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MINISTRY OF LABOUR

ANNUAL REPORT

1976

PART II—DIRECTORATE OF INDUSTRIAL TRAINING
(NATIONAL INDUSTRIAL TRAINING SCHEME)

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(NATIONAL INDUSTRIAL TRAINING SCHEME)

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INTRODUCTION

Training activity within the Ministry saw a great leap forward. Work on the construction of the Mombasa Industrial Training Centre was started during the year and the Centre is expected to accept its first intake of students by the beginning of 1978. Courses such as Marine Engineering will be for the first time undertaken in the new Centre. The Centre will also train instructors not only to meet the demands of our three Centres in Nairobi, Kisumu and Mombasa but will also satisfy the needs of properly trained instructors for industry and Colleges of technology.

The National Youth Service with the aid from the Japanese Government, started an advanced Engineering School at Dara Yard Unit in Nairobi. This School is intended to upgrade the courses offered to service men and women in fitting, turning and electrical wiring by the Mombasa Vocational Training Unit to Trade Test Grades II and I.

In order to increase training facilities for service men and women, the National Youth Service, with the help from the German Fredrick Ebert Foundation, established a Rural Craftsmen Training School at Turbo Unit. Construction work for the School buildings was done by the National Youth Service trainees. The School is intended to train service men and women in the use of simple equipment to enable them to establish themselves in the rural areas where they would provide the required simple services to the people in those areas.

Work on the registration of women which was started late in 1975 picked up momentum and by the end of 1976 the National Social Security Fund was well poised to start collections from working women. The collections were actually started in January 1977.

Efforts to improve the capacity and efficiency of the Factories Inspectorate by increasing and training staff continued. With industrial expansion in the country, it is the intention of this Ministry to strengthen this Unit so as to ensure safe and healthy working environment and in consequence help maintain productivity at a high level.

J. I. OTHIENO,
Permanent Secretary.

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Permanent Secretary.

TABLE 1—PERSONS ENGAGED: RECORDED TOTALS—1973-76

1976	1975	1974	1973
857,200	819,100	828,300	819,100
27,300	27,300	27,300	27,300
94,900	94,900	94,900	94,900

PART I—LABOUR DEPARTMENT

SECTION I—FUNCTIONS, ORGANIZATION AND STAFF

1. The Department continued to perform its traditional functions of formulation and protection of Labour standards, improvement of the standard of living of wage earners, enforcement of labour laws through systematic inspection of workplaces, maintenance and improvement of occupational safety and welfare, administration of the workmen's compensation law and promotion and maintenance of industrial harmony. In doing so the Department continued to work closely with the Employment Promotion and the Kenyanization of Personnel Bureau which now operates Labour Exchanges throughout the country.

2. The most notable event during the year under review was the coming into effect of the revised Employment Act which introduced far reaching reforms such as introduction of statutory maternity leave and better protection of jobs.

3. At the close of the year, the Department's senior staff included the Labour Commissioner, and one Assistant Labour Commissioner (one post remained vacant), Chief and Deputy Chief Industrial Relations Officers and a Senior Labour Officer stationed at the Headquarters. Five Provincial Labour Officers were stationed one each at Nairobi, Mombasa, Nyeri, Nakuru and Kisumu. The Factory Inspectorate Section consisted of the Chief Inspector of Factories and a Senior Inspector of Factories at the Headquarters with other Inspectors stationed in Nairobi, Kisumu, Nakuru and Mombasa. There were Labour Officers posted at Nairobi, Kiambu, Machakos, Kitui, Nyeri, Thika, Nanyuki, Meru, Embu, Nakuru, Molo, Eldoret, Kitale, Nyahururu, Naivasha, Kisumu, Kericho, Kisii, Homa Bay, Kakamega, Bungoma, Nandi Hills, Mombasa and Malindi. Several Labour Officers and Inspectors attended Labour Administration courses locally under the auspices of the International Labour Organization while four Labour Officers attended Labour Administration Courses in the United Kingdom as did a number of Factory Inspectors. One other officer attended a Labour and Industrial Relations Diploma Course in the Netherlands.

SECTION II—EMPLOYMENT AND EARNINGS

The Working Population

4. As one of the main objectives of the Development Plan is to provide employment for Kenya's growing labour force, the 1 per cent decrease in numbers in employment in 1975 was particularly worrying. In 1976, however, there was a welcome increase in paid employment of 5.1 per cent and 4.1 per cent in the private and public sectors respectively. Despite these increases, urban employment and under-employment remained high. For those in employment, average earnings in both private and public sectors rose at a higher rate than the cost of living reflecting an increase in real wages for the first time in four years.

5. Kenya's economically active population in 1976 is estimated to number 6.6 million. Of this number, approximately 914,700 people were engaged in the modern sector of the economy. A further 306,000 were receiving secondary or higher education and the remainder were either in urban areas seeking employment, working in rural areas on small holdings or engaged in informal sector. Approximately 80 per cent of Kenya's population lived on agricultural holdings of under 20 hectares.

6. Wage employment in the modern establishments increased from 819,100 in 1975 to 857,200 in 1976, an increase of 4.7 per cent; the number of self employed and unpaid family workers went up from 56,900 to 57,500. During the same period, the number employed in "informal" sector in urban areas increased from 74,100 to 94,900. The sharp increase in employment in the "informal" sector reflects the relative difficulty of finding employment in the modern sector of the economy. Table 1 below gives comparative figures between 1973 and 1976 of persons engaged.

TABLE 1—PERSONS ENGAGED: RECORDED TOTALS—1973/76

	1973	1974	1975	1976*
Modern Establishments—Urban and Rural Areas—				
Wage Employment	761.4	826.3	819.1	857.2
Self-employment and unpaid family workers	54.0	55.9	56.9	57.5
Informal Establishments—Urban Areas	41.4	76.2	74.1	94.9
TOTAL	856.8	958.4	950.1	1,009.6

*Provisional.

7. Wage employment in the modern establishments increased by 38,100 in 1976. The distribution of the increase between the private and public sectors was 24,100 and 14,000 respectively. Details are given in Table 2 below. Of the overall increase, 12,900 persons were employed in new establishments as shown in Table 3 below:—

TABLE 2—WAGE EMPLOYMENT BY MAJOR SECTOR

	1973	1974	1975	1976*	Annual Percentage Change	
					1974/75	1975/1976
Private Sector—						
Agriculture and Forestry	220.6	213.7	195.8	197.7	-8.4	1.0
Rest of Private Sector	241.8	282.5	280.9	303.1	-0.6	7.9
Total —Private Sector	462.4	496.2	476.7	500.8	-3.9	5.1
Public Sector	298.9	330.1	342.4	356.4	3.7	4.1
TOTAL	761.3	826.3	819.1	857.2	-0.9	4.7

*Provisional.

TABLE 3—WAGE EMPLOYMENT IN NEW ESTABLISHMENTS BY ACTIVITY—1973/76

	1973	1974	1975	1976*
Agriculture and Forestry	5.7	6.8	4.9	3.1
Mining and Quarrying	0.2	0.3	—	—
Manufacturing	1.7	1.9	1.5	1.3
Construction	1.5	3.3	2.3	3.1
Trade, Restaurants and Hotels	2.5	2.7	1.5	2.6
Transport and Communications	0.3	0.5	0.4	0.5
Finance, Insurance, Real Estate and Business Services	0.7	1.5	0.3	0.7
Community, Social and Personal Services	1.5	1.0	0.8	1.6
TOTAL	14.1	18.0	11.7	12.9
CHANGE IN OVERALL WAGE EMPLOYMENT	41.6	64.9	-7.2	38.1

*Provisional

8. Wage employment in the private sector by industry is shown in Table 4. Between 1975 and 1976, construction industry showed the highest increase with 22.4 per cent, followed by mining and quarrying with 14.8 per cent; distribution and hotels with 12.0 per cent and transport and communication with 9.1 per cent.

9. In modern agriculture, employment increased by 1 per cent. The areas east of the Rift Valley were affected by drought thus offsetting the effect of increase in employment from the high coffee, tea and pineapple crops.

10. Although there was a 13.3 per cent increase in manufacturing output, there was only 6.6 per cent increase in employment in this industry. The smaller increase in employment was due to recovery in the level of operating capacity which had fallen in 1975 coupled with an increase in productivity. Major sectors which reflected increased employment included dairy products, pulp and paper, plastics, vegetable oils and soap and tea manufacturing.

TABLE 4—WAGE EMPLOYMENT IN PRIVATE SECTOR BY INDUSTRY 1973-76

'000's

	1973	1974	1975	1976*	Per-centage Change 1975/76*
Agriculture and Forestry	220.6	213.7	195.8	197.7	1.0
Mining and Quarrying	2.4	3.1	2.7	3.1	14.8
Manufacture	73.3	81.7	82.1	87.7	6.8
Construction	23.7	29.3	24.6	30.1	22.4
Trade, Restaurants and Hotels	44.7	55.4	51.7	57.9	12.0
Transport and Communication	16.6	17.6	16.5	18.0	9.1
Finance, Insurance, Real Estate and Business Services	17.1	18.7	20.2	20.9	3.5
Community, Social and Personal Services	64.1	76.7	82.9	85.4	3.0
TOTAL	462.4	496.2	476.6	500.8	5.1

*Provisional.

11. There was a sharp increase in employment in construction in contrast to a sharp fall in 1975. Employment in this industry in 1976 stood at 30,100 which was marginally higher than in 1974 when the figure was 29,300. This increase in 1976 was accounted for largely by other construction activities as opposed to buildings. It was mainly accounted for by the construction of Nairobi and Mombasa Airports, the Gitaru Hydro-electric Project, the Nairobi-Mombasa petroleum products pipeline and various water and roads projects.

12. Greater activity in tourism helped provide increased employment in distribution, restaurants and hotels as did employment in transport and communication as a result of the need to transport large quantities of crops, higher exports, and higher output from manufacturing industry.

13. Wage employment in the public sector increased, as shown in Table 5 from 342,400 in 1975 to 356,400 in 1976, a 4.1 per cent gain. Employment in Central Government rose by 10,000 or 7.7 per cent; in parastatal bodies by 6,200 or 5.6 per cent; and E.A.P. & T. Corporation by 400. The increase in employment in parastatal bodies was mainly due to employment by Teachers Service Commission. There was a fall in employment in local authorities as well as in establishments whose share capital is more than 50 per cent owned by public sector.

TABLE 5—WAGE EMPLOYMENT IN PUBLIC SECTOR** 1973-1976

'000's

	1973	1974	1975	1976*
Central Government	135.7	139.5	142.4	153.3
Parastatal Bodies (including T.S.C.)	76.1	101.1	110.8	117.0
Majority Controlled by Public Sector	10.0	12.6	15.3	11.8
Local Government	27.0	27.8	26.2	25.5
East African Community (G.F.S.)	3.8	4.2	3.7	4.2
E.A. Railways Corporation	23.4	21.6	21.2	21.0
E.A. Harbours Corporation	3.3	3.2	3.2	3.7
E.A.P. and T. Corporation	5.6	6.0	6.4	6.8
E.A. Airways Corporation	3.7	3.7	3.3	3.3
E.A. Cargo Handling	9.4	9.3	8.7	8.7
E.A. Aeradio, E.A. Extelcoms and E.A. National Shipping Line	1.1	1.1	1.2	1.1
	299.1	330.1	342.4	356.4

*Provisional.

**Figures related to June of each year.

Earnings

14. Total gross earnings from wage employment in modern sector rose by K£66.54 million from K£312.3 million in 1975 to K£378.8 million in 1976. This is shown in Table 6. This was an increase of 21.3 per cent compared with 13.8 per cent in 1975.

TABLE 6—EARNINGS BY MAJOR SECTOR 1973—1976

	K£ million			
	1973	1974	1975	1976*
PRIVATE SECTOR—				
Agriculture and Forestry	20.6	20.5	22.6	26.9
Mining and Quarrying	0.8	1.0	1.1	1.3
Manufacturing	29.2	34.9	40.2	46.5
Construction	8.4	10.3	10.1	13.7
Trade, Restaurants and Hotels	21.9	27.8	29.8	35.7
Transport and Communications	7.7	11.2	10.2	12.5
Finance, Insurance, Real Estate and Business Services	13.7	16.2	19.4	22.2
Community, Social and Personal Services	14.7	19.6	22.0	27.1
	117.0	141.5	155.4	185.9
PUBLIC SECTOR—				
Central Government	42.4	49.1	60.5	81.5
Parastatal Bodies**	31.2	40.5	43.4	58.8
Majority Control by the Public Sector	5.2	5.9	8.4	8.0
Local Government	9.2	10.6	12.7	12.1
E.A. Community	26.0	26.8	31.8	32.6
	114.0	132.9	156.8	193.0
TOTAL	231.0	274.4	312.2	378.9

*Provisional.

**Includes Teachers Service Commission.

15. In 1976, average earnings rose by 13.8 and 18.3 per cent in the private and public sectors respectively. In the private sector the largest percentage increase in average earnings was recorded in agriculture and forestry, followed by transport and communications. The increases in average earnings in mining and quarrying, manufacturing, and building and construction were below the average. Average earnings by industry are given in Table 7 while changes in wage, employment and average earnings are set out in Table 8.

TABLE 7—AVERAGE WAGE EARNINGS PER EMPLOYEE 1973—1976

	K£			
	1973	1974	1975	1976*
PRIVATE SECTOR—				
Agriculture and Forestry	93.4	95.9	115.6	136.1
Mining and Quarrying	333.3	322.6	401.3	419.4
Manufacturing	399.7	427.2	489.8	430.2
Construction	354.4	351.5	411.0	455.1
Trade, Restaurants and Hotels	489.9	501.8	575.0	616.6
Transport and Communications	463.9	636.4	619.1	694.4
Finance, Insurance, Real Estate and Business Services	801.2	866.3	962.5	1,062.2
Community, Social and Personal Services	229.3	255.5	273.0	317.3
PUBLIC SECTOR	381.7	402.3	457.9	541.5
TOTAL	303.7	332.0	381.3	442.0

*Provisional.

TABLE 8—AVERAGE CHANGES IN WAGE EMPLOYMENT AND AVERAGE EARNINGS 1973—76

	EMPLOYMENT		AVERAGE EARNINGS	
	1973/76*	1975/76*	1973/76*	1975/76*
	%	%	%	%
PRIVATE SECTOR—				
Agriculture and Forestry	0.3	1.0	10.1	17.7
Mining and Quarrying	5.0	14.8	13.6	4.5
Manufacturing	7.0	6.8	9.0	8.2
Construction	7.8	22.4	9.0	10.7
Trade Restaurants and Hotels	6.6	12.0	7.1	7.2
Transport and Communications	0.2	9.1	12.0	12.2
Finance, Insurance, Real Estate and Business Services	9.1	3.5	5.8	10.4
Community, Social and Personal Services	8.2	3.0	12.4	16.2
PUBLIC SECTOR	5.6	4.1	11.9	18.3
TOTAL	4.5	4.7	11.4	15.9

*Provisional for 1973/76 the annual average is shown.

16. The increase in average wage of 15.9 per cent in 1976 was in excess of the rise in the cost of living and there was, therefore, an increase in real incomes. This rise in real earnings of 5.6 per cent after the fall in 1974 and 1975, was a welcome relief to many workers. This, however, means that the Government's guidelines restricting the rise in nominal income to two-thirds of the rise in cost of living was not adhered to. Wage rates in some large firms are believed to be nearly double those in small firms for persons of comparable skills and about four times those in agriculture. Note should be taken of the fact that the relatively high wages in the modern sector of the economy tend to encourage the introduction of labour-saving devices and, therefore, retard the increase in employment. Details of changes in real wages and the magnitude of the overall change in wages in the context of changes in total wage employment and prices are shown in Tables 9 and 10 below.

TABLE 9—ESTIMATED REAL AVERAGE WAGE EARNINGS** PER EMPLOYEE 1973—76

	1973	1974	1975	1976*
PRIVATE SECTOR—				
Agriculture and Forestry	123.1	109.1	111.7	119.8
Mining and Quarrying	439.1	367.0	387.7	369.2
Manufacturing	526.6	486.0	473.2	466.7
Construction	466.9	399.9	397.1	400.6
Trade, Restaurants and Hotels	645.4	570.9	555.6	542.8
Transport and Communications	611.2	724.0	598.2	611.3
Finance, Insurance, Real Estate and Business Services	1,055.6	985.6	930.0	935.0
Community, Social and Personal Services	302.1	290.7	263.8	279.3
PUBLIC SECTOR	502.9	457.7	442.4	476.6
TOTAL	400.1	377.7	368.4	389.1

*Provisional.

**Average current earnings adjusted for rise in consumer prices. Real earnings and the consumer price indices are based on January—June 1975.

TABLE 10—CHANGES IN WAGE EMPLOYMENT, AVERAGE WAGES AND CONSUMER PRICES 1973—1976

	Percentage			
	1973	1974	1975	1976*
Wage employment	5.8	8.5	-0.9	4.7
Current prices average wages	5.7	9.3	14.8	15.9
Consumer prices**	11.1	15.8	1.8	9.8
Real average wages	-4.9	-5.6	-2.5	5.6

*Provisional.

**Percentage increases are derived from a composite weighted index of lower, middle and upper income indices calculated as an average of the indices for all 12 months.

Employment of Women, Young Persons and Children

17. Prior to the coming into effect of the new Employment Act in May 1976, employment of women, young persons and children was governed by the Employment of Women, Young Persons and Children Act. This piece of legislation was repealed and the conditions governing this group of employees were incorporated into the new Act. In the agricultural areas, some female employees complained that having to work eight hours a day to earn the same wages as male employees did not leave them enough time to cope with their domestic chores. Some employers took advantage of the situation and allowed their female employees to work fewer hours but paid them disproportionately. Female employees continued to be preferred for certain classes of work such as domestic and personal services, tea and coffee picking, across-counter sales, bars and restaurants, and textile industry.

18. Young people fresh from school with no skills continued to move into urban areas in search of employment and training opportunities. Young boys were to be found working in such places as road-side garages and as 'matatu' conductors. Many young girls continued to fill places in ill-equipped secretarial colleges which are to be found in all urban areas while child labour was prevalent in domestic establishments where small girls are employed as ayahs.

SECTION III—WAGES AND CONDITIONS OF WORK

Labour and Wages Inspection

19. A combined total of 5,873 labour and wages inspections were undertaken at places of work by Labour Officers and other field inspectorate staff to ensure that employers comply with the statutory minimum standards prescribed in the various Wages Regulation Orders and Labour Laws. During these inspections some employers were found to have been underpaying their employees and arrears of wages and other entitlements were claimed. Such claims together with recoveries arising from complaints lodged by workers at the various Labour Offices amounted to Sh. 1,727,092 which was paid out to the claimants. This figure compares with Sh. 1,156,457 recovered during 1975.

20. Field Officers continued to encounter problems relating to reluctance on the part of employees to disclose underpayments for fear of victimization. Many employees would rather work for amounts less than the statutory minimum wage than risk losing their jobs, a situation that is taken advantage of by some employers particularly small hotel and restaurant keepers. Where slight contraventions were detected, employers were requested to comply and in cases of failure to do so, or where serious contravention was detected, such employers were prosecuted. There were 228 such prosecutions. Table 11 and Appendix IA to this report give details of inspections and related operations.

TABLE 11

PROVINCE	Labour/Wages Inspections	Areas Recovered Sh.	COMPLAINTS AND PROSECUTIONS	
			No. Reported	Prosecutions
Coast	855	377,789	2,548	10
Nairobi	1,766	207,656	2,304	109
Central	823	755,130	1,446	12
Rift Valley	783	181,486	2,648	17
Nyanza/Western	1,646	205,031	5,393	80
TOTAL	5,873	1,727,092	14,339	228

Hours of Work

21. Hours of work provided for in the various industrial Wages Regulation Orders remained the same but some collective agreements entered into provided for fewer hours of work per week. From the agricultural areas it was reported that some women employees were complaining that the 46 hours provided for in the Agricultural Industry Order did not leave them enough time to undertake domestic chores. It was also reported that employees working on oil prospecting drilling rigs in the North-Eastern Province were working extremely long hours. Hotels and bars, transport companies and petrol station owners continued to be the worst offenders against established number of working hours.

Housing

22. Housing continued to present serious problems of both qualitative and quantitative nature. In the major urban areas, such as Nairobi, the local authorities have made major efforts to increase the number of houses available for rental to lower and middle income groups but the demand outstrips the supply due to population increase. This led to serious overcrowding with available accommodation being shared by relatives and friends. The everpresent shanty towns continued to mushroom unabated with all the attendant health and sanitary hazards.

23. Although there was a marginal improvement in the standard of housing in the rural areas, field inspections revealed many employers who provided their workers with substandard accommodation. In some cases, employers provided their workers with such materials as timber for construction of huts without supervising the construction. As a result, such workers put up substandard structures which lacked such facilities as ventilation.

Labour Advisory Board

24. During the year, the Board held its fifty-ninth, sixtieth and sixty-first meetings on 12th January, 23rd March, and 18th May respectively. At its earlier meetings the Board adopted the Government's memorandum recommending ratification and adoption respectively of I.L.O. convention No. 137 and Recommendation No. 145 concerning Social Repercussions of New Methods of Cargo Handling in Docks. Workers representatives however felt that they could not, as a matter of principle accept the objectives as contained in the two instruments.

25. At the same meeting the Board endorsed the Government's intention to ratify or adopt as the case may be convention No. 143 and Recommendation No. 151 concerning Migrant Workers and Migrations in Abusive Conditions and Promotion of Equality of Opportunity and Treatment of Migrant Workers and Convention No. 140 and Recommendation No. 148 concerning Paid Educational Leave. Finally the meeting endorsed the Government intention to ratify convention No. 142 and adopt Recommendation No. 150 concerning Vocational Guidance and Vocational Training in Development of Human Resources.

26. During the sixtieth meeting the Board unanimously endorsed the Government intention to ratify Convention No. 141 and adopt Recommendation No. 149 concerning Organization of Rural Workers and their Role in Economic and Social Development.

27. The Board held its sixty-first meeting on the 18th of May and approved the following after a few amendments:—

- (a) The Employment Act (Sanitation) Rule;
- (b) The Employment Act (Medical Treatment) Rules;
- (c) The Employment of Juveniles (Medical Examination) (Sea) Rules;
- (d) The Board deferred its approval on the Employment of Children Rules.

General Wages and Agricultural Wages Advisory Boards

28. No meetings of these Boards were held during the year.

Industrial Wages Councils

29. During the year only two Wages Councils held meetings: the Tailoring and Garment Making Wages Council and the Electrical Constructing Industry Wages Councils, on the 28th January and 10th of June respectively. At the end of the year, the following Wages Regulations Orders were in force:

1. The Regulation of Wages (Motor Engineering Trades) Order, 1973.
 2. The Regulation of Wages (Wholesale and Retail Distributive Trades) Order, 1973.
 3. The Regulation of Wages (Building and Construction) Order, 1974.
 4. The Regulation of Wages (Tailoring, Garment Making and Associated Trades) Order, 1973.
 5. The Regulation of Wages (Agricultural Industry) Order, 1975.
 6. The Regulation of Wages (Timber and Sawmilling Trades) Order, 1973.
 7. The Regulation of Wages (Electrical Constructing Industry) Order, 1974.
 8. The Regulation of Wages (Road Transport) Order, 1972.
 9. The Regulation of Wages (Hotel and Catering Trades) Order, 1974.
 10. The Regulation of Wages (General) Order, 1975.
30. The revised Regulation of Wages (General) Order, 1975, rendered ineffective the following Orders:—
1. The Regulation of Wages (Footwear Industry) Order, 1970.
 2. The Regulation of Wages (Baking Flour, Confectionery and Biscuit Making Trades) Order, 1971.
 3. The Regulation of Wages (Laundry, Cleaning and Dyeing Trades) Order, 1971.
 4. The Regulation of Wages (Petrol and Service Stations) Order, 1974.
 5. The Regulation of Wages (Domestic Servants) Order, 1967.
 6. The Regulation of Wages (Apprentices and Indentured Learners) Order, 1967.

SECTION IV—INDUSTRIAL RELATIONS

Trade Unions

31. The year saw the trade unions continue to voice their criticisms and demand for the complete removal of Wages Guidelines. Spearheaded by COTU, they demanded the right to negotiate full compensation against the rise in the cost of living. Following tripartite discussions the Minister for Finance and Planning and the Minister for Labour reviewed the Guidelines issued in 1975. The amendments issued in March 1976 introduced some flexibility in the Guidelines though calling for some restraint on the part of the negotiators and the Industrial Court. In concrete terms the Ministers allowed full compensation for cost-of-living increases for the lowest paid groups with wage increases declining progressively as a percentage of wages for those in higher paid group.

32. Overall, wage increases were to average about two-thirds of the cost-of-living increases. The Ministers also directed that compensation for price increases were to be spread in equal instalments, so that the later years of the contract period were not left without any increases

in wages. Finally, revisions after one year of the two-year agreements were only to be allowed if the wage increase stipulated therein failed to compensate for price increases to the extent permitted in the Guidelines.

33. The Central Organization of Trade Unions (Kenya) revised its constitution and the new constitution was registered under the Trade Unions Act. Among the major changes in the constitution was the change in the tenure of office for the Chief officials from three to five years. According to the new constitution number of delegates to the Organization's Governing Council are to be on the basis of individual affiliated union membership, with each union sending one delegate for every 2,000 members up to a maximum of thirteen delegates.

34. COTU also resolved to build a Workers' Education Institute and for this purpose it was resolved to levy each member of the affiliated unions Sh. 24 at the rate of Sh. 2 per month. The funds were to be collected through an order issued by the Minister for Labour under the Trade Disputes (Levies and Subscriptions other than Trade Union Dues) Regulations.

Trade Disputes

35. There were 15 meetings of the Tripartite Committee at which 662 trade disputes reported to the Minister were considered. This figure was 21 up on the previous year's number of 641. The Kenya Union of Commercial Food and Allied Workers had the highest number of trade disputes with 161, followed by the Kenya Management Staff Association and the Amalgamated Union of Kenya Metal Workers with 92 disputes each and then the Domestic and Hotel Workers Union with 46. Most of the disputes reported by the Kenya Management Staff Association were on union recognition and termination of employment of their members.

36. There were 44 strikes compared with 26 the previous year which resulted in 26,248 man-days being lost. The highest occurred in Agriculture and Manufacturing Industries. Most of the strikes in Agriculture were of short duration.

37. Despite the fact that there were more man-days lost compared with the previous year, there continued to be co-operation between the workers organizations, the Government and the Federation of Kenya Employers with the result that there was, in general throughout the country industrial harmony.

38. Table 12 below shows the break-down of stoppages of work by industrial groupings, the number of employees involved and man-days lost during the year. Table 13 below shows comparative figures for the previous years.

TABLE 12—STOPPAGES OF WORK CAUSED BY INDUSTRIAL DISPUTES

	No. of Strikes	No. of Workers Involved	Man-days Lost
(a) Agriculture	9	1,851	1,373
(b) Mining and Quarrying	2	408	2,158
(c) Manufacturing	9	3,140	11,741
(d) Building and Construction	6	5,017	7,440
(e) Electricity, Water, etc.	5	890	1,117
(f) Commerce	—	—	—
(g) Transport, Storage and Communication	—	—	—
(h) Docks	9	972	610
(i) Miscellaneous	—	—	—
	40	12,278	24,439
(j) Kenya Government	—	—	—
(k) Local Authorities	4	686	1,809
(l) E.A. Community Services	—	—	—
TOTAL	44	12,964	26,248

TABLE 13—COMPARATIVE FIGURES

Year	No. of Strikes	No. of Employers Involved	Man Days Lost
1969	124	37,641	87,516
1970	72	19,077	23,192
1971	72	14,398	32,682
1972	94	28,056	42,462
1973	84	14,475	42,267
1974	71	22,144	92,421
1975	26	4,148	8,753 $\frac{1}{2}$
1976	44	12,964	26,248

Joint Consultative and Negotiating Machinery

39. Employers and Workers Organizations continued to maintain a state of good understanding and there were no noticeable changes. Joint consultative and negotiating bodies played their part in the cordial relations between the employers and workers.

Boards of Inquiry

40. There were no matters which were referred to a Board of Inquiry during the year.

SECTION V—INDUSTRIAL COURT

Membership

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

<i>The Judge of the Court</i>	—Mr. Justice Saeed R. Cockar.
<i>Deputy to the Judge</i>	—Mr. T. Okelo Odongo.
<i>Members</i>	—Mr. Z. M. Anyieni.
	—Mr. F. E. Chogo.
	—Mr. J. Carrol.

42. Mr. Justice Saeed R. Cockar who has presided over the Court since its inception in 1964 was sworn in on his re-appointment as the Judge of the Court for another term of office for eight years by His Excellency the President at a colourful ceremony at State House, Nakuru on 16th September, 1976. Mr. T. Okelo Odongo resigned from the Court at the end of October 1976 and, by the close of the year, no other member had been appointed to fill the vacancy previously occupied by Mr. Odongo either as member of the Court or as Deputy to the Judge of the Court.

Cases

43. The Industrial Court, whose work was commended by His Excellency the President at the swearing-in ceremony mentioned above, was very busy throughout the year. A total of 94 disputes plus one appeal against the Minister for Labour were registered during the year under review. This showed an increase of 11 cases as compared with the number of 84 cases registered in 1975. A list of cases registered during the year is shown at Appendix I to this Report and a list of issues in dispute is given at Appendix II.

44. During the same period the Court heard 77 cases and one appeal and 5 applications of previous Court awards. It also announced 70 awards plus one appeal and 5 interpretation application rulings. All the awards were published in the Kenya Gazette as in the previous years and in compliance with the law.

Registration of Collective Agreements

45. During the year the Court registered 157 Collective Agreements and approved 160. Some of the approved agreements had been registered in 1975. The figure for 1976 was 9 agreements up on the 1975 figure. The collective agreements registered by Industry in 1976 is indicated in Appendix XI.

46. The East African Industrial Court whose function is to determine disputes within the East African Community and its Corporations held 9 meetings—4 in Nairobi, 2 in Mombasa, 2 in Arusha and 1 in Dar es Salaam. During the meetings the Court heard six cases and announced its rulings in four of them.

47. Judge Saeed R. Cockar, Judge of the Kenya Industrial Court, participated in all the deliberations of this Court and was the Presiding Judge in causes 1/76 and 5/76.

SECTION VI—BOARDS AND CONFERENCES

International Labour Conference—Geneva

48. The 61st Session of the Conference was attended by a tripartite delegation made up of Government, Employers, Workers Representatives and Advisors from member countries. Kenya was represented by a tripartite delegation consisting of:—

Hon. James Nyamweya	— <i>Minister for Labour.</i>
Mr. J. I. Othieno	— <i>Permanent Secretary.</i>
Mr. J. B. O. Omondi	— <i>Ag. Deputy Secretary.</i>
Mr. F. M. Mwihia	— <i>Ag. Deputy Secretary (EPD)</i>
Mrs. M. Kiereine	— <i>Chief Nursing Officer, Minister of Health.</i>
Mr. Tom Owuor	— <i>Federation of Kenya Employers.</i>
Mr. David Richmond	— <i>Federation of Kenya Employers.</i>
Hon. Juma Boy	— <i>Central Organization of Trade Unions.</i>
Mr. James Karebe	— <i>Central Organization of Trade Unions.</i>
Mr. Duncan Mugo	— <i>Central Organization of Trade Unions.</i>
Mr. Kimani Wanyoike	— <i>General Secretary, Kenya Union of Civil Servants.</i>

49. Among other items, the Conference debated the Report of the Director General on the activities of ILO during the year 1976. Other items on the agenda included, Programme and Budget proposals and other financial questions; information and reports on the application of Conventions and Recommendations; establishment of tripartite machinery to promote the implementations of International Labour Standards; working environment (first discussion); Employment and Conditions of Work and Life of Nursing Personnel (first discussion) and the Report of the working party on the structure of ILO. In addition, the Conference had before it a special report on the application of the declaration concerning the policy of apartheid of the Republic of South Africa.

Programme and Budget Proposals

50. The Conference added \$0.1 million to the ILO Budget for 1977 to meet the expected additional cost arising from exchange rates, monetary fluctuations and inflation.

Application for Conventions and Recommendations

51. The Conference expressed satisfaction with the efforts which are being made to comply with ratified Conventions by member countries of the ILO. It however expressed grave concern at the disregard by Burma of Convention No. 87 concerning Freedom of Association, and by Chile, on Convention No. 111 on discrimination in employment. Both countries were asked to supply full information on the measures they were taking to ensure compliance.

52. Further, the Conference drew attention to problems of implementation of certain specified ILO standards in Ethiopia, Haiti, Indonesia, Liberia, Phillipines, Tanzania, Uganda, USSR, Uruguay and Paraguay.

Establishment of Tripartite Machinery

53. The Conference adopted the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) which provides for tripartite consultations within each member state at the various stages in the process towards ratification and implementation of ILO Conventions and Recommendations. Employers' and workers' organizations would be represented in the consultative procedures.

54. In a supplementary Recommendation, the Conference adopted the Tripartite Consultation (Activities of the International Labour Organization) Recommendation, 1976 (No. 152) which suggests the extension of tripartite consultations to national action connected with other ILO activities including technical co-operation and the implementation of resolutions adopted by the ILO General Conference or by other related bodies such as industrial committees of the ILO.

Working Environment

55. The conference began work on standards for protection of workers against occupational risks by focusing its attention on atmospheric pollution, noise and vibration. It drew up proposed conclusions for a Convention and Recommendation for adoption in 1977 after further consultation.

56. Most work processes entail the use of products or materials that are likely to release vapours, gases, dust or fumes that may present health hazards. A high noise level is harmful to the hearing and can effect the psychological state of the human being. Vibration and mechanical shock also affect the whole body, or parts of it.

57. Delegates felt that the proposed Convention should aim at covering all sectors of economic activity. Where an exemption is necessary in the case of any particular activity, there should be consultation with employers' and workers' organizations. National laws and regulations should make employers responsible for compliance with prescribed measures, and should oblige workers to comply with safety procedures. Government should set criteria for determining the hazards of exposure to atmospheric pollution, noise and vibration in the working environment and, where appropriate, specify limits which should be revised regularly in the light of current knowledge.

Employment and Conditions of Work and Life of Nursing Personnel

58. The conclusions adopted by the Conference as a basis for the formulation of international standards next year cover the whole range of employment problems affecting nursing personnel including, policy concerning nursing services; education and training; career development; remuneration; working time and rest periods; occupational health protection and social security.

59. On working time, the Conference felt that nurses' normal weekly hours of work should not be higher than those set in the country concerned for workers in general; normal daily hours of work should be continuous and not exceed eight hours unless there are collective agreements to the contrary; and that the working day, including overtime, should in no case exceed 12 hours. Steps should be taken to bring nurses' weekly rest to 48 hours where this is not already the case and the weekly rest should in no case be less than 36 uninterrupted hours.

60. The conclusions also included the view that nurses should be able to discuss with their employers specific duties which they would not wish to perform as being in conflict with their religious, moral or ethical convictions.

Structure of the ILO

61. The Conference had previously appointed a working party to study the structure of the ILO and to make recommendations as to changes which are necessary in the ILO constitution which was made in 1919. The working party had not completed its work and the Conference decided to extend its term by a further year.

Apartheid

62. The Conference took note of the ILO's twelfth special Report on the Application of the Declaration concerning the Policy of Apartheid of the Republic of South Africa, which reviewed recent developments in the labour and trade union situation there. The report included figures which showed that White South Africans' income per head averages about 14 times that of Blacks in 1973.

The 62nd (Maritime) Session of the International Labour Conference—Geneva

63. The above Maritime Session which addressed itself exclusively to matters relating to the maritime industry was attended by tripartite delegations from seventy-seven member states of ILO. The delegations were made of Government, Shipowners and Seafarers representatives.

Kenya was represented by:—

Mr. J. B. O. Omondi—*Deputy Secretary, Ministry of Finance and Planning (leader of the delegation).*

Mr. H. F. N. Mwadime—*Labour Officer, Ministry of Labour.*

Mr. R. O. Adero—*Transport Economist, Ministry of Power and Communications.*

Mr. R. Kester—*Representative of the Shipping Group of the Federation of Kenya Employers.*

Mr. A. S. A. Mwarua—*General Secretary, National E.A. Seamen's Union.*

64. The Conference had the following items on its agenda:—

(i) Report of the Director General.

(ii) Revision of the Paid Vacations (Seafarers) Convention (Revised), 1949 (No. 91) in the light of, but not necessarily restricted to, the Holidays with Pay Convention (Revised), 1970 (No. 132).

(iii) The protection of young seafarers.

(iv) Continuity of employment for seafarers.

(v) Substandard vessels, particularly those registered under flags of convenience.

65. The Conference was also called upon to review the composition of the Joint Maritime Commission in accordance with the provisions of Article 1 of the Standing Orders of the Joint Maritime Commissions.

Revision of Paid Vacations (Seafarers) Convention

66. The Conference adopted a new Convention on holidays with pay for Seafarers which revised the Vacations (Seafarers) Convention (Revised) 1949 (No. 91), which had provided for minimum paid annual leave of 18 working days for masters and officers, and 12 days for other crew members. It was decided to replace these with 30 days leave for all the crew on board any ships covered by new instrument.

Protection of Young Seafarers

67. The Conference adopted a Recommendation for the effective protection of young seafarers.

Continuity of Employment for Seafarers

68. At a time when maritime industry is feeling the effects of economic recession and unemployment is spreading among seafarers in both developed and developing countries, the adoption of a Convention and a Recommendation on the Continuity of Employment for Seafarers by the Conference was of special importance.

Substandard Vessels, particularly those registered Under Flags of Convenience

69. The adoption by the Conference of this Convention and recommendation concerning minimum standards in merchant ships was a significant breakthrough in the control of substandard vessels, particularly those registered under flags of convenience.

70. The Convention requires that all ratifying countries should establish laws and regulations concerning safety standards, including standards of competency and hours of work. Employment conditions and living arrangements on board a ship should be substantially equivalent to those stipulated in major ILO maritime instrument which cover such fields as crew accommodation; accident prevention; medical examinations and medical care; food and catering; and officers' competency.

71. Port authorities should notify any corrective measures taken on foreign ships to representative of the flag state and should not unreasonably detain or delay the ship. For the purpose of the Convention, complaints may come from a member of the crew, a professional body, an association of trade union or generally from any person with an interest in the safety of the ship including an interest in safety or health hazards to its crew.

Resolutions

The Conference adopted the following resolutions :

Resolution concerning Seafarers' Welfare at Sea and in Port

72. The resolution requested the Governing Body of the ILO to take effective measures to secure general implementation of Seamen's Welfare in Ports Recommendation, 1939 (No. 138) and also to include in the agenda of the next maritime session of the International Labour Conference the question of adopting a comprehensive Convention on Seafarers Welfare. It further called for the holding of international seminars aimed at the exchange of views on problems of cultural and welfare services for seamen regularly.

Resolution Concerning Discriminatory Employment Conditions For Seafarers Serving in Vessels of Other Continents

73. This resolution called for the elimination of discrimination against seafarers of Asian, African and Latin American origin. The resolution demands equality of remuneration for nationals and non-nationals under the same flag. It further requires that seafarers with the same qualifications should benefit from all the advantages offered by regulations, or collective agreements applicable to seafarers of the country under whose flag the ship is registered. It further requests the Governing Body of the ILO to arrange for study of the situation regarding substandard and discriminatory employment conditions for certain seafarers to be undertaken for submission to the Joint Maritime Commission for advice on desirability of further action.

Resolution Concerning the Revision of Conventions and the Promotion of Maritime Social Registration

74. This resolution reaffirmed its request to the Governing Body of the ILO to arrange for a study which should assist the Joint Maritime Commission in determining which international Labour Convention or Recommendation should be revised or supplemented and to submit the study to an early meeting of the Joint Maritime Commission, taking particularly into account International Labour instruments concerning Social Security Fund, the Certification of Able Seamen's Convention 1949 (No. 74).

Resolution Concerning Standards relating to Seafarers

75. The resolution request the Governing Body of the ILO to instruct the Director General to prepare and publish, after consultation with the Joint Maritime Commission, a systematic compilation of those International Labour Conventions and Recommendations relating to Seafarers which have been adopted by ILO so far.

Resolution concerning the Convocation of the Joint Maritime Commission

76. This resolution requested the Governing Body of the ILO to convene a session of the Joint Maritime Commission in 1978 and 1979 with an agenda to be decided by the Governing Body after appropriate consultations.

Resolution Concerning Regional Maritime Conference

77. The resolution urged the Governing Body of the ILO to invite the Joint Maritime Commission to consider the advisability that regional Conferences should be convened for Latin America in 1978, for Africa in 1980, and for Asia during 1982.

Resolution Concerning Maritime Basic Wage for Able Seamen

78. This resolution urged the Governing Body of the ILO to invite the Joint Maritime Commission to consider the basis and extent to which the international minimum basic wage for able seamen should be revised at its next and subsequent sessions.

Resolution Concerning International Maritime Labour Standards on Medical Care Aboard Ship

79. This resolution urged the Governing Body of the ILO to invite the Joint Maritime Commission to consider the adoption of International Maritime Labour Standards on medical care on board ships which should require the training of seafarers in medical skills beyond the first aid level.

Resolution Concerning the Employment of Women on Board Ship

80. This resolution asked the Governing Body to undertake a comprehensive study on the employment of women on board ships and to submit it to the Joint Maritime Commission with the view of determining what action may be necessary.

Resolution Concerning the Environment on Board Ship

81. The resolution called on the Governing Body to arrange for a study of the whole subject of shipboard environment, including a comparative evaluation of studies carried out at national level, so that results of the study could be used for possible further ILO action in this area.

Resolution Concerning Workers Education for Seafarer

82. The resolution called upon the Director General of the ILO to examine the possibility of undertaking a programme of workers' education for seafarers on a regular basis and if found feasible, to initiate such a programme as soon as possible.

Resolution Concerning the Treatment of Foreign Seafarers in Transit

83. This resolution requested the Director General of the ILO to arrange for a comprehensive study of practical problems arising in connection with the treatment of foreign seafarers in transit by national authorities in the light of national laws and regulations with a view to the harmonization and the adoption of international labour standards on the subject.

The Seventh Session of the Committee on Work on Plantations—Geneva 8th-16th December, 1976

84. The above committee meeting addressed itself to the improvement of the working and living conditions of plantation workers and was attended by tripartite delegations from 23 member countries. The session was also attended by members of international non-government organizations.

Kenya was represented by :—

Mr. J. G. Thongori—Assistant Labour Commissioner—Ministry of Labour (leader of delegation).

Mr. H. F. M. Mwadime—Labour Officer—Ministry of Labour.

Mr. E. P. Getata—Executive Officer—Federation of Kenya Employers.

Mr. G. Wanyoike—Secretary General—Kenya Plantation and Agriculture Workers' Union.

Mr. C. Abwajo—Assistant Secretary General—Kenya Plantation and Agricultural Workers' Union.

85. The Agenda of the session was as follows: —

- (i) General Report dealing particularly with:
 - (a) Action taken in various countries in the light of the conclusions and resolution adopted at the previous sessions of the committee.
 - (b) Action taken by the office to carry out studies and inquiries proposed by the committee and other activities of ILO in the field of work on plantations.
 - (c) Recent events and developments in work on plantations.
- (ii) Collective bargaining problems and practices on plantations and the exercise of Trade Union rights.
- (iii) Housing, medical and welfare facilities and occupational safety and health on Plantations.

86. The Committee was divided into two subcommittees to examine the two technical items on its agenda, namely a subcommittee on housing, medical and welfare facilities and occupational safety and health on plantations and a subcommittee on collective bargaining problems and practice on plantations and the exercise of trade union rights. In addition the Committee set up a working party on the effects given to the conclusions and resolutions adopted by the Committee at its previous sessions.

Trade Union Rights and Welfare

87. The Committee considered that Governments should by legislation or any other appropriate measures guarantee respect for the free exercise of trade union rights on plantations. The Governments should also encourage the formation and development of independent workers' and employers' organizations and should give special attention to collective bargaining which should be regarded as a means for improving plantation workers' working and living conditions.

88. The Committee also underlined the need for programmes designed to improve the living conditions of workers and their families. It noted that some progress had been made in this regard.

89. Although the provision of housing for plantation workers should be the responsibility of national or local authorities, employers should provide housing for workers who are obliged to live on the estates. It however noted that the provision of housing, medical and welfare facilities by a particular plantation should in no way be regarded as a substitute for the payment of fair salary, nor prejudice the basic rights of workers.

The Committee adopted the following four resolutions: —

Resolutions Concerning the future Programme of Work of the International Labour Organization in the Plantation Sector

90. The resolution among other things requested the Governing Body of the ILO to convene future sessions of the Committee on work on plantations at shorter intervals, preferably after every three years.

91. It also calls for the following subjects to be placed on the agenda of the eighth session of the Committee: —

- (a) Training and retraining of workers and managers in plantations.
- (b) Labour inspections in plantations.
- (c) Occupational safety and health in plantations with special reference to harmful chemicals.
- (d) Security of employment on plantations.

Resolution Concerning Agrarian Reform

92. The Resolution requested the Governing Body of the ILO to bring to the attention of the Ninth Session of the ILO Advisory Committee on Rural Development to be held in the 1978-79 biennium the interest of the Committee on work on plantations in the social aspects of agrarian reform, especially as regards full employment and freedom of association.

Resolution Concerning Multinational Enterprises and Plantations

93. The resolution urged the Director General of the ILO to give special attention to studies of the economic and social activities of multinational enterprises in the plantations sector. The resolution went on to ask the Governing Body of the ILO to place the question of multinational enterprises and social policy on the agenda of the 1979 session of the International Labour Conference.

Resolution Concerning International Trade in Plantation Products and International Prices

94. The resolution calls on the Governing Body of the ILO and International Labour Conference to initiate urgent action in collaboration with the other United Nations specialized agencies concerned with the problem of trade and economic development, with a view to bringing about a long-term international agreement involving among other things regulation of exports with improvement in terms of trade of the developing countries as the central objective, primarily with a view to bringing about an improvement of commodity prices all over the world and increase the export earnings of all developing countries.

AFRICAN LABOUR MINISTERS' CONFERENCE

The Fourteenth Session of the Labour Ministers' Conference held in Freetown, Sierra Leone, 29th March to 2nd April, 1976

95. At the above session of the Conference of African Labour Ministers, the Kenya delegation comprised of Hon. James Nyamweya, Minister for Labour, Mr. James Othieno, Permanent Secretary, and Mr. J. B. O. Omondi, Ag. Deputy Secretary, Ministry of Labour.

96. The Assistant Administrative Secretary General of OAU outlined the efforts made to implement decisions reached and conclusions passed by previous Labour Ministers Conferences. He reported that as agreed during the 13th Session, a seminar on occupational risks was held in 1975 and in November 1977 a congress will be held whose theme will be "Prevention of Occupational Risks in Mines and Freight Handlers".

97. The Secretariat also reported that a symposium on conditions of work and life of African workers in S. Africa was held in Dar es Salaam in 1975 as a response to a resolution passed by Labour Ministers. The conclusions of the symposium could not be considered by the heads of states meeting in Kampala due to insufficiency of time.

98. The Secretariat reported that the assembly of the heads of states meeting in Kampala July 1975 agreed that Labour Ministers' Conference become and act as a specialized institution of OAU. Following this move the Labour Ministers' Conference at Freetown decided to adopt new rules of procedure to conform with those of OAU meetings. It was decided that in future the Labour Ministers' Conference shall be known as the Labour Commission of Organization of African Unity. This means that henceforth expenses of the Commission will be financed from OAU regular budget.

99. The Administrative Secretary General submitted a summary report on studies which had been undertaken by ILO, UNCTAD, UNIDO and ECA on social-economic effects of multinational corporations in Africa. This was in response to a Labour Ministers' resolution passed during the 13th Session in Libreville, Gabon in March 1975. The Conference noted the report.

100. The Conference decided to keep the issue of eventual creation of African Labour Organization in cold storage, in view of the fact that the Labour Ministers' Conference had been transformed into OAU Labour Commission.

101. The Administrative Secretary General reported that the relationship between ILO and OAU in general and the ILO Regional Office in particular was excellent. He further stated that whenever the Conference entrusted the OAU Secretariat with any labour question, the ILO Regional Office proved to be extremely co-operative. The Secretary General also reported that when ILO launched its first Labour and Population Programme in Africa the OAU Secretariat was closely associated with the implementation of the programme including attending the first sub-regional seminar on the subject held in Nairobi, Kenya, in 1971.

102. The ILO Regional Office reported to the Conference on its activities in Africa in the field of manpower and population. The office also participated in assisting member states in the field of employment advisory missions, specific advisory services, and training of national personnel.

103. The Conference received a progress report from the African members of the Governing Body; the report covered such matters as African effectiveness in the Governing Body of ILO, need for increased ILO assistance in the Sahelian region and in Southern Africa. Arising from the above report, the Conference endorsed the candidature of Tunisia for the chairmanship of the World Employment Conference in Geneva in June 1976. The Conference also briefly discussed the question of the appointment of an African to the post of Assistant Director General of ILO.

104. The Conference also discussed the question of the structure of ILO. It was however noted that a special committee of ILO had been appointed to look into the matter, so it was felt that the outcome of that committee's work should be awaited. Some members felt that an extraordinary session of the International Labour Conference should be called to discuss the question of structure of ILO, but there was no consensus on the issue.

105. The Secretary General of Organization of the African Trade Union Unity submitted a comprehensive report of its activities since its formation which was well received by the Conference as an indication of the useful role which the organization was playing.

106. The venue of the next meeting of OAU Labour Commission would be in Libya in April 1977.

SECTION VII—WORKMEN'S COMPENSATION

107. The total number of accidents reported under the Workmen's Compensation Act (Cap. 236) during the year was 4,428 compared to 4,686 during 1975. Included in this number were 167 fatal accidents, 9 causing permanent total incapacity, 257 resulting in permanent partial incapacity and 774 temporary incapacity for at least three consecutive days. The balance of 3,221 cases had not had their medical reports ready by the end of the year and hence their degrees of incapacity had not been determined. The analysis by industry of all accidents showing degree of incapacity (where known) is given at Appendix III.

108. Although there was a welcome drop of 258 in the overall number of accidents below the 1975 figure, there was however, a rise of 27 in fatal cases. The two lists below show respectively industrial distribution of all accidents and fatal cases together with comparative figures for 1975.

<i>Industrial Distribution of all Accidents</i>											1975	1976
Manufacturing	..	..	..	..	..	..	..	..	..	..	1,413	1,311
Construction	..	..	..	..	..	..	..	..	..	..	1,168	1,016
Transport, Storage and Communication	..	..	..	..	..	..	..	..	..	..	569	550
Agriculture and Allied Industries	..	..	..	..	..	..	..	..	..	..	502	481
Government and Business Services	..	..	..	..	..	..	..	..	..	..	500	534
Commercial Enterprises	..	..	..	..	..	..	..	..	..	..	242	215
Docks	..	..	..	..	..	..	..	..	..	..	156	159
Electricity, Gas, Water and Sanitary Services	..	..	..	..	..	..	..	..	..	..	99	129
Mining and Quarrying	..	..	..	..	..	..	..	..	..	..	37	33
TOTAL											4,686	4,428

<i>Industrial Distribution of Fatal Accidents</i>											1975	1976
Manufacturing	..	..	..	..	..	..	..	..	..	..	12	18
Construction	..	..	..	..	..	..	..	..	..	..	24	24
Transport, Storage and Communication	..	..	..	..	..	..	..	..	..	..	27	27
Agriculture and Allied Industries	..	..	..	..	..	..	..	..	..	..	26	27
Government and Business Services	..	..	..	..	..	..	..	..	..	..	26	54
Commercial Enterprises	..	..	..	..	..	..	..	..	..	..	13	13
Docks	..	..	..	..	..	..	..	..	..	..	4	—
Electricity, Gas, Water and Sanitary Services	..	..	..	..	..	..	..	..	..	..	4	2
Mining and Quarrying	..	..	..	..	..	..	..	..	..	..	4	2
TOTAL											140	167

109. Compensation money paid out during the year amounted to Sh. 3,022,887.40 which was Sh. 404,572.60 less than the amount paid out in 1975. Compensation paid out included Sh. 943,368.05 in respect of death, Sh. 1,338,441.05 in respect of permanent partial incapacity; whereas compensation amounting to Sh. 600,904.35 was paid out in respect of temporary incapacity.

110. Post Office Savings Bank deposits held in trust by the Registrar of Workmen's Compensation amounting to Sh. 309,234.05 was Sh. 43,406 above the previous year's amount. During the year under review, there were 141 withdrawals with a total of Sh. 401,300. Ten new trust accounts were opened while none was closed.

111. A total of 39 cases were referred to Medical Boards for determination of final degree of incapacity. During the year there were no payments made from Kenya to persons resident in either Tanzania or Uganda and no Kenyan residents were paid compensation from Uganda. Kenya was however demanding remittance of funds which had been sent to Uganda in error and two cases in which Tanzania residents would be the beneficiaries were being processed.

112. Analysis of all accidents by industry and causation and nature and location of the injury can be found at Appendices IV and V respectively.

SECTION VIII—FACTORY INSPECTORATE

Industrial Development

113. The total number of factories registered as at 31st December, 1976 was 6,718, which was 78 up on the 1975 figure. Among the larger projects was Rivatex, a textile mill at Eldoret which was expected to go into production early in 1977. A similar mill was completed and went into production at Nanyuki while work started on the Nzoia Sugar Scheme at Bungoma. At Appendix VI will be found a list of Factory Registrations by Industrial Groups in 1976.

114. Other major industrial projects which were either completed or nearing completion included Mombasa Industrial Estate, motor assembly plants for Leyland and General Motors in Thika and Nairobi respectively, Dawa Pharmaceuticals for manufacture of drugs for hospitals and other related fields; Gitaru power station and CPC—a starch manufacturing factory situated in Eldoret. There were also smaller factories and workshops whose construction or extension to existing ones was started.

115. Of special interest to the Factory Inspectorate are buildings in which either lifts or steam boilers are installed. A number of these were either completed or nearing completion by the end of the year. These included the Kenya Commercial Bank Head Office in the city centre; the French Cultural Centre; the Union Towers opposite the Nairobi Hilton; the National Bank on Harambee Avenue; Nyati House behind Koinange Street; Kenyatta National (Teaching) Hospital; extensions to the Ministry of Works Headquarters; Afya House, the new Parcels Office on Haile Selassie Avenue; extensions to the Inter-Continental Hotel and the new airports at Nairobi, Mombasa and Kisumu. Towards the end of the year the Directorate of Industrial Training occupied a modern complex comprising a teaching workshop, classrooms and office on Enterprise Road, Industrial Area.

Inspections

116. Shown below is a list of inspections carried out during the year. Inspections described as special visits denote accident or occupational disease investigations as well as visits made at the request of the factory occupier or an inspector of factories to discuss some specific issue. It was encouraging to the Inspectorate to note that some big factory operators have now learned to seek advice when they were in doubt rather than wait for the Inspectorate to discover the problem.

Hereunder is a breakdown of field inspections carried out by the officers of the Section:—

	1975	1976
Inspection of factories with power	443	500
Inspection of factories without power	18	9
Special visits to factories with power	123	124
Special visits to factories without power	5	2
Docks inspections	43	6
Special visits to Docks	2	7
Inspections of non-factory premises with steam boilers	—	1
Visits to non-factory premises with hoists or lifts	3	2
Visits to building sites	2	56
Inspections of building sites	—	8
Visits to places not under the Act	8	5
TOTAL	647	720

Safety General

117. Safety and health of the workers are the main concern of the Factories Inspectorates in any country. The Inspectorate in this country is making every effort to see that workers are not subjected to hazardous conditions and practices in factories and other related areas. It is not uncommon to walk into a factory employing highly qualified engineers and safety personnel and yet notice bad practices that one would have expected such personnel to have noticed and rectified. Inspectors, trained in spotting dangerous conditions, therefore, go round factories and ensure that those contravening the law are advised and, where this advice is not heeded, prosecuted.

Accidents—General

118. During the year under review there were 1,571 accidents reported from places falling under the Factories Act. This figure shows a most welcome drop of some 292 cases from the previous year. This was very encouraging. It makes the inspectors feel that their presence is being felt in most places where they are stationed or where frequent visits have been made to an area thus putting factory owners on the alert. An analysis by causation in percentage form of the accidents reported during the year is shown here below.

Cause	Percentage of Total	
	1976	1975
Prime movers	0.70	0.11
Transmission machinery (power driven)	8.91	0.27*
Lifting machinery	0.64	—
Woodworking machinery	5.80	0.40*
Metalworking machinery (power presses and abrasive wheels)	1.2	0.43
Sisal machinery	2.48	1.23
Nip accidents in rollers, etc.	2.20	1.66
Other power driven machinery	6.87	5.52
Other machinery—non-power driven	2.93	2.42
Railways	0.32	1.07
Vehicle (other than Railways)	0.95	*
Aircraft	0.06	*
Steam pressure plant	0.19	*
Electricity	0.51	0.59
Explosions	0.38	0.70
Fires	0.83	1.40
Gassing/Poisoning	0.19	0.21
Molten metal and other hot or corrosive substances	4.65	1.45*
Use of hand tools	4.07	5.58
Struck by falling objects	8.08	8.91
Falls of ground	0.06	*
Falls of persons	6.75	8.10
Stepping on objects	0.38	0.54
Striking against objects	0.89	0.64
Animals	0.06	*
Handling of goods or articles	14.70	41.37
Miscellaneous accidents	23.99	8.58
Accidents not adequately described	1.20	1.55

*Not available.

119. The above analysis acts as a pointer to areas where emphasis needs to be directed. It would, for example, appear that there was tremendous deterioration in safety in the wood-working industries during the year. The same can be said of transmission machinery. How it shot up from a mere 0.27 per cent to 8.91 of the total is not clear as yet. The only possible explanation is likely to be more accurate reporting and possibly an increase in the number of accidents that occurred in this area. There was also a sharp rise in the miscellaneous group. This sharp rise could probably be attributed to problems associated with classification there.

120. A number of accidents both fatal and non-fatal were investigated during the year. Emphasis is placed on investigation as this helps spot dangerous practices which are conducive to the occurrence of accidents. Advice is given on the spot and where appropriate remedial steps taken straight away either on a machine or environment concerned. Appendices VIII and IX show reported factory accidents and their causations respectively, in 1976.

Fires

121. A number of fires were reported from various parts of the country. Five major ones destroyed whole factories or substantial parts of the factories.

122. A fire at E.A. Packaging in Kitui Road in Nairobi nearly destroyed the whole factory causing Sh. 50m. worth of damage.

123. At Muhoroni Sugar Factory a store was completely destroyed with its contents. The extent of the damage was put at K.Sh. 4m. The origin of the fire was thought to be electricity as it happened at night when there was no person working there.

124. In the Nairobi City Centre a fire completely destroyed a printing press as was White Line Retreaders factory in the Nairobi Industrial Area. This fire demonstrated the importance of extra exits for workers to escape through. Had it not been for this the casualty number would have been frightening. It could have attracted as much attention as the railway disaster of the latter part of the same year.

125. A big furniture-making plant in the industrial area of Nairobi went up in flames at night. It was difficult to establish the cause of this fire but it is thought to have been electrical. No injuries were reported as only a watchman was on duty outside the premises.

Authorized Persons

126. These people continued to render useful service.

An area that is causing the Inspectorate some concern is the lift industry. Statutory inspections aside, there has been unsatisfactory maintenance of lifts and one hears of unsatisfactory nature of the service from the occupants of every building where lifts are installed. Lift companies complain about the lack of proper training for their mechanics/technicians. This has led to some discussions with these companies with a view to setting up their own training ground for their personnel. It was suggested that there was a possibility of these firms using the Kenya Polytechnic too, besides their own specialized training facilities in lift maintenance.

127. By the end of the year there were 50 authorized persons as follows:—

Persons approved to inspect lifts	6
Persons approved to inspect chains, ropes, cranes, etc.	10
Persons authorized to examine steam boilers and steam receivers	17
Persons approved to examine air receivers	17
	—
Total	50
	—

128. Of these, 18 were employees of the E.A. Railways Corporation while 2 were employees of the E.A. Harbours Corporation. Since these persons' operations are restricted to working for their respective organizations there were only a few left to cover the rest of the industry in the country.

Plant

129. Sixty-four new steam boilers were registered during the year. This brought the total number of boilers in operation in the country to 1,293. This number may be slightly lower as those taken out of use are not notified to the Inspectorate. There were 20 new lifts registered during the year bringing the total number to 516.

Woodworking Machinery Rules

130. As it was mentioned earlier on in clause 119 there was a sharp increase in accidents caused by woodworking machinery. The problem here is that most saw mills are situated deep in the forests and, in the main, less accessible. They will in future receive more attention as the size of the machinery can cause considerable damage in the event of an accident.

Docks Rules

131. One hundred and fifty-six accidents were reported from our docks in Mombasa and Kisumu. Two of these were fatal and were investigated. At Mombasa Port, it was gratifying to note a growing awareness among the management and the workers alike of the necessity for safe and healthy working environment. As a result, a safety committee was formed and meets regularly to review safety conditions. The Factory Inspector based in Mombasa participates in the committee's deliberations and renders advice when necessary.

132. The question of ships carrying what is classified as dangerous cargo, comes up for scrutiny at the Port. The Inspector inevitably finds himself involved in this. This requires a lot of time and equipment to be done effectively and the position is kept under constant review.

Building Operations and Works of Engineering Construction Rules

133. There has been no legal inspecting authority for this industry and the purpose of these Rules is, among other things, to establish such an authority. By the end of the year a layman's draft had been approved by the Labour Advisory Board and submitted to the legal draftsmen at the Attorney-General's chambers. In preparation for the coming into effect of these Rules arrangements were made for an Inspector of Factories to receive specialized training in this field.

134. The building industry reported 235 accidents during the year, six of which were fatal. Although the fatality figure rose during the year, there was an overall decrease in the number of accidents reported. Up till now with no regulations governing safety and health conditions in the industry very dangerous working conditions have been prevalent. It is hoped that when the Building Operations and Works of Engineering Construction Rules come into effect, the situation will improve as the Rules will provide for proper scaffolding or shuttering and working platforms.

Health

135. During the year under review, the Ministry of Labour on the one hand and the ILO and the Finnish Government on the other entered into discussion aimed at the sponsorship and financing of a project for strengthening the Factory Inspectorate. The purpose of the project was for the mounting of specialized training of Factory Inspectors in the various fields including industrial health and hygiene. It is envisaged, among other things, the specialized training, both locally and overseas of already qualified medical practitioners in industrial medicine and hygiene to take care of the health needs of the country's working environment.

Legal

136. There were a number of legal actions taken against firms in the country. These involved cases where people were either killed or where there was extreme reluctance on the part of the owners of factories to comply with the provisions of the Act. It is not normally the intention of the Inspectorate to prosecute everybody who contravenes the law unless such a person shows extreme intransigence or unwillingness to accept advice or to learn from the experts in the field.

Kenya Association for Prevention of Industrial Accidents

137. A serious exercise was made to get the Association off the ground. A membership drive was started and it was very encouraging to note that nearly all the big firms whether industrial or not paid their contribution to become members. Credit must go to the chairman, the secretary and a few governors who persistently kept the hopes of the Association alive by attending meetings when called and helping in many other ways.

LABOUR INSPECTIONS—1976

STATIONS	JAN.		FEB.		MARCH		APRIL		MAY		JUNE		JULY		AUG.		SEPT.		OCT.		NOV.		DEC.		TOTALS		GRAND TOTALS						
	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.					
	NAIROBI AREA	10	1	4	—	2	—	—	—	5	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	29	1	30	—				
Nairobi..	18	—	2	—	—	—	—	—	6	—	—	—	—	—	14	—	—	—	—	—	—	—	—	108	—	108	—	—					
Nairobi (Industrial Area)	—	—	3	—	4	—	—	—	—	—	—	—	—	—	6	—	—	—	—	—	—	—	—	17	—	17	—	—					
Kiambu	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	—	—					
Machakos	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	13	—	13	—	—					
Kitui ..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—					
CENTRAL	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
Nyeri ..	11	7	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
Thika ..	2	—	13	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—			
Nanyuki	18	2	3	—	—	—	—	—	3	—	—	—	—	—	9	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—			
Embu ..	1	1	2	—	6	1	—	—	5	3	—	—	—	—	6	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—			
Meru ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—			
RIFT VALLEY	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—		
Nakuru..	3	1	2	—	2	1	—	—	1	—	—	—	—	—	6	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—		
T. Falls (Nyahururu)..	1	—	—	—	6	—	—	—	3	—	—	—	—	—	5	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—		
Molo ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Kitale	—	—	12	—	3	—	—	—	—	—	—	—	—	—	7	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Naivasha	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Eldoret	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
NYANZA/WESTERN	4	—	9	—	10	—	—	—	9	—	—	—	—	—	4	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Kisumu	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Kericho	5	3	4	—	3	—	—	—	13	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Nandi Hills	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Kisii ..	—	—	5	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Homa Bay	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Kakamega	—	—	5	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Bungoma	—	—	4	—	4	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
COAST	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Mombasa	10	2	3	—	3	4	—	—	3	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Malindi	3	5	7	—	3	4	—	—	—	—	—	—	—	—	4	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
TOTAL—ALL STATIONS	86	23	77	16	78	11	43	10	47	6	45	1	109	11	82	17	100	23	83	16	50	1	22	7	829	135	964	—	—	—	—	—	

LIST OF CAUSES REGISTERED FROM 1ST JANUARY TO 31st DECEMBER, 1976

<i>Cause No.</i>	<i>Date of Registration</i>	<i>Parties</i>
1/76	2nd January 1976	Credit Finance Corporation and Kenya Union of Commercial Food and Allied Workers.
2/76	13th January, 1976	Municipal Council of Mombasa and Kenya Local Government Workers Union.
3/76	16th January, 1976	Laundry, Dry Cleaning and Dyers Group and Kenya Union of Commercial Food and Allied Workers.
4/76	16th January, 1976	Kenya Engineering Industries Ltd. and Kenya Engineering Workers Union.
5/76	16th January, 1976	Thika Municipal Council and Kenya Local Government Workers' Union.
6/76	19th January, 1976	South Nyanza County Council and Kenya Local Government Workers' Union.
7/76	19th January, 1976	Kenya Rent A Car Ltd. and Transport and Allied Workers' Union.
8/76	20th January, 1976	Co-operative Societies—Kerugoya and Kenya Union of Commercial Food and Allied Workers.
9/76	23rd January, 1976	H.P. Guff, K.G. and Kenya Management Staff Association.
10/76	23rd January, 1976	National Industrial Credit (E.A.) Ltd. and Kenya Management Staff Association.
11/76	23rd January, 1976	National Newspapers Ltd. and Kenya Union of Journalists.
12/76	23rd January, 1976	Tippets-Abbet-McCarthy-Stratton and Kenya Management Staff Association.
13/76	23rd January, 1976	Kisumu County Council and Kenya Local Government Workers Union.
14/76	2nd February, 1976	Nairobi Tyre Retreaders Group and Amalgamated Union of Kenya Metal Workers.
15/76	23rd February, 1976	Stainless Steel Products Ltd. and Kenya Engineering Workers Union
16/76	8th March, 1976	Kenya Shell Ltd. and Kenya Petroleum Oil Workers' Union.
17/76	8th March, 1976	E.A. Professional Hunters Association and Kenya Game Hunting and Safari Workers Union.
18/76	8th March, 1976	Kenya Co-operative Creameries Ltd. and Kenya Union of Commercial Food and Allied Workers.
19/76	8th March, 1976	Kisumu Municipal Council and Kenya Local Government Workers Union.
20/76	10th March, 1976	M/S Bahgwanji Motors Ltd. and Almagamated Union of Kenya Metal Workers.
21/76	10th March, 1976	Kenya Breweries Ltd. and Kenya Union of Commercial Food and Allied Workers.
22/76	11th March, 1976	Concreters (1972) Ltd. and Kenya Quarry and Mine Workers Union.
23/76	11th March, 1976	Security Express Ltd. and Kenya Union of Commercial Food and Allied Workers.
24/76	31st March, 1976	Cooper Motor Corporation (K) Ltd. and Amalgamated Union of Kenya Metal Workers.
25/76	9th April, 1976	East African Packaging Industries Ltd. and Kenya Management Staff Association.
26/76	20th April 1976	Old Mutual Assurance Society Ltd. and Kenya Union of Commercial Food and Allied Workers.
27/76	26th May, 1976	Kisii Farmers Co-operative Union Ltd. and Kenya Union of Commercial Food and Allied Workers.
28/76	26th May, 1976	M/S Mutufali Limited and East Africa Federation of Building and Construction Workers' Union.
29/76	26th May, 1976	Hume Pipe and Concrete Products Limited and East Africa Federation of Building and Construction Workers' Union.
30/76	26th May, 1976	M/S V. Meghji Patel Limited and East Africa Federation of Building and Construction Workers' Union.
31/76	26th May, 1976	M/S Coast Concrete Products and East Africa Federation of Building and Construction Workers' Union.
32/76	28th May, 1976	Nyali Limited and Kenya Engineering Workers' Union.
33/76	31st May, 1976	Old Mutual and Kenya Union of Commercial Food and Allied Workers.
34/76	3rd June, 1976	M/S R. K. Hirani and Sons and East Africa Federation of Building and Construction Workers Union.
35/76	3rd June 1976	Garage Simlac and Amalgamated Union of Kenya Metal Workers.
36/76	3rd June, 1976	Pan Africa Insurance Company Ltd. and Kenya Union of Commercial Food and Allied Workers Union.
37/76	3rd June, 1976	Motor Trade and Allied Industries Employers Association and Amalgamated Union of Kenya Metal Workers.
38/76	3rd June, 1976	Nakuru Municipal Council and Kenya Local Government Workers Union.
39/76	8th June, 1976	Kenya Bankers (Employers) Association and Kenya Union of Commercial Food and Allied Workers.
40/76	9th June, 1976	Bulleys Tanneries Limited and Kenya Shoe and Leather Workers' Union.
41/76	9th June, 1976	Allied Electronics Limited and Amalgamated Union of Kenya Metal Workers.

LIST OF CAUSES REGISTERED FROM 1ST JANUARY TO 31ST DECEMBER, 1976—(Contd.)

<i>Cause No.</i>	<i>Date of Registration</i>	<i>Parties</i>
42/76	9th June, 1976	Pan Africa Insurance Company Ltd. and Kenya Union of Commercial Food and Allied Workers.
43/76	9th June, 1976	Brighton Limited and Kenya Union of Commercial Food and Allied Workers.
44/76	9th June, 1976	Joginder's Auto Service and Amalgamated Union of Kenya Metal Workers.
45/76	21st June, 1976	Tai Manufacturing Company Limited and Amalgamated Union of Kenya Metal Workers.
46/76	22nd June, 1976	International Tractor (K) Limited and Amalgamated Union of Kenya Metal Workers.
47/76	24th June, 1976	K. H. Karimbai and Amalgamated Union of Kenya Metal Workers.
48/76	1st July, 1976	Regal Garage (1965) Ltd. and Amalgamated Union of Kenya Metal Workers.
49/76	1st July, 1976	Pokot County Council and Kenya Local Government Workers' Union.
50/76	7th July, 1976	Brollo (K) Limited and Kenya Engineering Workers Union.
51/76	7th July, 1976	Maize and Produce Board and Kenya Commercial Food and Allied Workers Union.
52/76	7th July, 1976	Kenya Meat Commission and Kenya Union of Commercial Food and Allied Workers.
53/76	13th July, 1976	Kenya Litho Ltd. and Printing and Kindred Trades Workers Union of Kenya.
54/76	13th July, 1976	Motor Trade and Allied Industries Employers Association and Amalgamated Union of Kenya Metal Workers.
55/76	15th July, 1976	Pan Africa Insurance Co. Ltd., and Kenya Union of Commercial Food and Allied Workers.
56/76	19th July, 1976	Cooper Motor Co-operation (K) Ltd. and Amalgamated Union of Kenya Metal Workers.
57/76	28th July, 1976	Doshi and Co. (Hardware) Ltd., Mamujee Brothers Ltd. and Kenya Union of Commercial Food and Allied Workers.
58/76	29th July, 1976	Meru North Co-operative Union Ltd. and Kenya Union of Commercial Food and Allied Workers.
59/76	29th July, 1976	Total Oil Products (E.A.) Ltd. and Kenya Management Staff Association.
60/76	29th July, 1976	Fiat Kenya Limited and Amalgamated Union of Kenya Metal Workers.
61/76	4th August, 1976	Steel Construction and Petroleum Engineering (E.A.) Ltd. and Kenya Engineering Workers Union.
62/76	4th August, 1976	Pinkerton's Kenya Limited and Kenya Management Staff Association.
63/76	11th August	E.A. Power and Lighting Co. Ltd. and Amalgamated Union of Kenya Metal Workers.
64/76	16th August, 1976	Bank of Baroda and Kenya Union of Commercial Food and Allied Workers.
65/76	19th August, 1976	Timber Industries Employers Association Rural Section and Kenya Timber and Furniture Workers Union.
66/76	20th August, 1976	E.A. External Telecommunication and Kenya Management Staff Association.
67/76	20th August, 1976	Maize and Produce Board and Kenya Union of Commercial Food and Allied Workers.
Appeal No. 1 of 1976	26th August, 1976	Kenya Management Staff Association and Minister for Labour (Colgate Palmolive E.A. Limited).
68/76	26th August, 1976	EMCO (K) Limited and Kenya Management Staff Association.
69/76	17th September, 1976	Kenya Commercial Bank Ltd. and Kenya Union of Commercial Food and Allied Workers.
70/76	17th September, 1976	Algemene Bank Nederland N.V. and Kenya Union of Commercial Food and Allied Workers.
71/76	17th September, 1976	M/S Avon Rubber Company (K) Ltd. and Amalgamated Union of Kenya Metal Workers.
72/76	17th September, 1976	M/S Simex Electro Engineering Co. Limited and Amalgamated Union of Kenya Metal Workers.
73/76	20th September, 1976	Mount Kenya Safari Club and Kenya Management Staff Association.
74/76	21st September, 1976	Kenya Infant Tea Company Ltd. and Kenya Union of Commercial Food and Allied Workers.
75/76	28th September, 1976	National Bank of Kenya and Kenya Union of Commercial Food and Allied Workers.
76/76	4th October, 1976	Masaku County Council and Kenya Local Government Workers Union.
77/76	18th October, 1976	Kenya Farmers Association (Co-op.) Ltd. and Kenya Union of Commercial Food and Allied Workers.
78/76	21st October, 1976	East African Power and Lighting Co. Ltd. and Amalgamated Union of Metal Workers.
79/76	16th November, 1976	M/S 3 M—Mid Africa Ltd. and Kenya Union of Commercial Food and Allied Workers

LIST OF CAUSES REGISTERED FROM 1ST JANUARY TO 31ST DECEMBER, 1976—(Contd.)

<i>Cause No.</i>	<i>Date of Registration</i>	<i>Parties</i>
80/76	16th November, 1976	South British Insurance Co. Limited and Kenya Union of Commercial Food and Allied Workers.
81/76	23rd November, 1976	Securicor (K) Limited and Kenya Union of Commercial and Allied Workers.
82/76	23rd November, 1976	Impala Garments Ltd. and Tailors and Textile Workers Union.
83/76	2nd December, 1976	Silentnight (K) Limited and Kenya Management Staff Association.
84/76	2nd December, 1976	Silentnight (K) Limited and Kenya Management Staff Association.
85/76	8th December, 1976	Securicor (Kenya) Ltd. and Kenya Union of Commercial Food and Allied Workers.
86/76	15th December, 1976	Nyando Sugar Company Ltd. and Kenya Union of Sugar Plantation Workers.
87/76	21st December, 1976	M/S Nicholas Laboratories (E.A.) and Kenya Chemical Workers Union.
88/76	22nd December, 1976	Tea Research Institute of East Africa and Kenya Chemical Workers Union.
89/76	22nd December, 1976	Modernway (E.A.) Ltd. and Kenya Union of Commercial Food and Allied Workers.
90/76	22nd December, 1976	R. W. Ketchley Co. Ltd., Delaney Management Ltd. and Almagamated Union of Kenya Metal Workers.
91/76	22nd December, 1976	Kenya Rent A Car Ltd. and Transport and Allied Workers Union.
92/76	23rd December, 1976	Nakulines Limited and Kenya Management Staff Association.
93/76	23rd December, 1976	Pan Africa Insurance Company Ltd. and Kenya Union of Commercial Food and Allied Workers.
94/76	23rd December, 1976	Kisumu Municipal Council and Kenya Local Government Workers' Union.

LIST OF ISSUES IN DISPUTE 1976

Cause No.

- 1. ALLOWANCES**
- (a) Acting Allowance 16/76, 55/76.
- (b) House Allowance 32/76, 48/76.
- (c) Leave Allowance 48/76.
- (d) Leave Travelling Allowance 21/76, 32/76, 37/76, 48/76.
- (e) Travelling Allowance 32/76, 40/76.
- (f) Safari Allowance 48/76.
- 2. CLOTHING**
- (a) Protective Clothing 48/76.
- 3. ENGAGEMENT**
- (a) Redundancy 4/76, 46/76, 61/76, 83/76, 90/76.
- (b) Terminal Benefits 73/76, 92/76.
- (c) Severance pay 65/76.
- (d) Termination of Employment 9/76, 12/76, 10/76, 15/76, 25/76, 51/76, 56/76,
58/76, 59/76, 60/76, 62/76, 64/76, 66/76,
68/76, 69/76, 75/76, 84/76.
- (e) Reinstatement 94/76.
- (f) Warning 37/76.
- 4. GRATUITY** 17/76, 27/76, 40/76, 48/76, 57/76.
- 5. HOUSING** 54/76, 89/76.
- 6. LEAVE**
- (a) Annual Leave and Annual Paid Leave 48/76.
- (b) Sick Leave 48/76.
- 7. PROVIDENT FUND** 36/76.
- 8. WAGES**
- (a) Wage increase and revision 3/76, 32/76, 35/76, 39/76, 43/76, 44/76,
45/76, 48/76, 54/76, 65/76, 79/76, 85/76.
- (b) Minimum Wage and Wages in General 7/76, 14/76, 28/76, 29/76, 30/76, 30/76, 34/67,
31/76, 67/76, 87/76.
- (c) Deduction of Wages 24/76, 38/76.
- (d) Payment of salary arrears 19/76, 77/76.
- (e) Underpayment of Wages 26/76.
- 3. WORK**
- (a) Classification of Work and Grading 32/76, 91/76.
- (b) Suspension 37/76, 48/76, 53/76.
- (c) Terms and conditions of service including duration and effective date. 6/76, 28/76, 29/76, 30/76, 31/76, 34/76,
35/76, 37/76, 48/76.
- (d) Dismissal 5/76, 11/76, 13/76, 18/76, 22/76, 23/76, 33/76,
47/76, 50/76, 52/76, 63/76, 70/76, 71/76,
72/76, 78/76, 81/76, 82/76, 86/76, 93/76.
- (e) Recognition Agreement 8/76, 41/76, 42/76, 74/76, 88/76.
- (f) Non-implementation of Agreement 1/76, 2/76, 20/76.
- (g) Warning and Dismissal 5/76.

ACCIDENTS STATISTICS—SUMMARY OF ALL ACCIDENTS FOR THE YEAR 1976

APPENDIX III

The tables in this Appendix show accidents reported during 1976 under the Workmen's Compensation Act (Cap. 236). To be reportable, an accident must have arisen out of and in the course of the employment and have resulted in the death of a workman or his disablement for at least three consecutive days.

In all cases the injured person has been taken as the unit—i.e. if an accident causes injury to more than one person, the number of accidents shown is the number of persons injured.

ANALYSIS BY INDUSTRY AND DEGREE OF INCAPACITY

INDUSTRY	FATAL			PERMANENT INCAPACITY				TEMPORARY INCAPACITY ONLY		DEGREE OF INCAPACITY NOT YET DETERMINED		TOTAL NO. OF ACCIDENTS REPORTED					
	Male	Fe- male	Ju- venile	TOTAL INCAPACITY		PARTIAL INCAPACITY		Male	Ju- venile	Male	Fe- male	Male	Fe- male				
				Male	Ju- venile	Male	Ju- venile										
I. AGRICULTURE, ETC.																	
1. Agriculture and Livestock	20	1	—	—	—	15	1	—	—	29	1	330	28	394	31	—	—
2. Forestry and Logging	5	—	—	—	—	—	—	—	—	10	—	19	—	34	—	—	—
3. Other	1	—	—	—	—	1	—	—	—	4	—	16	—	22	—	—	—
TOTAL I	26	1	—	—	—	16	1	—	—	43	1	365	28	450	31	—	—
II. MINING AND QUARRYING	2	—	—	—	—	2	—	—	—	4	—	25	—	33	—	—	—
III. MANUFACTURING	—	1	—	—	—	16	2	—	—	15	—	134	1	165	3	—	—
1. Textiles, apparel and Textile products	—	—	—	—	—	3	—	—	—	2	—	20	—	26	—	—	—
2. Chemical, Petroleum and Coal products	1	—	—	—	—	1	—	—	—	—	—	18	—	20	—	—	—
3. Non-metallic Mineral Products other than (2)	8	—	—	—	—	21	1	—	—	61	1	228	6	319	8	—	—
4. Food, Beverage and Tobacco	3	—	—	—	—	34	—	—	—	11	—	90	1	138	1	—	—
5. Wood and Furniture	—	—	—	—	—	4	1	—	—	16	—	103	1	123	2	—	—
6. Metal Industries	5	—	—	—	—	24	—	—	—	100	—	374	1	503	1	—	—
7. Other	18	—	—	—	—	103	4	—	—	205	1	967	10	1,294	15	—	—
TOTAL III	24	—	—	—	—	38	—	—	—	198	—	756	—	1,017	—	—	—
IV. CONSTRUCTION	2	—	—	—	—	6	—	—	—	12	—	109	—	129	—	—	—
V. ELECTRICITY, GAS, WATER AND SANITARY SERVICES	13	—	—	—	—	16	1	—	—	32	—	151	1	213	2	—	—
VI. COMMERCE	27	—	—	—	—	15	—	—	—	117	—	389	2	548	2	—	—
VII. TRANSPORT, STORAGE AND COMMUNICATIONS	—	—	—	—	—	1	—	—	—	19	—	132	—	159	—	—	—
VIII. DOCKS..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
IX. SERVICES	43	3	—	—	—	36	5	—	—	127	4	219	6	429	18	—	—
1. Government and Business	8	—	—	—	—	8	—	—	—	10	—	59	2	85	2	—	—
2. Other	51	3	—	—	—	44	—	—	—	137	4	278	8	514	15	—	—
TOTAL IX	163	4	—	—	—	247	10	—	—	767	7	3,172	49	4,358	70	—	—
TOTAL OF ALL INDUSTRIES AND SERVICES..																	

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

ACCIDENT STATISTICS—1976
ANALYSIS BY NATURE AND LOCATION OF INJURY

NATURE	LOCATION										TOTAL
	HEAD		UPPER EXTREMITIES		TRUNK	LOWER EXTREMITIES		MULTIPLE	UNCLASSIFIED		
	Eyes	Other	Fingers	Other		Feet	Other				
Contusions, Abrasions	6	14	16	27	25	5	21	9	—	—	123
Burns and Scalds	1	3	1	16	6	3	9	9	1	—	49
Concussions	1	1	1	—	—	1	—	—	—	—	4
Cuts and Lacerations	2	28	69	83	4	20	60	12	1	—	275
Punctured Wounds	4	22	20	35	4	6	34	2	1	—	128
Amputations	—	—	44	10	—	2	4	—	—	—	60
Dislocation	—	—	5	7	1	1	7	—	—	—	21
Fractures	—	10	27	65	25	15	45	3	1	—	191
Sprains and Strains	—	—	3	7	11	2	15	1	1	—	40
Asphyxiation (inc. drowning)	—	—	—	—	—	—	—	—	—	—	—
Tearing of internal organs	—	—	—	—	—	—	—	—	—	—	—
Electric Shock	—	—	—	—	—	—	—	—	—	—	—
Hernias	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous	59	26	26	24	23	11	28	37	81	—	315
TOTAL	73	104	212	274	95	66	223	73	87		1,207
										UNCLASSIFIED ..	3,221
											4,428

FACTORIES REGISTERED UNDER THE FACTORIES ACT

Distribution by Major Industrial Groups: 31st December, 1976

Industrial Group	Factories with Mechanical Power	Factories Without Mechanical Power	Total
Agriculture and Livestock Production	898	27	925
Food Manufacturing Industries, except Beverage Industries ..	484	50	534
Beverage Industries	38	8	46
Tobacco Manufacture	2	—	2
Manufacture of Textiles	42	1	43
Manufacture of Footwear, other wearing apparel and made-up textile goods	323	1,298	1,621
Manufacture of wood and cork, except Manufacture of Furniture ..	532	86	618
Manufacture of Furniture	229	67	296
Manufacture of Paper and Paper products	30	—	30
Printing, publishing and allied industries	126	2	128
Manufacture of leather and leather products except footwear ..	16	11	27
Manufacture of Rubber Products	43	2	45
Manufacture of Chemicals and Chemical Products	123	24	147
Manufacture of Products of petroleum and coal	5	—	5
Manufacture of non-metallic Mineral Products, except products of petroleum and coal	84	14	98
Basic Metal Industries	11	—	11
Manufacture of Metal Products, except machinery and transport equipment	173	61	234
Manufacture of machinery except electrical machinery	259	19	278
Manufacture of Electrical Machinery, Apparatus, Appliances and Supplies	112	18	130
Manufacture of Transport Equipment	672	237	909
Miscellaneous Manufacturing Industries	166	107	273
Electricity, Gas and Steam	37	—	37
Water and Sanitary Services	135	7	142
Personal Services	86	54	140
TOTALS	4,626	2,093	6,719

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

NUMBER OF FACTORIES BY INDUSTRY SHOWING NUMBERS EMPLOYED—1976

INDUSTRY	NUMBER EMPLOYED												Number of Factories	Estimated Number Employed				
	1 to 5	6 to 10	11 to 25	26 to 50	51 to 75	76 to 100	101 to 150	151 to 200	201 to 250	251 to 300	301 to 400	401 to 500			501 to 750	751 to 1,000	1,001 to 2,000	Over 2,000
Coffee pulping	684	1,400	4,518	3,306	504	1,144	625	175	225	—	—	—	—	—	—	—	767	12,406
Cotton ginning	—	—	18	76	63	528	375	1,050	1,350	1,650	700	—	—	—	—	—	13	1,235
Sisal processing	—	—	90	570	567	1,144	1,500	350	225	—	—	—	—	—	—	—	76	9,246
Tea processing	3	24	180	798	630	264	1,250	—	—	—	—	—	—	—	—	—	61	3,724
Processing of miscellaneous plantation crops	3	8	18	152	—	88	—	—	—	—	—	—	—	—	—	—	8	269
Slaughtering, preparation and preserving of meat	3	8	90	114	—	—	250	—	—	—	—	—	—	—	—	—	14	1,190
Manufacture of butter, ghee and/or cheese	15	48	54	152	126	88	—	—	—	—	—	—	—	—	—	—	28	289
Pasteurizing, sterilizing or homogenizing of milk	6	56	162	51	126	88	—	—	—	—	—	—	—	—	—	—	23	489
Manufacture of ice cream	3	16	36	38	63	—	—	—	—	—	—	—	—	—	—	—	3	54
Canning and preserving of fruit and vegetables	3	16	36	38	63	—	—	—	—	—	—	—	—	—	—	—	11	1,056
Preserving and processing of fish	9	24	54	114	—	—	—	—	—	—	—	—	—	—	—	—	12	202
Flour milling	12	40	72	38	63	176	125	—	—	—	—	—	—	—	—	—	20	1,426
Posho milling	306	170	270	114	189	—	125	175	—	—	—	—	—	—	—	—	145	1,349
Rice Milling	3	24	36	—	—	—	125	—	—	—	—	—	—	—	—	—	7	188
Manufacture of breakfast food	3	24	36	76	—	—	—	—	—	—	—	—	—	—	—	—	5	115
Manufacture of jaggery	6	96	288	494	63	—	—	—	—	—	—	—	—	—	—	—	14	1,303
Cleaning and washing of seeds, grains and pulses	15	24	54	76	63	—	—	—	—	—	—	—	—	—	—	—	24	758
Manufacture of bread and flour confectionery including biscuits	9	24	144	152	63	—	350	—	—	—	—	—	—	—	—	—	24	758
Manufacture of sugar and syrup	87	176	452	418	63	—	375	—	—	—	—	—	—	—	—	—	90	1,683
Manufacture of jaggery	6	96	288	494	63	—	—	—	—	—	—	—	—	—	—	—	44	1,846
Manufacture of sugar confectionery	15	24	54	76	63	—	—	—	—	—	—	—	—	—	—	—	44	1,846
Manufacture of margarine and/or cooking fats	12	40	72	38	63	—	—	—	—	—	—	—	—	—	—	—	13	169
Manufacture of animal feeds	18	48	72	114	63	—	—	—	—	—	—	—	—	—	—	—	13	374
Spice grinding	3	48	108	—	—	—	—	—	—	—	—	—	—	—	—	—	14	307
Coffee roasting	3	16	18	38	—	—	—	—	—	—	—	—	—	—	—	—	13	159
Salt processing	3	16	18	38	—	—	—	—	—	—	—	—	—	—	—	—	5	75
Manufacture of miscellaneous food preparations	12	48	198	190	189	—	—	—	—	—	—	—	—	—	—	—	11	323
Breweries and manufacturing of malt	8	18	18	38	—	—	—	—	—	—	—	—	—	—	—	—	32	2,562
Manufacture of soft drinks and carbonated water industry	18	64	144	190	63	88	—	—	—	—	—	—	—	—	—	—	3	64
Manufacture of tobacco products	3	16	18	38	—	—	—	—	—	—	—	—	—	—	—	—	31	817
Spinning, weaving and finishing of textiles	3	16	18	76	63	—	—	—	—	—	—	—	—	—	—	—	2	800
Knitting mills	3	16	18	152	63	—	—	—	—	—	—	—	—	—	—	—	16	2,758
Manufacture of ropes, bags, cordage, twines and nets	3	16	18	76	63	—	—	—	—	—	—	—	—	—	—	—	15	2,388
Manufacture of textile not elsewhere classified	8	200	36	76	63	—	—	—	—	—	—	—	—	—	—	—	6	2,241
Manufacture of footwear except rubber footwear	303	80	18	—	—	—	—	—	—	—	—	—	—	—	—	—	6	497
Repair of footwear	362	80	18	—	—	—	—	—	—	—	—	—	—	—	—	—	129	2,039
Manufacture of wearing apparel, except footwear	3,342	848	1,170	1,292	1,449	516	125	—	—	—	—	—	—	—	—	—	127	460
Manufacture of made-up textile goods except wearing apparel	141	32	72	76	252	—	—	—	—	—	—	—	—	—	—	—	1,298	8,742
Sawmilling	87	128	2,334	1,900	1,323	880	1,250	350	275	—	—	—	—	—	—	—	238	2,698
Joinery and general wood working	564	752	1,044	1,064	504	176	500	225	275	—	—	—	—	—	—	—	379	12,077
Wood preserving	483	616	612	346	126	176	250	175	225	—	—	—	—	—	—	—	296	4,234
Manufacture of furniture	3	18	38	38	189	—	—	—	—	—	—	—	—	—	—	—	5	1,684
Manufacture of articles of pulp, paper and paper board	6	32	126	228	189	88	250	350	275	—	—	—	—	—	—	—	25	919
Printing, publishing and allied industries	72	192	882	418	668	362	125	—	—	—	—	—	—	—	—	—	128	4,269
Tanning	3	—	144	76	—	176	—	—	—	—	—	—	—	—	—	—	14	574
Manufacture of leather products except footwear and other wearing apparel	9	24	54	76	126	—	—	—	—	—	—	—	—	—	—	—	13	289
Tyre retreading and repairing	24	104	108	214	—	—	125	—	—	—	—	—	—	—	—	—	33	575
Manufacture of rubber products	6	40	18	114	—	—	125	—	—	—	—	—	—	—	—	—	12	303

NUMBER OF FACTORIES BY INDUSTRY SHOWING NUMBERS EMPLOYED—1976

INDUSTRY	NUMBER EMPLOYED													Number of Factories	Estimated Number Employed			
	1 to 5	6 to 10	11 to 25	26 to 50	51 to 75	76 to 100	101 to 150	151 to 200	201 to 250	251 to 300	301 to 400	401 to 500	501 to 750			751 to 1,000	1,001 to 2,000	Over 2,000
Manufacture of basic industrial chemicals other than fertilizers, explosives	3	16	72	228	63	—	125	—	225	—	—	—	625	—	—	—	17	1,357
Manufacture of fertilizers	6	8	54	76	—	—	—	—	—	—	—	—	—	—	—	—	8	144
Production and processing of vegetable and animal oils and fats	30	32	90	38	—	88	—	—	—	—	—	—	—	—	—	—	22	628
Manufacture of soap	27	72	108	152	—	—	—	—	—	—	—	—	—	—	—	—	22	447
Manufacture of pharmaceutical and toilet preparations	12	48	90	190	—	176	—	—	—	—	—	—	—	—	—	—	9	516
Manufacture of paints, varnishes and lacquers	3	8	90	76	—	88	—	—	—	—	—	—	—	—	—	—	1	265
Manufacture of matches	—	8	72	38	—	—	125	—	—	—	—	—	—	—	—	—	7	243
Manufacture of polishes and cleaning materials	—	96	126	114	63	88	125	—	—	—	—	—	—	—	—	—	32	633
Manufacture of miscellaneous chemical products	21	—	18	—	—	—	—	—	—	—	—	—	—	—	—	—	2	243
Petroleum refineries	—	—	18	—	—	—	—	—	—	—	—	—	—	—	—	—	3	556
Manufacture of miscellaneous products of petroleum and coal	—	40	18	114	63	88	125	—	225	—	—	450	—	—	—	—	2	848
Manufacture of clay products for structural use	—	8	72	38	—	—	—	—	—	—	—	—	—	—	—	—	13	421
Manufacture of glass and glass products	15	—	18	—	—	—	—	—	—	—	—	—	—	—	—	—	3	84
Manufacture of pottery, china and earthenware	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	225
Manufacture of cement	—	72	216	418	315	176	500	—	—	—	—	—	—	—	—	—	47	1,706
Manufacture of precast concrete products	9	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Manufacture of non-metallic mineral products not elsewhere classified	9	0	72	114	192	176	125	350	—	—	—	—	—	—	—	—	20	512
Iron and steel basic industries	—	8	90	38	63	—	—	—	—	—	—	900	—	—	—	—	10	541
Manufacture of metal containers	—	—	—	76	—	—	—	—	—	—	—	—	—	—	—	—	9	2,035
Manufacture of hollow-ware	—	8	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	76
Manufacture of builders materials in metal sheet	174	176	250	114	315	—	—	—	—	—	—	—	—	—	—	—	11	493
Sheet metal work, including tinsmiths	136	96	108	108	63	—	—	350	—	—	—	—	—	—	—	—	101	1,190
Blacksmiths	33	80	234	266	63	—	125	450	—	—	—	—	—	—	—	—	64	403
Manufacture of miscellaneous metal products not elsewhere classified	282	464	1,242	1,102	567	1,440	625	1,050	450	272	350	450	—	—	—	—	47	1,873
Manufacture and/or repair of machinery except electrical machinery	244	232	126	418	126	—	125	—	—	—	—	—	—	—	—	—	130	1,271
Manufacture and/or repair of electrical machinery, apparatus and appliances	3	16	54	38	126	—	—	—	—	—	—	—	—	—	—	—	11	937
Ship building and repairing	3	16	72	38	—	88	125	450	450	275	700	—	—	—	—	—	18	5,367
Manufacture and repair of railway equipment	—	—	90	50	—	—	—	—	—	—	—	—	—	—	—	—	5	365
Assembly of motor vehicles	870	1,308	2,952	2,454	1,071	1,056	1,500	700	700	—	350	450	625	—	—	—	728	15,586
Repair of motor vehicles	3	8	90	152	—	—	—	—	—	—	—	—	—	—	—	—	12	928
Maintenance and repair of aircraft	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	38
Non-ferrous metal basic industries	300	64	54	38	63	—	—	—	—	—	—	—	—	—	—	—	111	481
Repair of pedal cycles	21	56	18	190	126	88	—	—	—	—	—	—	—	—	—	—	25	535
Manufacture of transport equipment, not elsewhere classified	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	21
Repair of scientific instruments	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	3
Manufacture and/or repair of photographic and optical goods	15	—	38	—	—	—	—	—	—	—	—	—	—	—	—	—	7	53
Repair of watches and clocks	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	178
Manufacture and/or repair of musical instruments	213	120	72	38	—	—	—	—	—	—	—	—	—	—	—	—	92	443
Manufacture of jewellery and/or silverware	225	200	576	912	441	440	250	225	—	—	350	—	—	—	—	—	170	3,619
Manufacturing industries not elsewhere classified	27	64	180	114	378	88	—	—	—	—	—	—	—	—	—	—	37	851
Generation of Electricity	249	280	198	76	126	—	—	—	—	—	—	—	—	—	—	—	133	929
Water supply	9	—	54	38	63	88	125	175	—	—	—	—	—	—	—	—	9	252
Waste disposal	210	240	126	76	63	88	—	—	—	—	—	—	—	—	—	—	113	1,103
Laundries, dyers and cleaners	57	40	52	—	—	—	—	—	—	—	—	—	—	—	—	—	27	149
Film developing and print processing	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
TOTALS	9,871	9,662	21,918	21,811	12,387	9,678	14,225	8,651	7,900	4,122	6,650	3,600	4,375	4,375	9,000	8,000	6,718	164,078

REPORTED FACTORY ACCIDENTS—1976

(The injured person is the Unit)

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

TABLE 3
ANALYSIS BY INDUSTRIES

INDUSTRY	Fatal	Non-Fatal	Total
AGRICULTURE AND LIVESTOCK PRODUCTION			
Coffee pulping	—	9	9
Cotton ginning	—	8	8
Sisal processing	—	14	14
Tea processing	—	50	50
Processing of miscellaneous plantation crops	—	4	4
FOOD MANUFACTURING INDUSTRIES EXCEPT BEVERAGE INDUSTRY			
Slaughtering, preparation and preserving of meat	—	14	14
Manufacture of butter, ghee and/or cheese	—	8	8
Pasteurizing, sterilizing or homogenizing of milk	—	10	10
Canning and preserving of fruit and vegetables	—	28	28
Preserving and processing of fish	—	1	1
Flour Milling	—	12	12
Posho Milling	1	10	11
Coffee hulling and cleaning	—	5	5
Cleaning and washing of seeds, grains and pulses	—	3	3
Manufacture of bread and flour confectionery including biscuits	—	8	8
Manufacture of sugar and syrup	2	106	108
Manufacture of margarine and/or cooking fats	—	7	7
Manufacture of animal feeds	—	2	2
Manufacture of miscellaneous food preparations	—	10	10
BEVERAGE INDUSTRIES			
Distillation of spirits	—	1	1
Breweries and manufacture of malt	1	71	72
Manufacture of soft drinks and carbonated water industries	—	10	10
TOBACCO MANUFACTURE			
Manufacture of tobacco products	—	1	1
MANUFACTURE OF TEXTILES			
Spinnings, weaving and finishing of textiles	—	49	49
Knitting mills	—	30	30
Manufacture of ropes, bags, cordage, twines and net	—	47	47
Manufacture of textiles not elsewhere classified	—	15	15
MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS			
Manufacture of footwear except rubber footwear	—	7	7
Manufacture of wearing apparel except footwear	—	6	6
Manufacture of made-up textile goods, except wearing apparel	—	2	2
MANUFACTURE OF WOOD AND CORK EXCEPT MANUFACTURE OF FURNITURE			
Sawmilling	1	66	67
Joinery and general woodworking	—	44	44
MANUFACTURE OF FURNITURE AND FIXTURES			
Manufacture of furniture	—	29	29
MANUFACTURE OF PAPER AND PAPER PRODUCTS			
Manufacture of pulp, paper and paper board	—	62	62
Manufacture of articles of pulp, paper and paper board	—	20	20
PRINTING, PUBLISHING AND ALLIED INDUSTRIES			
.. .. .	—	21	21
MANUFACTURE OF LEATHER AND LEATHER PRODUCTS EXCEPT FOOTWEAR			
Tanning	—	8	8

REPORTED FACTORY ACCIDENTS—1976—(Contd.)

ANALYSIS BY INDUSTRIES

INDUSTRY	Fatal	Non-Fatal	Total
Manufacture of leather products except footwear and other wearing apparel	—	1	1
MANUFACTURE OF RUBBER PRODUCTS			
Tyre retreading and repairing	—	6	6
Manufacture of rubber products	—	1	1
MANUFACTURE OF CHEMICALS AND CHEMICAL PRODUCTS			
Manufacture of basic industrial chemicals other than fertilizers and explosives	—	11	11
Production and processing vegetable and animal oils and fats	—	5	5
Manufacture of soap	—	6	6
Manufacture of pharmaceutical and toilet preparations	—	2	2
Manufacture of matches	—	8	8
Manufacture of polishes and cleaning materials	—	2	2
Manufacture of miscellaneous chemical products	—	3	3
MANUFACTURE OF PRODUCTS OF PETROLEUM AND COAL			
Petroleum refineries	—	3	3
Manufacture of miscellaneous products of petroleum and coal	—	3	3
MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS EXCEPT PRODUCTS OF PETROLEUM AND COAL			
Manufacture of glass and glass products	—	13	13
Manufacture of cement	—	7	7
Manufacture of pre-cast concrete products	1	22	23
Manufacture of non-metallic mineral products not elsewhere classified	—	9	9
BASIC METAL INDUSTRIES			
Iron and steel basic industries	—	38	38
MANUFACTURE OF METAL PRODUCTS EXCEPT MACHINERY AND TRANSPORT EQUIPMENT			
Manufacture of metal containers	—	22	22
Manufacture of builders materials in metal	—	19	19
Sheet metal work, including tinsmiths	—	5	5
Blacksmiths	—	3	3
Manufacture of miscellaneous metal products not elsewhere classified	—	64	64
MANUFACTURE AND/OR REPAIR OF MACHINERY EXCEPT ELECTRICAL MACHINERY			
	—	75	75
MANUFACTURE AND/OR REPAIR OF ELECTRICAL Machinery, Apparatus and Appliances			
	—	13	13
MANUFACTURE OF TRANSPORT EQUIPMENT			
Shipbuilding and repairing	—	7	7
Manufacture and repair of railway equipment	—	64	64
Assembly of motor vehicles	—	2	2
Repairs of motor vehicles	—	311	311
Maintenance and repair of aircraft	—	9	9
Manufacture of transport equipment not elsewhere classified	—	1	1
MISCELLANEOUS MANUFACTURING INDUSTRIES			
Manufacturing industries not elsewhere classified	—	23	23
ELECTRICITY			
Generation of electricity	—	9	9
TOTAL	6	1,565	1,571

REPORTED FACTORY ACCIDENTS—1976

APPENDIX IX

ANALYSIS BY CAUSATION

CAUSE	Fatal	Non-Fatal	Total
PRIME MOVERS	—	11	11
TRANSMISSION MACHINERY			
Shafting	—	9	9
Belts, ropes, pulleys and gearing	3	128	131
LIFTING MACHINERY (DRIVEN BY MECHANICAL POWER)	—	10	10
WOODWORKING MACHINERY			
Circulating saws (all types)	—	48	48
Planing machines	—	27	27
Vertical spindle moulding machines	—	5	5
Other	—	11	11
METAL WORKING MACHINERY			
Power presses for metal working	—	12	12
Abrasive wheels	—	7	7
SISAL MACHINERY			
Decorticating machines	—	5	5
Other	—	34	34
NIP ACCIDENTS IN ROLLERS, ETC.	—	34	34
OTHER POWER DRIVEN MACHINERY	—	108	108
LIFTING MACHINERY (NON-POWERED)			
Other Machinery (Non-powered)	—	11	11
Other Machinery (Non-powered)	—	35	35
RAILWAYS, (LOCOMOTIVE AND ROLLING STOCK)			
Other	—	5	5
AIRCRAFT			
Power-driven	—	1	1
VEHICLES (OTHER THAN RAILWAYS)			
Power-driven	—	11	11
Tractors, trailers, etc.	—	4	4
STEAM PRESSURE PLANT			
Air Pressure Plant	—	1	1
Air Pressure Plant	—	2	2
ELECTRICITY	—	8	8
EXPLOSIONS	1	5	6
FIRES	—	13	13
GASSING AND POISONING	—	3	3
MOLTEN METAL: OTHER HOT OR CORROSIVE SUBSTANCES	—	73	73
USE OF HAND TOOLS NOT POWER OPERATED	—	64	64
STRUCK BY FALLING OBJECTS	1	126	127
FALLS OF GROUND	—	1	1
FALLS OF PERSONS	1	105	106
STEPPING ON OBJECTS	—	6	6
STRIKING AGAINST OBJECTS	—	14	14
HANDLING OF GOODS OR ARTICLES	—	231	231
ANIMALS	—	1	1
MISCELLANEOUS ACCIDENTS	—	377	377
ACCIDENTS NOT ADEQUATELY DESCRIBED	—	19	19
TOTAL	6	1,565	1,571

REPORTED DOCKS ACCIDENTS—1976

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

ANALYSIS BY CAUSATION

CAUSATION	KISUMU		MOMBASA		ALL ACCIDENTS	
	Fatal	Non-Fatal	Fatal	Non-Fatal	Fatal	Non-Fatal
Lifting Machinery (Driven by Mechanical Power) ..	—	—	—	3	—	3
Lifting Machinery (Non-powered)	—	—	—	1	—	1
Other Machinery (Non-powered)	—	—	—	1	—	1
Explosions	—	—	—	2	—	2
Fires	—	—	1	3	1	3
Hot or corrosive substances	—	—	—	5	—	5
Use of hand tools	—	—	—	1	—	1
Struck by falling objects	—	—	1	33	1	33
Falls of persons	—	—	—	20	—	20
Stepping on objects	—	—	—	2	—	2
Striking against objects	—	—	—	5	—	5
Handling of goods or articles	—	—	—	45	—	45
Miscellaneous accidents	—	—	—	31	—	31
Accidents not adequately described	—	1	—	1	—	2
TOTAL	—	1	2	153	2	154

COLLECTIVE AGREEMENTS REGISTERED BY INDUSTRY IN JANUARY-DECEMBER, 1976

Industry	No. of Agreements*	No. of Unionisable Employment**	Average Duration in Months	Average Pay Increase
1. Agriculture and Forestry and Hunting	6	45,011	26.7	31.9
2. Mining and Quarrying	5	385	24.0	42.2
3. MANUFACTURING				
(i) Food and Drinks	13	4,861	24.9	19.1
(ii) Textile and Garments	7	3,051	24.0	24.7
(iii) Timber, Sawmilling and Wood	1	33	24.0	28.9
(iv) Printing, paper, etc.	5	263	24.0	27.1
(v) Shoe, Leather and Rubber	2	472	24.0	23.8
(vi) Chemicals, Plastics and Petroleum	26	1,229	24.8	31.7
(vii) Mechanical and Motor Engineering	10	508	23.2	24.5
(viii) Electrical Engineering and Electronics	2	213	18.0	22.2
(ix) Glass, ceramics and other building materials	5	325	26.4	34.8
(x) Building and Construction	2	15	24.0	40.4
(xi) Electricity and Water	—	—	—	—
4. Commerce (including banks, insurance, petrol trade, etc.)	16	674	24.8	27.9
5. Transport and Communication	40	3,529	23.8	23.4
6. Services (including Government)	16	1,253	30.0	28.0
ALL INDUSTRIES	156	61,822	—	—

*Excluding supplementary agreement.

**Excluding casual and seasonal employees.

PART II—DIRECTORATE OF INDUSTRIAL TRAINING

Introduction

138. This report covers in general terms the activities of the Department and the National Industrial Training Centres at Nairobi and Kisumu that took place during the year.

General

139. Recruitment of apprentices during the year was slightly higher than in 1975, as 447 craft apprentices were recruited compared with 331 recruited during 1975.

140. It should however, be noted that there were six industries that had been levied by 1975 whereas there were ten industries paying levy during 1976. Although the figures were higher during 1976, the average recruitment per industry was only 45 as opposed to 55 during 1975. It can therefore be seen that the recruitment per industry went down during the year.

141. The reasons given for the low rate of recruitment was rising cost of training due to ever spiralling prices of various commodities and over-recruitment by some industries during the previous years. Other reasons given were that a lot of employers were not aware that they were eligible to claim reimbursement of their training costs from the levy funds.

142. Efforts have however, been made to educate the employers, through seminars organized by the Department and through the Federation of Kenya Employers, on the working system of the levy funds. Appeals were also made to the larger employers to train more apprentices than their requirements in order to allow for spill-overs to other smaller employers or the informal sector.

143. Staffing position, particularly the instructional staff, improved slightly following interviews at the Public Service Commission. But staffing in other Sections particularly the Levy Inspection Section remained very unsatisfactory. There was only one Levy Inspector to cover ten industries throughout the whole country. As a result, levy defaulters were on the increase during the year because it is practically impossible for one person to visit every employer in the ten industries.

Directorate

144. Mr. K. B. Baker retired from the service w.e.f. 5th May, 1976. He was replaced by Mr. P. R. Kapur, Senior Training Officer who was transferred to the Department from the Ministry of Works. Mr. H. Mwaura, Levy Accountant, attended a year's accounts course at the Kenya Institute of Administration with effect from May. His position was filled on acting by Mr. C. N. Nato, from the National Social Security Fund Department. Mr. S. Odera-Oteng', Director of Industrial Training, visited Canada in July and also Italy in November 1976. Mr. G. I. Wafula, Assistant Director, Technical, attended a seminar on Vocational Training in Japan between 7th October and 17th December, 1976.

NATIONAL INDUSTRIAL TRAINING COUNCIL

145. The Council held two meetings during the year. Hon. S. T. Kairo, M.P., Assistant Minister for Labour, was the Chairman of the Council for the whole year. Other members were:—

REPRESENTING EMPLOYERS

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

REPRESENTING EMPLOYEES

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

REPRESENTING OTHER INTERESTS

Mr. J. M. Mutugi
Mr. J. M. Hungu
Mr. E. A. Mwangi
Permanent Secretary, Ministry of Commerce and Industry
Mr. S. Kihumba
The Permanent Secretary/Director, Directorate of Personnel Management
The Principal, Kenya Polytechnic
Mr. J. Waiboci
Mr. P. G. King'ori
Mr. E. M. Masale
Mr. J. K. Gecau

Training Committees

146. No additional industries were levied during the year and as such the number remained the same as in 1975, i.e. ten industries. Each Committee held regular meetings depending on the amount of business to be transacted. The Committees in operation during the year were:—

- (1) Building and Civil Engineering.
- (2) Motor Engineering and Transport.
- (3) General Engineering and Metal Manufacturing Industries.
- (4) Printing, Publishing, Kindred and Allied Industries.
- (5) Power and Telecommunications.
- (6) Plantation Industries.
- (7) Food Processing.
- (8) Textile Industries.
- (9) Chemicals, Cement and Pharmaceuticals.
- (10) Timber and Sawmilling Industries.

Training Levy Collections and Disbursements

147. Training Levy Collection and disbursements rose during the year mainly because of the additional industries that were levied and partly because of the efforts of the Levy Inspector. The collections and disbursements per industry were as shown in Appendix I.

National Industrial Vocational Centre, Nairobi

148. During the year under review, the Centre was headed by an Ag. Assistant Director who was offered an overseas training at the beginning of January 1977. A lot of construction works went on including putting up the New Automotive Workshop followed by the installing of new automotive equipment and old ones from abroad and from the old Automotive Workshop.

149. The Centre continued to play a very important role in producing trained craftsmen for the industry. All the available training facilities were being utilized almost 100 per cent. Proficiency tests results were encouraging except for some failures in Building Section especially in plumbing.

Trade Testing

150. Most machines which are being used in the Trade Testing Sections were bought many years ago and are no longer serviceable. This therefore limits the number of candidates that can be tested at a time and this causes a backlog. This situation is more pronounced in the General Engineering Workshop. As a result only three turners, or three machinists can

be called for testing at any one time. The other applicants have to be kept waiting, sometimes for unreasonably long periods. If more equipments could be bought, more candidates can be tested and this long waiting could cease. This applies to popular trades like Carpentry and Motor Vehicle Mechanics.

151. Activities in this section are increasing rapidly and the desire from the general public and many institutions such as KITI, Kisumu Youth Centre, Murang'a Institute of Technology, N.Y.S. (Mombasa), etc. to have their skills appraised sometimes in their premises away from Nairobi Centre, is becoming very difficult unless we get additional personnel and equipment.

152. The number of candidates who appeared for the various tests and the number that passed in the various grades is shown at Appendix 2 (A-J).

Hostel

153. The staffing situation in the Hostel remains very grave. The Hostel consists of a three storey building with the following:—

72 Sleeping rooms

16 WCs

16 Bathrooms

1 Common Room (Lounge)

160 Students are normally accommodated for most of the time.

154. The total number of personnel approved by the Directorate of Personnel for the hostel are inadequate and consideration should be given to increase them.

155. The Hostel also experienced lack of water in toilets and bathrooms during the morning hours. This is most unhygienic particularly with 160 students using toilets. In fact at one time the occupants were on the verge of going on strike. This was an oversight by the Building Contractor who did not install a booster pump.

156. Electricity consumption in this area has been excessive and bills in the tune of Sh. 10,000 and over are not uncommon. This we think is rather unusual, consequently, the E.A.P. and Lighting were asked to connect a parallel check meter to confirm the original meter's readings.

Vehicles

157. Vehicle No. GK 635A was grounded after it was found to be uneconomical to repair. A report from Ministry of Works revealed that K.Sh. 22,000 would be required to put it on the road again.

158. In December 1975, we acquired an old vehicle (Toyota) which was formerly being used by the I.L.O. Personnel. This vehicle has now served its economic life. It was the only vehicle available for use by Assistant Director, Training Staff, Trade Testing Staff, Stores and Hostel Personnel. The seats and the floor carpet are torn beyond repair.

INDUSTRIAL TRAINING CENTRE, KISUMU

General

159. The Centre continued to play a leading role in the production of skilled craftsmen for industry despite shortages of staff in various sections. Looking at the year generally we find that the first quarter was spent mainly on re-organization of the workshops, i.e. creation of five sections instead of six with the following capacities:—

Automotive Section	...	...	...	...	...	...	30
Electrical Section	...	...	...	...	...	...	12
Mechanical Section	...	...	...	...	...	...	30
Welding Section	...	...	...	...	...	...	32 and
Woodworking Section	...	...	...	...	...	...	12

with possibilities of increasing the total capacity to 160 students. We also received quite a lot of equipment for Mechanical, Automotive and Welding Sections which had to be installed before we could make use of them.

160. The second quarter started to pick up slowly, there were few apprentices and few skill upgrading students but the response was not very good—the construction work continued alongside instructional work. The numbers continued to improve so that by May the figure had risen to 76 students. The third and final quarters saw the number rise to higher levels than have been seen before as illustrated on Appendix 3.

161. During the year, a seminar for trade union officers was organized by COTU at the Centre for four days and they expressed a wish to conduct similar courses in the future; this has not been possible because the Centre has been occupied by our own students.

Staff

162. It was a fairly busy time for the Instructors. There is still a need for more instructional staff if the quality of instruction and standardization of teaching between the Centres is to be achieved.

163. The Project Manager, Mr. La Cour left at the end of March. M/s Ladefoged, Grunnet and A. Jensen of Welding, Carpentry and Electrical Sections respectively left at the end of their contracts. Three new Instructors, M/s Jojstrom, Jackobsen, and Poul Larsen arrived in the first quarter and the Technical Adviser, Mr. Borgh Krogh arrived in October.

164. Mr. J. Waweru of the Automotive Section left towards the end of the year to join the private sector. Towards the end of the year a lot of interviews were conducted and it is hoped that more staff will be recruited for this Centre in the near future.

165. The position of the Hostel Manager remained vacant throughout the whole year putting a heavy burden on the Cateress who had to handle the two jobs single-handed.

Training

166. As mentioned earlier in the report the training activities started off at the beginning of the year with very small numbers of students but the situation progressively improved towards the end of the year.

167. One factor that contributed to this rather poor showing is lack of a Senior Training Officer whose duties are to assist in informing employers about training programmes, course contents and the benefits of such courses to the industry. The Senior Training Officer also explores new areas of training in industries which have not as yet been covered.

168. The industries around continued to support our activities by sponsoring their workers for short courses and giving us equipment for training. This type of relationship should be encouraged as the survival of the Centre depends very much on the industries around especially for the short courses.

Visitors

169. The following dignitaries visited the Centre during the year. A group of Danish journalists covering the Unctad meeting, on 20th May, 1976; the Mayor and a delegation of councillors from Meru on 17th June, 1976. The Provincial Commissioner, Nyanza and Provincial Heads Departments in July. The Danish Minister of Education, the Danish Ambassador and other officials in November.

Conclusion

170. The success of any organization depends on its most useful asset and that is staff, for it is through them that the management can achieve the prescribed goals and objectives. It is very necessary that the staff who are selected for this Centre, must be willing and ready to work at the Centre.

INDUSTRIAL TRAINING CENTRE, MOMBASA

171. The construction work of the Centre got off to a good start and it was expected that construction will be completed during the first half of 1977.

172. The year saw a lot of activities in the field of industrial training. The registration of employers in the three new industries, i.e. Textile, Food Processing and Chemicals, Pharmaceuticals and Cement industries went on quite well.

173. However, not all the employers who are registered according to the Act participated in the training of apprentices.

174. There is a lot of demand for Skill Improvement Courses particularly in general engineering and automotive trades in the area and it is hoped that when the Centre is completed the opportunity will be taken to mount these courses at the Centre.

LEVY COLLECTIONS AND DISBURSEMENTS PER INDUSTRY

Source of Income	Balance B/F as at 1-1-1976	Collections during the year 1976	Total Collections for the periods ending 31st December, 1976	Disbursements (Payments) During the year 1976	Available Balance C/F as at 1-1-1977
1. Building and Civil Engineering Industry ..	7,021,055.30	4,782,789.60	11,803,844.90	2,009,973.40	9,793,871.50
2. Motor Engineering and Transport Industry ..	3,281,969.75	1,737,971.05	5,019,940.80	902,103.35	4,117,837.45
3. Printing, Publishing, Kindred and Allied Industry ..	865,155.55	630,859.35	1,496,014.90	484,748.20	1,011,266.70
4. General Engineering and Metal Manufacturers Industry ..	1,135,869.05	830,694.05	1,966,563.10	807,326.65	1,159,236.45
5. Power and Telecommunication Industry ..	207,276.95	399,490.40	606,767.35	19,665.05	587,102.30
6. Saw Milling, Timber and Furniture Industry ..	—	359,021.65	359,021.65	843.95	358,177.70
7. Plantation Industry ..	—	417,640.60	417,640.60	16,056.10	401,584.50
8. Textile Industry ..	—	1,563,912.00	1,563,912.00	1,665.65	1,562,246.35
9. Chemical, Cement and Pharmaceutical Industry ..	—	981,191.70	981,191.70	707.20	980,484.50
10. Food Processing Industry ..	—	2,053,134.85	2,053,134.85	806.25	2,052,328.60
Income from Investments ..	373,123.75	368,901.15	742,024.90	5,342.50	736,682.40
TOTAL ..	12,884,450.35	13,766,116.35	27,010,056.75	4,249,238.30	22,760,818.45

KSh.

TABLE TESTS
GENERAL FITTERS, TURNERS

Month	Number Called	NUMBER PASSED		
		Grade III	Grade II	Grade I
January	90	9	10	5
February	106	13	14	2
March	76	19	13	9
April	92	17	6	3
May	40	2	10	3
June	52	6	10	5
July	87	28	9	5
August	50	18	2	8
September	82	16	5	2
October	68	12	12	2
November	91	21	10	7
December	78	15	5	—
TOTAL	912	176	106	51

APPENDIX 2B

BLACKSMITH, TINSMITH, MOULDERS—1976

Month	Number Called	NUMBER PASSED		
		Grade III	Grade II	Grade I
January	19	1	2	1
February	22	13	—	—
March	8	1	—	1
April	—	—	—	1
May	4	—	1	—
June	20	3	—	—
July	20	8	—	—
August	6	1	1	2
September	12	2	—	—
October	16	4	1	—
November	34	10	3	—
December	18	7	—	—
TOTAL	179	50	8	5

APPENDIX 2C

ARC/GAS WELDERS—1976

Month	Number Called	NUMBER PASSED		
		Grade III	Grade II	Grade I
January	51	7	1	1
February	77	17	4	2
March	56	8	3	2
April	62	20	1	3
May	24	6	1	1
June	51	3	5	2
July	28	8	5	1
August	75	21	4	6
September	61	19	7	4
October	26	8	1	—
November	50	12	4	2
December	65	8	3	1
TOTAL	626	137	39	25

ELECTRICAL WIREMAN—1976

Month	Number Called	NUMBER PASSED		
		Grade III	Grade II	Grade I
January	58	7	5	1
February	118	19	8	4
March	67	14	6	2
April	91	27	4	2
May	39	3	2	3
June	102	19	9	2
July	111	28	9	1
August	61	17	2	2
September	128	24	7	1
October	—	—	—	—
November	—	—	—	—
December	99	30	10	2
TOTAL	874	188	62	21
Refrigeration	5	4	—	—

APPENDIX 2E

CARPENTER/JOINER AND RELATED TRADES—1976

Month	Number Called	NUMBER PASSED		
		Grade III	Grade II	Grade I
January	179	35	10	3
February	110	47	—	—
March	75	18	15	1
April	86	20	3	1
May	133	34	10	2
June	222	67	18	7
July	142	37	21	5
August	140	43	11	2
September	288	82	5	4
October	101	25	6	2
November	169	22	6	2
December	178	34	3	1
TOTAL	1,823	464	108	30

APPENDIX 2F

LEATHERWORK AND SHOEMAKERS—1976

Month	Number Called	NUMBER PASSED		
		Grade III	Grade II	Grade I
January	—	—	—	—
February	20	3	—	—
March	18	4	1	—
April	2	—	1	—
May	5	—	—	—
June	—	—	—	—
July	28	8	—	1
August	—	—	—	—
September	21	3	—	—
October	15	2	2	2
November	32	6	5	—
December	3	—	—	—
TOTAL	144	26	9	3

TAILORS, DRESSMAKERS, ETC.—1976

Month	Number Called	NUMBER PASSED		
		Grade III	Grade II	Grade I
January	92	30	4	3
February	246	86	7	6
March	105	50	1	—
April	60	8	14	8
May	47	7	7	5
June	55	13	10	1
July	72	27	12	2
August	142	55	1	2
September	178	75	7	2
October	127	77	11	5
November	158	65	8	3
December	116	45	10	3
TOTAL	1,398	538	92	40

MASON, PAINTERS, S/WRITERS, ETC.—1976

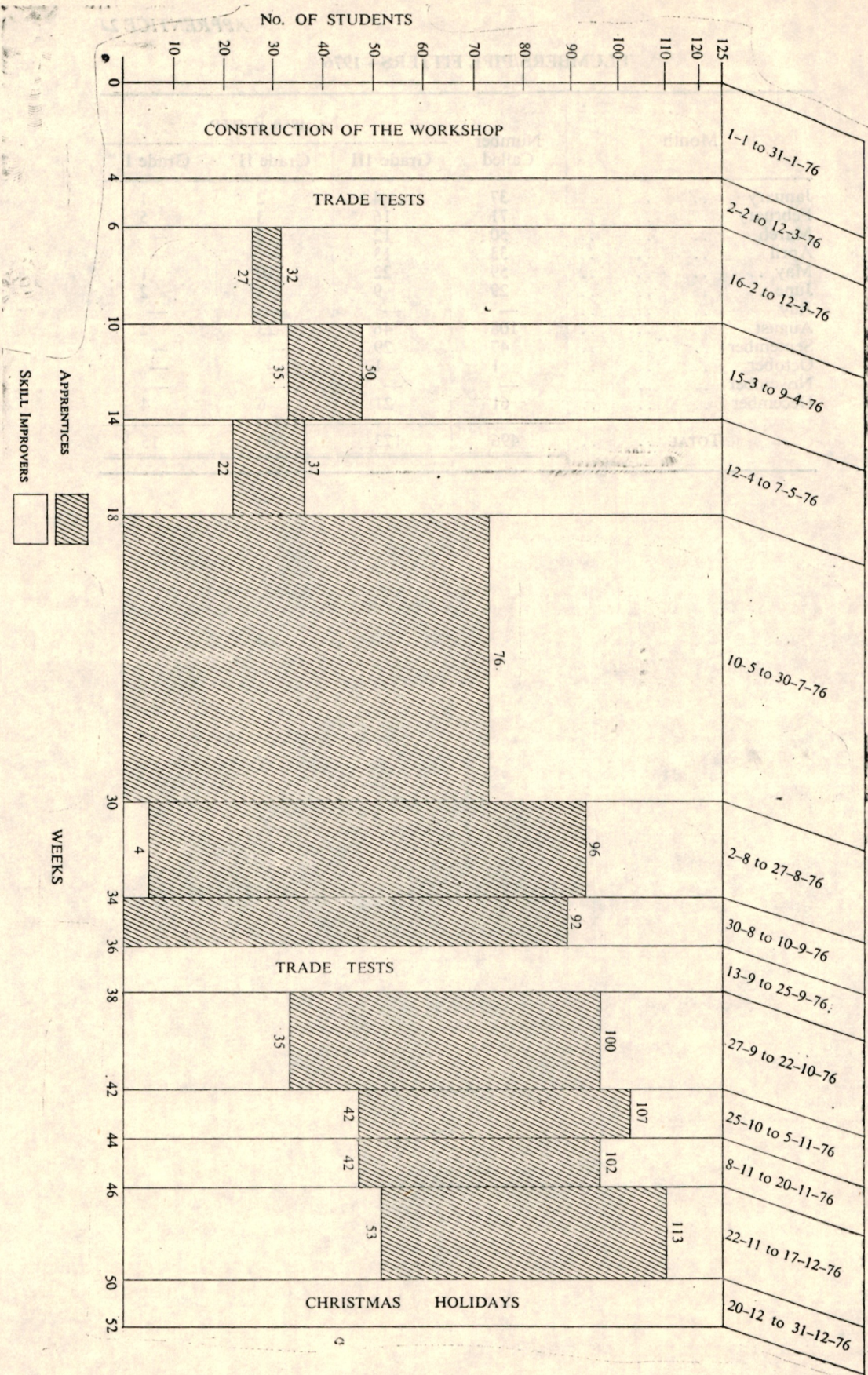
Month	Number Called	NUMBER PASSED		
		Grade III	Grade II	Grade I
January	202	71	20	9
February	270	138	27	4
March	162	60	16	8
April	250	136	16	7
May	136	48	21	5
June	138	37	25	5
July	133	45	29	4
August	133	94	24	4
September	244	123	15	6
October	16	10	—	—
November	203	101	18	11
December	342	221	10	2
TOTAL	2,229	1,084	221	65

M.V.M. AND RELATED TRADES—1976

Month	Number Called	NUMBER PASSED		
		Grade III	Grade II	Grade I
January	322	61	44	13
February	456	163	24	17
March	426	79	50	14
April	268	105	11	5
May	250	49	26	5
June	258	52	35	7
July	231	41	22	10
August	440	126	58	23
September	280	95	32	12
October	443	95	41	18
November	369	74	23	26
December	284	81	10	3
TOTAL	4,027	1,021	376	153

PLUMBERS/PIPE FITTERS—1976

Month	Number Called	NUMBER PASSED		
		Grade III	Grade II	Grade I
January	37	4	2	1
February	71	16	3	5
March	50	12	12	—
April	33	13	—	—
May	59	22	10	1
June	29	9	3	2
July	—	—	—	—
August	108	46	23	2
September	47	29	—	—
October	1	1	—	—
November	—	—	—	—
December	61	21	6	4
TOTAL	496	173	59	15



APPENDIX 3

PART III—NATIONAL SOCIAL SECURITY FUND

Introduction

175. The Fund had its share of difficulties which were generally experienced by other Government institutions due to prevailing economic conditions. Drought which hit the country affected the small farmers to the extent that they found difficulty in paying wages regularly and making contributions to the Fund. However, compliance remained satisfactory.

176. During the year under review 91,706 contributing members changed employment. This was a very small fraction of the total number of contributing members. It could be concluded that with this insignificant level of mobility, labour was generally stable. Although 217,649 members were registered this could not be concluded as indicating appreciable growth in the labour force as the figures largely represent clearance of a backlog of work carried forward from the previous year. New entrants to the Fund during the year were 65,466.

177. Border problems affecting the Fund included a large number of Uganda nationals who had entered Kenya and had sought to declare themselves as Kenyans while taking Identity Cards. Action taken by the Provincial Administration had helped to bring the situation under control.

178. Growth in employment was observable in the Co-operative societies whose numbers were steadily increasing. The Social Security Fund was however, not very popular with them as they considered their share of contributions as a loss. In Marsabit area the employers were not quite certain whether to co-operate in the participation in the Fund because not once had they heard the District Commissioner mention NSSF in any of his 'Barazas'!

179. Power cut interruptions during some periods in the year adversely affected work in the cash office and the backlog created caused inconvenience to employers.

Part I—Statutory Meetings

180. A number of Advisory Council and Investment Committee meetings were held during the year.

Part II—Legislation

181. The Third Schedule to the National Social Security Fund Act was amended to extend the standard contributions ceiling from Sh. 80 per month to Sh. 160 per month. The amendment was to be effective from January 1977.

Part III—Registration

(a) Registration of Employers

182. During 1976 a total of 1,386 employers were registered with the Fund and records for 343 (255 employers of 5 or more employees and 88 employers of 1-4 group) were closed down. Active number of employers in the books of the Fund as at 31st December, 1976 totalled 25,699.

(b) Registration of Employees

(i) A total of 65,466 employees were registered during the year 1976. This figure includes 49,804 men and 15,662 women employees. The total number of members of the Fund as at 31st December, 1976 was 916,450.

(ii) National Registration—Cap. 107

Arrangements to transfer this function to the Ministry of Home Affairs were completed and the section has effectively moved to that Ministry.

However during the year 1976, 279,888 male persons were registered under the Registration of Persons Act as compared to 251,869 persons who were registered in 1975.

The details of registration were as follows :

1. Initial Registration	...	...	...	...	...	137,355
2. Re-registration	...	...	...	...	...	1,869
3. Re-Issues	...	...	...	...	...	119,516
4. Misc. Identification	...	...	...	...	...	21,148
						<u>279,888</u>

183. During the year more registrations were processed than new registrations received during the year.

Particulars of the work processed was as follows :—

1. Initial Registration	...	...	...	...	...	174,065
2. Re-registration	...	...	...	...	...	1,869
3. Re-Issues	...	...	...	...	...	123,794
4. Misc. Identification	...	...	...	...	...	21,876
						<u>321,604</u>

Part IV—Compliance

184. The restriction on financial expenditure affected the Fund's efforts to enforce compliance. The Fund was able to register only 826 employers through field compliance services. This was half the previous year's figure.

185. Legal action was taken against employers who defaulted negligently and during the year more cases than those of the previous years were taken to Court. In all, 65 cases were handled as follows :—

	<i>Province</i>	<i>Cases</i>
1. Rift Valley	...	24
2. Central/Eastern and North-Eastern Provinces	...	20
3. Nyanza, Western and Kericho Districts	...	12
4. Nairobi Area	...	9
5. Coast Province	...	Nil

186. The main reasons for preferring court proceedings were failure to pay either contributions or penalties and non-production of records for employees on demand.

187. In addition to the above cases, the Revenue Officer, Attorney-General's Chambers, filed a number of cases for recovery of penalties from employers in Nairobi.

188. The problem of 'absentee' employers persisted although pressure for compliance was exerted.

189. Directly consequent upon the efforts of the compliance enforcement efforts the Fund was able to collect Sh. 16,706,918.30 most of it from defaulters who would not have paid otherwise. Out of this sum Sh. 279,890.65 was special contributions. Comparable figure for 1975 was Sh. 13,015,542. The Fund was also able to collect Sh. 387,573.30 in penalties out of Sh. 1,039,656.20 claimed as penalties during the year through enforcement efforts.

190. Comparable figures for 1975 were Sh. 590,942.05 out of Sh. 1,190,892.95.

Part V—Data Processing and Dockets

191. During the year under review the following records were cleared:—

1. Members Registration	...	...	...	...	...	217,649
2. Changes of Employer	...	...	...	...	...	91,706
3. Temporary Number correction	...	...	...	...	...	25,066
4. Employer Registration	...	...	...	...	...	29,100
5. Statements corrections	...	...	...	...	...	198,201
6. Benefits Payments	...	...	...	...	...	9,707
7. Dockets	...	...	...	...	...	595,039
8. Dockets Suppressions	...	...	...	...	...	213,517
						1,379,985

192. The conversion of data from ICL to IBM machines was completed during the year. Six enquiry terminals were installed and became operational. This made it possible to achieve 10,000 enquiries per terminal per week.

193. The Key Edit equipment installed in 1975 functioned very well and all the backlog of work was cleared. The Burroughs machines functioned well in the cash office apart from occasional breakdowns.

Despatch and Receipt of Dockets

194. During the year under review 911,558 docketts were sent to 11,712 employers, of these 161,043 were returned as unwanted or unclaimed. Return of docketts from the employers remained the biggest problem. In the total operation of the Fund this now is the most worrying area.

Part VI—Finance

195. Contributions during 1976 amounted to a total of K£12,074,327-9-95 and was received as follows:—

Month	Amount	
	K£	s. cts.
January	994,740	19 20
February	929,611	04 70
March	999,469	00 15
April	917,638	11 70
May	1,136,784	18 15
June	1,172,118	05 80
July	1,269,821	12 70
August	694,578	07 00
September	1,155,900	08 00
October	856,538	03 35
November	978,834	12 95
December	968,291	06 25
	K£ 12,074,327	09 95

Through the years the contribution has grown as follows:—

Year	Amount Received	
	K£	s. cts.
1966	1,150,281	13 25
1967	4,452,640	02 85
1968	5,336,753	08 00
1969	5,816,480	01 10
1970	6,896,960	08 00
1971	6,637,154	02 90
1972	7,112,451	05 80
1973	7,758,578	09 60
1974	9,836,140	10 00
1975	11,411,882	03 25
1976	12,074,327	09 95
	K£ 78,483,649	15 60

A total number of 8,414 claims were paid as follows:—

<i>Benefits</i>	<i>No. of Cases</i>	<i>Amount K.Sh.</i>
Age	1,643	5,843,452.55
Survivors	1,350	3,480,394.65
Invalidity	450	1,763,643.25
Withdrawal	2,069	4,845,577.90
Emigration	1,894	8,339,575.70
		<u>24,277,644.05</u>

The following members of the Fund received free in-patients hospital treatment:—

	<i>No. of In-Patients</i>
CENTRAL PROVINCE	
Nyeri	60
Gatundu	17
Kiambu	28
Kirinyaga	63
Thika	167
Murang'a	22
Muriranja	9
Tigoni	28
Nanyuki	56
SUB-TOTAL	<u>450</u>
COAST PROVINCE	
Mombasa	245
Kilifi	—
Malindi	20
Msambweni	—
Taita	—
Tana River	—
Taveta	77
Lamu	—
SUB-TOTAL	<u>342</u>
NAIROBI PROVINCE	
Infectious	3
Kenyatta	55
Mathari	—
SUB-TOTAL	<u>58</u>
RIFT VALLEY PROVINCE	
Baringo	3
Eldoret	67
Elgeyo Marakwet	—
Kapenguria	—
Kapsabet	17
Kericho	—
Kitale	65
Kajiado	2
Kaptagat	—
Londiani	—
Nyahururu	6
Kinangop	—
Molo	30
Naivasha	9
Nandi Hills	487
Nakuru	69
SUB-TOTAL	<u>755</u>

EASTERN PROVINCE								
Machakos	..	..	..	..	..	..	—
Embu	..	..	..	..	..	..	4
Kitui	..	..	..	..	..	..	9
Makindu	..	..	..	..	..	..	—
Meru	..	..	..	..	..	..	11
SUB-TOTAL							..	24
NYANZA PROVINCE								
Nyanza	..	..	..	..	..	..	12
Homa Bay	..	..	..	..	..	..	—
Kisii	..	..	..	..	..	..	16
SUB-TOTAL							..	28
WESTERN PROVINCE								
Bungoma	..	..	..	..	..	..	7
Busia	..	..	..	..	..	..	—
Kakamega	..	..	..	..	..	..	10
SUB-TOTAL							..	17
GRAND TOTAL							..	1,674

Unclaimed Benefits and Refunds

198. Cheques worth K£11,694-4-65 were returned unclaimed bringing the cumulative total of unclaimed benefits as at the close of the year to K£75,518-16-40.

199. The unclaimed refund amounted to K£152-9-60 during the year and the total unclaimed refunds as at 31st December, 1976 stood at K£1,570-13-50.

Mortality

200. The following is the mortality record of the survivors claims paid during the year:—

Age	Natural	Deaths from Accident	Total Age
16-20	4	8	12
20-25	14	12	26
25-30	43	49	92
30-35	104	70	174
35-40	98	120	218
40-45	186	60	246
45-50	148	86	234
50-55	93	88	151
55-60	82	52	134
Over 60	60	11	71
TOTALS	832	556	1,358

REGIONAL RECORDS OF DEATH

Province	Natural	Accident	Total
Nairobi	318	212	530
Rift Valley	102	62	164
Nyanza	99	43	142
Central	140	96	236
Western	30	34	64
N/Eastern	16	13	29
Coast	108	47	155
TOTALS	813	507	1,320

MEMBERS AGE DISTRIBUTION

<i>Age</i>	<i>Members</i>	<i>Age</i>	<i>Members</i>
16.. .. .	554	45	15,148
17.. .. .	1,288	46	16,912
18.. .. .	2,871	47	12,925
19.. .. .	4,860	48	12,840
20.. .. .	10,604	49	12,418
21.. .. .	13,299	50	11,694
22.. .. .	25,194	51	11,480
23.. .. .	30,122	52	10,326
24.. .. .	43,952	53	9,046
25.. .. .	27,262	54	8,291
26.. .. .	45,178	55	7,674
27.. .. .	48,873	56	7,853
28.. .. .	54,008	57	6,264
29.. .. .	45,589	58	5,771
30.. .. .	44,570	59	5,315
31.. .. .	38,124	60	5,240
32.. .. .	30,648	61	4,984
33.. .. .	28,737	62	5,068
34.. .. .	26,809	63	4,448
35.. .. .	24,113	64	4,075
36.. .. .	26,746	65	3,924
37.. .. .	25,580	66	3,787
38.. .. .	24,735	67	2,871
39.. .. .	23,037	68	2,659
40.. .. .	21,552	69	2,235
41.. .. .	21,210	70	1,895
42.. .. .	19,683	Over 70	16,673
43.. .. .	17,177	Unknown	—
44.. .. .	17,308		

General

201. It was disturbing that about 40 per cent of the total survivors claims were the result of accidents. Nairobi alone claimed about 40 per cent of the total accident claims.

Suspense Clearance

202. The exercise was intensified during the year by posting permanent staff to some districts the result of which was very encouraging.

Statements

203. A total of 68,241 statements were issued during the year bringing the total issued as at 31st December, 1976 to 349,700.

PART IV—KENYANIZATION OF PERSONNEL BUREAU

General

204. Co-operation between the Bureau and the Immigration continued to improve and more jobs were Kenyanized than the previous year. Employment opportunities continued to dwindle, Government was not employing and the private sector more or less followed suit so that very few job opportunities were available to job-seekers. The unemployment situation became even more alarming when the country was faced with nearly 200 unemployed University Graduates. Thanks to the Directorate of Personnel Management, the Treasury and the Public Service Commission, most of the graduates were absorbed by Government Ministries.

205. According to records from the Employment Exchanges, 77,553 male and female job-seekers came through intake to register for jobs. 66,077 of the job-seekers were male while 11,476 were female job-seekers. 12,098 vacancies were reported to the Bureau nationally and of the 12,098 vacancies, 8,964 were filled by both men and women.

206. Of the reported vacancies (12,098) 74.1 per cent were filled. Of the total intake (77,553) 10.3 per cent were placed in jobs while 89.7 per cent were not placed. (See Summary Table I attached).

Manpower and Career Guidance

207. The structure and functions of this section changed during the middle of the year due to re-organization of employment services. All placement and vocational guidance functions and staff were transferred to the exchange section. Transferred also were placement records previously held by the Manpower Section.

208. It was also at this time that the Senior Employment Officer (careers) Mr. Arunga was transferred to the Kisumu office. His duties were then combined with those of the Manpower Section to carry out duties pertaining to manpower planning and careers advisory. Technical and research sections were also merged with manpower section.

Thus, the duties of the section were geared to:—

- (a) Identification of occupations in which there existed developing manpower shortage and for which due attention should be given in terms of training facilities.
- (b) Analysis studies of the size and distribution of employment and unemployment in collaboration with the Central Bureau of Statistics.
- (c) Follow-up training and maintenance of up-to-date statistics on the progress of Kenya-ization.
- (d) Development of jobs and liaison with public agencies, the private sector and other relevant economic forces in planning promotion and creation of additional jobs.
- (e) Development of career and vocational guidance information in collaboration with other Ministries as well as making such information available to those who needed it.
- (f) Maintenance of an up-to-date occupational classification dictionary based on the skills available locally.

209. Proper training follow-up and identification of shortage areas were emphasized, and various exercises to this effect were embarked on. Such exercises related to determination of the progress of Kenyanization continued to occupy the clerical staff. Included was issuance of Form 22 and recording of information provided, analysis of information obtained from employers regarding understudies, training and completion of the 1975 Kenyanization progress analysis. An exercise to determine the number of professionals, both citizens and non-citizens in the country was started, and when completed will be great value in terms of manpower planning and projections.

210. Revision of both the careers information booklet normally distributed to Form IV students along with the Form VI students took place at the beginning of the second half of the year. Meetings were held with various institutions including the Federation of Kenya Employers to update the old information.

211. The section Head, Mrs. Muraya, was involved in the Headmasters and careers Masters' conference organized by the Ministry of Education and held at Kenyatta University. The last meeting to revise the careers guidance handbook was held and the publication of the book is under way.

Work Permits

212. The year was fairly smooth and during the year there were 1,163 new work permits issued, 1,648 were renewed. Additionally, 1,246 cases were turned down.

213. Comparing the previous year (1975) with 1976, 5,644 work permits were issued in 1975 while 3,229 were issued in 1976.

This was an improvement as far as Kenyanization of jobs in the private sector was concerned.

214. Working relationship between the Bureau and the Dept. of Immigration improved, and the permits section helped create employment for citizens, although companies were still not compulsorily required to report vacancies to the Bureau.

215. During the year 443 appeals were handled of which 309 were reversed in favour.

216. The section continued to operate with inadequate staff. While the section started with 14 clerical staff at the beginning of the year, by the end of the year only 10 were in the section.

The table below shows the activities of the section in data form.

	New Applications	Renewal Applications	Refusals
January	250	358	63
February	226	204	59
March	60	134	94
April	92	140	112
May	82	134	107
June	74	112	99
July	75	130	115
August	34	92	106
September	37	46	88
October	53	101	123
November	72	99	114
December	108	98	166
TOTAL	1,163	1,648	1,246

Investigation

217. In the middle of the year, the normal establishment of 2 to 3 officers was boosted to 5 in order to meet the challenge of the increased work. It was felt that with the new establishment, it was possible for the team to divide itself into two groups to cover two firms simultaneously which meant more work accomplished.

218. Mr. J. H. Kiragu was transferred from Kisumu to the Headquarters to head the section, while Mr. Mutura Kabubia until then acting head of the section was transferred to the Permits Section. Complete hand-over took place in September.

The new team then consisted of:—

1. Mr. J. H. Kiragu
2. Mr. J. M. Gikaara
3. Mr. J. N. Nzesya
4. Mr. H. A. W. Ongoma and
5. Mr. P. M. Kalatta.

Most of the section's work covered Nairobi area. However, three trips were made to the Provinces by the Investigation Team as follows:—

1. African Highlands Produce Co. Limited at Kericho was visited in January.
2. Another trip to Kericho was made in September during which time Brook Bond Liebig (K) Limited was visited.
3. Webuye and Eldoret were visited early in November during which time Panafrican Paper Mills and C.P.C. Industrial Products were investigated.

219. During the year, 129 firms were investigated compared with 113 covered during the previous year. The types of firms covered were as follows:—

Type of Firm	No. Investigated
Engineering	24
Engineering Consultants	2
Architecture	2
Manufacturing	19
(a) Furniture	3
(b) Soda	1
(c) Soap/Toothpaste	1
(d) Food/Milk Products	1
(e) Industrial Products	2

(f) Cells and Batteries	...	...	...	...	...	...	...	...	...	1
(g) Corks	...	...	...	...	...	...	...	...	...	1
(h) Plastics	...	...	...	...	...	...	...	...	...	1
(i) Dyes and Chemicals	...	...	...	...	...	...	...	...	...	1
(j) Plastic Bags	...	...	...	...	...	...	...	...	...	1
(k) Mattresses	...	...	...	...	...	...	...	...	...	1
(l) Paper	...	...	...	...	...	...	...	...	...	1
(m) Paints	...	...	...	...	...	...	...	...	...	3
(n) Flour	...	...	...	...	...	...	...	...	...	1
										<hr/>
										Total
										19
										<hr/>

<i>Type of Firm</i>										<i>No. Investigated</i>
Insurance	...	...	...	...	...	...	...	...	...	3
Films	...	...	...	...	...	...	...	...	...	2
Agricultural	...	...	...	...	...	...	...	...	...	5
Secretarial	...	...	...	...	...	...	...	...	...	2
Importers	...	...	...	...	...	...	...	...	...	2
Airlines	...	...	...	...	...	...	...	...	...	4
Building/Construction	...	...	...	...	...	...	...	...	...	14
Plumbing	...	...	...	...	...	...	...	...	...	2
Timber	...	...	...	...	...	...	...	...	...	2
Textiles	...	...	...	...	...	...	...	...	...	2
Hotels	...	...	...	...	...	...	...	...	...	4
Tours, Clearing and Forwarding	...	...	...	...	...	...	...	...	...	5
Financial Institutions	...	...	...	...	...	...	...	...	...	3
Hospitals	...	...	...	...	...	...	...	...	...	3
Surveying	...	...	...	...	...	...	...	...	...	2
Accounting	...	...	...	...	...	...	...	...	...	3
Loss Adjusting	...	...	...	...	...	...	...	...	...	3
Motor Industries	...	...	...	...	...	...	...	...	...	2
Pharmaceuticals	...	...	...	...	...	...	...	...	...	2
Goldsmiths	...	...	...	...	...	...	...	...	...	2
Outfitters	...	...	...	...	...	...	...	...	...	4
Others	...	...	...	...	...	...	...	...	...	11
										<hr/>
										Total
										129
										<hr/>

220. Approximately 95 firms were interviewed regarding their Kenyanization and training programmes. 11 entry permit cases were investigated, while 15 frustration cases were investigated. 14 dismissal cases were discussed while 6 racial imbalance and two racial discrimination were looked into.

221. The number of non-citizen employees and their understudies were recorded in respect of 102 firms out of the 129 resulting to:—

1. Number of non-citizens in the 102 firms was 295. Panafrican Paper Mills at Webuye alone had 194 followed by Nairobi Hospital with 50, Aga Khan 46, Brooke Bond 39, EA. Engineering Consultants 34, and Put Sarajevo with 32.
2. The number of trainees in the 102 firms was 566 with 535 capable of eventually taking over while 31 were not up to the standard.
3. Fifty-three job openings were solicited by the section, and prospective job applicants were referred to the firms by the manpower/careers section accordingly.

THE PROVINCES

Mombasa (Coast)

222. The general outlook of the performance was satisfactory. Greater efforts were directed to areas where the need for training and phase-out programmes were of importance in job creation for citizens. Citizens were placed in vacant positions created either as a direct result of training programmes or merely through normal referrals.

223. Individual permit cases were examined and appropriate advice sent to the head office. Extensive discussions with employers in an effort to find agreements on their phase-out programmes were undertaken. The majority of cases discussed were for skilled artisans and junior technical personnel generally deployed in the manufacturing firms, engineering workshops, and the building industry.

224. The remaining cases were for engineers and other professionals whose services were highly essential for some time to come.

225. Satisfactory progress was made in training potential replacements of expatriates under the auspices of the Directorate of Industrial Training. In each case, there were at least two craft apprentices under one expatriate whose responsibility was to organize on-the-job training.

226. Phase-out programmes were initiated in a number of firms in order to identify areas in which training programmes had not been established. Progress made by trainees were reviewed and where trainees showed lack of progress employers were urged to replace them.

227. Accordingly, 14 jobs were created in engineering firms while 3 management trainee positions were created in various firms. While some of those positions were filled, quite a number of them were not filled due to lack of suitably qualified citizens.

228. This section became fully integrated on July 1, 1976 when registration and placement formerly done by the manpower section was transferred to the Employment Exchange Section. While the integration had initial hitches of accommodating middle and top level management applicants who were unwilling to register under the new system, this was a temporary experience before all job-seekers adapted themselves and registered according to their job code numbers.

229. Registration fell by just over two thousand compared with the previous year. The lack of enthusiasm was attributed to the prospective employers' apathy in recruiting personnel through the exchange. Consequently, most job-seekers flocked to the latter's gates with the hope of getting employed rather than reporting for registration for a job which looked dubious.

230. Placement was a difficult task regarding filling positions for highly skilled artisans, technicians and engineers due to lack of qualified citizens. Few job opportunities existed for school leavers, experienced clerical applicants and junior management applicants.

231. Rumours that Kenya Pipeline Co. was to start construction in March and that the labour force was to be recruited through the exchange resulted in the rise of the number of male job applicants who reported for assistance. However, there was a delay due to late arrival of equipments and materials from overseas suppliers and construction did not start until the middle of July.

232. When the construction started, it started at Konza downwards to Mombasa and only a handful of artisans were recruited through the exchanges while the rest were recruited from elsewhere. The disappointment caused a sudden decrease in the number of job applicants seeking the exchanges' assistance.

233. The unusual high number of female applicants in July was brought about by the opening of two tailoring factories in Mombasa but it turned out that only male tailors were required.

234. The performance of the exchanges was not better than the previous years and apparently a downward trend seemed to be the projection. This state of affairs could be attributed to the fact that employers did not care to notify their vacancies to the exchanges, and only reported those vacancies where qualified personnel were not available.

APPENDIX II

THE TABLE BELOW SHOWS ACTIVITIES DURING 1976—COAST PROVINCE

MONTH	INTAKE			VACANCIES	PLACEMENT			NOT PLACED		
	M	F	Total		M	F	Total	M	F	Total
January	299	68	367	106	73	33	106	226	35	261
February	312	49	361	37	27	3	30	285	46	331
March	455	68	523	30	14	9	23	441	59	500
April	422	51	473	30	17	9	26	405	42	447
May	457	44	501	31	24	7	31	433	37	470
June	554	81	635	20	13	7	20	541	74	615
July	714	155	869	36	29	7	36	685	148	833
August	914	75	989	58	51	1	52	863	74	937
September	558	43	601	40	34	4	38	524	39	563
October	334	20	354	30	26	1	27	308	19	327
November	167	22	189	16	13	2	15	154	20	174
December	169	11	180	54	52	1	53	117	10	127
TOTAL	5,285	687	6,042	488	373	84	457	4,982	603	5,585

Kisumu—(Nyanza/Western)

235. Unemployment continued to prevail and there were more job-seekers than the vacancies except places like Nandi Hills, Kericho, Kakamega and Homa Bay where the number of job applicants were less than the vacancies. This was attributed to the fact that many employers in the agricultural industry reported job openings in tea plucking, pyrethrum and coffee-picking but job-seekers were reluctant to take up such manual jobs. They preferred less strenuous and better paying jobs which were not available.

236. Seventeen thousand, two hundred (17,200) job applicants were registered in the seven stations in Nyanza/Western of which two thousand and sixty-eight (2,068) were placed in jobs. This figure represented 12 per cent of the total intake.

237. Notwithstanding, 20,995 vacancies were reported representing 90 per cent in the vacancy/job-seeker ratio but because job-seekers would not avail themselves for the jobs due to geographical or cultural considerations, most of the vacancies were not filled.

238. Tea areas like Kericho, Sotik, Nandi Hills and cotton areas like Bungoma and Busia had a surplus supply of agricultural jobs over the above number of job-seekers, but the reasons given by job-seekers were that the work in agricultural fields was very hard and wages low. Others argued that Sotik, Kericho and Nandi Hills were too cold for them.

239. The general outlook in individual stations was as follows:—

1. Kisumu.—

8,000 job-seekers registered at this station compared with 5,200 registered in 1975, an increase of 2,800. The upward trend in registration could be attributed to the setting up of the Sunset Hotel, the expansion of Kisumu Cotton Mills and the building of the Kenya Breweries Plant. 2,871 vacancies were reported to this station compared with 4,453 reported in 1975. 651 job-seekers were placed in jobs compared with 812 placed in 1975—a drop of 161.

2. Kisii.—

470 job-seekers were registered at this station compared with 4,545 registered in 1975, a drop of 4,075. Of the 290 vacancies reported only 104 were filled compared with 204 placed in 1975.

3. Homa Bay.—

298 job-seekers registered at this station compared with 1,796 in 1975. Job openings were hard to come by and consequently only 13 were placed. 337 vacancies were reported to this station. It is anticipated that with the Awendo Sugar Factory now underway, the unemployment situation might be lessened in future.

4. Kakamega.—

Employment opportunities were very few, and, of 1,327 job-seekers registered, only 118 were placed, although a small sugar factory at Kabras owned jointly by the I.C.D.C. and a local co-operative society absorbed a few job-seekers.

5. Bungoma/Busia.—

5,200 job-seekers registered, and of the 728 vacancies reported, 596 were filled.

6. Kericho.—

Here, the number of vacancies reported exceeded the number of job applicants registered. 1,322 job-seekers were registered compared with 10,329 vacancies reported to the station. Only 272 job-seekers were placed the reason being that job-seekers were not willing to take up farm jobs. Although the many job openings were availed to the other stations in the Province the response was poor. Most of those vacancies were with the Brooke Bond Liebig, the African Highlands and the Sotik Tea Co.

Here again job-seekers avoided farm jobs and although 583 job-seekers registered,

7. Nandi Hills.—

only 314 were placed.

APPENDIX III

THE TABLE BELOW SHOWS IN DATA FORM THE ACTIVITIES IN THE NYANZA/WESTERN PROVINCE DURING 1976

STATION	INTAKE		VACANCIES	PLACEMENT		NOT PLACED		Total
	M	F		M	F	M	F	
Kisumu ..	7,850	150	2,871	611	40	7,239	110	7,349
Bungoma ..	5,140	60	728	576	20	4,564	40	4,604
Homa Bay ..	288	10	337	12	1	276	9	285
Kisii ..	445	25	290	100	4	345	21	366
Nandi Hills ..	573	10	2,198	312	2	261	8	269
Kericho ..	1,272	50	10,329	264	8	1,008	42	1,050
Kakamega ..	1,312	15	4,243	100	15	1,212	0	1,212
TOTAL ..	16,880	320	21,096	1,975	90	14,905	230	15,135

APPENDIX IV

THE TABLE BELOW SHOWS THE ACTIVITIES OF ALL THE STATIONS IN THE RIFT VALLEY PROVINCE DURING THE YEAR 1976

STATION	INTAKE		Total	VACANCIES	PLACEMENT		Total	NOT PLACED		Total
	M	F			M	F		M	F	
Nakuru ..	2,321	308	2,629	995	722	55	777	1,599	253	1,852
Eldoret ..	1,745	208	1,953	540	218	5	223	1,527	380	1,907
Kitale ..	2,078	145	2,223	1,194	1,029	52	1,081	1,049	93	1,142
Naivasha ..	836	103	939	519	252	23	275	584	80	664
Nyahururu ..	612	289	901	208	131	51	182	181	238	419
TOTAL ..	7,592	1,053	8,645	3,456	2,352	186	2,538	4,940	1,044	5,984

TABLE I—VACANCIES AND PLACEMENT BY OCCUPATION—1976

OCCUPATION	INTAKE			Vacancies	PLACEMENTS			DISPOSITION			
	M	F	Total		M	F	Total	Unfilled Vacancies	NOT PLACED		
									M	F	Total
January to June 1976—All occupations	43,996	8,343	52,339	5,994	4,988	1,006	5,994	—	39,008	7,337	46,345
July to December 1976—Prof./Tech.	355	55	410	146	49	3	52	94	306	50	356
Sales	206	46	252	39	24	5	29	10	182	41	223
Services	2,207	515	2,722	774	397	119	516	258	1,810	396	2,206
Agriculture/Forestry	771	56	827	1,659	252	14	266	1,393	519	42	561
Production/Manufacturing maintenance	3,062	52	3,114	983	391	3	394	589	2,671	49	2,720
Packing/Storage/Transport..	1,750	80	1,830	208	159	2	161	47	1,591	78	1,669
General Labour	6,127	781	6,908	1,633	1,063	89	1,152	481	5,064	692	5,756
School Leavers	6,262	807	7,069	462	276	32	308	154	5,986	775	6,761
TOTAL	64,736	10,735	75,371	11,898	7,599	1,273	8,872	3,026	57,137	9,460	66,597

NATIONAL YOUTH SERVICE

Introductory

244. The National Youth Service continues very successfully to fulfil its joint role of training young people and of developing the nation. The Service is extremely popular, and each recruitment is heavily over-subscribed. The total enrolment, since the Service began in 1964 is 23,339 (21,541 men and 1,798 girls) of whom 3,706 (3,435 men and 271 girls) are currently serving.

245. Some idea of the immensity of the Service's field operations is given by the fact that projects value £11,500,000 have been completed or are presently in hand. The largest construction projects are the Machakos-Kitui Road, the Garissa Road and the Bura Irrigation Scheme. Other service Units are engaged in building settlement roads, in agriculture, and in training activities.

Statistics

246. At the close of the year, the strength of the Service was as follows:—

Uniformed Officers	101
Civilian Staff	305
Expatriates: Technical experts and volunteers	37
Total	443
Servicemen	3,435
Servicewomen	271
Total	4,149

Employment

247. Employment opportunities for men and women leaving the Service remained reasonably good, despite Kenya's general unemployment problem. During the year under review, a total of 686 men/girls were employed. The breakdown is as follows:—

	<i>Servicemen</i>	<i>Servicewomen</i>
Private Sector	451	42
Uniformed Services	122	6
Government Departments	51	14
	624	62

Work Projects, Education and Training

248. The seven Units of the Service operated in the following manner:—

- (i) *Nairobi Holding Unit*—This unit houses support personnel for the Central Workshops, Central Stores and Headquarters, together with trainees undergoing various technical courses in the Advanced Motor Vehicle Mechanic School, the Secretarial School, the Driving School and the Advanced Engineering Training School. There is also a floating population of servicemen/women going on discharge being considered for employment or receiving specialist medical treatment. The Nairobi unit also administers a special mobile sub-unit which, in co-operation with the Ministry of Water Development, constructs dams in arid areas. During the year, five dams were constructed in the Machakos and Kitui Districts.
- (ii) *Machakos-Kitui Road Construction Unit*—Working in conjunction with the Ministry of Works, this unit had to contend with severe mechanical problems from its ageing plant and transport. However, reasonably satisfactory progress was made in all the operations—backfilling, light and heavy earthworks, crusher-run laying, surface dressing and bituminization—that go into the construction of a major highway.

(iii) *Gilgil Training Unit*—Various activities were carried out in this big and busy unit.

(a) 1,800 men went through the Basic Training during the year and were passed out as fully-fledged servicemen.

(b) Three Education Sessions of 3 months each took place, involving a total of 750 servicemen. Of these, 300 were selected for vocational training in our Mombasa Vocational Training Unit. The rest were deployed to on-the-job training of different types in other service units.

(c) Tailors and dress-makers continued to be trained, and 3,000 pairs of trousers and 3,000 pairs of shirts for recruits were manufactured, representing a major saving to Service Funds.

(d) The quantity of livestock was increased during the year, both by purchase and by natural increase. At the Tumaini sub-unit, wheat, barley, pyrethrum and a variety of vegetables were cultivated, realizing appropriations-in-aid amounting to K.Sh. 144,680.

(e) One sub-unit was engaged in the construction of settlement roads in the western parts of the Rift Valley Province, making good progress.

(iv) *Yatta Field Unit*—The growing of mulberry trees and the rearing of silkworms continued to expand. The Ministry of Agriculture has shown keen interest in this field and has sent Agricultural Assistants from many parts of Kenya to visit this unit to acquire the skills involved. This unit is also responsible for the Kitui/Garissa Road Construction Project, and it also maintains a large herd of beef cattle and flocks of sheep and goats.

(v) *Mombasa Vocational Training Unit*—This unit is the Service's major formal Vocational Training Centre. During the year the following numbers of servicemen were prepared and entered for the Government Trade Test Grade III:

	<i>Tested</i>	<i>Passed</i>	<i>Failed</i>
Carpenters	58	51	7
Masons	57	54	3
Motor Vehicle Mechanics	61	54	7
Fitters	27	23	4
Electricians	48	38	10
Turners	26	15	11
Welders	8	8	—
Plumbers	3	2	1
TOTAL ..	288	245	43

249. In addition to the foregoing, numerous servicemen in all units are prepared for Trade Tests through practical training on-the-job or through attendance at the advanced courses run in Nairobi. The 1976 figures are:—

	<i>Grade I</i>	<i>Grade II</i>	<i>Grade III</i>
Motor Mechanics ..	8	108	127
Motor V. Electricians ..	—	8	37
Plant Mechanics ..	—	3	17
Masons	—	29	67
Panel Beaters	—	4	4
Carpenters	—	12	67
Painters	—	—	3
Arc-Welders	—	2	8
Plumbers	—	6	2
Tailors/Dressmakers ..	—	6	12
Electrical Wiremen ..	2	15	5
TOTAL ..	10	193	349

- (vi) *Turbo Field Unit*—This unit's activities have in the past been confirmed purely to farming—it is the Service's major source of maize. Its scope is now being widened by rural craftsmen training under a scheme sponsored by the German Friedrich-Ebert Foundation, the workshops for which were constructed during the year by the Service's own building team.
- (vii) *Naivasha Women's Training Unit*—This is a unit giving training in mixed farming. There are dairy cows and sheep and a variety of vegetables. The standard of discipline has been particularly good during the year.
- (viii) *Bura Irrigation Construction Unit*—This unit was re-opened last year to begin the construction of the Bura—Garsen Road. It is expected that the Service will be entrusted with a major role in building water canals for irrigation at a later date.

Ceremonial and Public Duties

250. As usual, the Service paraded on occasions of National Celebration as well as providing ushers and contingents to assist the Police in crowd control. The customary gate-control and arena assistance was rendered to agricultural shows in many parts of the Republic, including the giant Nairobi International Show.

Conclusion

251. During the year, the Service maintained its standard of hard work and good discipline—carrying out development work valuable to Kenya and preparing the young servicemen and women for useful and productive futures.

(vi) **Water Field Unit**—This unit's activities have in the past been confined purely to farming—it is the Service's major source of maize. Its scope is now being widened by rural extension training under a scheme sponsored by the German Friedrich-Ebert Foundation, the workshops for which were constructed during the year by the Service's own building team.

(vii) **Nairobi Women's Training Unit**—This is a unit giving training in mixed farming. There are dairy cows and sheep and a variety of vegetables. The standard of discipline has been particularly good during the year.

(viii) **Rural Extension Construction Unit**—This unit was re-opened last year to begin the construction of the Huta-Garisa Road. It is expected that the Service will be entrusted with a major role in building water canals for irrigation at a later date.

Ceremonial and Public Duties

250. As usual, the Service paraded on occasion of National Celebration as well as providing advisers and consultants to assist the Police in crowd control. The customary gate control and stamp assistance was rendered to agricultural shows in many parts of the Republic, including the great Nairobi International Show.

Conclusion

251. During the year, the Service maintained its standard of hard work and good discipline—carrying out development work valuable to Kenya and preparing the young men and women for useful and productive futures.

