	16,059	3.0	2,359	6.2	2,385	6.5	527	2.3	453	2.0	21,120	3.4	18,897	3.1
Commerce	24,542	4.4	23,028	4.3	10,532	27.5	10,444	28.4	3,951	17.2	4,020	17.7	39,025	6.3	37,492	6.3
Transport and Communications	11,500	2.1	11,173	2.1	2,189	5.7	2,032	5.5	1,056	4.6	1,028	4.5	14,745	2.3	14,233	2.4
Domestic Service	24,952	4.4	24,288	4.5	139	0.4	116	0.3	61	0.3	50	0.2	25,152	4.0	24,454	4.1
Other Services	24,443	4.4	24,082	4.5	3,264	8.5	3,080	8.4	3,840	16.7	3,725	16.4	31,547	5.1	30,887	5.2
TOTAL PRIVATE INDUSTRY	420,179	74.9	397,423	74.0	26,455	69.2	25,613	69.7	14,085	61.2	13,782	60.6	460,719	74.0	436,818	73.2
PUBLIC SERVICES																
E.A. Railways and Hours	21,870	3.9	22,630	4.2	2,925	7.6	3,142	8.6	1,178	5.1	1,211	5.3	25,973	4.2	26,983	4.5
Other Public Services	118,833	21.2	117,346	21.8	8,884	23.2	7,986	21.7	7,744	33.7	7,764	34.1	135,461	21.8	133,096	22.3
TOTAL PUBLIC SERVICES	140,703	25.1	139,976	26.0	11,809	30.8	11,128	30.3	8,922	38.8	8,975	39.4	161,434	26.0	160,079	26.8
TOTAL ALL INDUSTRIES AND SERVICES	560,882	100.0	537,399	100.0	38,264	100.0	36,741	100.0	23,007	100.0	22,757	100.0	622,153	100.0	596,897	100.0

AFRICANS IN EMPLOYMENT
DISTRIBUTION BY TYPE OF CONTRACT—1959 AND 1960

TYPE OF EMPLOYMENT	ADULT MALES		ADULT FEMALES		CHILDREN		TOTAL	
	1960		1959		1960		1959	
	Number	Per cent	Number	Number	Number	Per cent	Number	Number
1. Regular Employees (other than Resident Labour)	404,328	89	56,304	49,460	19,568	76	21,352	480,200
2. Casual Labour	27,850	6	20,290	18,958	3,489	14	3,100	51,629
3. Resident Labour (and Working Dependents)	21,130	5	5,300	6,291	2,623	10	3,017	29,053
TOTAL	453,308	100	81,894	74,709	25,680	100	27,469	560,882
								537,399

NOTES—

(a) The great majority of *urban* workers are employed on monthly contracts. In *rural* areas, the most usual form of contract is the *ticket contract*, under which the employee agrees, in return for a specified wage, to complete 30 days' work within a period of not more than 36 days; a "ticket" is handed out at the start of the contract and the actual days worked are marked up on this ticket.

(b) A *casual labourer* is one the terms of whose engagement provide for his payment at the end of each day and who is not engaged for a longer period than 24 hours at a time.

(c) A *resident labourer* is a person who has entered into a contract under the provisions of the Resident Labourers Ordinance (Cap. 113). Such contracts, which are normally confined to agricultural labour, confer special privileges in regard to such matters as the cultivation of land and grazing of stock.

Table 1 (e) (i)

APPENDIX I—(Contd.)
AFRICANS IN EMPLOYMENT
TRIBAL DISTRIBUTION OF ADULT MALES WITHIN PROVINCES—30TH JUNE, 1960

PROVINCE	Luo	Kisii/ Maragoli/ Abatuluya	Kipsigis/ Nandi	Kikuyu/ Embu/ Meru	Kamba	Coast Tribes	Other Kenya Tribes	Non-Kenya Tribes	Total
COAST PROVINCE—									
Mombasa Municipality	3,552	1,969	110	2,718	8,002	14,566	1,373	2,621	34,911
Other Areas	4,906	2,254	168	929	1,396	11,975	324	1,596	23,548
TOTAL	8,458	4,223	278	3,647	9,398	26,541	1,697	4,217	58,459
RIFT VALLEY PROVINCE—									
Nakuru Municipality	2,801	3,325	415	2,728	445	58	496	214	10,482
Eldoret Municipality	816	2,424	417	497	73	18	339	341	4,925
Kitale Municipality	410	1,051	136	164	61	10	405	284	2,521
Other Areas	9,083	24,946	19,856	36,589	1,882	119	13,236	2,796	108,507
TOTAL	13,110	31,746	20,824	39,978	2,461	205	14,476	3,635	126,435
SOUTHERN PROVINCE—									
All Areas	1,149	1,063	458	1,620	13,919	186	1,019	280	19,694
NAIROBI EXTRA-PROVINCIAL DISTRICT—									
Nairobi City	11,225	12,709	943	24,122	16,574	1,217	1,854	2,421	71,065
Nairobi District	967	1,271	105	3,249	1,927	81	224	97	7,921
TOTAL	12,192	13,980	1,048	27,371	18,501	1,298	2,078	2,518	78,986
CENTRAL PROVINCE—									
Thika Township	177	178	33	2,283	600	26	43	23	3,363
Nyeri Township	97	138	69	4,160	154	33	38	33	4,722
Nanyuki Township	76	69	48	1,409	87	17	108	28	1,842
Other Areas	3,439	3,438	1,076	63,215	6,845	251	1,191	529	79,984
TOTAL	3,789	3,823	1,226	71,067	7,686	327	1,380	613	89,911
NYANZA PROVINCE—									
Kisumu Municipality	6,230	1,990	212	167	161	31	135	195	9,121
Other Areas	23,726	25,161	13,738	2,018	473	52	839	1,474	67,481
TOTAL	29,956	27,151	13,950	2,185	634	83	974	1,669	76,602
NORTHERN FRONTIER DISTRICT—									
All Areas	59	72	159	346	247	92	2,183	63	3,221
TOTAL WHOLE COLONY	68,713	82,058	37,943	146,214	52,846	28,732	23,807	12,995	453,308

Table 1 (e) (ii)

APPENDIX I—(Contd.) AFRICANS IN EMPLOYMENT
PERCENTAGE TRIBAL DISTRIBUTION OF ADULT MALES WITHIN PROVINCES—30TH JUNE, 1960

PROVINCE	Luo	Kisii/ Maragoli/ Abatuha	Kipsigis/ Nandi	Kikuyu/ Embu/ Meru	Kamba	Coast Tribes	Other Kenya Tribes	Non-Kenya Tribes	Total
COAST PROVINCE—	%	%	%	%	%	%	%	%	%
Mombasa Municipality	10.2	5.7	0.3	7.8	22.9	41.7	3.9	7.5	100.0
Other Areas	20.8	9.6	0.7	3.9	5.9	50.9	1.4	6.8	100.0
ALL AREAS	14.5	7.2	0.5	6.2	16.1	45.4	2.9	7.2	100.0
RIFT VALLEY PROVINCE—									
Nakuru Municipality	26.7	31.7	4.0	26.0	4.3	0.6	4.7	2.0	100.0
Eldoret Municipality	16.6	49.2	8.5	10.1	1.5	0.3	6.9	6.9	100.0
Kitale Municipality	16.3	41.7	5.4	6.5	2.4	0.4	16.0	11.3	100.0
Other Areas	8.4	23.0	18.3	33.7	1.7	0.1	12.2	2.6	100.0
ALL AREAS	10.4	25.1	16.5	31.6	1.9	0.2	11.4	2.9	100.0
SOUTHERN PROVINCE—									
All Areas	5.8	5.4	2.3	8.2	70.8	0.9	5.2	1.4	100.0
NAIROBI EXTRA-PROVINCIAL DISTRICT—									
Nairobi City	15.8	17.9	1.3	34.0	23.3	1.7	2.6	3.4	100.0
Nairobi District	12.2	16.1	1.3	41.0	24.4	1.0	2.8	1.2	100.0
ALL AREAS	15.4	17.7	1.3	34.7	23.4	1.7	2.6	3.2	100.0
CENTRAL PROVINCE—									
Thika Township	5.2	5.3	1.0	67.9	17.8	0.8	1.3	0.7	100.0
Nyeri Township	2.0	2.9	1.5	88.1	3.3	0.7	0.8	0.7	100.0
Nanyuki Township	4.1	3.8	2.6	76.5	4.7	0.9	5.9	1.5	100.0
Other Areas	4.3	4.3	1.3	79.0	8.6	0.3	1.5	0.7	100.0
ALL AREAS	4.2	4.3	1.4	79.0	8.5	0.4	1.5	0.7	100.0
NYANZA PROVINCE—									
Kisumu Municipality	68.3	21.8	2.3	1.8	1.8	0.4	1.5	2.1	100.0
Other Areas	35.2	37.3	20.3	3.0	0.7	0.1	1.2	2.2	100.0
ALL AREAS	39.1	35.4	18.2	2.9	0.8	0.1	1.3	2.2	100.0
NORTHERN FRONTIER DISTRICT—									
All Areas	1.8	2.2	4.9	10.7	7.7	2.9	67.8	2.0	100.0
WHOLE COLONY	15.1	18.1	8.4	32.3	11.7	6.3	5.2	2.9	100.0

AFRICAN WOMEN IN EMPLOYMENT
REPORTED EMPLOYMENT BY INDUSTRY AND AREA—1959 AND 1960

	AGRICULTURE		COMMERCE AND INDUSTRY		DOMESTIC SERVICE		PUBLIC SERVICES		ALL INDUSTRIES AND SERVICES	
	1960	1959	1960	1959	1960	1959	1960	1959	1960	1959
COAST PROVINCE—										
Mombasa Municipality	—	—	700	745	138	104	226	214	1,064	1,063
Other Areas	785	791	187	222	24	28	151	108	1,147	1,149
ALL AREAS	785	791	887	967	162	132	377	322	2,211	2,212
RIFT VALLEY PROVINCE—										
Nakuru Municipality	—	—	32	61	60	55	167	144	259	260
Eldoret Municipality	—	—	33	89	23	22	28	29	84	140
Kitale Municipality	—	—	17	17	7	6	50	46	74	69
Other Areas	29,631	23,956	520	449	488	480	597	638	31,236	25,523
ALL AREAS	29,631	23,956	602	616	578	563	842	857	31,653	25,992
SOUTHERN PROVINCE—										
All Areas	529	569	93	128	42	38	529	398	1,193	1,133
NAIROBI EXTRA-PROVINCIAL DISTRICT—										
Nairobi City	—	—	1,403	1,440	810	741	675	596	2,888	2,777
Nairobi District	138	113	145	106	158	142	37	24	478	385
ALL AREAS	138	113	1,548	1,546	968	883	712	620	3,366	3,162

AFRICAN WOMEN IN EMPLOYMENT
REPORTED EMPLOYMENT BY INDUSTRY AND AREA—1959 AND 1960

	AGRICULTURE		COMMERCE AND INDUSTRY		DOMESTIC SERVICES		PUBLIC SERVICES		ALL INDUSTRIES AND SERVICES	
	1960	1959	1960	1959	1960	1959	1960	1959	1960	1959
CENTRAL PROVINCE—										
Thika Township ..	—	—	546	497	6	8	49	48	601	553
Nyeri Township ..	—	—	44	32	38	33	370	313	452	378
Nanyuki Township ..	—	—	17	79	18	18	22	26	57	123
Other Areas ..	30,662	30,484	1,881	1,564	383	366	2,117	1,519	35,043	33,933
ALL AREAS ..	30,662	30,484	2,488	2,172	445	425	2,558	1,906	36,153	34,987
NYANZA PROVINCE—										
Kisumu Municipality ..	—	—	115	54	36	35	175	130	326	219
Other Areas ..	5,543	5,368	363	648	62	82	1,010	888	6,978	6,986
ALL AREAS ..	5,543	5,368	478	702	98	117	1,185	1,018	7,304	7,205
NORTHERN FRONTIER DISTRICT										
All Areas ..	—	—	1	1	5	7	8	10	14	18
WHOLE COLONY ..	67,288	61,281	6,097	6,132	2,298	2,165	6,211	5,131	81,894	74,709

AFRICAN WOMEN IN EMPLOYMENT
PERCENTAGE DISTRIBUTION BY INDUSTRY—1958, 1959 AND 1960

INDUSTRY	1960		1959		1958	
	Number	Percentage of Total	Number	Percentage of Total	Number	Percentage of Total
PRIVATE INDUSTRY—						
Agriculture, Forestry and Fishing	68,078	83.1	61,956	82.9	60,770	83.8
Mining and Quarrying	43	0.1	43	0.1	48	0.1
Manufacturing and Repairs	2,154	2.6	2,054	2.7	1,971	2.7
Building and Construction	103	0.1	94	0.1	90	0.1
Commerce	794	1.0	929	1.3	944	1.3
Transport and Communications	69	0.1	78	0.1	210	0.3
Domestic Service	2,298	2.8	2,165	2.9	2,078	2.9
Other Industries and Services	2,144	2.6	2,259	3.0	2,066	2.8
Total Private Industry	75,683	92.4	69,578	93.1	68,177	94.0
PUBLIC SERVICES—						
Government	3,830	4.6	3,008	4.0	2,516	3.4
E.A. Railways and Harbours	21	0.1	30	0.1	32	0.1
Other Public Services	2,360	2.9	2,093	2.8	1,799	2.5
Total Public Services	6,211	7.6	5,131	6.9	4,347	6.0
TOTAL ALL INDUSTRIES AND SERVICES	81,894	100.0	74,709	100.0	72,524	100.0

EMPLOYERS (EXCLUDING THE PUBLIC SERVICES)
DISTRIBUTION BY INDUSTRY AND SIZE OF LABOUR FORCE: 30TH JUNE, 1960

INDUSTRY	DISTRIBUTION OF EMPLOYERS BY SIZE OF LABOUR FORCE							TOTAL NO. OF EMPLOYERS		
	No. of Employees							1960	1959	
	1-4	5-9	10-14	15-19	20-49	50-99	100-499			500 and over
Agriculture, Forestry and Fishing...	414	283	271	225	1,067	797	532	82	3,671	3,645
Mining and Quarrying ..	15	9	4	5	40	24	7	1	105	105
Manufacturing and Repairs ..	854	320	134	78	187	78	76	21	1,748	1,743
Building and Construction ..	103	93	57	45	99	41	38	5	481	531
Commerce ..	2,347	709	268	111	180	46	30	11	3,702	3,802
Transport and Communications ..	218	90	20	22	31	19	7	5	412	448
Domestic Service ..	12,665	515	12	1	2	—	—	—	13,195	12,503
Other Industries and Services ..	909	306	102	71	164	58	28	8	1,646	1,640
TOTAL ALL INDUSTRIES AND SERVICES	17,525	2,325	868	558	1,770	1,063	718	133	24,960	24,417

NOTE—The above Table is based on returns received at the 1960 Annual Employment Census.

STATISTICS OF UNEMPLOYMENT

No adequate statistics of unemployment are available.

Please refer to paragraphs 11-15 of this Report, under the heading "Labour Supply and Demand".

EMPLOYMENT SERVICE—1960
EUROPEAN MALES (ALL AREAS)

Occupation	Notified Vacancies	Applicants	Placings	Unfilled Vacancies as at 31-12-60
Accountants/Auditors	11	22	6	1
Administrative/Executive Officers ..	23	54	11	—
Architects/Draughtsmen/Surveyors	6	1	—	—
Builders' Foremen/Clerks of Works	12	45	7	1
Carpenters/Masons/Plumbers/Painters	—	2	—	—
Clerks/Book-keepers	16	19	9	—
Commercial Managers/Assistants ..	33	39	17	1
Compositors/Printers/Lithographers	1	—	—	—
Engineers	20	50	8	2
Factory Managers/Supervisors ..	15	11	4	—
Farm Managers/Assistants	46	59	13	2
Field Assistants (Tsetse, Malaria, Locust)	6	1	3	—
Fitters/Turners/Welders	7	9	2	—
Labour Managers/Assistants	3	21	1	—
Mechanics (Motor, etc.)	8	47	4	—
Miners/Drillers	4	5	—	—
Police/Prison Officers	16	16	15	—
Salesmen	13	31	3	1
Storekeepers	23	47	12	—
Trainees	34	84	19	—
Miscellaneous	29	29	7	6
TOTAL	326	592	141	14

EMPLOYMENT SERVICE—1960
ASIAN MALES (ALL AREAS)

Occupation	Notified Vacancies	Applicants	Placings	Unfilled Vacancies as at 31-12-60
INDUSTRIAL—				
Blacksmiths	8	35	7	—
Carpenters	100	449	99	—
Compositors	—	5	—	—
Drivers (M.T.)	7	34	5	2
Electricians	7	45	5	—
Fitters	25	184	24	—
Masons	92	439	92	—
Mechanics	55	313	50	—
Mistries/Foremen	16	59	15	—
Moulders	—	1	—	—
Painters	2	13	1	—
Plumbers	5	40	4	—
Saw-doctors	—	3	—	—
Shoemakers	—	7	—	—
Tailors	8	26	8	—
Tinsmiths	8	15	8	—
Turners	2	15	2	—
Upholsterers	1	10	1	—
Welders	2	16	2	—
Miscellaneous	19	48	14	—
TOTAL	357	1,757	337	2
NON-INDUSTRIAL—				
Accountant/Book-keepers	10	41	9	—
Clerks, General	49	180	44	—
Clerks, Junior	42	265	41	—
Clerks, Stenographer	7	30	3	1
Clerk, Storekeeper	13	71	11	—
Cooks	2	19	2	—
Draughtsmen/Surveyors	4	15	3	—
School Teachers	—	6	—	—
Shop Assistants	—	10	—	—
Salesmen	5	42	5	—
Stewards	8	25	5	—
Miscellaneous	3	39	2	—
TOTAL	143	743	125	1
GRAND TOTAL	500	2,500	462	3

EMPLOYMENT SERVICE—1960
EUROPEAN AND ASIAN FEMALES (NAIROBI)
(East Africa Women's League Helping Hand and Employment Bureau)

Occupation	Notified Vacancies	Applicants	Placings	Unfilled Vacancies as at 31-12-60
BUSINESS—				
Stenographers	412	419	208	16
Typists/Clerks	383	578	227	10
Book-keepers/Accountants	37	41	18	1
Receptionists/Telephonists	66	88	24	2
Shop Assistants	81	132	50	2
Miscellaneous	2	—	—	—
TOTAL	981	1,258	527	31
DOMESTIC—				
Children's Nurses:				
(a) European	40	54	16	3
(b) Seychellois	155	113	87	10
Governesses	5	—	—	—
School Teachers/Matrons	17	18	7	2
Mothers' Helps/Companions	125	96	57	10
Housekeepers/Caterers	62	69	17	4
Miscellaneous	—	—	—	—
TOTAL	404	350	184	29
GRAND TOTAL	1,385	1,608	711	60

APPENDIX II—(Contd.)

(Table 2d)

EMPLOYMENT SERVICE—1960
AFRICAN MALES AND FEMALES (ALL AREAS)

Occupation	Notified Vacancies	Applicants	Placings	Unfilled Vacancies as at 31-12-60
A. INDUSTRIAL (ARTISAN)—				
Blacksmiths	26	132	20	2
Brickmakers	19	62	16	—
Carpenters	621	1,909	491	26
Drivers (M.T.)	812	4,675	675	2
Electricians	43	157	34	1
Fitters/Turners	49	153	28	7
Masons/Bricklayers	766	2,110	575	5
Mechanics	121	653	86	—
Painters	230	1,100	167	1
Plumbers	29	96	15	1
Shoemakers	14	103	15	2
Stone Cutters/Dressers	544	615	391	9
Tailors	152	596	81	1
Tinsmiths	7	40	6	—
Welders	54	207	41	—
Miscellaneous	426	693	241	16
TOTAL "A"	3,913	13,301	2,882	73
B. INDUSTRIAL (UNSKILLED)—				
Headmen	157	611	117	1
Manual/Farm Labourers	11,319	23,761	8,359	157
Milkers/Herd Boys	704	1,368	593	21
Watchmen	492	2,744	433	2
TOTAL "B"	12,672	28,484	9,502	181
C. NON-INDUSTRIAL—				
Bar Stewards	89	308	63	—
Clerks, Typist	121	745	100	1
Clerks, General	373	4,030	284	1
Hospital Staff	48	245	32	—
Office Boys	151	2,253	125	—
Storemen	13	152	13	—
Sweepers	242	646	203	1
Syces	106	263	90	1
Telephone Operators	54	153	43	1
Miscellaneous	242	1,042	172	2
TOTAL "C"	1,439	9,837	1,125	7
D. DOMESTIC—				
Ayahs/Housemaids	758	1,892	681	4
Cooks	667	1,978	536	6
Cook/Houseboys	2,067	4,843	1,716	3
Dhobies	182	453	138	2
Houseboys/Waiters	1,934	7,069	1,618	3
Kitchen/Shamba Boys	966	3,527	840	—
TOTAL "D"	6,574	19,762	5,529	18
E. GENERAL—				
Casual Labourers	2,905	2,370	2,887	—
Trainees	47	48	47	—
Miscellaneous	287	69	34	8
TOTAL "E"	3,239	2,487	2,968	8
TOTAL ALL OCCUPATIONS..	27,837	73,871	22,006	287

AFRICAN TRAINEES AT GOVERNMENT TECHNICAL AND TRADE SCHOOLS

NUMBERS IN TRAINING AT 31ST DECEMBER, 1960

TRADE	NUMBERS IN TRAINING AT 31-12-60				
	Kabete Technical and Trade School	Thika Technical and Trade School	Nyanza Technical and Trade School	Kwale Technical and Trade School	Machakos Technical and Trade School
Carpenters	58	119	92	57	48
Masons	53	120	98	50	45
Painters/Decorators ..	26	12	17	—	4
Plumbers	20	11	—	—	—
Electrical Wireman ..	22	—	—	—	—
Fitters/Turners ..	21	—	6	—	—
Farm and General Mechanics	46	—	—	—	—
Shoemakers and Leather Workers	19	—	—	—	—
Tailors	23	9	26	—	—
Sheet Metal Workers ..	21	—	28	—	—
TOTAL	309	271	267	107	97

NOTE.—The training courses are of three or four years' duration, according to trade. The schools are run by the Education Department of the Kenya Government.

TRADE TESTING OF ARTISANS—1960
(THE TRADE TESTING RULES, 1951)

	GRADE I TEST		GRADE II TEST		GRADE III TEST	
	No. Passed	No. Failed	No. Passed	No. Failed	No. Passed	No. Failed
ENGINEERING—						
Blacksmith	2	1	2	2	13	12
Box Body Builder (Metal)	—	—	—	—	—	—
Fitter (General) ..	9	9	6	11	20	26
Fitter/Turner	1	—	2	4	5	1
Motor Vehicle Mechanic	26	35	11	34	41	66
Moulder	—	—	—	—	1	—
Panel Beater	1	—	2	—	1	4
Mainlayer	1	—	1	2	—	—
Pipefitter/Plumber ..	—	—	—	—	26	22
Plumber	10	7	2	5	—	—
Rural Water Supply Artisan	—	—	3	—	—	—
Plant Mechanic	2	3	—	2	17	—
Spray Painter	2	—	1	—	—	—
Tinsmith	—	2	3	2	8	7
Turner	9	2	2	2	6	2
Vehicle Electrician ..	1	1	—	—	2	2
Welder Arc and Gas ..	6	4	11	1	12	14
TOTAL	70	64	46	65	152	156
BUILDING—						
Bricklayer	—	1	2	1	37	13
Mason (Building)	6	22	52	89	220	207
Mason (Dressing)	—	—	—	—	—	—
Painter	1	10	8	27	52	48
Plasterer	—	—	—	—	—	—
Signwriter	1	5	1	4	5	16
Terrazzo Worker	—	—	—	—	—	—
TOTAL	8	38	63	121	314	284
WOODWORKING—						
Box Body Builder (Wood)	—	—	—	—	—	—
Cabinet Maker	—	1	—	—	6	5
Carpenter	9	17	—	—	—	—
Carpenter/Joiner	—	—	11	62	233	239
Joiner	—	4	—	—	—	—
Polisher	—	—	—	—	1	—
Woodworking Machinist	1	—	2	—	—	1
TOTAL	10	22	13	62	240	245
ELECTRICAL—						
Cable Joiner	—	—	—	—	—	—
Electrical Fitter	—	—	—	—	—	—
Electrical Wireman ..	12	7	8	14	17	41
Overhead Linesman ..	—	—	—	—	—	—
TOTAL	12	7	8	14	17	41

APPENDIX III—(Contd.)

Table 3 (b)—(Contd.)

TRADE TESTING OF ARTISANS—1960
(THE TRADE TESTING RULES, 1951)

	GRADE I TEST		GRADE II TEST		GRADE III TEST	
	No. Passed	No. Failed	No. Passed	No. Failed	No. Passed	No. Failed
TAILORING—						
Tailor	3	1	23	8	60	7
Shoemaker	—	1	3	1	19	1
Upholsterer	5	—	—	—	—	—
TOTAL	8	2	26	9	79	8
GRAND TOTAL	108	133	156	271	802	734

APPENDIX III—(Contd.)

Table 3 (c)

THE INDUSTRIAL TRAINING ORDINANCE, 1959
CONTRACTS OF APPRENTICESHIP/INDENTURED LEARNERSHIP REGISTERED
DURING 1960

Trade	No. of Apprentices	No. of Indentured Learners	Total
Blacksmith	—	2	2
Boilermaker	1	—	1
Carpenter	2	1	3
Carpet Repairer	—	1	1
Compositor	3	—	3
Draughtsman	3	—	3
Electrician	5	1	6
Electrical Engineer	1	—	1
Electrical Linesman	18	3	21
Fitter	8	—	8
Fitter (Electrical)	2	1	3
Fitter/Turner	2	2	4
General Engineering	60	233	293
Knitter	—	1	1
Lithographer	2	—	2
Machinist	1	—	1
Meter Mechanic	—	1	1
Motor Vehicle Mechanic	3	—	3
Plater	5	—	5
Printing Machine Operator	4	—	4
Switchboard Attendant	—	1	1
Tinsmith	—	1	1
Turner	2	2	4
Upholsterer	—	1	1
Weighing Machine Mechanic	—	2	2
Welder	2	1	3
TOTAL	124	254	378

AFRICAN WAGES IN NAIROBI
AVERAGE ENGAGEMENT RATES FOR THE PERIOD JANUARY—DECEMBER, 1960

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
Number of Workers Engaged	3,047	3,083	2,815	2,004	2,323	2,419	2,123	1,872	2,202	1,559	1,724	1,596
Statutory Minimum Wage (per month)*	<i>Sh. cts.</i> 119 50	<i>Sh. cts.</i> 119 50	<i>Sh. cts.</i> 119 50	<i>Sh. cts.</i> 119 50	<i>Sh. cts.</i> 119 50	<i>Sh. cts.</i> 119 50	<i>Sh. cts.</i> 128 00	<i>Sh. cts.</i> 128 00	<i>Sh. cts.</i> 128 00	<i>Sh. cts.</i> 128 00	<i>Sh. cts.</i> 128 00	<i>Sh. cts.</i> 128 00
Average Monthly Engagement Rate†	132 00	129 00	130 00	134 50	137 50	135 00	139 00	143 00	134 50	142 50	143 00	142 00
Engagement Rate Index (Base: April 1954 = 100)	178	174	176	182	186	182	188	193	182	193	193	192

*As used here, the term "Statutory Minimum Wage" means the minimum monthly rate (inclusive of housing allowance) payable to adult male workers. †The rates shown are inclusive of the value of housing and rations (when supplied).

NOTES—

The above Table has been prepared from employment returns submitted by employers under section 20 of the Employment Ordinance (Cap. 109). The numbers of workers engaged and the average (median) monthly engagement rates refer only to workers serving on monthly contracts.

APPENDIX IV—(Contd.)

Table 4 (b)

PERCENTAGE DISTRIBUTION OF NON-AFRICAN MALE EMPLOYEES
BY SALARY AND WAGE GROUPS—1959 AND 1960

I. EUROPEAN MALES

SALARY GROUP £'s per annum	PRIVATE INDUSTRY		PUBLIC SERVICES	
	1959	1960	1959	1960
	%	%	%	%
Up to £599.. .. .	4.4	6.5	1.0	2.0
£600-£1,199	28.1	24.2	28.8	24.7
£1,200-£1,799	41.0	40.5	49.6	51.5
£1,800-£2,399	15.4	16.8	14.4	15.6
£2,400 and over	11.1	12.0	6.2	6.2
	100.0	100.0	100.0	100.0

II. ASIAN MALES

SALARY GROUP £'s per annum	PRIVATE INDUSTRY		PUBLIC SERVICES	
	1959	1960	1959	1960
	%	%	%	%
Up to £179.. .. .	7.5	9.2	5.1	4.5
£180-£359	23.7	23.8	17.5	20.8
£360-£539	33.6	32.1	27.5	24.0
£540-£719	20.1	19.1	25.7	24.6
£720 and over	15.1	15.8	24.2	26.1
	100.0	100.0	100.0	100.0

Table 4 (c)

AVERAGE EARNINGS OF NON-AFRICAN EMPLOYEES—1959 AND 1960

	PRIVATE INDUSTRY AND COMMERCE, INCLUDING DOMESTIC SERVICE		AGRICULTURE AND FORESTRY		PUBLIC SERVICES	
	1959	1960	1959	1960	1959	1960
	£'s per annum	£'s per annum	£'s per annum	£'s per annum	£'s per annum	£'s per annum
EUROPEANS—						
Men	1,539	1,581	1,210	1,231	1,483	1,503
Women	675	688	565	576	805	801
ASIANS—						
Men	489	486	511	504	566	565
Women	380	386	—	277	457	461

NOTE.—The information in these Tables has been supplied by the East African Statistical Department and relates to full-time employees only.

EUROPEAN COST OF LIVING INDEX (NAIROBI)
(Excluding Rent)

Based on the cost of maintaining a standard of living prevailing amongst European Government Officers with a basic salary of £500 per annum in 1947.

Base: August, 1939 = 100

Month*	Food, Drink and Tobacco	Clothing and Footwear	Household	Domestic Servants' Wages	Transport	Pharmaceutical Products	Amusements	Papers and Periodicals	Miscellaneous	Average Weighted Index of All Groups
1959—										
December	296	270	263	431	223	161	186	188	275	290
1960—										
February	296	272	262	431	222	161	186	188	274	290
April	295	272	262	431	222	161	186	188	274	290
June	295	272	262	431	223	161	186	188	274	290
August	296	272	264	433	223	161	186	188	273	290
October	296	272	264	437	220	161	186	188	273	290
December	296	272	263	447	222	161	186	188	273	292

*The index refers to the 15th of each month.

AVERAGE RETAIL PRICES (NAIROBI)—1959 AND 1960

Item	Unit	15th Dec., 1959		15th Dec., 1960	
		Sh.	cts.	Sh.	cts.
Bread, White	1 lb. loaf	0	75	0	75
Butter	1 lb.	3	58	3	58
Coffee, 1st Quality, "J.G."	1 lb.	7	92	7	71
Tea, Brooke Bond, "Green Label"	1 lb.	5	89	5	86
Sugar	1 lb.	0	59	0	59
Milk (delivered in sealed bottles)	1 pint	0	60	0	60
Beef, Sirloin (Good Average Quality)	1 lb.	2	80	2	76
Mutton, Leg (Grade "B")	1 lb.	2	88	2	82
Potatoes	1 lb.	0	20	0	19
Cabbage	1 lb.	0	28	0	28
Eggs, 1st Grade	1 doz.	4	38	4	28
Beer, East African (excluding bottle)	1 bottle	1	71	1	78
Cigarettes, East African, "Clipper"	Pkt. of 50	4	15	4	15
Khaki Drill, "Stockport"	1 yard	5	25	5	17
Dress Material, "Tobralco"	1 yard	8	67	9	80
Handkerchiefs, Gents', "Pyramid"	1 doz.	43	71	45	00
Paraffin	4 gal. tin	14	18	13	87
Petrol	1 gal.	3	66	3	57
Tyres, Dunlop 6.00 x 16 (6 ply)	each	217	00	205	00

NOTE—The Information in this Table has been supplied by the East African Statistical Department.

NORMAL HOURS OF WORK

Hours of work in the urban areas of Kenya conform very closely to those in the United Kingdom. In rural areas, working hours are usually considerably less than in the towns and there has been little attempt at standardization. Typical weekly working hours in various categories of employment are set out in the following Table.

TYPE OF EMPLOYMENT	WEEKLY HOURS OF WORK		
	African	Asian	European
Public Services—			
(a) Clerical	40	40	40
(b) Industrial	40-48	40-48	45
Commerce	42½-50	42½-50	42½
Industry (excluding Agriculture)	45-50	45-50	42½
Agriculture	24-48	—	30-60
Domestic Service	60-70	—	—

APPENDIX VI

Table 7 (a)

PROSECUTIONS AGAINST EMPLOYERS UNDER LABOUR LEGISLATION
1960

	Con- victed	Dis- charged	Ac- quitted	With- drawn	Total
EMPLOYMENT ORDINANCE (CAP. 109)					
Failing to pay wages when due	76	2	1	4	83
Failing to provide reasonable housing accommodation	1	—	—	—	1
Failing to submit employment return (L.D. 88) on engagement or termination of employment	23	—	—	—	23
Failing to keep prescribed written record of employees	5	—	—	1	6
Failing to pay wages in East African Currency	—	—	1	—	1
Failing to have sufficient quantity of medicine etc. readily available	2	—	—	—	2
Failing to provide suitable sanitary conveniences	1	—	—	—	1
	108	2	2	5	117
EMPLOYMENT OF WOMEN, YOUNG PERSONS AND CHILDREN ORDINANCE (CAP. 111)					
Employing a child in a municipality or township without the written permission of a Labour Officer	27	2	—	—	29
Employing a child in an industrial undertaking	5	—	—	—	5
Employing a child (of or above 13 years of age) so as to cause him to reside away from his parents without the written permission of a Labour Officer	2	—	—	—	2
	34	2	—	—	36
REGULATION OF WAGES AND CONDITIONS OF EMPLOYMENT ORDINANCE, 1951 (NO. 1 OF 1951)					
Failing to pay not less than statutory minimum rates	10	1	—	—	11
Failing to maintain records	7	—	—	—	7
Failing to grant rest days	1	—	—	—	1
Failing to pay overtime	1	—	—	—	1
Failing to provide prescribed conditions of employment	6	—	—	1	7
Failing to exhibit prescribed notice of wages regulation order	6	1	—	—	7
	31	2	—	1	34
WORKMEN'S COMPENSATION ORDINANCE (CAP. 119)					
Failing to report an accident causing injury to a workman	1	—	—	—	1
FACTORIES ORDINANCE, 1950 (NO. 38 OF 1950)					
Using premises as a factory without having been issued with a certificate of registration	1	—	—	—	1
Failing to fence a prime mover securely	2	—	—	—	2
Failing to fence transmission machinery securely	7	—	—	—	7
Failing to fence a dangerous part of machinery securely	4	—	—	—	4
Failing to fence transmission machinery securely, in consequence of which a person was injured	1	—	—	—	1
Failing to fence a dangerous part of machinery securely, in consequence of which a person was injured	1	—	—	—	1
Failing to provide a starting and stopping appliance for a machine	1	—	—	—	1
Failing to provide suitable means of extinguishing fire	—	—	—	1	1
Failing to provide a first-aid box of the prescribed standard	2	—	—	—	2
Failing to have a steam boiler examined	1	—	—	—	1
Failing to comply with a provision of the Factories (Cellulose Solutions) Rules, 1957	2	—	—	—	2
Failing to comply with a provision of the Factories (Woodworking Machinery) Rules, 1959	8	—	—	—	8
Failing to comply with a provision of the Factories (Woodworking Machinery) Rules, 1959, in consequence of which a person was killed	1	—	1	—	2
	31	—	1	1	33

APPENDIX VI—(Contd.)

Table 7 (a)—(Contd.)

PROSECUTIONS AGAINST EMPLOYERS UNDER LABOUR LEGISLATION
1960

	Con- victed	Dis- charged	Ac- quitted	With- drawn	Total
RESIDENT LABOURERS ORDINANCE (CAP. 113)					
Unlawfully allowing labourers' stock to be kept on a farm	3	1	—	—	4
TOTAL	208	7	3	7	225

APPENDIX VI—(Contd.)

Table 7 (b)

PROSECUTIONS AGAINST EMPLOYEES UNDER LABOUR LEGISLATION
1960

	Con- victed	Dis- charged	Ac- quitted	With- drawn	Total
EMPLOYMENT ORDINANCE (CAP. 109)					
Quitting the service of an employer without repaying a recoverable advance or without having fully repaid his transport expenses	37	—	—	—	37
RESIDENT LABOURERS ORDINANCE (CAP. 113)					
Unlawfully residing on a farm	4	—	—	5	9
Unlawful grazing of stock on a farm	38	—	—	—	38
Unauthorized keeping of stock on a farm	11	—	—	—	11
Keeping of excess stock on a farm	31	—	—	—	31
	84	—	—	5	89
TOTAL	121	—	—	5	126

APPENDIX VII

OCCUPATIONAL ACCIDENTS—1960

The Tables in this Appendix show accidents reported during 1960 under the Workmen's Compensation Ordinance (Cap. 119). 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

Table 8 (a)

INDUSTRY	FATAL			PERMANENT INCAPACITY						TEMPORARY INCAPACITY ONLY				DEGREE OF INCAPACITY NOT YET DETERMINED		TOTAL NO. OF ACCIDENTS REPORTED					
	Male	Fe- male	Ju- venile	TOTAL			PARTIAL			Male	Fe- male	Ju- venile	Male	Fe- male	Male	Fe- male	Ju- venile				
				Male	Fe- male	Ju- venile	Male	Fe- male	Ju- venile												
AGRICULTURE, ETC.																					
Agriculture and Livestock Production	34	1	7	—	—	—	106	9	6	—	—	—	227	24	8	290	14	15	657	48	36
Forestry and Logging	—	—	—	—	—	—	6	—	—	—	—	—	5	—	—	14	—	—	25	—	—
Hunting and Fishing	—	—	—	—	—	—	—	—	—	—	—	—	8	—	—	4	—	—	16	—	—
TOTAL	38	1	7	—	—	—	112	9	6	—	—	240	24	8	308	14	15	698	48	36	
MINING AND QUARRYING																					
Mining and Quarrying	2	—	—	—	—	—	14	—	—	—	—	19	—	—	—	20	—	—	55	—	—
MANUFACTURING AND REPAIRS																					
Food, Beverages and Tobacco	5	—	1	—	—	—	33	1	1	—	—	89	12	—	102	5	4	229	18	6	
Textiles, Apparel and Textile Goods	1	—	—	—	—	—	10	—	—	—	—	12	1	1	21	1	—	44	2	1	
Wood and Furniture	10	—	—	—	—	—	46	—	—	—	—	85	—	—	106	—	2	247	—	3	
Paper and Printing	—	—	—	—	—	—	4	—	—	—	—	16	—	—	17	—	1	37	—	—	
Leather and Fur	—	—	—	—	—	—	1	—	—	—	—	5	—	—	—	—	—	6	—	—	
Rubber Products	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	2	—	—	
Chemical, Petroleum and Coal Products	4	—	—	—	—	—	6	—	—	—	—	23	—	—	54	2	—	87	2	—	
Non-metallic Mineral Products other than Chemical, Petroleum and Coal Products	—	—	—	—	—	—	3	—	—	—	—	35	—	—	13	—	—	51	—	—	
Metal Industries	2	—	—	—	—	—	12	—	—	—	—	49	4	—	28	1	—	91	5	—	
Miscellaneous	3	—	—	—	—	—	41	—	—	—	—	474	—	2	251	2	4	769	2	6	
TOTAL	25	—	1	—	—	—	156	1	1	—	—	790	17	5	592	11	11	1,563	29	18	

Table 8 (a)—(Contd.)

APPENDIX VII—(Contd.) OCCUPATIONAL ACCIDENTS—1960

INDUSTRY	FATAL			PERMANENT INCAPACITY			TEMPORARY INCAPACITY ONLY			DEGREE OF INCAPACITY NOT YET DETERMINED			TOTAL NO. OF ACCIDENTS REPORTED		
	Male	Fe- male	Ju- venile	TOTAL		Ju- venile	Male	Fe- male	Ju- venile	Male	Fe- male	Ju- venile	Male	Fe- male	Ju- venile
				Male	Fe- male										
BUILDING AND CONSTRUCTION	20	—	—	—	50	—	280	—	—	352	—	—	702	—	—
ELECTRICITY, WATER AND SANITARY SERVICES ..	3	—	—	—	5	1	47	—	—	43	—	—	98	1	—
COMMERCE	5	—	1	—	21	—	100	—	—	87	1	—	213	1	1
TRANSPORT, STORAGE AND COMMUNICATIONS ..	14	—	—	—	49	—	576	—	3	160	—	—	799	—	3
SERVICES															
Government and Business	6	—	—	—	8	—	73	—	—	87	1	—	174	1	—
Recreation	—	—	—	—	—	—	4	—	—	6	—	1	10	—	1
Personal	—	—	—	—	—	1	11	1	—	16	6	—	29	8	—
TOTAL	6	—	—	—	10	1	88	1	—	109	7	1	213	9	1
TOTAL ALL INDUSTRIES AND SERVICES	113	1	9	—	417	12	2,140	42	16	1,671	33	27	4,341	88	59

NOTE.—The term "juvenile" means a person who has not reached the apparent age of eighteen years.

APPENDIX VII—(Contd.)

OCCUPATIONAL
ANALYSIS BY INDUSTRY

INDUSTRY	MACHINERY								Handling without Machinery	
	POWER DRIVEN						OTHER			
	Prime Movers	Transmission	Lifting	Woodworking	Metal Working	Sisal	Other	Lifting		Other
AGRICULTURE, ETC.—										
Agriculture and Livestock Production ..	1	22	—	13	2	21	55	1	5	70
Forestry and Logging	—	—	—	1	—	—	2	—	—	1
Hunting and Fishing	—	—	—	—	1	—	—	—	—	—
TOTAL	1	22	—	14	3	21	57	1	5	71
MINING AND QUARRYING	—	4	—	—	—	—	2	—	—	15
MANUFACTURING AND REPAIRS—										
Food, Beverages and Tobacco	—	7	—	3	5	—	44	—	2	59
Textiles, Apparel and Textile Goods ..	—	2	—	2	—	—	19	—	—	8
Wood and Furniture	—	10	1	99	5	—	5	2	1	48
Paper and Printing	—	1	—	—	—	—	12	—	—	10
Leather and Fur	—	—	—	—	—	—	1	—	—	1
Rubber Products	—	—	—	—	—	—	—	—	—	—
Chemical, Petroleum and Coal Products	—	1	—	1	—	—	5	—	2	9
Non-Metallic Mineral Products other than Chemical, Petroleum and Coal Products	—	2	1	2	2	—	5	—	—	20
Metal Industries	—	—	—	1	10	—	14	—	2	45
Miscellaneous Manufacturing Industries	2	5	5	11	24	—	58	2	2	227
TOTAL	2	28	7	119	46	—	163	4	9	427
BUILDING AND CONSTRUCTION	1	6	2	10	1	—	16	1	2	198
ELECTRICITY, WATER AND SANITARY SERVICES	—	—	—	—	1	—	—	—	—	32
COMMERCE	—	—	—	1	—	—	4	—	—	81
TRANSPORT, STORAGE AND COMMUNICATIONS	—	—	25	—	—	—	2	—	—	369
SERVICES—										
Government and Business	—	—	—	2	—	—	6	—	—	9
Recreation	—	—	—	—	—	—	1	—	—	2
Personal	—	—	—	—	—	—	1	—	—	3
TOTAL	—	—	—	2	—	—	8	—	—	14
TOTAL ALL INDUSTRIES AND SERVICES ..	4	60	34	146	51	21	252	6	16	1,207

Table 8 (b)

ACCIDENTS—1960
AND CAUSATION

Locomotives, etc.	TRANSPORT			Steam Pressure Plant	Air Pressure Plant	Fires	Explosions	Molten Metal: Other Hot or Corrosive Substances	Gassing and Poisoning	Electricity	Struck by Falling Objects	Falls of Ground	Falls of Persons	Stepping on or Striking Against Objects	Hand Tools not Operated	Animals	Miscellaneous	Accidents not Adequately Described	TOTAL
	Ships	Aircraft	Other Vehicles																
7	—	—	179	—	—	7	1	3	—	2	30	—	53	28	112	62	61	6	741
—	—	—	4	—	—	—	—	—	—	—	2	—	6	—	7	—	2	—	25
—	—	—	11	—	—	—	—	—	—	—	1	—	—	—	—	1	2	—	16
7	—	—	194	—	—	7	1	3	—	2	33	—	59	28	119	63	65	6	782
1	—	—	7	—	—	1	2	—	—	—	7	1	3	1	8	—	3	—	55
6	—	—	27	—	—	—	1	9	—	7	13	—	29	5	12	1	20	3	253
—	—	—	—	—	—	4	—	1	—	—	2	—	2	2	2	—	2	1	47
—	—	—	22	—	—	—	—	—	—	1	19	—	5	1	19	—	11	1	250
—	—	—	6	—	—	1	—	2	—	—	4	—	1	—	1	—	—	1	39
—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	3	—	—	—	6
—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	2
—	—	—	5	—	—	—	20	4	2	—	8	—	7	3	15	—	7	—	89
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	1	—	—	—	—	3	—	—	5	—	4	3	2	—	4	—	51
—	—	—	2	—	—	1	—	—	—	1	3	—	1	3	2	—	5	2	96
1	2	—	16	—	—	8	4	51	1	8	48	—	52	18	129	—	102	1	777
7	2	—	79	—	—	14	25	70	4	17	102	—	103	35	185	1	152	9	1,610
2	—	—	130	—	—	2	1	16	—	1	60	5	96	20	86	—	43	3	702
—	—	—	12	—	—	—	—	2	1	2	4	—	15	5	12	1	10	2	99
1	1	1	—	46	—	—	2	—	5	—	—	13	—	13	7	7	1	32	215
46	5	—	57	1	—	—	—	11	—	1	45	—	96	39	29	1	65	10	802
—	—	—	52	—	—	—	—	1	—	—	5	—	23	4	2	5	63	3	175
—	—	—	—	—	—	—	—	—	—	—	—	—	5	—	1	2	—	—	11
—	—	—	7	—	—	—	—	4	—	—	—	—	9	—	3	—	10	—	37
—	—	—	59	—	—	—	—	5	—	—	5	—	37	4	6	7	73	3	223
64	8	—	584	1	—	26	29	112	5	23	269	6	422	139	452	74	443	34	4,488

OCCUPATIONAL ACCIDENTS—1960
ANALYSIS BY NATURE AND LOCATION OF INJURY

NATURE	LOCATION										Total
	Head		Upper Extremities		Trunk	Lower Extremities		Multiple	Un- classified		
	Eyes	Other	Fingers	Other		Feet	Other				
Contusions, Abrasions, Cuts	97	154	607	193	78	345	306	91	—		1,871
Punctured Wounds ..	1	1	11	11	1	14	14	—	—		53
Amputations ..	1	—	99	11	—	15	1	—	—		127
Dislocations ..	—	—	4	13	1	2	3	1	—		24
Fractures ..	—	18	64	85	41	37	51	23	—		319
Sprains and Strains ..	—	2	4	22	29	44	30	8	—		139
Concussions ..	—	7	—	—	—	—	—	—	—		7
Burns and Scalds ..	9	14	7	27	6	15	10	13	—		101
Asphyxiation (including drowning)	—	—	—	—	—	—	—	5	—		5
Tearing of Internal Organs ..	—	—	—	—	5	—	—	2	—		7
Electric Shock ..	—	—	—	—	—	—	—	4	—		4
Hernias ..	—	—	—	—	1	—	—	—	—		1
Miscellaneous ..	14	2	2	1	1	1	—	4	—		25
TOTAL ..	122	198	798	363	163	473	415	151	—		2,683
										Not yet classified	1,805
										TOTAL	4,488

Date of Registration	Name of Trade Union	Membership at 31-12-60
I—EMPLOYEES		
5-4-41	The "East African Standard" Asian Staff Union	85 (Asian)
5-9-46	Printing and Kindred Trades Workers' Union of Kenya	542 (African)
21-4-47	East African Railways and Harbours Asian Union—Kenya..	3,004 (Asian)
27-9-47	Transport and Allied Workers' Union ..	1,900* (African)
10-7-48	Tailors and Textile Workers' Union ..	5,626 (African)
27-11-51	Domestic and Hotel Workers' Union ..	4,057* (African)
3-12-51	British Air Line Pilots' Association ..	69 (European)
4-2-52	Harbour Asian Union of East Africa ..	398 (Asian)
22-5-52	East African Federation of Building and Construction Workers' Union	6,505† (African)
3-6-52	Kenya Distributive and Commercial Workers' Union ..	2,534 (African)
4-9-53	Kenya Local Government Workers' Union ..	7,560 (African)
2-10-53	Railway African Union ..	3,990 (African)
20-10-54	Dockworkers' Union ..	2,000 (African)
22-1-55	National Union of Journalists (East Africa Branch)	67 (European)
5-3-55	Nairobi European Local Government Officers' Association ..	217 (European)
12-12-55	Mombasa Local Government Services Association ..	75 (All Races)
17-7-56	Nairobi Asian Local Government Staff Association ..	176 (Asian)
8-11-56	Aeronautical Radio Association (East Africa)	5 (European)
7-2-57	Posts and Telecommunications African Workers' Union (Kenya) ..	1,485 (African)
25-4-57	Civilian Clerical Association (War Department)	227 (All Races)
8-7-57	East African Railways and Harbours European Staff Association (Kenya)	783 (European)
18-4-58	Cable and Wireless African Workers' Union ..	26 (African)
28-4-58	East African Posts and Telecommunications European Staff Association (Kenya)	188 (European)
27-6-58	Tobacco, Brewing and Bottling Workers' Union ..	1,411* (African)
21-7-58	Kenya Dyers, Cleaners and Laundries Workers' Union ..	92 (African)
28-7-58	Life Insurance Corporation of India Employees' Association	85 (Asian)
30-7-58	Electrical Power Operators' Union ..	978 (African)
5-8-58	Kenya Petroleum Oil Workers' Union ..	441 (African)
11-8-58	Kenya Chemical Workers' Union ..	438 (African)
3-12-58	National East Africa Seamen's Union ..	124 (African)
2-12-58	Asian Postal Union (Kenya) ..	549 (Asian)
16-1-59	Kenya Timber and Furniture Workers' Union ..	79 (African)

*Information as at 31st December, 1959

†Information as at 31st December, 1958.

Date of Registration	Name of Trade Union	Membership at 31-12-60
24-4-59	Municipal Asian Staff Association—Kisumu	25 (Asian)
14-5-59	Kenya National Union of Teachers	3,621 (All Races)
20-4-59	Kenya Tembo Tappers' Union	82* (African)
17-8-59	Kenya Civil Servants' Union	2,650 (All Races)
7-9-59	Tea Plantation Workers' Union	262 (African)
5-10-59	Kenya Ship and Shorehandling Supervisors' Union	46 (All Races)
7-10-59	Kenya Engineering Workers' Union	2,232 (African)
20-11-59	Coffee Plantation Workers' Union	1,586* (African)
20-11-59	Sisal Plantation Workers' Union	11,100 (African)
3-3-60	Kenya Motor Engineering and Allied Workers' Union	(no figures available)
24-8-60	Kenya Shoe and Leather Workers' Union	593 (African)
12-9-60	Electricity Supply Personnel Association	416 (All Races)
29-11-60	Kenya Union of Sugar Plantation Workers	1,800 (African)
II—EMPLOYERS		
12-4-50	Kenya Association of Building and Civil Engineering Contractors	45* (European)
8-11-50	Federation of Master Printers of East Africa	41* (European and Asian)
22-3-52	Nairobi Master Tailors' Association	62 (European and Asian)
19-5-54	Electrical Contractors' Association of East Africa	23* (European and Asian)
26-6-56	Master Plumbers' Association of East Africa	44 (European and Asian)
21-12-56	Master Builders' Association of Kenya	24 (Asian)
31-12-57	Public Taxi Owners' Union, Nairobi	3 (All Races)
7-5-58	Guild of Kenya Cleaners and Dyers	2 (European and Asian)
18-4-58	Tobacco, Brewing and Bottling Association of Kenya	8* (European and Asian)
7-7-59	Motor Trades and Allied Industries Employers' Association	24 (European and Asian)
1-2-60	Distributive and Allied Trades Association	28 (All Races)
7-4-60	Engineering and Allied Industries Employers' Association	18 (All Races)
2-5-60	Grain Milling and Food Processing Employers' Association	8 (All Races)
2-5-60	Kenya Coffee Growers' Association	267 (All Races)
28-6-60	Timber Industries Employers' Association	(no figures available)
29-11-60	Kenya Sugar Employers' Union	54 (All Races)

*Information as at 31st December, 1959.

†Information as at 31st December, 1958.

STOPPAGES OF WORK CAUSED BY INDUSTRIAL DISPUTES DURING 1960

Industrial Group	Number of Stoppages	Number of Workers Involved	Number of Man-days Lost
PRIVATE INDUSTRY—			
Agriculture	122	57,075	637,933
Mining and Quarrying	11	1,050	9,285
Building and Construction	41	4,358	52,001
Manufacturing	40	8,927	56,675
Electricity Generation and Supply	—	—	—
Transport (other than Docks)	—	—	—
Docks	—	—	—
Miscellaneous	13	921	912
TOTAL	227	72,331	756,806
PUBLIC SERVICES—			
Kenya Government, High Commission Services, and Local Authorities	5	214	1,054
TOTAL ALL EMPLOYMENT	232	72,545	757,860

Table 10 (b)

STOPPAGES OF WORK CAUSED BY INDUSTRIAL DISPUTES, 1951-1960

Year	Number of Stoppages	Number of Workers Involved	Number of Man-days Lost
1951	57	6,610	10,708
1952	84	5,957	5,718
1953	39	3,221	2,674
1954	33	1,518	2,026
1955	35	17,852	81,870
1956	38	5,173	28,230
1957	67	21,809	23,657
1958	96	21,395	59,096
1959	67	42,214	431,973
1960	232	72,545	757,860

REGISTRATION OF PERSONS—STATISTICAL SUMMARY, 1960

I. ISSUE OF IDENTITY CARDS UNDER REGISTRATION OF PERSONS ORDINANCE (CAP. 50)

RACE	NUMBER OF IDENTITY CARDS ISSUED	
	Originals	Re-Issues
Africans	52,632	57,368
Arabs	677	188
Somalis and Borans ..	246	184
Asians	2,284	427
Europeans	447	8
Miscellaneous	346	10
TOTAL ALL RACES ..	56,632	58,185

II. ISSUE OF CERTIFICATES OF REGISTRATION UNDER DOMESTIC EMPLOYMENT (REGISTRATION) ORDINANCE (CAP. 110)

Original Certificates Issued	1,467
Re-Issues	283
Cancellations and Refusals	121

III. FINGERPRINT BUREAU—IDENTIFICATIONS

Fingerprints classified and/or checked for purposes of Registration ..	114,019
Thumbprints checked for purposes of issue of Passbooks to male Kikuyu and Embu	53
Fingerprints classified and checked for purposes of issue of Passbooks to female Kikuyu and Embu	110
Thumbprints checked in respect of Duplicate Identity Cards issued (<i>see</i> para. 131 of text)	51,926
Miscellaneous fingerprint checks	31,651
TOTAL	197,759

APPENDIX X

Table 12

FACTORIES REGISTERED UNDER THE FACTORIES ORDINANCE, 1950
DISTRIBUTION BY MAJOR INDUSTRIAL GROUPS: 31ST DECEMBER, 1960

Industrial Group	Factories with Mechanical Power	Factories without Mechanical Power	Total
Agriculture and Livestock Production	469	27	496
Food Manufacturing Industries, except Beverage Industries	399	50	449
Beverage Industries	43	9	52
Tobacco Manufacture	3	2	5
Manufacture of Textiles	14	3	17
Manufacture of Footwear, Other Wearing Apparel, and Made-up Textile Goods ..	154	1,489	1,643
Manufactures of Wood and Cork, except Manufacture of Furniture	394	84	478
Manufacture of Furniture and Fixtures	174	61	235
Manufacture of Paper and Paper Products ..	8	—	8
Printing, Publishing and Allied Industries ..	75	1	76
Manufacture of Leather and Leather Products, except Footwear	8	4	12
Manufacture of Rubber Products	18	2	20
Manufacture of Chemicals and Chemical Products	72	25	97
Manufacture of Non-Metallic Mineral Products, except Products of Petroleum	61	14	75
Basic Metal Industries	1	—	1
Manufacture of Metal Products, except Machinery and Transport Equipment	107	53	160
Manufacture of Machinery, except Electrical Machinery	191	12	203
Manufacture of Electrical Machinery, Apparatus, Appliances and Supplies	57	15	72
Manufacture of Transport Equipment	453	211	664
Miscellaneous Manufacturing Industries	81	95	176
Electricity, Gas and Steam	29	—	29
Water and Sanitary Services	59	2	61
Personal Services	39	52	91
TOTAL ALL INDUSTRIES AND SERVICES	2,909	2,211	5,120

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

APPENDIX XI

AUTHORIZED ESTABLISHMENT AND STAFF OF THE LABOUR
DEPARTMENT AT 31st DECEMBER, 1960

Number	Designation of Post	Name of Substantive Holder
GENERAL ADMINISTRATION		
1	Labour Commissioner	W. R. C. Keeler, B.Sc. (Lond.), A.R.C.S.
1	Deputy Labour Commissioner ..	J. I. Husband, M.A. (Oxon).
2	Assistant Labour Commissioners	P. E. D. Wilson, M.C.; G. J. M. Gray, M.P.S., M.R.S.H.
6	Senior Labour Officers	O. J. Mason; J. F. C. Powis, T.D.; G. A. Luckhurst; B. G. Clarke, D.S.C.; K. D. Harrap; G. H. H. Frere.
1	Specialist Medical Officer ..	H. Stott, B.A. (Cantab.), M.D., B. Chir., D.P.H., M.R.C.S., L.R.C.P., D.T.M. & H.
1	Chief Inspector of Factories ..	Vacant.
5	Inspectors of Factories	F. M. McCullough, A.M.I.Mech.E.; E. F. T. Hancock, G.I.Mech.E.; E. G. Hooper, A.M.I.E.E.; L. Kemp, A.M.I.Mech.E. One vacant.
1	Industrial Relations Officer ..	R. A. J. Damerell, D.F.C.
1	Training Officer	B. W. Townsend.
1	Officer i/c Trade Testing and Apprenticeship.	E. K. Boseley.
1	Registrar of Workmen's Compensation.	F. S. Kemmenoe.
1	Officer i/c Employment Services ..	L. W. R. James.
36	Labour Officers	J. Herring; A. W. Arres; L. J. Ray; L. R. L. MacCulloch; A. J. Hallowes; E. J. Scott; E. G. Penn; G. M. Crabb; W. H. Wood; P. Dodds; G. D. Leeds; E. A. Hodges, M.C.; C. C. G. Glaysher; J. Watts; G. St. G. Catchpole; J. F. Henry; M. A. O. Ndisi; M. A. G. Imbert; G. W. Sanders, A.C.C.S.; W. T. Jones; J. F. Small; J. L. Wordsworth; J. Lawrence; W. M. P. Heath-Saunders; Miss M. M. Sharman; G. Annesley, LL.B. (Lond.), A.L.A., Barrister-at-Law (Lincoln's Inn); R. C. G. Davis; N. Nesbitt; R. G. W. Maynard; J. C. Chapman; J. Lindsay; K. G. D. Hutton; J. McLellan; T. J. E. Banham; C. H. Malavu; one vacant.
5	Resident Labour Inspectors ..	B. T. F. Suter; A. S. Mackenzie; S. H. Scott; S. J. Carter; one vacant.

APPENDIX XI—(Contd.)

AUTHORIZED ESTABLISHMENT AND STAFF OF THE LABOUR
DEPARTMENT AT 31ST DECEMBER, 1960

Number	Designation of Post	Name of Substantive Holder
GENERAL ADMINISTRATION —(Contd.)		
1	Assistant Industrial Relations Officer.	M. A. O. Okello.
6	Trade Testing Officers	C. H. Beer; W. Roberts; A. McIntosh; G. V. Herbert; J. Keith; F. D. Tyler.
1	Training Assistant	C. K. Murengi.
1	Assistant Inspector of Factories ..	M. S. A. Mulendwe.
1	Statistical Assistant	Vacant.
4	Industrial Relations Assistants ..	A. E. Odhiambo; E. Akach; S. M. Mkala; one vacant.
2	Office Superintendents	M. D. Vaghela; V. M. D'Souza.
6	Senior Labour Inspectors	J. Jairo; B. E. Odongo; J. H. Denar; S. J. Okelo; S. M. Mailu; A. S. Bamuta.
11	Labour Inspectors	J. Wanjui; H. J. Kramer; K. Muange; J. H. Okumu; P. M. Okumu; J. W. Omedi; F. K. Cherogony; J. D. Ossome; B. Saka; C. A. Agengo; S. Makonde.
2	Personal Secretaries	Mrs. L. G. Price; Mrs. B. D. Till.
8	Office Assistants	P. J. Jethwa; C. J. Mathias; V. D. Bulsara; M. J. Fernandes; T. V. Carvalho; P. N. D'Souza; E. Mwera; K. A. Bhatti.
1	Registry Assistant	Mrs. E. A. Edwards.
11	Wages Inspectors	J. W. Agutu; A. W. Baraza; R. Wanjofu; P. Bukachi; G. G. Ware; E. O. Aringo; C. Owiti; A. Mala; S. A. Tongoni; E. Wawire; one vacant.
10	Stenographer/Secretaries, Pool	
	Stenographers.	
94	Clerks.	
1	Switchboard Attendant.	
13	Drivers.	
105	Subordinate Staff.	
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REGISTRATION OF PERSONS		
1	Principal Registrar	A. F. W. Killick.
1	Registrar	N. E. Huckle.
3	Assistant Registrars	S. Jopson; R. J. L. Lobo; M. J. Dave; B. R. Sofat (on leave pending retirement).
4	Fingerprint Officers	N. N. Kashyap; M. A. Jaffery; Sunder Singh Kehar; M. P. Trivedi.

APPENDIX XI—(Contd.)

AUTHORIZED ESTABLISHMENT AND STAFF OF THE LABOUR
DEPARTMENT AT 31ST DECEMBER, 1960

Number	Designation of Post	Name of Substantive Holder
REGISTRATION OF PERSONS —(Contd.)		
3	Senior Fingerprint Assistants ..	S. D. Bouri; P. B. Mandalia; M. A. Rahim.
4	Office Assistants	Khuda Bux Malik; F. H. Khawaja; C. B. Patel; O. L. G. D'Souza.
1	Stores Assistant	D. S. Patel.
1	Stenographer/Secretary.	
32	Fingerprint Assistants.	
107	Clerks.	
1	Driver.	
21	Subordinate Staff.	
<u>179</u>		
APTITUDE TESTING UNIT		
1	Officer i/c Aptitude Testing Unit..	J. H. B. Vant.
1	Senior Aptitude Testing Officer ..	Vacant.
3	Aptitude Testing Officers.. ..	D. P. D. Pink; A. Roggenkemper; C. A. Renney; F. G. Cooper.
3	Senior Technical Assistants ..	Mrs. H. de Villiers; F. K. Ndenderu; one vacant.
5	Technical Assistants (E).	
1	Driver/Mechanic (E).	
2	Subordinate Staff.	
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