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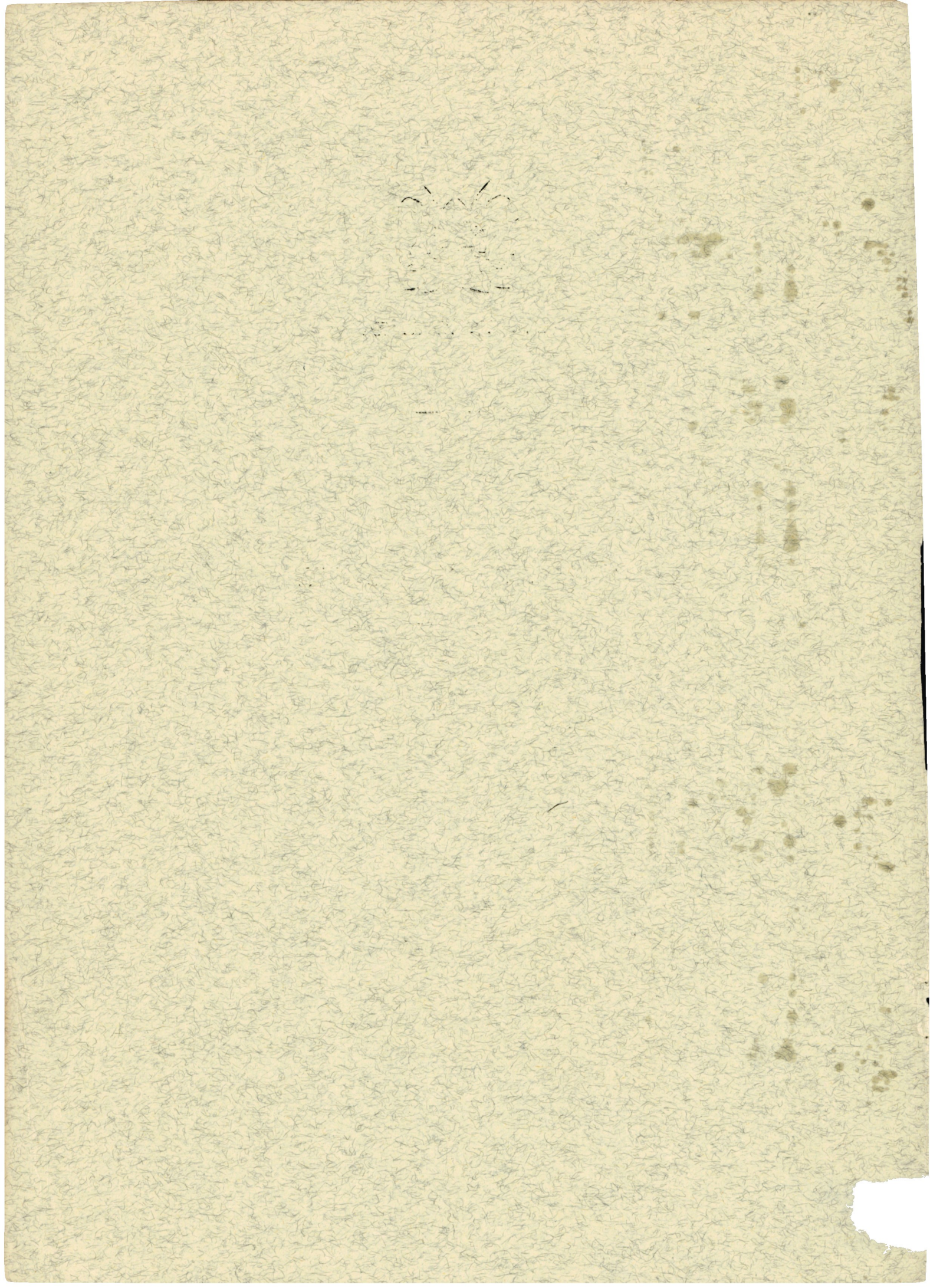


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**MINISTRY OF LABOUR
ANNUAL REPORT
1977**

Sh. 11/25 - 1979



MINISTRY OF LABOUR
ANNUAL REPORT
1977

KENYA NATIONAL ASSEMBLY
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INTRODUCTION

During 1977 the Fund made tremendous progress. Notable areas of progress could be divided into three parts viz. (a) Raising contribution brackets, (b) Receipt of contribution from women workers, and (c) Proposed transformation of the Fund.

When Government launched the Fund, the maximum rate of contribution payable for an employee was fixed at the rate of Sh. 80 per month. Then it was felt that higher contributions would overburden employers. In 1966 it was not clear as to what disasters would befall many economies of the world. Inflation had serious effects on savings and therefore what was considered adequate for reasonable retirement benefits in 1970 had become totally insufficient in 1976. It was for this reason that the Government felt the need for raising the maximum contribution from Sh. 80 to Sh. 160.

Another remarkable event was the calling up of women employees to contribute to the Fund. Women were excluded from contributing to the Fund when started in 1966. Since then women organizations mounted pressure to ensure that they, like their male counterparts had retirement benefits at old age. The necessary amendment to the Act was made in 1976 bringing the first contribution from women workers in January, 1977. The number of women contributing to the Fund during the year was 105,000 out of the total membership of 969,000 workers. This Act reaffirmed Government's belief that all workers are equal irrespective of sex.

Government has always been aware that the provisions of the National Social Security Fund are not adequate for the purpose of social security. Protracted discussions were held with actuaries with a view to conversion of the existing scheme to a fully-fledged pension scheme. The Government is increasingly becoming aware that the present lump sum payments do not serve workers well, and certainly this procedure falls short of the requirements of the ILO Convention No. 102 on Social Security.

J. I. OTHIENO,
Permanent Secretary.

PART I—LABOUR DEPARTMENT

SECTION I—FUNCTION, ORGANIZATION AND STAFF

The primary function of the Labour Department is to formulate and safeguard labour standards with the view to ensuring acceptable conditions of work and life. It constantly studies and reviews existing labour standards, introduction of changes to ensure that working conditions keep abreast of the ever-changing social, political and technological circumstances which affect the work environment. In this context, the Departmental field officers are charged with the responsibility of inspecting work places to ensure compliance with statutory requirements as regards pay and other terms and conditions of employment, including occupational safety, health and welfare of the wage earners. Other functions include promotion and maintenance of industrial harmony, fostering of joint consultation and encouragement of the use of proper negotiating machineries through the administration of the Trade Disputes legislation.

2. The Department also administers the Workmen's Compensation Act under which workers who become victims of industrial injuries or their dependants in the case of death, as the case may be, are paid compensation for loss of earning capacity.

3. The Department is headed by the Labour Commissioner. At headquarters there are four specialized units. The administrative unit under an Assistant Labour Commissioner is responsible for the general administration, direction and supervision of field inspectorate staff. Another Assistant Labour Commissioner is in charge of ILO matters particularly standards setting and training. The Industrial Relations Section under the Chief Industrial Relations Officer looks after the administration of the Trade Disputes Act which incorporates the machinery for settlement of trade disputes, prevention of strikes and lock-outs and collection of trade union dues and subscription. This Section functions very closely with the Industrial Court which is an independent agency for determination of disputes which have otherwise not been settled, within the framework of the trade disputes settlement procedure. This Section also works very closely with the Registrar of Societies in connection with registration and control of trade unions. The remaining two units are concerned with occupational security. The Factory Inspectorate is concerned with the enforcement of the Factories Act which provides for health, safety and welfare of people employed in factories and other such places like docks. Finally the Workmen's Compensation deals with compensation payable to workmen for injuries suffered during employment or, in the case of death, payment of compensation to their dependants. This Section also acts as an agent for the Government for the assessment and payment of compensation to civil servants and employees of the Teachers Service Commission who suffer work injuries or their dependants in the event of death as the case may be.

4. Departmental field operations are carried out through the five Provincial Labour Offices situated at Nairobi, Nyeri, Mombasa, Nakuru and Kisumu. Within these five provinces, Labour Officers have their offices at the following centres: Nakuru, Molo, Naivasha, Nyahururu, Eldoret, Kitale, Kisumu, Kisii, Homa Bay, Mombasa, Malindi, Machakos, Kitui, Kiambu, Nairobi, Nairobi (Industrial Area), Nyeri, Thika, Embu, Nanyuki, Meru, Nandi Hills, Kakamega and Bungoma. Inspectors of Factories are situated at each of the five provincial offices. The Department attaches considerable importance to the training of its personnel as it realizes that it is only through proper training and understanding of their duties and responsibilities that its staff can give of their best to the public. In this connection, seven Labour Officers undertook overseas training in Britain and Australia. Three Inspectors of Factories returned from specialized training and two others proceeded to the United Kingdom for further training. A number of other Labour Officers and Factory Inspectors attended locally organized courses covering subjects ranging from industrial relations to prosecutions.

SECTION II—GENERAL REVIEW

Wages

5. With the rise of the cost of living during the first quarter of 1977, the Central Organization of Trade Unions (Kenya) demanded a review of the national minimum wages as compensation for loss of purchasing power and proposed Sh. 585 per month as minimum. In May however, the Government announced new minimum wages for all areas. The Government also directed that wage increases of up to 6 per cent could be negotiated in the private sector for workers earning higher than the minimum wages. Examples of some minimum wages negotiated during the year in selected firms and industries are shown at Appendix I to this report.

6. During the year, the Minister for Finance and Planning issued amendments to the 1973 Wages Guidelines as modified in 1976. These amendments stipulated the circumstances in which productivity increases can be used to justify wage increases and the extent to which workers may be awarded wage increases as compensation for the increase in the cost of living. As regards productivity-based increases the Minister directed that these may be allowed if—

Guideline (i)—

- (a) there has been an increase per capita income in the economy as a whole during 1977 and beyond;
- (b) there has been an increase in the amount of production per worker in the industry or firm covered by the particular claim during 1977 and beyond; and
- (c) the claim for productivity increase is limited to the lower of the percentage increase in either (a) or (b) above.

Guideline (iv)—

- (a) Compensation for cost of living increases will be allowed in full only for the lower paid groups. Wage increases should decline progressively as a percentage of wage for those in higher paid groups. Overall, wage increases should average about two thirds of cost of living but awards in lower paid industries may be greater and awards in higher paid industries lower.
- (b) The compensation for price increases should be spread in equal instalments, so that later year(s) of the contract period are not left without any increases in wages.

Guideline (x)—

Voluntary revisions after one year of the two year agreements will be allowed only if the wage increases stipulated in the agreement fail to compensate for price increase to the extent permitted in Guideline (iv) above.

Inspections

7. A combined total of 6,912 labour and wages inspections were carried out at places of work by the field Labour Officers and Inspectors charged with enforcement responsibilities. The purpose of these inspections is to secure the enforcement of legal provisions relating to terms and conditions of employment. In addition, inspecting officers seek to detect any abuses which may not be specifically covered by regulations, with a view to pointing these out to the authority with suggestions for change. They also should try to elucidate any defects in the law which make it difficult to enforce.

8. 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 individual complaints lodged at the various Labour Offices amounted to Sh. 1,439,717.80 which was paid out to the claimants. This figure compared with Sh. 1,727,092 recovered during 1976.

9. It is not normally the intention of the field inspectorate personnel to prosecute offenders against the law. The main object of inspection is to secure compliance and unless an employer is known to be a habitual offender or in the case of particularly serious offences, no court action is normally taken. The table below and Appendix II to this report give details of inspections and related activities.

Province	Inspections	Complaints Reported	Prosecutions	Arrears Recovered
				<i>Sh.</i>
Coast	1,326	1,031	37	342,519.90
Nairobi	1,411	4,588	84	564,377.75
Central	1,013	1,616	13	194,956.80
Rift Valley	1,010	2,648	16	135,015.70
Nyanza/Western	2,152	2,489	93	202,847.65
TOTAL	6,912	12,372	243	1,439,717.80

Hours of Work

10. Hours of work provided for in the various industrial Wages Regulation Orders remained the same but widespread noncompliance with the regulations were revealed. This was particularly so in small eating houses and restaurants. In road transport where employees are constantly on the move noncompliance with statutory working hours was widespread generally and particularly where no collective agreement is in force. Co-operative farms are another area where extremely long hours are worked without payment of over-time. Difficulties were experienced during enforcement as employees would only complain or tell the truth after dismissal. In general, the Regulation of Wages (Agricultural Industry) Order provides for 46 hours of work spread over six days of the week for all agricultural employees other than for watchmen, stockmen and herdsmen whose working hours are 72 hours of work spread over seven days of the week. The Regulation of Wages (General) Order on the other hand provides for 54 hours of work spread over six days of the week.

Housing

11. It was reported that, in compliance with a previous Industrial Court Award, East African Sugar Industries completed construction of modern houses for its employees with improved amenities. Elsewhere, within the sugar belt and tea growing areas improved housing conditions were observed. Generally, however, housing conditions in the rural area remained sub-standard and employers have been constantly urged to construct better houses for their workers at places of employment.

12. In the urban areas the problem has been even worse. With the movement of job-seekers into these areas, a big strain is placed on available accommodation with the resultant over-crowding and attendant health hazards. Notwithstanding the efforts by such local authorities as Nairobi City Council to build more houses, the shortage of houses remains acute. It has been reported that among the areas where housing shortage is acutest is Eldoret Municipality and Nanyuki Township where industrial development in the recent years has not been matched by corresponding investment in residential buildings.

13. Whereas it is practical, subject to funds being available, for employers in the rural areas to construct houses for their employees, the same cannot be said of urban employers because of shortage of land. In this connexion, perhaps it would assist if the Government would take a liberal view of applications for land from employers willing to develop such land into residential estates for their employees. The assumption that payment of housing allowance is sufficient discharge of employers' responsibility to their employees as regards housing is becoming increasingly erroneous. Employers including the Government and parastatal bodies should seek to alleviate this problem by way of building houses for their labour and progressively abandoning the current practice of paying house allowances.

Employment of Women, Young Persons and Children

14. Women, young persons and children continued to constitute a large proportion of labour for such activities as coffee and tea picking. As in the past, women continued to be preferred for certain classes of work such as across-counter sales, small bars and restaurants and textile industry. Young boys were to be found working as unofficial indentured learners and apprentices in all sorts of establishments ranging from road-side garages to "matatu" conductors while hundreds of girls worked in domestic houses as children's nurses. A great number of the latter are enrolled in sub-standard commercial colleges and end up disillusioned when they cannot find jobs as typists or clerks at the end of their courses.

15. In June, the Employment (Children) Rules, 1977 were made. Among other things, the Rules require that no child shall be employed without the prior written permission of an authorized officer and no permission would be given to employ a child in circumstances that would lead to the child residing away from its parents or guardian unless such parents or guardians have given approval in writing. The Rules require further that no child would be employed in any bar, hotel, restaurant or club where liquor is sold or anywhere as a tourist guide unless the Labour Commissioner has consented. Employers authorized to employ more than ten children must employ a person approved by the Labour Commissioner to be responsible for the welfare of such children.

Productivity

16. As indicated earlier, the Government has been seriously concerned with the productivity. In the rural areas, shortage of labour was being felt not only by the large coffee and tea growers but by the small scale farmers as well. In order to ensure that coffee and tea were picked, farmers have been forced to pay unproportionately high daily and piece rates. These high rates would not, in future, be the solution, particularly if the coffee and tea prices fall. What is more worrying is the attitude by workers, particularly the school leavers, in despising farm work and preferring urban jobs even if these are paying lower than agricultural jobs. Productivity in urban areas also leaves much to be desired.

17. Faster development and generation of additional jobs to a large extent depends on the need to develop a more proficient labour force with enhanced levels of individual productivity. In this connexion, more emphasis will need to be placed on properly organized training and supervision. Also, in order to persuade a worker to be more productive, the employers will have to satisfy their workers basic needs, e.g. good housing and where possible subsidized mid-day meals.

SECTION III—INDUSTRIAL RELATIONS

18. Trade Unions continued to press for improved wages and other conditions of employment. Considerable attention was directed towards job protection as evidenced by the large number of dismissal disputes reported to the Minister. Among Unions' major concerns was the rise in house rents. They demanded that special attention be directed to the housing problems. The Central Organization of Trade Unions advised its affiliates that, where wages were consolidated, they should demand deconsolidation to facilitate negotiation of separate house allowances.

19. Resulting from the collapse of the East African Community, several trade unions were affected in a variety of ways. The Community Union (Kenya) and the Customs Union (Kenya) had the problem of their very existence. Following the absorption of the personnel working in the General Fund Services and Customs Services into the Kenya Civil Service, their members became eligible for membership of the Union of Kenya Civil Servants which is the only Union recognized by the Government for the purpose of representation of its employees. The East African Cabin Crew Union was dissolved as was the East African Airways Staff Association. Finally the East African Pilots Association changed its name to Kenya Airlines Pilots Association and the East African National Seamen's Union became National Seamen Union of Kenya.

20. The Domestic and Hotel Workers Union lost its members working in baking and confectionery industries as a result of the formation of Kenya Bakeries and Confectioners Workers Union which was registered in December, 1977 as a result of the High Court decision. The Game Hunting and Safari Workers Union lost a large number of members as a result of the Government ban on hunting and trapping of wild game. The Union of National Parks Employees was dissolved following the abolition of National Parks Authority and the establishment of the Wildlife Conservation and Management Department within the Ministry of Tourism and Wildlife.

21. Tripartite discussions on the revision of the Industrial Relations Charter continued smoothly throughout the year, but progress was slowed down towards the end of the year as a result of failure on the part of COTU and FKE to reach agreement on the level of union representations.

22. The construction of the Workers Education College at Kisumu was started towards the close of the year. The Organization's anticipated income from the levy having fallen below their expectation its Governing Council resolved to increase the levy from Sh. 2 to Sh. 5 per union member per month for 24 months.

23. Elsewhere, COTU's Workers' Education Institute intensified its programmes and organized 23 courses for shopstewards and union branch officials which were attended by 559 participants. Five other unions sponsored, either individually or jointly 13 courses between them which were attended by 424 participants. Besides sponsoring a course for its local affiliates, the International Federation of Building and Wood Workers held a Pan African Conference whose theme was the development of workers education.

Trade Disputes

24. Sixteen meetings of the Tripartite Committee were held during the year which considered disputes reported to the Minister. At these meetings, 547 disputes were considered, 201 of which were cases of either dismissals or termination of employment. The number of disputes dropped by 115 from 662 reported during the previous year. The Kenya Union of Commercial, Food and Allied Workers reported the largest number with 165 disputes. It was followed by the Kenya Management Staff Association with 86 disputes, 54 of which were on termination of services or dismissals. Next was the Amalgamated Union of Kenya Metal Workers and Domestic and Hotel Workers Union which reported 36 and 35 disputes respectively. It is noteworthy that the Kenya National Union of Teachers which is one of the largest unions in the country, resolved all its problems, if any, with their employer without having to report any dispute to the Minister.

25. There were 45 strikes during the year which was one up on the previous year's figure. The majority of these were sparked off by minor misunderstandings between management and shopstewards and were of short duration. Manufacturing industry had the highest number followed by Agriculture. Although the number of strikes went up by one, the number of workers involved dropped from 12,964 to 7,288 and the number of man-days lost dropped from 26,248 to 9,226. This improved situation was most welcome and was in no small measure attributed to the co-operation and good-will that exists between the two sides of the industry and between them and the Government.

26. The table below shows the breakdown of stoppages by industrial groupings, number of employees involved and man-days lost.

TABLE I

	No. of Strikes	No. of Workers Involved	Man-hours Lost	Man-days Lost
A. Agriculture	11	2,392	27,381	2,284
B. Mining and Quarrying	1	10	30	3.5
C. Manufacturing	21	4,014	384,381	4,610
D. Building and Construction	4	189	4,283	535
E. Electricity, Water, etc.	1	11	143	17.5
F. Commerce	6	627	4,475	559.5
G. Transport, Storage and Communication	—	—	—	—
H. Docks	—	—	—	—
I. Miscellaneous	—	—	—	—
SUB-TOTAL	44	7,243	74,647	9,210.5
J. Kenya Government	—	—	—	—
K. Local Authorities	1	45	135	16
L. E.A. Community Services	—	—	—	—
TOTAL	45	7,288	74,882	9,226.5

THE COMPARISON FIGURES FOR THE PREVIOUS YEARS

Year	No. of Strikes	No. of Employees Involved	Man-days Lost
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	87,533
1976	44	12,964	26,248
1977	45	7,288	9,226

Collective Agreements

27. With the announcement by Government of wages increases in the minimum wages in May, 1977, a number of unions embarked on negotiations for increase in wages with employers for those employees not affected by the rise in minimum wages. Collective agreements which were concluded between the workers' organizations and the employers were referred to the Industrial Court for registration as required by law.

Joint Consultative and Negotiating Machinery

28. There was no marked change in the number of joint consultative and negotiating bodies from those in existence in the previous year. Consultation and negotiation in Industry continued throughout the year and proved effective in establishing better relations between employers and employees, thus reducing industrial conflict to the minimum.

SECTION IV—INDUSTRIAL COURT

Membership

29. The composition of the Court at the end of the year was as follows:—

Judge of the Court—Hon. Mr. Justice Saeed R. Cockar.

Deputy to the Judge—Mr. Z. M. Anyieni.

Members—

Mr. J. Carroll.

Mr. F. E. Chogo.

Mr. J. M. Muchura.

Mr. Z. M. Anyieni replaced Mr. T. Okelo Odongo as the Deputy to the Judge on 30th March, 1977 and Mr. J. M. Muchura's appointment as a member was published on the same date.

Cases

30. During the year there were 54 cases registered—all of them referred to the Court voluntarily by the parties. The Court heard 56 cases among which were 19 registered in 1976 and 37 registered in 1977. Awards were announced in respect of 50 cases. During the period under review one case was cancelled/withdrawn while nine cases were settled before hearing. Seven cases were stood-over—four generally and three after part hearing. Ten cases were fixed for hearing in 1978 including two partly heard cases. There were no appeals during the year, but there was one application for interpretation of a previous award. Appendix III shows a list of cases registered with the Industrial Court while Appendix IV shows a list of the cases broken down according to the issues in dispute.

Registration of Collective Agreements

31. During the year, the Industrial Court received 224 collective agreements, 220 of which were approved and registered. During the same period the Court received 93 Supplementary agreements and approved 88 of them.

Trade Union Tribunal

32. The Tribunal heard two disputes during the year. In the first dispute the headquarters of the Kenya Plantation and Agricultural Workers Union decided to dissolve the Limuru Branch of the Union and to bring it under Kabete Branch. The Limuru Branch Secretary objected to the dissolution. The dispute was heard on 25th and 26th March, 1977 but, during the final submissions, the Secretary-General of the Union informed the Tribunal that his headquarters had reversed its decision on the dissolution and the proceedings were, therefore, terminated.

33. The second dispute was similar to the first one and concerned a decision by the headquarters of the Tailors and Textile Workers Union to dissolve the Union's Mombasa branch. During the hearing, the General-Secretary confirmed that the Union had reversed its decision and the proceedings were similarly terminated.

East African Industrial Court

34. The Court met once in Nairobi on 2nd February, 1977 to hear Cause No. 6 of 1978 which was a dispute between the East African Airways and the Kenya Pilots Association. The dispute was stood-over generally due to the uncertainty on the future of the East African Community at that time. The Court ceased to exist with the collapse of the East African Community.

SECTION V—BOARDS AND CONFERENCES

Labour Advisory Board

35. This Board held its sixty-second and sixty-third meetings in February and May, 1977. At its sixty-second meeting, the Board approved the draft Employment (Children) Rules and the Factories (First Aid) Rules which have since become law. At the same meeting, the Board approved the Government's intention to ratify or to adopt as the case may be, various International Labour Conventions and Recommendations concerning conditions of work among seafarers. At its sixty-third meeting, the Board discussed and approved Factories (Building Operations and Works of Engineering Construction) Rules.

General Wages Advisory Board

36. The Board held its sixty-ninth and seventieth meetings during which discussions on general wages policy and in particular the amendments to the Regulation of Wages (General) Order, were finally incorporated in the order published as Legal Notice No. 185 of 1977.

Agricultural Wages Advisory Board

37. No meeting of this Board was held during the year.

Industrial Wages Councils

38. None of the industry-based Wages Councils held any meeting during the year under review. The Minister, however, made two orders arising out of the Government's decision to raise the minimum wages. By the end of the year, the following industrial Wages Regulation Orders were in force:—

- (i) The Regulation of Wages (Motor Engineering Trades) Order, 1973.
- (ii) The Regulation of Wages (Wholesale and Retail Distributive Trades) Order, 1973.
- (iii) The Regulation of Wages (Building and Construction Industry) Order, 1973.
- (iv) The Regulation of Wages (Agricultural Industry) Order, 1977.
- (v) The Regulation of Wages (Tailoring, Garment Making and Associated Trades) Order, 1973.
- (vi) The Regulation of Wages (Timber and Sawmilling Trades) Order, 1973.
- (vii) The Regulation of Wages (Electrical Constructing Industry) Order, 1974.
- (viii) The Regulation of Wages (Road Transport) Order, 1972.
- (ix) The Regulation of Wages (Hotel and Catering Trades) Order, 1974.
- (x) The Regulation of Wages (General) Order, 1977.

39. The provisions of the Wages Regulation Orders listed hereinbelow were rendered ineffective by the revised Regulation of Wages (General) Order, 1977. Action was being taken to revoke them.

- (i) The Regulation of Wages (Footwear Industry) Order, 1970.
- (ii) Regulation of Wages (Baking Flour Confectionery and Biscuit Making Trades) Order, 1971.
- (iii) The Regulation of Wages (Laundry, Cleaning and Dyeing Trades) Order, 1971.
- (iv) The Regulation of Wages (Petrol and Service Stations) Order, 1974.
- (v) The Regulation of Wages (Domestic Servants) Order, 1967.
- (vi) The Regulation of Wages (Apprentices and Indentured Learners) Order, 1967.

International Labour Conference

40. The 63rd Session of the Conference was attended by tripartite delegations made up of Governments', Employers' and Workers' representatives and advisers from 126 countries. Kenya was represented by a tripartite delegation consisting of:—

- Hon. James Nyamweya—*Minister for Labour*.
Mr. J. I. Othieno—*Permanent Secretary*.
Mr. Herman F. N. Mwandime—*Labour Officer*.
Mr. Maurice P. Odawo—*Labour Officer*.
Mr. James B. Khachina—*Nursing Tutor—M. J. C.*
Hon. Juma Boy—*Secretary-General, COTU (K)*.
Mr. Ambrose A. Adongo—*Secretary-General, KNUT*.
Mr. Kimani wa Nyoike—*General-Secretary, UKCS*.
Mr. Duncan Mugo—*General-Secretary, Domestic and Hotel Workers' Union*.
Mr. T. D. Owuor—*Executive Director, FKE*.
Mr. Titus Mbathi—*Federation of Kenya Employers*.

41. The conference debated the report of the Director-General the theme of which was "Technical Co-operation" as well as his report on ILO activities during the year 1976. Other items on the agenda included the programme and budget proposals and other financial questions, information and reports on the application of conventions and recommendations; working environment; atmospheric pollution (noise and vibration); labour

administration, role, functions and organization (first discussion); employment and conditions of work and life of nursing personnel (second discussion); freedom of association and procedures for determining conditions of employment in the public service (first discussion) and a report of the working party on the structure of ILO.

42. In addition the conference had before it the thirteenth special report of the Director-General on the application of the declaration concerning the policy of Apartheid of the Republic of South Africa.

43. In his reply to the general report the Director-General said that technical co-operation is no longer a one-way traffic from rich to poor countries. It should be seen as a dialogue between all parts of the world in pursuit of common development policies.

44. Part two of the report dealt with the ILO activities for the year 1976. This part of the report also contained information on the actions which ILO had taken on various resolutions adopted by the Conference in the previous five Sessions.

Working Environment: Atmospheric Pollution, Noise and Vibration

45. The Conference adopted a Convention and a Complementary Recommendation which aims at protection of workers against hazards due to air pollution, noise and vibration. The instruments call on ratifying states to enact legislation for the prevention and control of these occupational hazards in the working environment.

Employment and Conditions of Work and Life for Nursing Personnel

46. The Conference adopted a Convention and Recommendation which calls for a national policy within general health programmes, designed to provide the quantity and quality of nursing care necessary for attaining the highest possible level of health for the population. It called, in particular, that ratifying states take necessary measures to provide nursing personnel education and training appropriate to the exercise of their functions and provide conditions of employment and work conditions, including career prospects and remuneration, which are likely to attract persons to the profession and retain them in it.

Labour Administration, Role, Functions and Organization

47. The Conference adopted a first report for a proposed Convention and Recommendation concerning labour administration which will be adopted next year. It aims at creating effective and co-ordinated labour administration system.

Freedom of Association and Procedures for determining conditions of employment in the Public Service

48. The Conference adopted a report on the proposed Convention and Recommendation concerning procedures for determining conditions of employment in the Public Service. These proposals will be discussed at the next Session with a view to their adoption. The proposed Convention seeks to ensure that public employees enjoy adequate protection against acts of anti-union discrimination in respect of their employment and trade unions of public employees should be free from interference by public authorities.

The Report of the Working Party on Structure of ILO

49. The question of the amendment of the constitution of ILO has been under consideration for a number of years now. Many countries especially those in the Third World and the Eastern bloc feel that the constitution is outdated in some respects. The Working Party has been in operation for a number of years. The conference decided to renew the Working Party's mandate so that it continues to examine the question of the amendment of the constitution and make a report to the Conference at its next Session.

Application of Conventions and Recommendations

50. The report by the Conference Committee on the application of Conventions and Recommendations could not be adopted by the Conference because of lack of quorum which was due to mass abstentions spearheaded by Arab countries. The Kenya delegation voted for the adoption of the report.

Resolutions

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

Resolution concerning promotion, protection and strengthening the Freedom of Association, Trade Union and other Human Rights

52. The resolution invited the Governing Body of ILO to request the Director-General to urge member states to ratify and apply Freedom of Association of Protection of the Right to Organize Convention (No. 87), the Right to Organize and Collective Bargaining Convention (No. 98) and the Workers Representatives Convention (No. 135). Pending ratification member states were urged to ensure strict observance of the basic principles in these Conventions. It further requested the Governing Body to remind member states that freedom of association and non-discrimination are basic principles of the ILO Constitution and their furtherance constitutes a constitutional obligation for all member states.

Resolution concerning the strengthening of Tripartism in ILO supervisory Procedures of International standards and Technical Co-operation Programmes

53. The resolution requested the Governing Body of ILO to strengthen the participation of employers' and workers' organizations in the supervision of the application of Conventions and Recommendations and to ensure that technical assistance given to Labour Departments, employers' and workers' organizations was increased so as to promote adequate institutional arrangements for continuous and co-ordinated genuine tripartite co-operation at national level.

O.A.U. Labour Commission

54. This is what was formerly known as African Labour Ministers Conference. The Kenya delegation to the meeting in Libya in April comprised of Hon. Simon T. Kairo, Assistant Minister, Mr. James Othieno, Permanent Secretary and Mr. Herman F. N. Mwadime, Labour Officer.

55. The O.A.U. Secretariat informed the Conference that as a response to the resolutions adopted in the previous meetings of Labour Ministers a meeting of the Senior Labour Administrators was held in Addis Ababa from 1st to 5th November, 1976 and a seminar on Labour, Population and Development Planning was held in Yaounde, Cameroon in November, 1976. A similar seminar was to be held in Nairobi in October/November, 1977.

56. The Conference was also informed by the Secretariat that the Assembly of the Heads of States had authorized the setting up of Research and Statistical Division in the ECOSOC Department and funds had already been voted for financing the exercise. The Secretariat reported further that arrangements were underway for posting to Geneva a Senior Officer who would liaise with the ILO from the OAU Permanent Mission there. The Conference had a lively discussion on the possibility of establishing an African Labour Organization but, there being no consensus on the matter, an *ad hoc* committee was set up to examine the issue in greater detail and report to the Commission during its 4th Session in 1979. Kenya was nominated as a member while Mauritius was appointed deputy for the East African Sub-region.

57. The Conference after receiving a report on the Seminar on population which had been organized in Yaounde urged the UNFPA to make adequate financial resources available to Africa and also to give special considerations to project requests both in the field of labour and population policies formulation. The ILO Regional Director for Africa in his report to the Conference hailed the cordial relationship existing between his organization and OAU. Areas of co-operation included aiding liberation movements, especially in Namibia and Zimbabwe by way of offering training opportunities and vocational training for refugees. The Conference hoped that ILO would in future make available more funds to enable the Regional Office continue its good work in Africa.

58. The Conference also discussed the Structure of ILO and adopted a resolution calling for a special meeting of International Labour Conference during the 64th Session.

59. The African Government members of the Governing Body of ILO informed the Conference that ILO was confronted with the threat of withdrawal by U.S.A. which would seriously undermine the financial viability of ILO.

60. In his report to the Conference the Director of International Institute for Labour Studies indicated his concern with the training needs of the Third World countries and of Africa in particular. In meeting this challenge the Institute has organized many seminars on the subjects of interest to Third World countries.

61. The Conference unanimously endorsed the candidature of the Ghana's Minister for Labour and Social Welfare for the Chairmanship of the 63rd Session of International Labour Conference.

62. The Conference passed the following resolutions:—

- (i) Resolution on South Africa calling on member states to give moral, material and diplomatic support to freedom fighters.
- (ii) Resolution on the activities of International Institute for Labour Studies calling for intensification of its activities in the field of education, research documentation and leadership training.
- (iii) Resolution calling for a joint OAU/ILO machinery to be set up after consultations between the Director-General of ILO and Secretary-General of OAU to ensure systematic, smooth and regular implementation of joint projects on population. The third Session of OAU Labour Commission will be held in Tunis, Tunisia in April, 1978.

Fifth African Regional Conference of ILO

63. The Conference which met in Abidjan, Ivory Coast between 27th September and 6th October, was attended by tripartite delegations composed of Governments, employers, workers and their respective advisers from 37 African countries. Kenya was represented by:—

Mr. J. I. Othieno—*Permanent Secretary.*
Mr. F. M. Mwhibia—*Deputy Secretary (EPD).*
Mr. L. Mugo—*Assistant Director, N.S.S.F.*
Mr. H. F. N. Mwadime—*Labour Officer.*
Mr. T. D. Owuor—*Executive Director, F.K.E.*
Mr. F. E. Omido—*Chairman, COTU(K).*

The Conference was formally opened by His Excellency Felix Houphouete Boigny, President of the Republic of Ivory Coast.

64. The Conference had before it the Report of the Director-General whose theme was "Basic needs strategy for Africa". It emphasized that eradication of poverty remains one of the heaviest and most intractable tasks facing African countries. It further stated that the conventional approaches to development have not been effective in relieving mass poverty and, therefore, called for genuine efforts to be made to discover solutions to this challenging problem.

65. On ratification and implementation of International Labour Standards in Africa, the report noted that the record of ratifications was good taking into account that most of the African countries have been members of ILO for less than 18 years.

66. This report also emphasized that education and training should be geared to work by forming favourable attitudes and providing knowledge and skills of the kind that enable people to fit into the world of work. It further stated that education should be a life-long process and should take into consideration the aptitudes and aspirations of individuals.

67. The Conference called on all African states to frame their national training plans and programmes so as to ensure maximum and rational use of the available training resources and to avoid fragmentation, duplication and overlapping in training activities. It was emphasized that employers and workers organizations should be closely associated with the formulation and implementation of such plans and programmes at all levels. In order to meet the training challenge, the conference urged African Governments to allocate more financial resources to innovative and low-cost non-formal education intended for the masses.

68. The report stressed the importance of informal sector both in urban and rural areas and recommended that measures should be taken by African states to harness the untapped learning potential which the informal sector provides. Training of the vulnerable groups including women and the handicapped was urged in the report. The report also drew attention to the need to encourage and expand non-formal alternatives of learning such as village polytechnics, youth brigades, mobile training units and national youth services. The conference called on international organizations especially those within the UN systems to step up technical co-operation and assistance in the field of education and training to meet the special needs and problems in Africa.

Social Security

69. With regards to Social Security, the conference adopted a report on the harmonization of Social Security Schemes in Africa. The report stated that Social Security should form an essential feature of any strategy for improvement of the living conditions of the population. The conference however cautioned that such expansion should be effected progressively, having regard to the capacity of national economy. The conference also adopted a resolution calling upon African states to give top priority to Social Security legislation aimed at providing all people with essential medical care.

70. The conference also adopted a resolution concerning workers' education as well as ILO action against apartheid and the implementation of the 1976 World Employment Conference declaration of principles and programme of action by African Governments.

SECTION VI—WORKMEN'S COMPENSATION

71. The total number of accidents reported under the Workmen's Compensation Act (Cap. 236) during the year was 4,448 compared to 4,428 in 1976. Manufacturing industry had the highest number of accidents with a total of 1,398 accidents followed by construction industry with 1,071. Services came third with 547 followed closely at fourth place by

transport, storage and communication with 541 accidents. There were 122 dock accidents and at the bottom of the list were accidents in mining and quarrying. Full details of all accidents are analysed at Appendix V by industry and degree of incapacity (where available) or death.

72. Although there was an increase of 20 reported accidents over the 1976 figures, fatal cases increased by 11 to 178. There were 52 fatalities in Government and business services followed by agriculture and allied industries and construction industry with 30 fatal cases each. Next came manufacturing with 26 fatal cases followed by transport, storage and communication with 22. Commerce had 15 fatal cases. Mining and quarrying, electricity and gas, water and sanitary services accounted for one fatal accident each.

Industrial Distribution of Accidents	TOTAL NUMBER OF ACCIDENTS		FATAL ACCIDENTS	
	1976	1977	1976	1977
Manufacturing	1,311	1,398	18	26
Construction	1,016	1,071	24	30
Government and Business Services	500	555	54	52
Transport, Storage and Communication	550	514	27	22
Agriculture and Allied Industries	481	451	27	30
Commerce	215	215	13	15
Docks	159	122	—	1
Electricity, Gas, Water and Sanitary Services	129	100	2	1
Mining and Quarrying	33	22	2	1
TOTAL	4,428	4,448	167	178

73. Compensation paid out during the year under review amounted to K.Sh. 5,802,079.25 which was an increase of K.Sh. 2,779,191.85 over the previous year's figure. Out of the total amount K.Sh. 1,735,036.70 was paid out to dependants of workmen in respect of fatal cases. A total of K.Sh. 47,500 was paid out in respect of permanent total incapacity and K.Sh. 1,873,092.10 was paid out in respect of permanent partial incapacity. The balance K.Sh. 1,146,450.45 was paid to workmen who suffered temporary incapacity.

74. As at 31st December, 1977 the Registrar of Workmen's Compensation held in Trustee Accounts on behalf of workmen or dependants a sum of K.Sh. 321,833.13 with the Post Office Savings Bank. This was K.Sh. 12,599.08 above the previous year's amount. There were 143 withdrawals totalling K.Sh. 39,850. The various accounts earned K.Sh. 2,449.08 in interest. Four new accounts were opened and no account was closed during the year.

75. Fifty-four cases were referred to Medical Boards, 33 of which were from the private sector and the remaining 21 were Government cases.

SECTION VII—FACTORY INSPECTORATE

Industrial Development

76. During the year under review 85 new factories were registered. The overall increase in the number of factories, however, rose by 29 to 6,747. Notable among the new factories were Kenya Rayon Mills and Associated Vehicles Assembly plants—both located in Mombasa and which went into production during the year. Unfortunately Nanyuki Textile Mills which had been commissioned in 1975 ceased production thus rendering some 1,200 employees jobless.

Inspections

77. The year saw greater spreading of inspection of factories with the stationing of a Factory Inspector at Nyeri and the separation of the Nairobi office from the headquarters to the new and more spacious Nairobi Industrial Area Labour Office. Shown below is a list of inspections undertaken during the year. Inspections shown include visits connected with the investigation of accidents or occupational diseases and visits made at the request of a factory occupier or the inspectorate personnel to discuss some specific issue.

	1976	1977
Inspection of Factories with power	500	65
Inspection of Factories without power	9	15
Special visits to Factories with power	124	207
Special visits to Factories without power	2	5
Dock Inspections	6	3
Special visits to Docks	7	10
Inspection of non-factory places with steam boilers ..	1	4
Visits to non-factory premises with hoists or lifts ..	2	5
Visits to Building Sites	56	6
Inspection of building sites	8	1
Visits to places not under the Act	5	9
TOTAL	720	922

Safety

78. The Factory Inspectorate is concerned among other things with the safety of persons employed in industry. Factories and other related places are systematically and regularly visited to ensure that any dangerous conditions are rectified. The Factory Inspectorate personnel also advise the occupiers on the requirements of the law and also encourage the establishment of safety committees within the premises comprising of both management and workers representatives. Such committees discuss matters relating to safety and welfare of workers.

Health

79. The ILO/FINLAND Project for strengthening the Factory Inspectorate referred to in the previous year's report were approved and documents signed between the Kenya Government and the ILO. By the end of the year, the Ministry of Labour and the Ministry of Health were holding discussions on how to approach the training of personnel in industrial medicine. It is envisaged that some qualified medical practitioners will receive specialized training in industrial health and hygiene to equip them to take care of an area which has hitherto not received the attention that it deserves.

Accidents

80. During the year, there were 1,847 accidents reported from places falling under the Factories Act as compared to 1,571 in 1976. Seventeen of these were fatal. The increase of 276 accidents against a drop of 292 reported in the previous year gives cause for concern and goes to prove the need for vigilance on the part of the Inspectorate. It also emphasizes how vitally important it is for workers and employers alike to take accident prevention measures more seriously. Of the reported accidents, the largest number was caused by machinery in motion followed by accidents occurring during handling of goods and articles. The table below shows in percentage form analysis of accidents by causation.

Causes	Percentage of Total	
	1977	1976
Prime movers	0.69	0.70
Transmission Machinery (Power Driven)	7.66	8.91
Lifting machinery	6.03	5.80
Woodworking machinery	1.14	0.64
Metal working machinery (power presses and abrasive wheels)	2.43	1.21
Sisal machinery	2.15	2.48
Nip accidents in rollers, etc.	3.31	2.20
Other power driven machinery	15.73	6.87
Railways	00	0.32
Vehicles (other than Railways)—power driven	1.21	0.95
Vehicles not power driven	0.11	00
Aircraft	00	0.06
Steam pressure plant	0.06	0.19
Electricity	0.17	0.51
Explosions	0.58	0.38
Fires	2.26	0.83
Gassing/Poisoning	00	0.19
Molten metal and other hot or corrosive substances	5.45	4.65
Use of hand tools	3.88	4.07
Struck by falling objects	8.71	8.08
Falls of ground	00	0.06
Falls of persons	5.94	6.75
Stepping on objects	0.41	0.38
Striking against objects	0.81	0.89
Animals	00	0.06
Handling of goods or articles	12.82	14.70
Miscellaneous accidents	14.56	23.99
Accidents not adequately described	1.57	1.20

Accident Investigations

81. During the year under review, the Inspectorate investigated eight fatal and 22 non-fatal accidents and two explosions. Accident investigations are important because they enable the Inspectorate identify dangerous situations or practices which are likely to lead to accidents. On identifying the cause of the accident, the Inspectorate is able, where necessary, to render appropriate advice on measures to be taken to prevent recurrence of similar accidents.

Fires

82. There were several fires reported during the year but the majority of them were minor and caused relatively little damage. Three of them, however, caused substantial damages to factories. A fire broke out at the East African Oil Refineries, Mombasa, causing extensive damage which threatened supplies of petrol and petroleum products. Two other fires occurred in Nairobi causing substantial losses. One of them broke out at the factory of Messrs. Kenya Millers on 12th December, 1977 and the other at the premises of Foam Plastics on 28th December, 1977. Curiously, and for reasons yet unexplained the majority of the more serious fires occurred over the week-ends or public holidays.

Authorized Persons

83. The Chief Inspector of Factories appointed ten new authorized persons in terms of the Factories Act to carry out statutory inspections in various industries. The purpose of authorization is to ensure availability of qualified persons to supplement the team of full-time Factory Inspectors and to provide specialized knowledge which may not be available within the Inspectorate. The Inspectorate feels that more could be done in this area particularly where it concerns lifts and lifting gear. At the close of the year, the position as regards authorized persons was as follows:—

Persons authorized to inspect lifts	10
Persons authorized to inspect chains, ropes, cranes, etc.	10
Persons authorized to examine steam boilers and receivers	18
Persons authorized to examine air receivers	19

Among the above, Kenya Railways had 20 employees working as authorized/approved persons, whereas Kenya Ports Authority had two such employees.

Plant

84. Ten new steam boilers were commissioned during the year bringing the total number of steam boilers registered in the country to 1,303. The number of operational boilers is almost certain to be less as no notification is required when a boiler is withdrawn from service. Twelve new lifts were registered during the year bringing the total number to 528.

Woodworking Machinery Rules

85. This is an area where the inspectorate pays special attention because accidents involving woodworking machinery are usually severe. Additionally, most sawmills are located in forest areas which are not always accessible particularly during the rainy seasons. Six per cent of all the accidents reported during the year were caused by woodworking machineries.

Dock Rules

86. There were 124 accidents reported from Mombasa and Kisumu docks, one of which was fatal and which was among those investigated. There was, therefore, an improvement as regards occurrence of accidents in the docks. The improved situation can in part be attributed to awareness on the part of the workers and the management alike of the need for safe working environment. There exists a safety committee at the Mombasa Port which meets regularly and whose efforts to foster safety are most commendable.

Building Operations and Works of Engineering Rules

87. There were 298 accidents reported from building and construction industry of which eight were fatal. This gave an increase of 63 accidents and two fatalities over the figures for the previous year.

Talks/Lectures

88. Talks/Lectures in occupational health and safety continue to form a very important part of the Inspectorate's work. The aim of these lectures is to educate interested parties on all aspects of industrial health and safety, including legal aspects. In this respect, sixteen lectures were delivered in all.

Conferences/Meetings

89. The Chief Inspector of Factories, at the invitation of ILO, attended a symposium in Stockholm, Sweden, which dealt with Air Pollution while the Deputy Chief Inspector of Factories attended a tripartite technical meeting for civil aviation in Geneva, where among other things, occupational health and safety in Civil Aviation were discussed.

Legal Action

90. An attempt was made to close down a factory in Mombasa, on grounds of defective electrical installation, but a Senior Resident Magistrate turned down the application. This is the first time such an application by an Inspector of Factories has been refused by a Court of Law.

91. Two firms in Mombasa were successfully prosecuted for various offences under the Act and were convicted and both fined a total of Sh. 900 while another firm was taken to court for failing to provide protective clothing to the workers. The firm was found guilty and given a warning, without fine, and ordered to provide the required protective clothing, which they did.

SECTION VIII—LEGISLATION

92. The following Labour Legislations were enacted during the year:—

Employment Act—

- (i) The Employment (Children) Rules 1977.

Wages Regulation—

- (i) The Regulation of Wages (General) Order 1977, which raised the minimum wages as follows:—
 - in Nairobi and Mombasa from Sh. 300 to Sh. 350 per month;
 - in nine Municipalities and Urban Councils from Sh. 275 to Sh. 310 per month; and
 - in all other areas from Sh. 175 to Sh. 205 per month.
- (ii) The Regulation of Wages (Agricultural Industry) Order, 1977. This raised the minimum agricultural wages from Sh. 150 to Sh. 175 per month.

Factories—

- (i) Work was going on during the year to revise the Factories Act which was enacted in 1950.
- (ii) Building Operations and Works of Engineering Rules.—The final draft of these Rules was approved by the Labour Advisory Board and submitted to the Attorney-General's Chambers for finalization before they are laid in Parliament.
- (iii) The Factories (First Aid) Rules.—These Rules replace the 1963 ones and require that a person in charge of first-aid in a factory has to have a certificate of competency issued by a recognized authority such as St. John's Ambulance or Red Cross which is renewable annually.
- (iv) The Factories (Protection of Eyes) Rules.—These Rules were approved by the Labour Advisory Board during the year and submitted to the Attorney-General's Chambers for approval before they are laid in Parliament.

PART II—DIRECTORATE OF INDUSTRIAL TRAINING

SECTION I—INTRODUCTION

93. This report covers in general terms the activities of the Directorate headquarters and the National Industrial Training Centres at Nairobi and Kisumu. The third Centre, Mombasa Industrial Training Centre, which was expected to open doors to its first intake of students on 1st September, 1977 did not do so as construction was still going on at the year under review.

Recruitment of Apprentices

94. The recruitment of apprentices during the year was 418 craft and 266 technician apprentices. This reflects a slight downward trend when account is taken of the fact that there were ten industries that have been levied. Efforts have been made to encourage employers to recruit more apprentices, such as by increasing rates of reimbursement of training costs, but to no avail.

Building Development

95. (a) During the year Sub-staff housing was completed at National Industrial Vocational Training Centre, Nairobi. A perimeter fencing enclosing the N.I.V.T.C., Nairobi was completed during the year. Both these projects cost K.Sh. 680,000.

(b) At the Kisumu Centre need arose for the construction of a Boiler House, a central store and modification of the existing students kitchen. Work was started on the first two projects. When completed these programmes will cost some K.Sh. 600,000.

Bilateral Agreements

96. Electronics equipment worth some K.Sh. 700,000 was delivered at the N.I.V.T.C., Nairobi following a technical agreement between the Government of Italy and the Government of the Republic of Kenya on the establishment and operation of an electronics training unit within the N.I.V.T.C. Nairobi.

97. Discussions towards the establishment of a Horological Training Unit under the Directorate of Industrial Training were started with the Government of Japan.

98. During the year discussions also continued to be held on the issue of establishing a Textile Training Unit in the country with technical assistance from the Netherlands.

99. The need for a Curriculum Development Section under the Directorate of Industrial Training was strongly felt. As a result attempts were made to find some technical assistance for this Unit. The D.A.N.I.D.A. and U.N.D.P. were approached and at the end of the year under review discussions were still going on.

Visitors Received

100. His Excellency the Italian Ambassador to Kenya Dr. F. Mocciferri visited the National Industrial Vocational Training Centre on 28th January, 1977. He was accompanied by the Managing Director, Fiat (K) Ltd. and the First Secretary of the Italian Embassy—Dr. Varvesi. Mr. S. O. Kibwage, Executive Director of the Motor and Transport Association, visited the Directorate on 28th January, 1977.

101. A Japanese delegation, comprising Prof. Chikase Uenosono, Minorn Fukuda, Akimasa Fukuda Hirashi Kai and Shinya Nakai, visited the Directorate on 5th December, 1977 and discussed industrial training matters in Kenya.

102. Mr. Jenkins—Ministry of Education, Sierra Leone—visited Directorate of Industrial Training on 7th December, 1977. Kisumu Centre received the following visitors:—

January.—The Director of British Council in Kenya, Dr. Barrat.

February.—Permanent Under Secretary in the Danish Foreign Ministry, Mr. Vissing Christensen attended by Embassy Secretary Mr. Bjork Petersen.

April.—Mr. Carsten Leage Petersen, Danida, Copenhagen.

May.—Mrs. A. K. Bill and Mr. R. Winberg, SIDA, Sweden.

June.—Exhibition of Technical Literature sponsored by the British Council.

July.—Project Manager, Mombasa I.T.C. Mr. Fugmann, and Mr. and Mrs. Lidegaard, Danida, Copenhagen.

September.—Journalists from Voice of Kenya. Nine Danish Instructors from Mombasa I.T.C.

November.—Mr. Per Bach, Technological Institute, Copenhagen, Denmark.

SECTION II—STAFF MOVEMENTS

A. Headquarters

103. (i) *Administrative.*—There were no changes in administrative staff during the year.

(ii) *Technical.*—Mr. S. P. Kanguru was transferred in April to act as an Assistant Director in charge of the Kisumu centre. Mr. N. H. Moller, technical adviser on Instructor Training Matters completed his contract of service and returned to his homeland, Denmark early July, 1977.

B. Centres

104. (i) Mr. D. H. Njuguna, Assistant Director, Kisumu centre, resigned from the civil service on 20th April, 1977. He was followed by Mr. S. P. Kanguru, then the Acting Assistant Director Kisumu Centre, who left the Directorate on 31st July, 1977, to join the East African Posts and Telecommunications on promotion.

(ii) Mr. G. M. Kavyu, Instructor (Liberal Arts) resigned from Government service with effect from 1st January, 1977.

(iii) Mr. J. Waweru, Instructor (Plant Auto) resigned from Government service with effect from 1st January, 1977.

(iv) Mr. W. Kamau, Instructor (Mechanical) resigned from the Government service with effect from 5th December, 1977.

(v) Technical Assistance Foreign Staff; Professor Capobianco arrived at the N.I.V.T.C., Nairobi from Italy on 19th February, 1977 to head the Electronics Unit.

105. Mr. H. Hojstrom Mechanical Instructor, left Kisumu Centre on 15th December, 1977 and returned to Denmark after serving out his contract which could not be extended. However, Mr. P. M. Larsen Mechanical Instructor from Denmark had his contract period extended for a further one year to December, 1978.

106. The following two Danish Assistance Foreign Staff arrived on 4th April, 1977 for duty at the centre on a two-year contract: Mr. H. Dahl, Electrical Instructor and Mr. N. Riis, Boiler Specialist.

107. The following Danish (foreign) staff arrived in September, 1977 to take up their appointments at the Mombasa Centre and supervise the installation and commissioning of centre machinery and equipment:—

Mr. Egon Fugmann—*Chief Technical Adviser.*

Mr. Erik Hansen—*Instructor Training Specialist.*

Mr. F. M. Joergensen—*An Instructor Automotive Trades.*

Mr. J. H. Grunwald—*Instructor Mechanical Trades.*

Mr. G. H. Larsen—*Instructor Mechanical Trades.*

Mr. H. U. E. Hansen—*Instructor Welding*

Mr. B. Wielamdt—*Instructor Steel Construction.*

Fellowships

108. The following members of staff attended various courses as shown against their names:—

Mr. Samson Odera-Otend.—Supervisory Training Seminar in Japan from 2nd May to 5th July, 1977.

Mr. Paul N. Mungai.—Senior Training Officer Centre and Industrial Institution Management Course in the United Kingdom from 6th January to June, 1977. Mr. Mungai was promoted to Assistant Director JGL from 15th August, 1977 and posted to Mombasa Industrial Training Centre.

Mr. Allan Awuoche.—Assistant Director, N.I.V.T.C., Nairobi, was among a national educational team which visited India from 29th October to 22nd November, 1977 in connexion with the National Committee on Educational Objectives and Policies. He also attended a four weeks seminar organized by SIDA/ILO in Dar es Salaam on Human Resources, Development, Planning and Programming during April/May, 1977.

Mr. Gerald Mbutia.—Senior Training Officer, Mombasa, attended Management of Vocational Training Institutions Course in Italy from 25th April to 15th July, 1977.

Mr. James Makombwa.—Instructor of electronics, attended an electronics course in De Lorenzo and Trescore Balneario, Italy from 28th March to 15th August, 1977. *Messrs. S. O. Atong.*—Instructor (welding); *M. C. Kibe* Instructor (automotive trades), and *M. O. Ofire*, Assistant Instructor (mechanical trades) left Kenya on 30th July, 1977 for one year courses in their respective fields in India.

Mr. D. E. Owuor.—Assistant Instructor, electronics returned to Kenya on 1st August, 1977 after having attended a one year's course in India.

Mr. W. W. Walutsachi.—Instructor (woodworking) left for Japan in July 1977 for a ten months advanced course in Woodworking.

Meetings

109. The National Industrial Training Council held four 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. F. Owuor.

Mr. A. O. Midamba.

Mr. E. Halwenge.

Hon. Juma Boy has never attended any of the Council's meetings and his membership is therefore being determined in terms of Section 4A (7) of the Industrial Training Act, Cap. 237, Laws of Kenya.

REPRESENTING OTHER INTERESTS

The Permanent Secretary, Ministry of Finance.

The Labour Commissioner.

The Permanent Secretary, Ministry of Commerce and Industry.

The Director of Personnel Management.

The Permanent Secretary, Ministry of Labour.

The Principal, Kenya Polytechnic and Mombasa Polytechnic.

The Director, Kenyanization of Personnel Bureau.

The Permanent Secretary, Ministry of Education.

110. It is pointed out however, that the Permanent Secretary, Ministry of Commerce and Industry or his representative did not attend any of the Council's meetings. His membership is therefore being determined in accordance with Section 4A (7) of the Industrial Training Act, Cap. 237, Laws of Kenya.

Training Committees

111. The following were the ten committees that were in operation during the year:—

- (i) Building and Civil Engineering.
- (ii) Motor Engineering and Transport.
- (iii) General Engineering and Metal Manufacturing.
- (iv) Printing, Publishing, Kindred and Allied.
- (v) Power and Telecommunications.
- (vi) Plantation.
- (vii) Food Processing.
- (viii) Textile.
- (ix) Chemicals, Cement and Pharmaceuticals.
- (x) Timber and Sawmilling.

112. Each Committee held quarterly meetings according to amount of business to be transacted. It is however, pointed out that a lot of Members appear to have lost interest in these Committees. We had to cancel meetings at the eleventh hour because either the Chairman or the Vice-Chairman were not able to attend and chair the meetings. Meetings were also on numerous occasions, adjourned because of lack of quorum. The worst offenders were the Government representatives whose non-attendance put us in an embarrassing situation.

Indentured Learnership Scheme

113. In line with the existing National Industrial Training Programme, the National Industrial Training Council approved the Indentured Learnership Training Scheme on 14th October, 1977, (ref. Min. 28/77) for the training of operatives. The minimum educational requirement of entry into this scheme is C.P.E. The training periods, depending on the course, vary from a few weeks to just under four years. With this scheme approved, it is now possible for those who could not be trained under either the Craft or Technician Scheme to be given appropriate training.

Training Levy Collections and Disbursements

114. Collections and disbursements of the training levy rose up as was the case during the previous year. The Collections and Disbursements were as follows :—

Year	Receipts	Disbursements
	K.Sh.	K.Sh.
1971-1973.. ..	4,153,328-00	419,883-00
1974	5,436,431-00	1,102,570-00
1975	5,276,738-00	2,864,437-00
1976	13,504,198-00	4,262,202-00
1977	19,079,804-00	11,624,506-00
	<u>45,450,499-00</u>	<u>20,273,598-00</u>

BALANCE SHEET AS AT 30th JUNE, 1977

LIABILITIES		ASSETS	
	K£ s. cts.		K£ s. cts.
Accumulated Fund 1/7/76.. ..	579,723 17 95	Investments: C&SF Corp... ..	1,020,850 00 00
Add: Surplus 1976/77	638,010 03 85	Debtors:	
	<u>1,217,734 01 80</u>	B&CE Industry	56,997 15 75
Provision for Audit Fees 1975/76		Accrued Interest—C&SF Corp. ..	15,389 10 65
and 1976/77	200 00 00	Cash in Hand	730 00 25
Payment	1 09 00	Cash at Bank—N.B. of Kenya ..	124,026 01 15
Unvouched Amount	57 17 00		
	<u>K£1,217,993 07 80</u>		<u>K£1,217,993 07 80</u>

Training Programmes

115. (i) The following numbers of apprentices were trained at the centres named thereof:—

Trades	INSTITUTION		Total
	Nairobi	Kisumu	
Automotive	290	133	423
Building	228	187	415
Electrical	55	85	140
Mechanical	214	67	281
TOTAL	<u>787</u>	<u>472</u>	<u>1,259</u>

(ii) The numbers of apprentices who completed their apprenticeship training during the years are:—

	Year		
	1977	1976	1975
Automotive Trades	24	120	81
Building Trades	34	121	61
Electrical Trades	NIL	66	76
Mechanical Trades	47	77	49
TOTAL	<u>105</u>	<u>384</u>	<u>267</u>
		<u>*651</u>	
	<u>*756</u>		

*Cumulative totals.

From 1971 to 1974 inclusive, 294 apprentices completed their training.

(iii) The following in-Company Training Organizations were approved with effect from 3rd June 1977 training apprentices on-the-job: —

- (1) Kenya Breweries Ltd., Nairobi.
- (2) Bamburi Portland Cement Co. Ltd., Mombasa.
- (3) African Marine and General Engineering Co. Ltd., Mombasa.

116. The number of defaulters was however, increasing despite the efforts of our Levy Inspector, but it is hoped that with the increase of three Levy Inspectors, with effect from 1st July, 1978, the defaulters will be caught and prosecuted. It is intended to put one of them on full-time court prosecution work.

National Industrial Vocational Centre, Nairobi

117. During the year under review, the Centre was headed by a new Assistant Director. Many construction works including putting up new automotive workshop were completed. The new automotive workshop was opened by the Honourable Minister for Labour, Mr. James Nyamweya on 28th January, 1978.

118. The Centre continued to play a very important role in producing trained craftsmen to man our industries. Most of our training facilities were being utilized. Proficiency tests were encouraging except that we got a bit of problem with some external examiners. It appears the external examiners seem to be very few and their addresses are also unavailable.

Hostel

119. The hostel's facilities were fully utilized throughout the year and a total of 710 students were accommodated during the year.

120. The crack in the dining rooms is widening as the floor is sinking. This has caused a lot of concern particularly to the cooks and students. We were informed however that there is no cause for alarm as the supporting beams remained intact.

121. Many items which were bought when the hostel was originally opened in 1976 such as sheets, utensils, etc., are becoming unserviceable and need replacement.

Trade Testing

122. We would like to emphasize once again that most machines which are being used in Trade Testing Sections were bought many years ago and most of them are no longer serviceable, hence one cause for the big backlog. This situation is more pronounced in the general engineering workshop. In this section we can only call three turners or three machinists at a time. The other applicants have to be kept waiting for their turn to come. The same applies to more popular trades like automotive and carpentry. Funds are therefore required to purchase new machineries if the tests are to be at all meaningful.

123. The activities in this section are increasing rapidly and the desire from general public and many institutions such as K.I.T.I., Kisumu Youth Centre, Murang'a Institute of Technology, N.Y.S. Mombasa, etc. to have their skills appraised in most cases in their premises away from Nairobi centre is becoming difficult to manage unless we get increased personnel and most important of all, *money*, for travelling and other incidental expenses. As an example, one safari to Mombasa comprising say ten officers at the rate of K.Sh. 130 full board each for ten days exhausts all the money allocated for travelling and accommodation allowance which is K.Sh. 14,000 per year. In spite of this we have to make the following trips every year: —

(i) Three trips to Mombasa.

(ii) Two trips to Kisumu.

(iii) Two or three trips to Nakuru;

and other trips to other parts of Kenya where we have village polytechnics and institutes of technology.

124. From the above analysis, we have to spend not less than K.Sh. 100,000 on travelling and accommodation only for Trade Testing. The money allocated for raw materials for Trade Testing should also be doubled. We have found that K.Sh. 90,000 allocated for purchasing the raw materials for testing is most inadequate. It is not surprising that this vote gets exhausted and overspent fairly early in the year. Appendix XIII (Tables 1-21) shows the number of candidates who appeared for the various tests, those who passed the test, those who failed and finally those who failed to turn up.

PART III—KENYANIZATION OF PERSONNEL BUREAU

SECTION I—GENERAL

125. Co-operation between the Bureau and Immigration continued to improve. Employment opportunities continued lagging behind job seekers despite lift on hiring embargo by Government.

126. The Employment Act No. 2 of 1976, Legal Notice No. 156 became law and every employer was required to notify each vacancy occurring in his company or business in writing to the nearest Employment Service Office regarding the place of employment where the vacancy existed giving details pertaining to:—

- (a) Employer's name and full address.
- (b) Work place.
- (c) Position vacant.
- (d) Qualifications required.
- (e) Nature of work; and
- (f) Type of work, i.e. whether permanent, temporary or casual.

SECTION II—EMPLOYMENT EXCHANGE

127. Records from Employment exchange indicate that forty thousand, six hundred and fifty-four (40,654) male and female job seekers came through intake and registered for jobs. Thirty-five thousand four hundred and ninety-six (35,496) were male job seekers while five thousand, one hundred and fifty-eight (5,158) were female job seekers. Nineteen thousand, two hundred and thirty-seven (19,237) vacancies were reported by employers to the Bureau nationally of which ten thousand, three hundred and ninety-nine (10,399) were filled by both men and women.

128. Of the reported vacancies, ten thousand, three hundred and ninety-nine (10,399) were filled, reflecting 54.1 per cent of the reported vacancies.

129. Of the total intake, forty thousand, six hundred and fifty-four (40,654) twenty-five point six (25.6) per cent were placed in jobs. This was an improvement over the previous year when only 10.3 per cent of total intake were placed in jobs. (See summary Appendices XIV to XXI attached).

SECTION III—MANPOWER

Follow-up

130. The work load in follow-up was somehow reduced due to the fact that the investigation section assisted in follow-up of understudies.

Research

131. Delay in receiving Forms 22 from the Immigration Department caused a lag in compiling 1976 Kenyanization progress. However, the forms were available early in 1978 and the normal work is being carried out.

Careers and Vocational Guidance

132. Co-ordination with the Ministry of Education's Counselling Unit continued on the question of long term unified vocational guidance. Several proposals on the subject were prepared and they are being studied. The annual career conference is being organized by the Ministry of Education and Kenyanization of Personnel Bureau will participate. As usual, co-operation with the Directorate of Industrial Training was good.

SECTION IV—PERMITS

133. The work in this section went on fairly smoothly except around June when COTU declared "war" on expatriates.

134. Four thousand, three hundred and sixty-four (4,364) work permit applications were processed of which 3,282 were issued while 1,082 were rejected (*see* Appendix XXII).

135. Phase-out meetings were held for fifty (50) companies.

SECTION V—INVESTIGATION

136. A total of 120 firms and institutions were reviewed compared with 129 in 1976.

Kenyanization and Training Programmes

137. Kenyanization and training programmes were discussed with 56 firms. Forty (40) of the firms had acceptable programmes while the other 16 had room for improvement.

138. Twenty-eight complaints from workers were investigated as follows:—

(a) 16 frustrations,

(b) 5 dismissals, and

(c) 7 pertaining to racial discrimination. Of the 28 complaints, 17 had merit while 11 did not.

COTU's list of expatriates in 43 firms were investigated only to find out that COTU's complaints were baseless because most of the companies mentioned by COTU had positive Kenyanization programmes.

Training (Understudies)

139. A check on 72 firms with 511 non-citizens revealed that 420 understudies were appointed. The team's assessment was that of the 420 understudies, 384 had the potentiality to take over from the non-citizens while the balance of 36 were not qualified and below standard.

Job Openings

140. 44 vacancies were reported to the team which were in turn handed over to the Exchange Section for referral of potential job seekers.

SECTION VI—THE PROVINCES

COAST (MOMBASA)

Kenyanization and Training Programmes

141. Intensive efforts were directed toward training and phase-out programmes in locally based firms. Training and phase-out programmes were reviewed in 13 companies and recommendations made to the Head Office. Reviewed also were 27 branch companies whose main companies were based in Nairobi and elsewhere in the country. In most cases the programmes were satisfactory. Most firms expanded to increase output for local and export markets. Consequently, skilled and professional personnel were imported.

142. Seventeen new work permit cases were processed and recommended positively while 60 renewal cases were dealt with resulting in 57 favoured and three rejected for lack of satisfactory training programmes.

Employment Service

143. Four thousand, three hundred and sixteen (4,316) job seekers were registered out of whom four hundred and ninety-nine (499) were placed in jobs. Six hundred and fifty-three (653) vacancies were reported. Appendices XXIII and XXIV attached show employment service activities during the year.

KISUMU

144. Eight thousand, six hundred and eighty (8,680) job seekers registered out of whom one thousand, two hundred and seventy-nine (1,279) were placed. Eight thousand, five hundred and thirty-four (8,534) vacancies were reported despite the low number of placements (*see the table below*).

Station	INTAKE			Vacancies	PLACEMENTS		
	M	F	Total		M	F	Total
Kisumu	5,072	301	5,373	2,378	556	32	588
Kakamega	834	72	906	2,079	137	10	147
Nandi Hills	313	21	334	2,149	154	9	163
Kericho	467	3	470	1,209	293	—	293
Bungoma	1,227	1	1,242	423	55	1	56
Kisii	333	22	355	296	28	4	32
TOTAL	8,246	434	8,680	8,534	1,223	56	1,279

PART IV—NATIONAL YOUTH SERVICE

Introduction

145. The National Youth Service continues efficiently and successfully to fulfil its functions, and its declared policy of training young people for responsible citizenship, self-reliance and enhanced chances of obtaining salaried jobs. The Service actively participates in the National Development plan for the acceleration of rural development through the construction of roads, airstrips and dams. It enjoys national popularity and international esteem, and each recruitment is gravely over-subscribed (as much as fifty times). The total enrolment, since the inception of the Service in 1964, is 24,584 (22,545 men and 2,039 girls) of whom 3,553 (3,165 men and 388 girls) are currently serving.

146. The Service's field operations are detailed later in this report—the total value of projects undertaken is now over K£12 million. The Service has a fleet of vehicles and construction equipment valued at K£2,629,000, and an additional K£1.3 million has recently been invested in further new equipment to serve the very large Tana River Irrigation Scheme.

147. During 1977, considerable advances were made in the provision of vocational training, both formal and on-the-job. These, together with the Service's agricultural activities, are also described below.

148. Towards the end of the year, the Government decided that the Service should be expanded in size and improved in quality and scope. Steps are being taken to train many more officers, to recruit additional technical teachers and to build up numbers to five thousand Servicemen and women. Once the plan has been fully implemented, the Service, which has already attracted much international interest and acclaim, will become a model of its kind.

Statistics

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

Uniformed Officers	...	...	...	...	...	...	...	95
Civilian Staff	...	...	...	...	...	...	...	322
<i>Expatriates—</i>								
Technical Experts and Volunteers	...	...	...	...	...	...	...	35
						TOTAL	...	452
Servicemen	...	...	...	...	...	...	...	3,165
Servicewomen	...	...	...	...	...	...	...	388
						Total	...	4,005

SECTION II—EMPLOYMENT

150. Despite the many problems of unemployment in the country, employment placement during the year was encouraging. A total of 729 Servicemen and Servicewomen were placed directly into employment, the break-down being as follows:—

	<i>Servicemen</i>	<i>Servicewomen</i>
Private Sector	305	25
Uniformed Services	249	6
Government Departments	113	31
	<hr/>	<hr/>
	667	62
	<hr/>	<hr/>

SECTION III—WORK PROJECTS, EDUCATION AND TRAINING

The eight Units of the Service operated in the following manner:

1. Nairobi Holding Unit

151. This Unit houses support personnel for the Central Workshops, Central Stores and Headquarters, together with trainees and students undergoing various technical and secretarial courses in the Advanced Motor Vehicle Mechanic School, the Advanced Engineering Training School, the Driving School and the Secretarial School. There is also a floating population of Servicemen and Servicewomen going on discharge, being considered for employment, or receiving special medical treatment. The Nairobi Holding Unit also administers the Ndomba Agricultural Training Sub-unit which, in co-operation with the Ministry of Agriculture, offers multi-purpose training in pig production, poultry, mass production of horticultural and assorted crops, seeds and sugar plantation and assistance to farmers in the Mwea area of the Kirinyaga District.

2. Garissa Road Construction Unit

152. During the year, the construction work of the Machakos-Kitui Road Construction Unit was completed and the project closed. Both personnel and equipment were then moved to the new Garissa Road Construction Unit.

153. In conjunction with the Ministry of Works, this Unit is constructing the Thika-Garissa Road and has made steady progress in bush clearing, earthworks, digging drains and constructing box culverts. The Garissa Road Construction Unit also administers a Sub-unit at Mwingi which has made considerable progress in its part of the road construction, including bush clearing and staking of the centre line to the end of Phase II (82½ kilometres from the start of Phase II); and earthworks, gravelling and sub-grade work to the Enzo Village area (74 kilometres from the start of Phase II).

3. Gilgil Training Unit

154. During the year, the various activities of this Unit were carried out as follows:—

- (a) 1,934 men went through the basic training and were passed out as fully-fledged Servicemen.
- (b) Three education sessions of three months each took place, involving 581 Servicemen; of these, 277 were selected for Mombasa Vocational Training Unit; 45 were selected for Rural Craftsmen Training at Turbo; and 259 were deployed to on-the-job training in various trades.
- (c) Tailors and dress-makers continued to be trained, and 2,990 pairs of trousers and 2,990 pairs of shirts for recruits (men), plus 140 blouses for Servicewomen and 14 pairs of overalls were manufactured by the trainees. Also manufactured and sold were 290 ladies dresses, realizing appropriations-in-aid amounting to K.Sh. 6,931.
- (d) At the Sub-unit in Tumaini, livestock and poultry continued to thrive. Crops such as wheat, barley, pyrethrum and assorted vegetables were cultivated. The sales of farm produce, including milk and eggs, realized appropriations-in-aid of K.Sh. 216,280.
- (e) At the Settlement Roads Sub-unit, construction work on roads in the western parts of the Rift Valley were fully completed, and the project closed towards the end of December, 1977.

4. Yatta Field Unit

155. Farming, maintaining large herds of beef cattle and flocks of sheep and goats, rearing of silkworms and the growing of mulberry trees continued well. Sales of farm produce, livestock and silkworm production fetched appropriations-in-aid amounting to K.Sh. 92,427.95.

156. The Yatta Field Unit also administers the Dam Construction Sub-unit which constructs surface water dams in co-operation with the Ministry of Water Development. During the year, three dams were completed (the sixth, seventh and eighth in the programme) in Migwani, Bondoni and Kangondi areas of the Kitui District.

5. Mombasa Vocational Training Unit

157. This Unit, (which continues to maintain highly efficient standards of training), is the Service's major formal Vocational Training Centre. The following numbers of Servicemen went through its courses in various trades and took the Government Grade III Trade Tests:—

	<i>Tested</i>	<i>Passed</i>	<i>Failed</i>
Carpenters	57	42	15
Masons	61	57	4
Motor Vehicle Mechanics	58	49	9
Fitters	29	26	3
Turners	28	27	1
Electricians	51	47	4
Welders	4	4	—
Plumbers	2	1	1
	<u>290</u>	<u>253</u>	<u>37</u>

158. In addition to the foregoing, very many Servicemen are prepared for trade tests through practical training on-the-job, or through attendance at courses run in the Service's Advanced Motor Vehicle Mechanics and Advanced Engineering Training Schools in Nairobi and the Dress-making/Tailoring School in Gilgil. The 1977 figures are as follows:—

(a) *Technical*:—

	<i>Trade Test</i>		
	<i>Grade I</i>	<i>Grade II</i>	<i>Grade III</i>
Motor Vehicle Mechanics	10	98	150
Motor Vehicle Electricians	—	20	47
Plant Mechanics	—	6	199
Masons	9	36	7
Panel Beaters	—	1	3
Carpenters	—	6	14
Painters	—	1	2
Arc Welding	2	4	10
Turners	—	8	3
Fitters	5	14	15
Plumbers	—	3	10
Shoemakers	—	—	2
Tailors/dress-makers	1	2	15
Electrical Wiremen	2	14	3
TOTAL	29	213	300

(b) *Commercial*.—56 Servicewomen completed the first year of their two-year Secretarial course and attempted the East African Examinations Council exams in five commercial subjects (namely: English, Commerce, Typing, Shorthand and office practice).

(c) *Vehicle Driving and Plant Operation*.—77 Servicemen and Servicewomen (67 servicemen and 10 servicewomen) went through the Driving and Plant Operation Courses.

6. Turbo Field Unit

159. This Unit continues to be the major producer of maize for rations. This crop, plus assorted vegetables, did well during the year. Livestock has also been doing very well; sales of farm produce realized appropriations-in-aid amounting to K.Sh. 86,700. The German-sponsored Rural Craftsmen Training Centre is making excellent progress. The first ten trainees attempted the Government Grade III Trade Tests after completion of one-year course in basic skills in fitting, welding, sheetmetal work, forging and plumbing and good results are expected. A new sub-unit—the Lurambi/Malaba Agricultural Project—has just started and will be administered by Turbo. The activities of the new sub-unit will centre upon the planting of cotton and various horticultural crops.

7. Naivasha Women's Training Unit

160. Basic training for recruits (girls) and training in mixed farming went on efficiently in this Unit. The Unit continues to maintain a good standard of discipline and administration. Appropriations-in-aid realized from sales of farm produce (including milk and eggs) amounted to K.Sh. 46,900.

8. Bura Irrigation Construction Unit

161. The construction of roads (though affected in the early stages by heavy rains and the frequent breakdown of ageing vehicles) progressed reasonably well. Bush clearing, murrum dumping, sub-grade, light and heavy earthworks, dry-compaction and surveying continued well in both Phase I and Phase II of the construction works in the Wenje/Garsen and Hola/Bura sections. With the new equipment that has just arrived, it is expected that the work on this project will continue according to schedule.

SECTION IV—CEREMONIAL AND PUBLIC DUTIES

162. During the year, as in the past, the Service continued to render its customary assistance to Government Ministries and private organizations, including helping with agricultural shows and the Nairobi International Show. The Service also paraded on occasions of National Celebration.

Conclusion

163. Morale has been consistently high, with the young men and women displaying good discipline and a willingness to work cheerfully and well that is in the best tradition of the Service.

PART V—NATIONAL SOCIAL SECURITY FUND

Introduction

164. 1977 should rightly be called the year of great changes and record achievements in the Fund. History was made when female employees became contributing members of the Fund concurrently with the raising of the ceiling of contributions from Sh. 80 per month to Sh. 160 per month effective January, followed by the break-up of the East African Community in February, thereby necessitating repatriation of nationals to their home countries and immediate payment of Emigration Grant benefits to the thousands of Ugandans and Tanzanians who had to leave Kenya. Further changes involved the transfer of the National Registration Bureau from the Fund to Ministry of Home Affairs in July and August and the Fund's participation in the Nairobi International Show for the first time with an on-line inquiry terminal, in September.

165. Record achievements, on the other hand, were made in National Registration despite the subsequent transfer of the Bureau in collection of contributions which exceeded K£18,000,000 and the amount of money invested, mainly in Government Securities, which amounted to nearly K£22,500,000. These achievements are firm indicators of Kenya's recovery from the economic depression that set in after the 1973 world oil crisis, and the growth in employment as exemplified by record registration of new male and female employees during the year which indicates investor's confidence in Kenya's economy and heralds sustained growth and brighter times ahead for the Fund.

SECTION I—STATUTORY MEETINGS

166. Both the Advisory Council and Investments Committee held meetings during the year.

SECTION II—LEGISLATION

167. This was a year of consolidation and implementation and no new legislation was enacted during the year.

SECTION III—REGISTRATION

168. National Registration as well as registration of both employers and employees as Fund members showed considerable improvement. Whereas 38,060 cases of National Registration were carried forward from 1966 to 1977, only 7,971 cases of 1977 were carried forward as backlog to 1978. Similarly, and although the number of male members registered fell from 49,804 in 1976 to 38,062 in 1977, the number of female members registered rose from 15,662 in 1976 to 26,898 in 1977.

National Registration

169. A total of 310,644 males were registered in 1977 compared to 279,888 registered in 1976, and the backlog of 38,060 cases which was carried forward to 1977 was reduced to 7,971 at the end of 1977. Registration work was received as follows:—

Initial Registration	...	...	...	...	...	141,345
Re-registrations	...	...	...	...	...	1,014
Re-issues	...	...	...	...	...	146,961
Miscellaneous Identifications	...	...	...	...	...	21,324
				TOTAL	...	310,644
Add brought forward from 1976	...	...	...	...	...	38,060
				TOTAL	...	348,704
Less carried forward to 1977	...	...	...	...	...	7,971
Work cleared during 1977	...	...	...	...	...	340,733

For comparison purposes only 320,876 cases were cleared in 1976. The 340,733 cases which were cleared during the year comprised—

Initial Registration	...	...	...	...	...	170,464
Re-registrations	...	...	...	...	...	1,014
Re-issues	...	...	...	...	...	147,931
Miscellaneous Identifications	...	...	...	...	...	21,324
				TOTAL	...	<u>340,733</u>

On the other hand, the 7,971 registration cases carried forward to 1978 consisted of—

Initial Registration	...	...	...	...	...	1,128
Re-registration	...	...	...	...	...	—
Re-issues	...	...	...	...	...	6,843
Miscellaneous identification	...	...	...	...	...	—
				TOTAL	...	<u>7,971</u>

Registration of Employers

170. Although 1,227 new employers were registered during the year, 583 existing employers closed businesses, so the net gain was only 644 but the cumulative total rose from 25,699 in 1976 to 26,928 in the current year. Of those registered in 1977, 704 had five or more employees while 523 had one to four employees. Due to business closures, however, only 26,343 of the cumulative employers registered were active members.

Registration of Members

171. A total of 62,960 members were registered in 1977, but annual male membership registration dropped from 49,804 in 1976 to 36,062 in 1977, while the drive for female registration brought in 26,898 new members as compared to 15,662 in 1977—the latter development may be attributed to the rush of females to register when they became liable to pay contributions in January, because nearly 40 per cent of them registered between January and April, 1977.

172. Although following the registration drive the recorded membership rose from 916,450 in 1976 to 979,410 at the end of the year, 10,013 members received their benefits and this reduced the effective membership to 969,397 of whom 863,407 were men and 105,990 women.

SECTION IV—FINANCE AND ACCOUNTS

Payment of Contributions

173. A record of K£18,129,984-17-60 was received as standard contributions in 1977. The monthly breakdown was as follows:—

	K£					
January..	1,444,756	15	10
February	1,512,731	13	00
March	1,562,994	05	10
April	1,498,046	06	25
May	1,523,316	07	90
June	1,630,242	18	70
July	1,516,244	03	15
August	1,399,347	12	00
September	1,509,732	09	05
October..	1,534,065	11	45
November	1,418,492	19	20
December	1,580,113	17	90
				<u>18,129,984</u>	<u>17</u>	<u>60</u>

Some K£507,925-11-10 was similarly received as special contributions.

Investments

174. A record K£22,437,513 was invested in 1977, bringing total investments to K£115,489,980 since the Fund started. As in previous years, most of this investment was in Government Stock, which now stands at K£107,304,853 representing 93 per cent of the total investments. The other 7 per cent is made up of K£3,736,989 or 3 per cent in City Council of Nairobi Stock, and 4 per cent (K£4,448,138) in company shares.

Investment Income

175. Investment income amounting to K£8,214,738-14-30 was received as follows:—

	K£
January	336,777 06 40
February	396,836 19 75
March	451,979 09 00
April	1,110,263 09 25
May	449,864 03 75
June	711,006 10 75
July	549,815 18 80
August	538,272 05 30
September	488,519 09 40
October	1,026,153 15 35
November	1,056,687 06 30
December	1,098,562 00 25
	8,214,738 14 30

176. No income, however, has been received from 6½ per cent E.A.R.C. Stock 1990 since December 1975. This now amounts to K£50,625. The Treasury has been accordingly advised. Income from the following stocks which were purchased in March, 1977, from the ex-East African Airways Staff Provident Fund has not also been received.

	K£
6% Stock 'A' 1997	23,300
8% Stock 1991	30,000
5½% Stock 1988	20,000
6% Stock 1984	15,985
8½% Stock 1983	54,000
8% Stock 1981	50,000
6½% Stock 1981	14,361
6% Stock 1979	5,250
3½% Stock 'C' 1979	26,105
TOTAL	239,001

Estimated income from these stocks is K£19,000.

Other Income

177. A sum of K£58,940-17-35 was received mainly from penalties but also from sale of duplicate membership cards and other negligible miscellaneous receipts. Total receipts from all sources stood at K£26,911,590-00-35 in 1977.

Claims and Benefits Payments

178. The number of claims processed has increased substantially over the past five years without any increase in staff at all. Vital statistics suggest that 98,830 members have attained 55 years of age or more, and that 10,000 are entering this group each year. In the next five years over 15,000 people will be reaching this "Withdrawal" age each year. At the close of the year, 6,571 claims remained pending.

179. The following claims were processed during the year.

	Received	Settled	Balance C/F	Amount Paid K£
1. Age	2,493	2,862	974	388,406 00 35
2. Survivor	1,200	1,539	625	207,079 14 40
3. Invalidity	472	497	123	115,355 08 00
4. Withdrawal	2,197	2,887	2,873	374,523 14 35
5. Emigration	1,975	2,228	1,976	576,693 14 45
	8,337	10,013	6,571	1,662,058 11 55

As stated at the "Introduction" paragraph to this report, owing to the break-up of the East African Community and the subsequent repatriation of nationals to their home countries, most of the Emigration Grant payments were made to Tanzanians and Ugandans leaving Kenya.

Refunds and Reclaimed Benefits

180. K£71,397-02-65 was refunded to 1,198 claimants and K£57,310-07-15 was paid out as reclaimed benefits. Unclaimed refunds and benefits stood at K£2,128-16-50 and K£90,587-02-00 respectively at the end of the year.

Cash Office, Statements, and Suspense Clearance

181. The cash receipting machines gave very little trouble during the year and most of the payments were cleared.

182. As a result of suspense clearance in the field, 681 employers were cleared during the exercise and 128,823 statements issued. Of the remaining 714 only 312 are in the private sector, the rest (392) being in the public sector represented by 299 in Central Government, 46 in Local Authorities, 33 in parastatal bodies, and 14 in the now-defunct East African Community. To date 388,153 statements covering the period 1966-1970 have been issued.

183. Although suspense clearance work has proceeded well in the field, shortage of transport meant many employers could not be visited and therefore the hopes of making a final breakthrough were dampened. It is hoped that more vehicles and money will be made available in the new year to enable field staff to visit the remaining private sector employers and clear the remaining suspense.

SECTION V—DATA PROCESSING

184. Having cleared all previous years' backlogs, the Data Processing Division was completely up to date and was in a position to take up additional work from other Ministries on agreed payment basis. The Division processed the payroll and financial analysis of the Ministry of Labour.

Data Processing Room

185. The following records were cleared this year:—

Members Registration	103,645
Changes of Employer	76,918
Temporary Number Correction	35,067
Employer Registration	3,063
Statements Corrections	77,972
Benefits Payments	14,572
Dockets	275,186
Dockets Suppressions	289,490
Ministry of Labour Accounts	26,777
Ministry of Labour Payroll	10,674
TOTAL	913,364

The work cleared is less than in previous years because there were no backlogs, and work from other sections was not flowing quickly enough to keep this section fully occupied.

On-line Inquiry Terminals

186. The terminals installed at Social Security House rendered good service and the printer-attachment to the Statements Section, besides eliminating the need to copy the information from the screen manually, provided our members with better information. Other terminals were installed in Kisumu and Nakuru, and Mombasa's terminal was in the process of installation. The terminals have proved very popular with the public, who have now been availed automatic access to information concerning their contributions in the Provinces. During the Nairobi International Show in September/October, a terminal was installed in the stand of the Ministry of Labour. This made the stand popular.

Dockets System

187. *Despatch.*—710,823 docketts were sent to 11,462 employers of which 84,357 were returned unclaimed. These figures show a significant improvement in the number of unwanted docketts dispatched but the situation is far from satisfactory in that a large number of unwanted docketts were not returned.

188. *Receiving.*—The need to obtain docketts or contributions schedules to account for money paid forms the cornerstone of the Fund's efforts to clear suspense and issue statements. Despite the great publicity campaign launched late in the year urging employers to return docketts otherwise face prosecution, there was no appreciable reaction. The following as a comparison of outstanding cases at the end of 1976 and 1977:—

Year	Docketts not returned at the end of	
	1976	1977
1971	161	116
1972	1,390	1,253
1973	2,288	1,925
1974	3,664	3,180
1975	5,585	4,570
1976	11,427	5,719
1977	—	11,124

System and Programming

189. All major systems needed for the running of the Fund were completed and were functioning satisfactorily. The year was mainly one of consolidation and maintenance. Most effort was devoted to the extension and improvement of the teleprocessing system with small amendments to the other systems. Programmes to list all temporary numbers by employers, and to print stock letters for dispatch to employers who have not returned docketts were completed.

SECTION VI—COMPLIANCE AND FIELD INSPECTORATE

190. Compliance enforcement was initially hampered by the grounding of transport as a Government general economic measure, later by heavy rains which made many country roads impassable. Nevertheless efforts were made to register new employers and employees, enforce payment of contributions and levy penalties where due, chase defaulters, and ensure return of docketts.

Registration

191. Owing to factors explained above fewer employers (562) were registered in 1977 compared to 1976 (826). Similarly only 33,900 members were registered by, or applied for registration through, field offices. Of these, 20,293 were women.

Payment of Contributions

192. Through compliance enforcement, Sh. 23,222,859 was paid to the Fund. In 1976 Sh. 16,706,918.30 was paid, but the increase in 1977 is attributable partly to the call-up of female members to commence payment of contributions in January and partly to the increase in the level of maximum monthly contributions from Sh. 80 to Sh. 160. It was, however, noted that small employers used every trick to evade payment of contributions and sometimes colluded with their employees to avoid compliance enforcement.

Payment of Benefits

193. Co-operation between the Field Inspectorate and the Claims/Benefits Section was instrumental in the improvement in processing and payment of claims, Sh. 3,055,525.80 which was paid through field officers.

Legal Proceedings and Payment of Penalties

194. Both legal and criminal suits were filed against employers for non-payment of contributions and failure to produce records when demanded. As a result of such action 54 cases were settled and 11 cases remained pending. On Provincial basis the situation was as follows :—

<i>Province</i>	<i>Number of cases settled</i>	<i>Number of cases pending</i>
Nairobi Area	10	0
Rift Valley	13	8
Nyanza/Western	24	not shown
Central/Eastern/North-Eastern	7	3
Coast	0	0
	<hr/> 54	<hr/> 11

195. In the process, penalties amounting to Sh. 1,278,605.60 were imposed on employers who delayed payment of contributions. Of this amount, Sh. 439,188.65 was paid. The increase of penalties imposed is either a reflection of the extent of default, or of an increase in the number of contributing employers. However, it came to light during the course of the year that some employers were drawing cheques with subtle omissions in order to gain time as they were aware the cheques would be dishonoured by banks and would take time to be referred to them for correction before they could be paid. Such deliberate "errors" were causing loss of valuable time to field inspectors.

SECTION VII—STAFF, EQUIPMENT AND MODUS OPERANDI

Seminars and Courses of Instruction

196. While small numbers of Fund staff continued to attend full-time courses of instruction at both K.I.A. and G.T.I., Maseno, a number of middle level and Senior Management staff attended senior courses locally and overseas after a very long time. Such courses proved very useful.

Recruitment, Replacement and Promotions

197. Experience has shown that it takes very long—sometimes a year or more—to replace staff who have left the department either through resignations, retirement, or promotions; and that any additional staff granted are not recruited immediately. Such inordinate delays tend to defeat the purpose for which the staff were required in the first place, and creates unnecessary overloads and backlogs, thereby necessitating temporary employment of "vacational" clerks.

Transport, Equipment and Stores

198. Whereas the administration of equipment and stores remained satisfactory throughout the year, occasional shortages of identity cards occurred due to the inability of Government Printer to meet our requisitions on time. This tended to frustrate both National Registration and Fund Membership recruitment drives.

Methods of Operation

199. Although the Fund is now collecting nearly £1,500,000 per month in contributions, we are confident that half as much again could be collected if the constraints which are imposed on all Government Departments on expenditure could be relaxed.

Conclusion

200. Appreciation goes to all staff who worked tirelessly and exerted great efforts in all fields despite the many problems and additional workloads imposed by staff shortages, austerity measures, grounding of transport, increase in membership and contributions, and many other obstacles which could only have been surmounted by working as a team.

MINIMUM CONSOLIDATED WAGES IN SELECTED FIRMS AND OCCUPATIONS BASED ON 1977 REGISTERED COLLECTIVE AGREEMENTS

FIRMS	URBAN										RURAL									
	UNSKILLED					SKILLED					UNSKILLED					SKILLED				
	Cleaner	Mes-senger	Turn-boy	Watch-man	Junior clerk	Driver vehicle	Driver medium	Un-graded artisan	Ma-chine atten-dant	Ma-chine opera-tor	Cleaner	Mes-senger	Turn-boy	Watch-man	Junior clerk	Driver Light vehicle	Driver medium	Un-graded artisan	Ma-chine atten-dant	Ma-chine opera-tor
1. Sugar Production	647-00	680-00	680-00	580-00	732-00	—	732-00	852-00	732-00	1129-00	391-00	410-00	391-00	425-00	500-00	592-40	592-40	521-00	425-00	410-00
2. Co-operative	—	—	—	—	—	—	732-00	—	—	—	268-15	441-95	—	411-10	600-00	520-00	520-00	—	600-00	600-00
3. Co-operative	—	—	—	—	—	—	—	—	—	—	258-00	258-00	258-00	285-00	265-00	310-00	435-00	370-00	258-00	258-00
4. Tea Factory	444-75	444-75	405-75	600-00	630-00	483-75	503-25	493-50	444-75	444-75	405-75	405-75	405-75	508-50	630-00	435-00	464-25	454-50	405-75	405-75
5. Precast Manufacturer	474-00	474-00	474-00	736-00	711-00	557-00	699-00	604-00	508-00	508-00	—	—	—	—	—	—	—	—	—	—
6. Road Transport (General)	666-00	715-00	—	—	929-00	781-00	931-00	1,351-00	1019-00	1019-00	—	—	—	—	—	—	—	—	—	—
7. Road Transport (Passenger)	565-00	565-00	565-00	565-00	778-00	643-00	643-00	722-00	643-00	643-00	282-00	282-00	300-00	282-00	360-00	481-00	580-00	350-00	375-00	450-00
8. Road Transport (Passenger)	715-00	715-00	820-00	731-00	924-00	1042-00	1227-00	1042-00	924-00	924-00	—	—	—	—	—	—	—	—	—	—
9. Parastatal Board	444-75	444-75	405-00	565-00	630-00	483-75	503-25	493-00	444-75	444-75	258-00	258-00	258-00	258-00	265-00	310-00	435-00	350-00	258-00	405-75
10. Consumer Goods	715-00	715-00	820-00	751-00	924-00	1042-00	1227-00	1351-00	1001-00	1129-00	441-95	405-75	405-75	508-50	630-00	592-00	592-00	521-00	600-00	600-00
Lowest Rate	579-00	579-00	612-00	638-00	777-00	762-80	865-10	922-00	722-90	786-90	331-90	349-95	331-90	396-75	447-50	451-00	513-50	435-50	429-00	502-85
Highest	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Average	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

LABOUR INSPECTIONS—1977

STATIONS	JAN.		FEB.		MARCH		APRIL		MAY		JUNE		JULY		AUG.		SEPT.		OCT.		NOV.		DEC.		TOTALS		Grand Total
	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	F.	P.	
NAIROBI AREA																											
Nairobi ..	2	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	8	—	8
Nairobi (Industrial Area)	30	—	2	—	3	—	4	—	—	—	11	18	—	—	3	—	—	—	—	—	3	—	—	—	78	—	78
Kiambu ..	—	—	—	—	3	—	—	—	1	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	4	—	4
Machakos ..	—	—	—	—	—	—	—	—	2	—	—	6	—	—	—	—	—	—	—	—	—	—	—	—	15	—	15
Kitui ..	—	—	5	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
CENTRAL																											
Nyeri ..	—	—	1	—	3	—	4	—	3	—	—	7	3	—	6	5	5	10	—	—	2	—	1	—	32	19	51
Thika ..	4	—	6	—	12	—	3	—	2	—	4	3	1	—	1	—	1	—	2	—	2	—	2	—	41	2	43
Nanyuki ..	14	2	10	—	8	2	7	—	3	—	1	6	3	—	—	—	18	3	12	—	3	—	2	—	81	13	94
Embu ..	—	—	—	—	—	—	6	—	10	2	7	2	6	—	13	4	5	2	6	—	3	—	3	—	59	30	89
Meru ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	3	5	—	—	—	—	—	—	—	7	—	7
RIFT VALLEY																											
Nakuru ..	—	—	2	—	—	—	—	—	2	—	—	—	—	—	2	—	—	—	—	—	—	—	2	—	21	—	21
Nyahururu ..	—	—	8	—	6	—	—	—	6	—	5	—	—	—	6	—	—	—	—	—	7	—	—	—	47	—	47
Molo ..	—	—	5	—	5	—	—	—	1	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	16	—	16
Kitale ..	—	—	5	—	—	—	—	—	—	—	—	—	—	—	5	—	—	—	—	—	—	—	—	—	26	—	26
Eldoret ..	—	—	1	—	1	—	—	—	3	—	4	—	—	—	—	—	2	—	—	—	2	—	—	—	18	—	18
Naivasha ..	—	—	5	—	8	—	3	—	5	—	8	—	6	—	7	—	4	—	—	—	2	—	3	—	51	—	51
NYANZA AND WESTERN																											
Kisumu ..	3	1	6	—	8	—	3	—	4	—	—	2	—	—	5	—	—	—	4	—	4	—	2	—	40	6	46
Kericho ..	—	—	6	—	11	—	5	—	1	—	1	2	5	—	—	—	7	2	1	—	1	—	1	—	35	4	39
Nandi Hills ..	—	—	2	—	1	—	—	—	—	—	5	—	2	—	3	—	2	—	4	—	1	—	2	—	11	17	28
Kisii ..	1	—	—	—	8	—	2	—	3	—	—	3	—	—	9	—	4	—	6	—	6	—	—	—	36	—	36
Homa-Bay ..	4	—	1	—	—	—	3	—	1	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	18	2	20
Kakamega ..	12	1	3	—	7	—	2	—	1	—	2	—	1	—	—	—	—	—	6	—	—	—	—	—	28	4	32
Bungoma ..	1	—	—	—	1	—	2	—	2	—	1	—	—	—	—	—	4	—	—	—	5	—	—	—	21	—	21
COAST																											
Mombasa ..	2	1	5	—	6	—	7	—	3	—	5	6	3	—	7	8	2	4	2	—	2	—	4	—	46	27	73
Malindi ..	2	—	—	—	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	9	5	14
TOTALS ALL STATIONS	75	6	68	0	94	12	52	7	54	3	51	21	76	12	76	17	94	29	64	9	27	5	26	9	755	129	884

F—Full. P—Partial.

LIST OF CASES REGISTERED IN 1977 AND PARTIES TO THE DISPUTE

<i>Cause No.</i>	<i>Date of Registration</i>	<i>Parties</i>
1/77	10th January, 1977	E.A. Sugar Industries Ltd. and Kenya Union of Sugar Plantation Workers.
2/77	18th January, 1977	E.A. Industries and Kenya Chemical Workers' Union.
3/77	19th January, 1977	Government Manufacturing Mass Production Group of F.K.E. and Tailors and Textiles Workers' Union.
4/77	19th January, 1977	Car Hire Services and Transport and Allied Workers' Union.
5/77	19th January, 1977	Tanga Trading Company and Kenya Union of Commercial, Food and Allied Workers' Union.
6/77	20th January, 1977	Meru Central Farmers Co-operative Union Ltd. and Kenya Union of Commercial, Food and Allied Workers.
7/77	20th January, 1977	Nyando Sugar Company (Factory) Ltd. and Kenya Union of Sugar Plantation Workers.
8/77	20th January, 1977	Barclays Bank International Ltd. and Kenya Union of Commercial, Food and Allied Workers.
9/77	24th January, 1977	Nakuru Municipal Council and Kenya Local Government Workers' Union.
10/77	24th January, 1977	D. T. Dobie (Kenya) Ltd. and Amalgamated Union of Kenya Metal Workers.
11/77	24th January, 1977	D.T. Dobie (Kenya) Ltd. and Amalgamated Union of Kenya Metal Workers.
12/77	7th February, 1977	St. Mary's School and Domestic and Hotel Workers' Union.
13/77	16th February, 1977	Nairobi City Council and Kenya Local Government Workers' Union.
14/77	17th February, 1977	Prudential Assurance Company Ltd. and Kenya Union of Commercial, Food and Allied Workers.
15/77	22nd February, 1977	Kenya Co-operative Creameries Ltd. and Kenya Union of Commercial, Food and Allied Workers.
16/77	1st March, 1977	M/s. Esmail Abdalla and Transport and Allied Workers' Union.
17/77	12th March, 1977	Loreto Convent Msongari and Domestic and Hotel Workers' Union.
18/77	12th March, 1977	E.A. Standard (Newspapers) and Daily Nation (Newspapers) and Kenya Union of Journalists.
19/77	18th March, 1977	Electrical Contractors Group and Amalgamated Union of Kenya Metal Workers.
20/77	21st March, 1977	Kenya Co-operative Creameries Ltd. and Kenya Union of Commercial, Food and Allied Workers.
21/77	23rd March, 1977	Kitui County Council and Kenya Local Government Workers' Union.
22/77	30th March, 1977	M/S Acif Limited and Tailors and Textiles Workers' Union.
23/77	1st April, 1977	Kenya Motor Corporation Ltd. and Kenya Management Staff Association.
24/77	4th April, 1977	M/s. Voi Industries Ltd. and Kenya Chemical Workers' Union.
25/77	7th April, 1977	Engineering and Allied Industries Employers Association and Kenya Engineering Workers' Union.
26/77	14th April, 1977	African Bushtrails Safari Ltd. and Kenya Game Hunting and Safari Workers' Union.
27/77	14th April, 1977	Pan African Enterprises (K) Ltd. and Kenya Engineering Workers' Union.
28/77	15th April, 1977	Kleenway Contracts Ltd. and Kenya Union of Commercial, Food and Allied Workers.
29/77	19th April, 1977	M/s. Refractories Ltd. and Kenya Chemical Workers' Union.
30/77	26th April, 1977	Aurora Baking Company and Domestic and Hotel Workers' Union.
31/77	16th May, 1977	Murphy Chemicals (E.A.) Ltd. and Kenya Chemical Workers' Union.
32/77	3rd June, 1977	Kenya Film Associates (Africa) Ltd. and Kenya Management Staff Association.
33/77	9th June, 1977	British Airways and Transport and Allied Workers' Union.

LIST OF CASES REGISTERED IN 1977 AND PARTIES TO THE DISPUTE—(Contd.)

<i>Cause No.</i>	<i>Date of Registration</i>	<i>Parties</i>
34/77	29th June, 1977	Kenya Cannery Ltd and Kenya Union of Commercial, Food and Allied Workers.
35/77	26th July, 1977	West-end Clothing Ltd. and Kenya Union of Commercial, Food and Allied Workers.
36/77	30th July, 1977	Kenya Meat Commission and Kenya Union of Commercial, Food and Allied Workers.
37/77	16th August, 1977	Kenya Co-operative Creameries Ltd. and Kenya Union of Commercial, Food and Allied Workers.
38/77	27th August, 1977	Securicor (Kenya) Ltd. and Kenya Union of Commercial, Food and Allied Workers.
39/77	2nd September, 1977	Kirinyaga District Co-operative Union and Kenya Union of Commercial, Food and Allied Workers.
40/77	12th September, 1977	Kenya Meat Commission and Kenya Union of Commercial, Food and Allied Workers.
41/77	15th September, 1977	Kenya Meat Commission and Kenya Union of Commercial, Food and Allied Workers.
42/77	30th September, 1977	M/s. Acif Oil Refinery and Kenya Chemical Workers' Union.
43/77	30th September, 1977	Kakamega County Council and Kenya Local Government Workers' Union.
44/77	30th September, 1977	Securicor (Kenya) Ltd. and Kenya Union of Commercial, Food and Allied Workers.
45/77	30th September, 1977	Standard Bank Ltd. and Kenya Union of Commercial, Food and Allied Workers
46/77	30th September, 1977	Kakamega County Council and Kenya Local Government Workers' Union.
47/77	6th October, 1977	Modern Ways (E.A.) Ltd. and Kenya Union of Commercial, Food and Allied Workers.
48/77	6th October, 1977	Social Service League and Domestic and Hotel Workers' Union.
49/77	17th October, 1978	Association of Local Government Employers and Kenya Local Government Workers' Union.
50/77	17th October, 1977	Medical Research Centre and Kenya Union of Commercial, Food and Allied Workers.
51/77	17th October, 1977	National Panel Beaters and Amalgamated Union of Kenya Metal Workers.
52/77	1st November, 1977	Maritime Forwarders (K) Ltd. and Kenya Union of Commercial, Food and Allied Workers.
53/77	3rd November, 1977	Kenya Breweries Ltd. and Kenya Union of Commercial, Food and Allied Workers.
54/77	7th November, 1977	Nkuene Farmers Co-operative Society Ltd. and Kenya Union of Commercial, Food and Allied Workers.

LIST OF ISSUES IN DISPUTE

	<i>Cause No.</i>
1. ALLOWANCES	
(a) Acting Allowance	43/77
(b) Bonus	40/77
(c) House Allowance	2/77; 5/77.
(d) Meal Allowance	26/77.
2. ENGAGEMENT	
(a) Redundancy	12/77; 32/77; 33/77.
(b) Terminal Benefits	16/77.
(c) Severance Pay	3/77; 30/77.
(d) Termination of Employment	51/77.
3. GRATUITY	44/77.
4. LEAVE	
(a) Annual Leave and Annual paid leave	3/77.
(b) Maternity leave	3/77.
5. WAGES	
(a) Wage increase and revision	3/77; 4/77; 18/77; 19/77; 22/77; 25/77.
(b) Minimum Wage and Wages in General	2/77; 5/77; 30/77; 31/77.
(c) Deduction of Wages	46/77.
(d) Payment of Salary Arrears	21/77; 49/77.
(e) Underpayment of Wages	17/77; 45/77.
6. WORK	
(a) Hours of Work	5/77.
(b) Overtime	13/77; 37/77; 53/77.
(c) Terms and Conditions of Service Including Duration and Effective Date	3/77; 4/77; 5/77; 14/77; 18/77; 19/77; 22/77; 25/77; 27/77; 29/77; 34/77; 50/77; 52/77.
(d) Dismissal	1/77; 6/77; 7/77; 8/77; 9/77; 10/77; 11/77; 15/77; 20/77; 23/77; 24/77; 28/77; 36/77; 38/77; 39/77; 41/77; 47/77; 48/77; 54/77.
(e) Recognition Agreement	35/77; 42/77.

ACCIDENT STATISTICS—SUMMARY OF ALL ACCIDENTS FOR THE YEAR 1977

The tables in this Appendix show accidents reported during 1977 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		DEGREE OF INCAPACITY NOT YET DETERMINED		TOTAL NO. OF ACCIDENTS REPORTED				
	Male	Fe-male	Ju-venile	TOTAL INCAPACITY		PARTIAL INCAPACITY		Male	Fe-male	Male	Fe-male	Male	Fe-male			
				Male	Fe-male	Male	Fe-male							Male	Fe-male	
I. AGRICULTURE, ETC.																
1. Agriculture and Livestock	26	—	—	—	—	—	31	—	—	57	3	272	5	386	8	—
2. Forestry and Logging	3	—	—	—	—	—	12	—	—	3	—	22	—	40	—	—
3. Other	1	—	—	—	—	—	1	—	—	—	1	14	—	16	—	—
TOTAL I	30	—	—	—	—	—	44	—	—	60	4	308	5	442	9	—
II. MINING AND QUARRYING																
III. MANUFACTURING																
1. Textiles, Apparel and Textile products	1	—	—	—	—	—	6	—	—	2	—	13	—	22	—	—
2. Chemical, Petroleum and Coal products	3	—	—	—	—	—	12	—	—	28	—	133	—	176	—	—
3. Non-metallic Mineral products other than (2)	1	—	—	—	—	—	2	—	—	3	—	28	—	34	—	—
4. Food, Beverage and Tobacco	—	—	—	—	—	—	2	—	—	4	—	12	—	18	—	—
5. Wood and Furniture	5	—	2	—	—	—	39	—	—	33	—	239	10	316	10	2
6. Metal Industries	2	—	—	—	—	—	28	—	—	12	1	108	—	157	1	—
7. Other	4	—	—	—	—	—	6	2	—	19	—	161	1	188	3	—
TOTAL	24	—	2	—	—	—	111	2	—	135	1	1,111	12	1,381	15	2
IV. CONSTRUCTION																
V. ELECTRICITY, GAS, WATER AND SANITARY SERVICES	30	—	—	—	—	—	47	—	—	183	—	—	811	—	1,071	—
VI. COMMERCE	1	—	—	—	—	—	—	—	—	22	—	75	2	98	2	—
VII. TRANSPORT, STORAGE AND COMMUNICATIONS	15	—	—	—	—	—	7	—	—	19	—	171	3	212	3	—
VIII. DOCKS	22	—	—	—	—	—	20	—	—	72	—	400	—	514	—	—
IX. SERVICES	1	—	—	—	—	—	—	—	—	—	—	121	—	122	—	—
1. Government and Business	48	—	—	—	—	—	35	—	—	55	—	313	6	451	6	—
2. Other	4	—	—	—	—	—	2	2	—	18	—	72	—	96	2	—
TOTAL—IX	52	—	—	—	—	—	37	2	—	73	—	385	6	547	8	—
TOTAL OF ALL INDUSTRIES AND SERVICES	176	—	2	—	—	—	272	4	—	566	5	3,395	28	4,409	37	2

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

ACCIDENT STATISTICS—1977
ANALYSIS BY NATURE AND LOCATION OF INJURY

NATURE	HEAD		LOCATION				MULTIPLE	UNCLASSIFIED	TOTAL	
	Eyes	Other	TRUNK	UPPER EXTREMITIES		LOWER EXTREMITIES				
				Fingers	Other	Feet				Other
Contusions, Abrasions	3	7	7	26	3	11	5	—	73	
Burns and Scalds	8	2	4	14	2	5	3	—	39	
Concussions	—	—	—	—	—	—	—	—	—	
Cuts and Lacerations	5	22	8	55	24	28	5	—	223	
Punctured Wounds	—	4	2	3	2	7	—	—	19	
Amputations	—	—	—	6	2	1	—	—	60	
Dislocation	—	—	5	5	—	4	1	—	16	
Fracture	—	5	19	55	11	39	2	—	155	
Sprains and Strains	—	—	9	5	3	8	1	—	31	
Asphyxiation (incl. drowning)	—	—	—	—	—	—	—	1	1	
Tearing of Internal Organs	—	—	—	—	—	—	—	—	—	
Electric Shock	—	—	—	—	—	—	—	—	—	
Hernias	—	—	—	—	—	—	—	—	—	
Miscellaneous	43	19	23	27	12	29	28	175	395	
TOTAL	59	59	77	196	59	132	45	176	1,012	
									3,436	
									4,448	

FACTORIES REGISTERED UNDER THE FACTORIES ACT
Distribution by Major Industrial Groups: 31st December, 1977

Industrial Group	Factories with Mechanical Power	Factories without Mechanical Power	Total
Agriculture and Livestock Production	904	27	931
Food Manufacturing Industries except Beverage Industries ..	496	51	547
Beverage Industries	38	8	46
Tobacco Manufacture	2	—	2
Manufacture of Textiles	44	1	45
Manufacture of footwear, other wearing apparel and made-up textile goods	328	1,270	1,598
Manufacture of wood and cork, except manufacture of furniture ..	544	79	623
Manufacture of paper and paper products	30	—	30
Manufacture of furniture	232	68	300
Printing, publishing and allied industries	128	2	130
Manufacture of Leather and Leather Products except Footwear ..	18	10	28
Manufacture of Rubber Products	42	2	44
Manufacture of Chemicals and Chemical Products	131	25	156
Manufacture of Products of Petroleum and Coal	5	—	5
Manufacture of Non-metallic Mineral Products, except products of Petroleum and Coal	87	14	101
Basic Metal Industries	11	—	11
Manufacture of Metal Products, except Machinery and Transport Equipment	177	55	232
Manufacture of Machinery except Electrical Machinery	268	20	288
Manufacture of Electrical Machinery, Apparatus, Appliances and Supplies	114	18	132
Manufacture of Transport Equipment	684	232	916
Miscellaneous Manufacturing Industries	168	107	275
Electricity, Gas and Steam	37	—	37
Water and Sanitary Services	135	7	142
Personal Services	85	54	139
TOTAL	4,708	2,049	6,758

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—1977

APPENDIX IX

INDUSTRY	NUMBER EMPLOYED										401 to 500	501 to 750	751 to 1,000	1,001 to 2,000	Over 2,000	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
Coffee pulping	684	1,408	4,554	3,306	304	1,144	625	175	225	—	—	—	—	—	770	12,450	
Cotton ginning	—	—	18	76	63	528	375	1,050	1,350	700	—	—	—	—	13	1,238	
Sisal processing	—	—	90	570	567	1,144	1,500	1,250	1,650	—	—	—	—	76	76	9,246	
Tea processing	3	24	180	798	756	352	350	—	—	—	—	—	—	—	64	3,938	
Processing of miscellaneous plantation crops	3	8	18	152	—	88	—	—	—	—	—	—	—	—	8	269	
Slaughtering, preparation and preserving of meat	—	—	90	114	—	—	—	—	—	—	—	—	—	—	14	1,190	
Manufacture of butter, ghee and/or cheese	15	40	54	152	126	88	—	—	—	—	—	—	—	—	17	261	
Pasteurising, sterilising or homogenising of milk	—	—	162	38	—	—	—	—	—	—	—	—	—	—	22	486	
Manufacture of ice cream	—	—	38	—	—	—	—	—	—	—	—	—	—	—	54	54	
Canning and preserving of fruit and vegetables	3	16	54	38	63	—	—	—	—	—	—	—	—	—	3	1,074	
Preserving and processing of fish	9	24	54	114	—	—	—	—	—	—	—	—	—	—	12	202	
Flour milling	12	40	72	38	63	176	125	—	—	—	—	—	—	—	12	1,426	
Posho milling	312	170	270	114	189	—	175	—	—	—	—	—	—	—	20	1,426	
Rice Milling	3	24	36	—	—	—	—	—	—	—	—	—	—	—	148	1,480	
Manufacture of breakfast food	3	18	76	38	—	—	—	—	—	—	—	—	—	—	7	188	
Manufacture of jaggery	—	—	288	494	189	—	—	—	—	—	—	—	—	—	4	97	
Manufacture of sugar confectionery	6	104	54	76	—	—	—	—	—	—	—	—	—	—	13	1,285	
Manufacture of margarine and/or cooking fats	15	24	36	63	—	—	—	—	—	—	—	—	—	—	24	758	
Manufacture of animal feeds	18	40	72	114	63	—	—	—	—	—	—	—	—	—	91	1,746	
Spice grinding	3	48	108	18	—	—	—	—	—	—	—	—	—	—	47	1,846	
Coffee roasting	3	16	38	18	—	—	—	—	—	—	—	—	—	—	13	1,081	
Salt processing	3	32	72	114	189	—	—	—	—	—	—	—	—	—	9	374	
Manufacture of miscellaneous food preparations	12	56	234	266	189	—	—	—	—	—	—	—	—	—	14	307	
Distillation of spirits	8	16	38	18	—	—	—	—	—	—	—	—	—	—	13	159	
Breweries and manufacturing of malt	—	—	18	114	—	—	—	—	—	—	—	—	—	—	5	75	
Manufacture of soft drinks and carbonated water industry	—	—	16	144	63	88	—	—	—	—	—	—	—	—	14	407	
Manufacture of tobacco products	18	56	144	190	—	—	—	—	—	—	—	—	—	—	37	2,732	
Spinning, weaving and finishing of textiles	3	16	54	76	63	264	375	700	225	700	625	—	—	—	3	64	
Knitting mills	—	—	18	152	—	88	250	175	225	350	—	—	—	—	12	2,023	
Manufacture of ropes, bags, cordage, twines and nets	3	16	18	76	63	88	125	—	—	—	—	—	—	—	31	1,034	
Manufacture of textile not elsewhere classified	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	800	
Manufacture of footwear except rubber footwear	3	8	—	76	63	—	—	—	—	—	—	—	—	—	16	2,758	
Repair of footwear	297	200	54	—	—	—	—	—	—	—	—	—	—	—	15	2,388	
Manufacture of wearing apparel, except footwear	347	80	18	—	—	—	—	—	—	—	—	—	—	—	7	2,366	
Manufacture of made-up textile goods except wearing apparel	3,279	840	1,170	1,292	1,449	516	125	—	—	—	—	—	—	—	128	2,051	
Sawmilling	141	32	90	76	315	88	125	175	—	—	—	—	—	—	122	445	
Joinery and general wood working	90	136	2,388	1,976	1,260	968	1,125	350	675	700	625	—	—	—	1,276	8,671	
Wood preserving	543	760	1,098	1,102	504	176	500	175	225	225	—	—	—	—	244	12,036	
Manufacture of furniture	—	—	38	—	—	—	—	—	—	—	—	—	—	—	379	6,858	
Manufacture of pulp, paper and paper board	483	616	630	460	126	176	250	175	225	350	—	—	—	—	300	4,366	
Manufacture of articles of pulp, paper and paper board	3	18	38	—	—	—	—	—	—	—	—	—	—	—	5	1,684	
Printing, publishing and allied industries	6	32	144	190	189	88	250	—	—	—	—	—	—	—	25	1,899	
Tanning	72	192	846	418	668	362	125	—	—	—	—	—	—	—	130	4,305	
Manufacture of leather products except footwear and other wearing apparel	3	—	126	76	—	176	—	—	—	—	—	—	—	—	13	556	
Tyre retreading and repairing	9	40	54	76	126	—	—	—	—	—	—	—	—	—	15	305	
Manufacture of rubber products	24	96	108	214	—	—	—	—	—	—	—	—	—	—	32	567	
	6	40	18	114	—	—	—	—	—	—	—	—	—	—	12	303	

NUMBER OF FACTORIES BY INDUSTRY SHOWING NUMBERS EMPLOYED—1977—(Contd.)

INDUSTRY	NUMBER EMPLOYED												Number of Factories	Estimated Number Employed				
	1 to 5	6 to 10	11 to 25	26 to 50	51 to 75	76 to 100	101 to 150	151 to 200	201 to 250	251 to 300	301 to 400	401 to 500			501 to 750	751 to 1,000	1,001 to 2,000	Over 2,000
Manufacture of basic industrial chemicals other than fertilizers	3	16	72	228	63	—	125	—	225	—	—	—	—	—	—	—	17	1,357
Explosives	6	8	54	76	—	—	—	—	—	—	—	—	—	—	—	—	8	144
Manufacture of fertilizers	30	32	90	76	—	88	—	—	—	—	—	—	—	—	—	—	23	666
Production and processing of vegetable and animal oils and fats	30	72	108	152	63	264	—	—	—	—	—	—	—	—	—	—	30	513
Manufacture of soap	15	56	90	190	—	88	—	—	—	—	—	—	—	—	—	—	25	615
Manufacture of pharmaceutical and toilet preparations	3	8	90	76	—	—	—	—	—	—	—	—	—	—	—	—	9	265
Manufacture of paints, varnishes and lacquers	—	8	72	38	—	—	125	—	—	—	—	—	—	—	—	—	1	125
Manufacture of polishes and cleaning materials	—	104	144	152	63	88	125	—	—	—	—	—	—	—	—	—	7	243
Manufacture of miscellaneous chemical products	21	18	18	—	—	—	125	—	225	—	—	—	—	—	—	—	35	697
Petroleum refineries	—	40	18	114	63	88	125	—	225	—	450	—	—	—	—	—	2	243
Manufacture of miscellaneous products of petroleum and coal	—	8	72	38	63	—	—	—	—	—	—	—	—	—	—	—	3	556
Manufacture of clay products for structural use	15	8	18	—	—	—	—	—	—	—	—	—	—	—	—	—	14	848
Manufacture of glass and glass products	3	—	18	—	—	—	—	—	—	—	—	—	—	—	—	—	13	421
Manufacture of pottery, china and earthenware	—	80	234	418	315	176	500	—	—	—	—	—	—	—	—	—	3	84
Manufacture of cement	9	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	225
Manufacture of precast concrete products	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	49	1,732
Manufacture of non-metallic mineral products not elsewhere classified	9	—	72	114	255	—	125	—	—	—	—	—	—	—	—	—	21	615
Iron and steel basic industries	—	8	18	76	63	176	—	350	—	—	—	—	—	—	—	—	10	541
Manufacture of metal containers	—	—	—	—	—	—	—	—	—	—	900	—	—	—	—	—	10	2,053
Manufacture of hollow-ware	—	16	36	152	315	—	125	—	—	—	—	—	—	—	—	—	3	94
Manufacture of builders materials in metal sheet	162	160	232	114	126	—	350	—	—	—	—	—	—	—	—	—	4	644
Sheet metal work, including tinsmiths	139	104	108	—	63	—	—	—	—	—	—	—	—	—	—	—	94	1,144
Blacksmiths	33	80	234	266	—	—	—	—	—	—	—	—	—	—	—	—	66	414
Manufacture of miscellaneous metal products not elsewhere classified	291	480	1,256	1,178	567	1,440	625	1,050	450	275	350	450	—	—	—	—	45	1,685
Manufacture and/or repair of machinery except electrical machinery	241	248	144	418	126	—	125	—	—	—	—	—	—	—	—	—	288	6,827
Manufacture and/or repair of electrical machinery, apparatus and appliances	3	16	54	38	126	—	—	—	—	—	—	—	—	—	—	—	132	1,302
Ship building and repairing	3	16	72	38	—	—	—	—	—	—	—	—	—	—	—	—	11	937
Manufacture and repair of railway equipment	—	16	72	50	—	—	—	—	—	—	—	—	—	—	—	—	18	5,367
Assembly of motor vehicles	867	1,324	3,042	2,492	1,134	1,056	1,625	700	225	350	350	450	—	—	—	—	5	697
Repair of motor vehicles	3	8	90	38	—	—	—	—	—	—	—	—	—	—	—	—	12	15,915
Maintenance and repair of aircraft	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	928
Non-ferrous metal basic industries	279	64	72	228	126	88	—	—	—	—	—	—	—	—	—	—	106	38
Repair of pedal cycles	24	56	54	228	189	88	—	—	—	—	—	—	—	—	—	—	28	541
Manufacture of transport	3	—	18	—	—	—	—	—	—	—	—	—	—	—	—	—	2	639
Repair of scientific instruments	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	21
Manufacture and/or repair of photographic and optical goods	15	—	38	—	—	—	—	—	—	—	—	—	—	—	—	—	7	3
Repair of watches and clocks	3	—	18	38	—	—	—	—	—	—	—	—	—	—	—	—	1	53
Manufacture and/or repair of musical instruments	213	120	72	38	—	—	—	175	—	—	—	—	—	—	—	—	4	234
Manufacture of jewellery and/or silverware	228	200	576	950	315	440	250	—	—	—	—	—	—	—	—	—	92	443
Manufacturing industries not elsewhere classified	27	64	180	114	378	88	—	—	—	—	—	—	—	—	—	—	170	3,534
Generation of Electricity	249	280	198	76	126	88	—	—	—	—	—	—	—	—	—	—	133	929
Water supply	9	—	54	38	63	88	—	—	—	—	—	—	—	—	—	—	9	252
Waste disposal	210	240	126	76	63	88	125	175	—	—	—	—	—	—	—	—	113	1,103
Laundries, dyers and cleaners	54	40	34	38	—	—	—	—	—	—	—	—	—	—	—	—	26	166
Film developing and print processing	9,754	9,766	22,404	22,495	12,828	10,030	14,350	525	8,125	4,122	7,000	3,600	5,000	5,250	1,050	8,000	6,758	170,253
TOTALS	9,754	9,766	22,404	22,495	12,828	10,030	14,350	525	8,125	4,122	7,000	3,600	5,000	5,250	1,050	8,000	6,758	170,253

REPORTED FACTORY ACCIDENTS—1977

(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.

ANALYSIS BY INDUSTRIES

Industry	Fatal	Non-Fatal	Total
AGRICULTURE AND LIVESTOCK PRODUCTION			
Coffee pulping	1	9	10
Cotton ginning	—	2	2
Sisal processing	—	25	25
Tea processing	—	68	68
Processing of Miscellaneous plantation crops	—	5	5
FOOD MANUFACTURING INDUSTRIES EXCEPT BEVERAGE INDUSTRY			
Slaughtering, preparation and preserving of meat	—	12	12
Manufacture of butter, ghee and/or cheese	—	14	14
Pasteurizing, sterilizing or homogenizing of milk	—	4	4
Canning and preserving of fruit and vegetables	1	16	17
Preserving and processing of fish	—	9	9
Flour Milling	—	15	15
Posho Milling	1	14	15
Rice Milling	—	3	3
Manufacture of Breakfast Food	—	3	3
Coffee hulling and cleaning	—	3	1
Cleaning and Washing of seeds, grains and pulses	—	2	3
Manufacture of bread and flour	—	—	—
Confectionery including biscuits	—	16	16
Manufacture of sugar and syrup	89	—	89
Manufacture of sugar and confectionery	—	4	4
Manufacture of margarine and/or cooking fats	—	9	9
Manufacture of Animal Feeds	—	8	8
Salt processing	—	1	1
Manufacture of miscellaneous food preparations	—	7	7
BEVERAGE INDUSTRIES			
Breweries and manufacture of malt	—	42	42
Manufacture of soft drinks and carbonated water industries	—	14	14
TOBACCO MANUFACTURE			
Manufacture of tobacco products	—	2	2
MANUFACTURE OF TEXTILES			
Spinning, weaving and finishing of textiles	—	73	73
Knitting mills	—	27	27
Manufacture of ropes, bags, cordage, twines and net	—	57	57
Manufacture of textiles not elsewhere classified	—	8	8
MANUFACTURE OF FOOTWEAR, OTHER WEARING APPAREL AND MADE-UP TEXTILE GOODS			
Manufacture of footwear except rubber footwear	—	6	6
Manufacture of wearing apparel except footwear	—	6	6
Manufacture of made-up textile goods, except wearing apparel	—	6	6
MANUFACTURE OF WOOD AND CORK EXCEPT MANUFACTURE OF FURNITURE			
Sawmilling	3	87	90
Joinery and general woodworking	1	41	42
MANUFACTURE OF FURNITURE AND FIXTURES			
Manufacture of furniture	—	17	17
MANUFACTURE OF PAPER AND PAPER PRODUCTS			
Manufacture of pulp, paper and paper board	—	81	81
Manufacture of articles of pulp, paper and paper board	—	7	7
PRINTING AND ALLIED INDUSTRIES			
	—	18	18

REPORTED FACTORY ACCIDENTS—1977—(Contd.)

ANALYSIS BY INDUSTRIES

Industry	Fatal	Non-Fatal	Total
MANUFACTURE OF LEATHER AND LEATHER PRODUCTS EXCEPT FOOTWEAR			
Tanning	1	9	10
MANUFACTURE OF RUBBER PRODUCTS			
Tyre retreading and repairing	—	5	5
Manufacture of rubber products	—	7	7
MANUFACTURE OF CHEMICALS AND CHEMICAL PRODUCTS			
Manufacture of basic industrial chemicals other than fertilizers and explosives	—	10	10
Production and processing of vegetable and animal oils and fats	1	7	8
Manufacture of soap	—	6	6
Manufacture of paints, varnishes and lacquers	—	1	1
Manufacture of matches	—	10	10
Manufacture of polishes and cleaning materials	—	11	11
Manufacture of Miscellaneous Chemical Products	—	7	7
MANUFACTURE OF PRODUCTS OF PETROLEUM AND COAL			
Manufacture of miscellaneous products of petroleum and coal	—	1	1
MANUFACTURE OF NON-METALLIC MINERAL PRODUCTS EXCEPT PRODUCTS OF PETROLEUM AND COAL			
Manufacture of clay products for structural use	—	9	9
Manufacture of glass and glass products	—	24	24
Manufacture of pottery, china and earthenware	—	2	2
Manufacture of cement	—	5	5
Manufacture of pre-cast concrete products	—	7	7
Manufacture of non-metallic mineral products not elsewhere classified	—	11	11
BASIC METAL INDUSTRIES			
Iron and steel basic industries	—	37	37
MANUFACTURE OF METAL PRODUCTS EXCEPT MACHINERY AND TRANSPORT EQUIPMENT			
Manufacture of metal containers	—	37	37
Manufacture of hollow-ware	—	3	3
Manufacture of builders' materials in metal	—	41	41
Sheet metal work, including tinsmiths	—	9	9
Blacksmiths	—	10	10
Manufacture of miscellaneous metal products not elsewhere classified	—	44	44
MANUFACTURE AND/OR REPAIR OF MACHINERY EXCEPT ELECTRICAL MACHINERY	2	133	135
MANUFACTURE AND/OR REPAIR OF ELECTRICAL MACHINERY, APPARATUS AND APPLIANCES	1	17	18
MANUFACTURE OF TRANSPORT EQUIPMENT			
Shipbuilding and repairing	—	8	8
Manufacture and repair of railway equipment	—	74	74
Assembly of motor vehicles	—	9	9
Repair of motor vehicles	1	282	283
Repair of pedal cycles	—	1	1
Maintenance and repair of aircraft	—	5	5
Manufacture of transport equipment not elsewhere classified	—	8	8
MISCELLANEOUS MANUFACTURING INDUSTRIES			
Manufacture and/or repair of musical instruments	—	1	1
Manufacturing industries not elsewhere classified	1	23	24

REPORTED FACTORY ACCIDENTS—1977—(Contd.)

ANALYSIS BY INDUSTRIES

Industry	Fatal	Non-Fatal	Total
ELECTRICITY			
Generation of electricity	—	7	7
Water Supply	—	1	1
Disposal of sewage	—	1	1
Laundries, Dyers and Cleaners	—	1	1
TOTAL.. .. .	14	1,709	1,723

REPORTED FACTORY ACCIDENTS—1977

ANALYSIS BY CAUSATION

CAUSE	Fatal	Non-Fatal	Total	%
PRIME MOVERS	—	12	12	0.69
TRANSMISSION MACHINERY				
Shafting	1	15	16	0.92
Belts, ropes, pulleys and gearing	1	115	116	6.73
LIFTING MACHINERY (DRIVEN BY MECHANICAL POWER) ..	1	18	19	1.14
WOODWORKING MACHINERY				
Circular Saws (All types)	—	48	48	2.78
Planing Machines	—	33	33	1.91
Vertical Spindle moulding machines	—	5	5	0.29
Other	—	18	18	1.04
METAL WORKING MACHINERY				
Power presses for metal working	—	28	28	1.62
Abrasive wheels	—	14	14	0.81
SISAL MACHINERY				
Decorticating Machines	—	4	4	0.23
Other	—	33	33	1.91
NIP ACCIDENTS IN ROLLERS, ETC.	—	57	57	3.30
OTHER POWER DRIVEN MACHINERY				
Lifting Machinery (Non-powered)	—	271	271	15.73
Other machinery (Non-powered)	—	16	16	0.92
Other machinery (Non-powered)	—	24	24	1.39
VEHICLES (OTHER THAN RAILWAYS)				
Power Driven	—	15	15	0.87
Tractors, trailers, etc.	1	5	6	0.34
Not power driven	—	2	2	0.116
STEAM PRESSURE PLANT	—	1	1	0.058
ELECTRICITY	—	3	3	0.17
Explosions	1	9	10	0.58
Fires	—	39	39	2.26
MOLTEN METAL: OTHER HOT OR CORROSIVE SUBSTANCES ..	—	94	94	5.45
USE OF HAND TOOLS NOT POWER OPERATED	—	67	67	3.88
STRUCK BY FALLING OBJECTS	4	146	150	8.71
FALLS OF PERSONS	3	99	102	5.94
STEPPING ON OBJECTS	—	7	7	0.41
STRIKING AGAINST OBJECTS	—	14	14	0.81
HANDLING OF GOODS OR ARTICLES	2	219	221	12.82
ANIMALS	—	—	—	—
MISCELLANEOUS ACCIDENTS	—	251	251	14.56
ACCIDENTS NOT ADEQUATELY DESCRIBED	—	27	27	1.57
TOTAL	14	1,709	1,723	100

REPORTED DOCK ACCIDENTS—1977

APPENDIX XII

(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
Prime Movers.. .. .	—	—	—	1	—	1
Shafting	—	—	—	2	—	2
Lifting Machinery (Driven by Mechanical Power)	—	—	—	1	—	1
Woodworking.. .. .	—	—	—	1	—	1
Lifting Machinery (Non-powered)	—	—	—	7	—	7
Other power driven machinery	—	—	—	2	—	2
Other machinery (Non-powered)	—	—	—	1	—	1
Other vehicles—powered	—	—	—	2	—	2
Explosions	—	—	—	—	—	—
Fires	—	—	—	—	—	—
Hot or corrosive substances.. .. .	—	—	—	—	—	—
Use of hand tools	—	—	1	1	1	1
Struck by falling objects	—	—	—	21	—	21
Falls of persons	—	—	1	15	1	15
Stepping on objects	—	—	—	1	—	1
Striking against objects	—	—	1	5	1	5
Handling of goods or articles	—	—	—	45	—	—
Miscellaneous accidents	—	—	—	16	—	16
Accidents not adequately described	—	—	—	—	—	—
TOTAL	—	—	3	121	3	121

AUTOMOTIVE SECTION

Table 1

Code	Year	Course	Number	DURATION		PROFICIENCY TEST						
				From	To	PRELIMINARY		INTERMEDIATE		FINAL		
						Pass	Fail	Pass	Fail	Pass	Fail	
P.L.M...	3rd Year	E	2	3-1-77	11-2-77	—	—	—	—	—	—	—
A.E.L.	1977 1st Year	A	5	3-1-77	25-3-77	—	—	—	—	—	—	—
A.E.L.	1976 2nd Year	B	10	14-2-77	25-3-77	—	—	—	—	—	—	—
A.E.L.	1975 2nd Year	C	11	28-3-77	6-5-77	—	—	11	—	—	—	—
A.E.L.	1977 2nd Year	B	13	8-8-77	16-9-77	—	—	—	—	—	—	—
A.E.L.	1976 2nd Year	C	9	19-9-77	28-10-77	—	—	—	—	—	—	—
A.E.L.	1975 3rd Year	D	11	7-11-77	16-12-77	—	—	—	—	—	—	—
P.A.B.	1st Year	A	8	16-5-77	5-8-77	—	—	6	2 didn't do test	—	—	—
P.A.B.	1975 2nd Year	C	3	14-2-77	25-3-77	—	—	—	—	—	—	—
P.A.B.	1976 2nd Year	B	3	28-3-77	6-5-77	—	—	—	—	—	—	—
P.A.B.	1975 3rd Year	D	3	14-11-77	23-12-77	—	—	—	—	—	—	—
M.V.M.	1977 1st Year G.I.	A	13	16-5-77	5-8-77	—	—	—	—	—	—	—
M.V.T.	1977 1st Year G.I.	A	13	8-8-77	28-10-77	—	—	—	—	—	—	—
M.V.M.	1976 2nd Year G.A.	B	18	3-1-77	11-2-77	—	—	—	—	—	—	—
M.V.M.	1976 2nd Year G.B.	B	24	14-2-77	25-3-77	—	—	—	—	—	—	—
M.V.M.	1975 2nd Year G.A.	C	14	28-3-77	6-5-77	—	—	—	—	—	—	—
M.V.M.	1975 2nd Year G.B.	C	19	16-5-77	24-6-77	—	—	—	—	—	—	—
M.V.M.	1975 2nd Year G.C.	C	19	27-6-77	5-8-77	—	—	—	—	—	—	—
M.V.M.	1976 2nd Year G.A.	C	16	7-11-77	16-12-77	—	—	—	—	—	—	—
M.V.M.	1975 3rd Year G.A.	D	14	8-8-77	16-9-77	—	—	—	—	—	—	—
M.V.M.	1975 3rd Year G.B.	D	19	19-9-77	28-10-77	—	—	—	—	—	—	—
M.V.M.	1975 3rd Year G.C.	D	14	7-11-77	16-12-77	—	—	—	—	—	—	—

SKILL IMPROVEMENT

Table 2

CODE	SOURCE	Number	DURATION		Test Taken	No. Tested	Pass	Fail
			From	To				
M.V.M.	Basic	17	27-6-77	5-8-77	M.V.M. Grade III	13	13	—
M.V.M.	Intermediate	9	8-8-77	16-9-77	M.V.M. Grade II	6	5	1
M.V.M.	Advanced	1	19-9-77	28-10-77	M.V.M. Grade II	1	—	1
M.V.M.	Basic	12	7-11-77	16-12-77	M.V.M. Grade II	10	10	—
M.V.M.	Basic	12	7-11-77	16-12-77	M.V.M. Grade II	1	1	—

ELECTRICAL SECTION

Table 3

COURSE TYPE	A		B		C		D		E		Total	
	Number on course	Pass	Fail	No Proficiency	Number on course	Pass	Fail	No Proficiency	Number on course	Pass		Fail
E.L.F. ..	11	8	3	11	20	17	3	10	—	—	—	52
E.L.I. ..	—	—	—	11	—	—	—	—	—	—	—	11
E.L.M. ..	—	—	—	13	13	13	—	6	—	—	—	32
R.A.C. ..	16	16	—	11	7	6	1	7	—	—	—	41
Skill Improvement ..	—	—	—	—	—	—	—	—	—	—	—	34
E.E.T. ..	28	22	6	—	—	—	—	—	—	—	—	28
TOTAL ..	55	46	9	46	40	36	4	23	—	—	—	198

BUILDING SECTION

Table 4

COURSE TYPE	FIRST PERIOD OF TRAINING		SECOND PERIOD OF TRAINING		THIRD PERIOD OF TRAINING		FOURTH PERIOD OF TRAINING		FIFTH PERIOD OF TRAINING		
	No. on Course	Pass	Fail	No Proficiency Test	No. on Course	Pass	Fail	No. on Course	Pass	Fail	
Craft Orientation ..	33	30	3	—	—	—	—	—	—	—	—
Masonry ..	31	31	—	43	35	35	—	—	—	—	—
Carpentry and Joinery ..	11	11	—	11	29	2	2	—	—	—	—
Plumbing ..	14	14	—	8	7	—	8	6	11	—	—
Painting and Decoration ..	—	—	—	—	2	—	—	—	—	—	—
Skill Improvement ..	—	—	—	—	—	—	—	—	—	—	—
TOTAL ..	89	86	3	64	75	71	24	8	11	2	—

MECHANICAL APPRENTICES DURING 1977

Table 5

	FTG	FMM	MAC	TURN	Wel. General	SMW	PLF	Craft Orienta- tion	Total
	3	1	5	2	6	—	—	9	—
	18	—	6	1	—	—	—	—	—
	—	11	—	11	2	5	2	—	—
	17	—	—	—	—	6	8	11	—
	—	—	—	—	1	—	2	—	—
	—	8	—	10	—	—	3	10	—
	—	11	—	11	—	—	—	—	—
	18	—	8	1	1	4	2	—	—
TOTAL	56	31	19	36	10	15	17	30	214

MOTOR VEHICLE ELECTRICIANS

Table 6

MONTH	CANDIDATES PASSED			Total Passed	CANDIDATES FAILED AND F.T.R.'s			Total Failed	Total Candi- dates called
	Grade I	Grade II	Grade III		Grade I	Grade II	Grade III		
January ..	1	5	5	11	0	3	9	12	12
February ..	0	6	4	10	1	3	4	8	18
March ..	2	2	3	7	0	1	2	3	10
April ..	1	2	7	10	1	2	14	17	27
May ..	0	1	7	8	0	3	5	8	16
June ..	0	5	5	10	0	4	9	13	23
July ..	0	0	1	1	0	1	2	3	4
August ..	0	1	15	16	0	0	13	13	29
September	1	0	6	7	0	1	7	8	15
October ..	5	3	8	16	4	3	4	11	27
November	1	1	11	13	2	5	13	20	33
December	—	—	—	—	—	—	—	—	—
TOTAL ..	11	26	72	109	8	26	82	116	214

FITTER GENERAL

Table 7

MONTH	CANDIDATES PASSED			Total Passed	CANDIDATES FAILED AND F.T.R.'s			Total Failed	Total Candi- dates called
	Grade I	Grade II	Grade III		Grade I	Grade II	Grade III		
January ..	6	2	2	10	11	8	9	27	37
February ..	4	2	2	8	2	10	12	24	32
March ..	2	3	11	16	4	4	14	22	38
April ..	0	1	0	1	0	0	0	0	1
May ..	1	7	7	15	9	5	17	31	46
June ..	2	11	38	51	3	10	29	42	93
July ..	3	2	7	12	1	3	6	10	22
August ..	3	3	31	37	6	1	25	32	69
September	1	6	8	15	5	7	22	34	49
October ..	1	2	3	6	1	2	11	14	20
November	3	13	27	43	1	11	17	29	72
December	—	—	—	—	—	—	—	—	—
TOTAL ..	26	52	136	214	43	61	162	265	479

DRESSMAKING—TAILORING AND UPHOLSTERY

Table 8

MONTH	CANDIDATES PASSED			Total Passed	CANDIDATES FAILED AND F.T.R.'s			Total Failed	Total Candidates called
	Grade I	Grade II	Grade III		Grade I	Grade II	Grade III		
January ..	3	7	27	37	3	2	38	43	80
February ..	2	8	48	58	2	5	19	26	84
March ..	3	5	22	30	0	1	46	47	77
April ..	3	12	51	66	3	11	40	54	120
May ..	4	9	62	75	2	8	79	89	164
June ..	2	10	31	43	1	9	21	31	74
July ..	4	4	36	44	1	7	34	42	86
August ..	4	14	84	102	5	23	68	96	198
September	5	17	30	52	4	5	46	55	107
October ..	1	15	55	71	2	5	23	30	101
November	8	11	145	164	5	6	112	123	287
December	—	—	—	—	—	—	—	—	—
TOTAL ..	39	112	591	742	28	82	526	636	1,378

CARPENTRY AND JOINERY AND CABINET MAKERS

Table 9

MONTH	CANDIDATES PASSED			Total Passed	CANDIDATES FAILED AND F.T.R.'s			Total Failed	Total Candidates called
	Grade I	Grade II	Grade III		Grade I	Grade II	Grade III		
January ..	7	9	20	36	8	32	82	122	158
February ..	2	9	25	36	8	18	50	76	112
March ..	3	6	43	52	8	22	82	112	164
April ..	2	10	42	54	9	18	42	69	123
May ..	0	15	70	85	8	11	126	145	192
June ..	5	14	28	47	7	34	45	86	133
July ..	4	2	19	25	6	1	47	54	79
August ..	7	12	52	71	4	17	96	117	188
September	6	13	13	32	6	25	23	54	86
October ..	0	0	0	0	0	0	0	0	0
November	1	6	35	42	4	1	47	52	94
December	—	—	—	—	—	—	—	—	—
TOTAL ..	37	96	347	480	68	179	640	887	1,329

MOTOR VEHICLE MECHANIC

Table 10

MONTH	CANDIDATES PASSED			Total Passed	CANDIDATES FAILED AND F.T.R.'s			Total Failed	Total Candidates called
	Grade I	Grade II	Grade III		Grade I	Grade II	Grade III		
January ..	6	11	41	58	9	14	152	175	233
February ..	14	20	52	86	13	35	159	207	293
March ..	18	34	68	120	9	36	106	151	271
April ..	12	20	67	99	14	38	115	167	266
May ..	18	21	98	137	9	27	180	216	353
June ..	7	22	81	110	5	24	137	166	276
July ..	8	20	88	116	8	13	109	130	246
August ..	18	17	124	159	5	34	136	175	334
September	11	24	89	124	10	17	122	149	273
October ..	14	13	74	101	11	28	134	173	274
November	22	36	61	119	17	47	128	192	312
December	—	—	—	—	—	—	—	—	—
TOTAL ..	148	238	843	1,229	110	313	1,478	1,901	3,131

TURNERS

Table 11

MONTH	CANDIDATES PASSED			Total Passed	CANDIDATES FAILED AND F.T.R.'s			Total Failed	Total Candidates called
	Grade I	Grade II	Grade III		Grade I	Grade II	Grade III		
January ..	2	1	2	5	2	0	3	5	10
February ..	0	1	1	2	2	0	4	6	8
March ..	0	1	2	3	0	4	2	6	9
April ..	0	0	9	9	0	0	0	0	9
May ..	0	0	16	16	0	0	4	4	20
June ..	1	1	11	13	0	3	3	6	19
July ..	0	3	3	6	2	4	1	7	13
August ..	3	1	16	20	0	0	6	6	26
September ..	0	3	1	4	0	2	2	4	8
October ..	0	2	1	3	0	0	3	3	6
November	0	7	5	12	2	2	2	6	18
December	—	—	—	—	—	—	—	—	—
TOTAL ..	6	20	67	93	8	15	30	53	146

MOULDERS

Table 12

MONTH	CANDIDATES PASSED			Total Passed	CANDIDATES FAILED AND F.T.R.'s			Total Failed	Total Candidates called
	Grade I	Grade II	Grade III		Grade I	Grade II	Grade III		
January ..	0	0	0	0	0	0	0	0	0
February ..	0	0	0	0	0	0	0	0	0
March ..	0	0	0	0	0	0	0	0	0
April ..	0	0	0	0	0	0	0	0	0
May ..	0	0	0	0	0	0	0	0	0
June ..	0	0	4	4	0	0	12	12	16
July ..	0	0	0	0	0	0	0	0	0
August ..	0	0	0	0	0	0	0	0	0
September	0	0	0	0	0	0	0	0	0
October ..	0	0	0	0	0	0	0	0	0
November	0	4	8	12	0	0	3	3	15
December	—	—	—	—	—	—	—	—	—
TOTAL ..	0	4	12	16	0	0	15	15	31

MASONRY AND SIGN-WRITING—PAINTING DECORATION

Table 13

MONTH	CANDIDATES PASSED			Total Passed	CANDIDATES FAILED AND F.T.R.'s			Total Failed	Total Candidates called
	Grade I	Grade II	Grade III		Grade I	Grade II	Grade III		
January	7	31	40	78	14	21	19	54	132
February ..	6	30	45	81	10	19	24	53	134
March ..	9	25	62	96	17	27	36	80	176
April ..	5	12	52	69	5	24	27	56	125
May ..	5	28	106	139	7	20	64	91	230
June ..	7	16	30	53	14	28	29	71	124
July ..	10	19	28	57	7	19	18	44	101
August ..	4	17	131	152	6	14	93	113	265
September	7	15	31	53	3	5	22	30	83
October ..	7	26	55	88	15	17	25	57	145
November	8	17	79	104	5	16	53	74	178
December	—	—	—	—	—	—	—	—	—
TOTAL ..	75	236	659	970	103	210	410	723	1693

ELECTRICAL WIRING

Table 14

MONTH	CANDIDATES PASSED			Total Passed	CANDIDATES FAILED AND F.T.R.'s			Total Failed	Total Candidates called
	Grade I	Grade II	Grade III		Grade I	Grade II	Grade III		
January ..	5	8	12	25	6	24	43	73	98
February ..	5	9	12	26	7	14	33	54	80
March ..	2	10	27	39	12	10	61	83	122
April ..	4	4	25	33	5	9	24	38	71
May ..	0	9	45	54	6	9	55	60	124
June ..	4	13	26	43	7	5	28	40	83
July ..	2	17	9	28	2	6	19	27	55
August ..	6	9	37	52	9	11	51	71	123
September ..	3	7	15	25	8	2	21	31	56
October ..	2	7	20	29	9	18	32	59	88
November ..	2	11	20	33	7	15	41	63	96
December ..	—	—	—	—	—	—	—	—	—
TOTAL ..	35	104	248	387	78	123	408	599	996

PIPE FITTER—PLUMBER

Table 15

MONTH	CANDIDATES PASSED			Total Passed	CANDIDATES FAILED AND F.T.R.'s			Total Failed	Total Candidates called
	Grade I	Grade II	Grade III		Grade I	Grade II	Grade III		
January ..	4	10	24	38	10	11	10	31	69
February ..	4	10	3	17	4	5	3	12	29
March ..	3	10	18	31	1	1	16	18	49
April ..	4	3	17	24	0	2	20	22	46
May ..	1	7	22	30	2	1	19	22	52
June ..	2	11	16	29	3	8	12	23	52
July ..	0	14	21	35	0	7	3	10	45
August ..	—	—	—	—	—	—	—	—	—
September ..	0	0	1	1	0	0	0	0	1
October ..	1	0	2	3	0	0	0	0	3
November ..	0	0	0	0	0	0	0	0	0
December ..	—	—	—	—	—	—	—	—	—
TOTAL ..	19	55	124	208	20	35	83	138	346

PANEL BEATERS

Table 16

MONTH	CANDIDATES PASSED			Total Passed	CANDIDATES FAILED AND F.T.R.'s			Total Failed	Total Candidates called
	Grade I	Grade II	Grade III		Grade I	Grade II	Grade III		
January ..	0	1	5	6	0	3	3	3	12
February ..	1	1	2	4	1	1	5	7	11
March ..	0	0	4	4	1	2	3	6	10
April ..	1	1	1	3	0	0	1	1	4
May ..	0	0	1	1	0	3	4	7	8
June ..	0	2	4	6	1	0	4	5	11
July ..	1	0	5	6	0	1	2	3	9
August ..	1	0	2	3	0	0	0	0	3
September ..	2	1	3	6	0	3	6	9	15
October ..	1	0	1	2	0	0	3	3	5
November ..	0	1	4	5	0	1	0	1	6
December ..	—	—	—	—	—	—	—	—	—
TOTAL ..	7	7	32	46	3	14	31	45	94

PLANT MECHANICS

Table 17

MONTH	CANDIDATES PASSED			Total Passed	CANDIDATES FAILED AND F.T.R.'s			Total Failed	Total Candidates called
	Grade I	Grade II	Grade III		Grade I	Grade II	Grade III		
January ..	0	1	4	5	0	1	1	2	7
February ..	1	1	5	7	1	3	9	13	20
March ..	0	1	1	2	0	2	1	3	5
April ..	0	8	4	12	0	7	2	9	21
May ..	1	2	12	15	0	4	25	29	44
June ..	2	0	0	2	3	4	6	13	15
July ..	0	3	4	7	1	4	3	8	15
August ..	0	0	3	3	0	0	1	1	4
September ..	1	4	3	8	2	3	7	12	20
October ..	1	3	10	14	1	7	4	12	26
November ..	2	3	0	5	0	6	0	6	11
December ..	—	—	—	—	—	—	—	—	—
TOTAL ..	8	26	46	80	8	41	59	108	188

SHEET METAL

Table 18

MONTH	CANDIDATES PASSED			Total Passed	CANDIDATES FAILED AND F.T.R.'s			Total Failed	Total Candidates called
	Grade I	Grade II	Grade III		Grade I	Grade II	Grade III		
January ..	—	—	—	—	—	—	—	—	—
February ..	—	—	—	—	—	—	—	—	—
March ..	—	—	—	—	—	—	—	—	—
April ..	—	—	—	—	—	—	—	—	—
May ..	—	—	—	—	—	—	—	—	—
June ..	0	1	1	2	0	3	1	4	6
July ..	—	—	—	—	—	—	—	—	—
August ..	0	1	1	2	0	0	28	28	30
September ..	—	—	—	—	—	—	—	—	—
October ..	0	1	0	1	0	0	0	0	1
November ..	0	0	11	11	0	0	9	9	20
December ..	—	—	—	—	—	—	—	—	—
TOTAL ..	0	3	13	16	0	3	38	41	57

WELDING

Table 19

MONTH	CANDIDATES PASSED			Total Passed	CANDIDATES FAILED AND F.T.R.'s			Total Failed	Total Candidates called
	Grade I	Grade II	Grade III		Grade I	Grade II	Grade III		
January ..	0	4	6	10	1	7	15	23	33
February ..	—	—	—	—	—	—	—	—	—
March ..	1	4	5	10	2	5	21	28	38
April ..	3	9	9	21	3	12	22	37	58
May ..	1	5	26	32	2	1	21	24	56
June ..	2	5	13	20	5	6	26	37	57
July ..	9	1	3	13	3	3	0	6	19
August ..	3	5	27	35	4	7	35	46	81
September ..	4	3	12	19	5	4	16	25	44
October ..	4	6	7	17	2	7	14	23	40
November ..	0	4	32	36	1	2	8	11	47
December ..	—	—	—	—	—	—	—	—	—
TOTAL ..	27	46	140	213	28	54	178	260	473

SPRAY PAINTERS

Table 20

MONTH	CANDIDATES PASSED			Total Passed	CANDIDATES FAILED AND F.T.R.'s			Total Failed	Total Candidates called
	Grade I	Grade II	Grade III		Grade I	Grade II	Grade III		
January ..	0	0	1	1	0	0	3	3	4
February ..	0	0	3	3	0	0	2	—	5
March ..	0	0	1	1	0	0	2	2	3
April ..	—	—	—	—	—	—	—	—	—
May ..	0	0	0	0	0	1	1	2	2
June ..	0	3	1	4	0	2	4	6	10
July ..	0	1	2	3	1	0	1	2	5
August ..	1	0	3	4	0	0	0	0	4
September ..	0	0	0	0	0	0	2	2	2
October ..	—	—	—	—	—	—	—	—	—
November ..	0	0	0	0	0	0	2	2	2
December ..	—	—	—	—	—	—	—	—	—
TOTAL ..	1	4	11	16	1	3	17	19	37

LEATHER WORK/SHOE MAKING

Table 21

MONTH	CANDIDATES PASSED			Total Passed	CANDIDATES FAILED AND F.T.R.'s			Total Failed	Total Candidates called
	Grade I	Grade II	Grade III		Grade I	Grade II	Grade III		
January ..	1	0	3	4	1	2	15	18	22
February ..	0	0	0	0	0	0	0	0	0
March ..	0	1	2	3	3	0	8	11	14
April ..	0	0	0	0	0	0	0	0	0
May ..	—	—	—	—	—	—	—	—	—
June ..	—	—	—	—	—	—	—	—	—
July ..	1	0	0	1	1	0	0	1	2
August ..	—	—	—	—	—	—	—	—	—
September ..	0	0	5	5	2	1	5	8	13
October ..	—	—	—	—	—	—	—	—	—
November ..	1	1	14	16	0	4	34	38	54
December ..	—	—	—	—	—	—	—	—	—
TOTAL ..	3	2	24	38	7	7	62	76	105

EMPLOYMENT SERVICE—1977 ANNUAL REPORT SCHEDULE

APPENDIX XIV

OCCUPATIONAL GROUP	NEW APPLICANTS			Vacancies Notified	PLACEMENTS			Unfilled Vacancies
	M.	F.	Total		M.	F.	Total	
Professional, Technical and Related Workers	379	67	446	125	52	8	60	65
Administrative, Managerial and Clerical	1,515	980	2,495	486	128	110	238	248
Workers	267	77	344	77	29	14	43	34
Sales	3,352	527	3,879	1,634	1,039	237	1,276	358
Services	1,755	121	1,876	6,072	1,072	84	1,156	4,916
Agricultural, Forestry and Related Workers	4,911	1,109	5,020	3,132	1,431	5	1,436	1,696
Production, Manufacturing and Main- tenance	2,771	53	2,824	742	546	21	567	175
Packing, Storage and Transport	10,441	1,168	11,609	5,867	3,998	832	4,830	1,037
General Labour	10,105	2,056	12,161	1,102	714	79	793	309
School Leavers								
TOTAL	35,496	5,158	40,654	19,237	9,009	1,390	10,399	8,838

APPENDIX XV

REGISTRATION AND EMPLOYMENT BY PROVINCE—NAIROBI

OCCUPATIONAL GROUP	NEW APPLICANTS			Vacancies Notified	PLACEMENTS			Unfilled Vacancies
	M.	F.	Total		M.	F.	Total	
Professional, Technical and Related Workers	192	26	218	14	—	—	—	14
Administrative, Managerial and Clerical	406	378	784	80	19	30	49	31
Workers	62	15	77	7	2	4	6	1
Sales	901	275	1,176	597	360	162	522	75
Services	2	—	2	—	—	—	—	—
Agricultural/Forestry and Related Workers	1,242	32	1,274	988	460	2	462	526
Production, Manufacturing and Main- tenance	784	14	798	375	296	1	297	78
Packing, Storage and Transport	1,529	372	1,901	727	679	41	720	7
General Labour	2,461	385	2,846	404	332	36	368	36
School Leavers								
TOTAL	7,579	1,497	9,076	3,192	2,148	276	2,424	768

APPENDIX XVI

REGISTRATION AND EMPLOYMENT BY PROVINCE—CENTRAL

OCCUPATIONAL GROUP	NEW APPLICANTS			Vacancies Notified	PLACEMENTS			Unfilled Vacancies
	M.	F.	Total		M.	F.	Total	
Professional, Technical and Related Workers	48	8	56	21	18	1	19	2
Administrative, Managerial and Clerical	206	129	335	56	21	21	42	14
Workers	25	31	56	6	3	1	4	2
Sales	490	34	524	197	190	6	196	1
Services	169	1	170	439	102	—	102	337
Agricultural, Forestry and Related Workers	360	2	362	106	99	—	99	7
Packing, Storage and Transport	1,435	282	1,717	708	584	76	660	48
General Labour	682	8	690	415	208	—	208	207
Production, Manufacturing and Main- tenance	1,671	661	2,332	167	140	17	157	10
School Leavers								
TOTAL	5,086	1,156	6,242	2,115	1,365	122	1,487	628

APPENDIX XVII

REGISTRATION AND EMPLOYMENT BY PROVINCE—NYANZA

OCCUPATIONAL GROUP	NEW APPLICANTS			Vacancies Notified	PLACEMENTS			Unfilled Vacancies
	M.	F.	Total		M.	F.	Total	
Professional, Technical and Related Workers	26	9	35	35	21	1	22	13
Administrative, Managerial and Clerical	239	81	320	77	13	7	20	57
Workers	37	2	39	21	9	—	9	12
Sales	328	64	392	161	54	26	80	81
Services	45	1	46	318	15	—	15	303
Agricultural, Forestry and Related Workers	586	6	592	337	76	—	76	261
Production, Manufacturing and Main- tenance	322	—	322	49	30	—	30	19
Packing, Storage and Transport	1,141	56	1,197	931	256	2	258	673
General Labour	2,480	107	2,587	241	160	4	164	77
School Leavers								
TOTAL	5,204	326	5,530	2,170	634	40	674	1,496

APPENDIX XVIII

REGISTRATION AND EMPLOYMENT BY PROVINCE—WESTERN

OCCUPATIONAL GROUP	NEW APPLICANTS			Vacancies Notified	PLACEMENTS			Unfilled Vacancies
	M.	F.	Total		M.	F.	Total	
Professional, Technical and Related Workers	8	1	9	15	—	1	1	14
Administrative, Managerial and Clerical Workers	79	14	93	97	14	10	24	73
Sales	6	—	16	13	—	—	—	13
Services	183	11	194	47	15	8	23	24
Agricultural, Forestry and Related Workers	543	3	546	1,773	437	—	437	1,336
Production, Manufacturing and Maintenance	168	2	170	231	34	—	34	197
Packing, Storage and Transport	141	—	141	5	3	—	3	2
General Labour	424	16	440	251	118	—	118	133
School Leavers	356	13	369	29	5	—	5	24
TOTAL	1,908	60	1,968	2,461	626	19	645	1,816

APPENDIX XIX

REGISTRATION AND EMPLOYMENT BY PROVINCE—RIFT VALLEY

OCCUPATIONAL GROUP	NEW APPLICANTS			Vacancies Notified	PLACEMENTS			Unfilled Vacancies
	M.	F.	Total		M.	F.	Total	
Professional, Technical and Related Workers	43	17	60	26	7	5	12	14
Administrative, Managerial and Clerical Workers	332	122	454	116	27	20	27	69
Sales	80	20	100	27	14	9	23	4
Service	779	75	854	461	306	24	330	131
Agricultural, Forestry and Related Workers	893	115	1,008	3,307	482	84	566	2,741
Production, Manufacturing and Main- tenance	1,325	13	1,338	733	462	1	463	270
Packing, Storage and Transport	531	31	562	130	68	18	86	44
General Labour	4,468	253	4,721	3,005	2,173	712	2,885	120
School Leavers	873	167	1,040	204	46	4	50	154
TOTAL	9,324	813	10,137	8,009	3,585	877	4,462	3,547

APPENDIX XX

REGISTRATION AND EMPLOYMENT BY PROVINCE—EASTERN

OCCUPATIONAL GROUP	NEW APPLICANTS			Vacancies Notified	PLACEMENTS			Unfilled Vacancies
	M.	F.	Total		M.	F.	Total	
Professional, Technical and Related Workers	20	1	21	11	3	—	3	8
Administrative, Managerial and Clerical Workers	54	40	94	19	6	9	15	42
Sales	15	2	17	—	—	—	—	—
Services	162	13	175	76	31	8	39	37
Agricultural, Forestry and Related Workers	61	1	62	225	28	—	28	197
Production, Manufacturing and Main- tenance	133	1	134	132	39	—	39	93
Packing, Storage and Transport	177	—	177	35	10	—	10	25
General Labour	144	14	158	61	49	1	50	11
School Leavers	1,211	604	1,815	16	12	4	16	—
TOTAL	1,977	676	2,653	575	178	22	200	375

APPENDIX XX

REGISTRATION AND EMPLOYMENT BY PROVINCE—COAST

OCCUPATIONAL GROUP	NEW APPLICANTS			Vacancies Notified	PLACEMENTS			Unfilled Vacancies
	M.	F.	Total		M.	F.	Total	
Professional, Technical and Related Workers	42	5	47	3	3	—	3	—
Administrative, Managerial and Clerical Workers	199	216	415	41	28	13	41	—
Sales	42	7	49	3	1	—	1	2
Services	509	55	564	95	83	3	86	9
Agricultural, Forestry and Related Workers	42	—	42	10	8	—	8	2
Production, Manufacturing and Main- tenance	775	47	822	296	152	2	154	142
Packing, Storage and Transport	456	6	462	42	40	2	42	—
General Labour	1,300	175	1,475	184	139	—	139	45
School Leavers	1,053	119	1,172	41	19	14	33	8
TOTAL	4,418	630	5,048	715	473	34	507	208

WORK PERMITS PROCESSED

CLASS	BRITISH				ASIANS				OTHERS				Permits	Refusals
	New	Ext.	Ref.	Total	New	Ext.	Ref.	Total	New	Ext.	Ref.	Total		
A	681	519	180	1,200	581	709	723	1,290	350	267	177	617	3,107	1,080
B	—	—	—	—	—	—	—	—	—	—	—	—	—	—
C	—	—	—	—	—	—	—	—	—	—	—	—	—	—
D	50	37	—	87	10	24	1	34	28	14	—	42	163	1
E	1	3	—	4	2	2	—	4	—	2	1	2	10	1
F	—	—	—	—	—	—	—	—	—	—	—	—	—	—
G	—	—	—	—	—	—	—	—	—	—	—	—	—	—
H	—	1	—	1	—	—	—	—	—	1	—	1	2	—
I	—	—	—	—	—	—	—	—	—	—	—	—	—	—
J	—	—	—	—	—	—	—	—	—	—	—	—	—	—
K	—	—	—	—	—	—	—	—	—	—	—	—	—	—
TOTAL	732	560	180	1,292	593	735	724	1,328	378	284	178	662	3,282	1,082

MONTHLY PERFORMANCE DURING THE YEAR

MONTH	APPLICANTS			VACANCIES	PLACINGS		
	Males	Females	Total		Males	Females	Total
January	320	57	377	20	18	1	19
February	376	40	416	60	55	1	56
March	311	56	367	70	64	3	67
April	233	26	259	24	22	2	24
May	361	70	431	39	27	4	31
June	344	62	406	102	42	6	48
July	291	48	339	36	26	9	35
August	266	53	319	24	20	2	22
September	273	51	324	71	49	4	53
October	351	59	410	75	63	3	66
November	299	49	348	80	42	4	46
December	271	49	320	52	31	1	32
	3,696	620	4,316	653	459	40	499

OCCUPATIONAL REGISTRATION AND PLACEMENT

MONTH	APPLICANTS			VACANCIES	PLACINGS		
	Males	Females	Tptal		Males	Females	Total
Professional and Tech.	17	2	19	—	—	—	—
Adm./Man./Clerical ..	171	223	394	36	6	19	25
Sales	35	5	40	19	5	—	5
Services	269	40	309	78	54	11	65
Agri./Forestry	30	—	30	14	11	—	11
Production/Man. ..	696	42	738	207	100	2	102
Packing/Storage and Transport	326	—	326	33	33	—	33
Casuals	1,157	195	1,352	230	230	230	230
School Leavers	995	113	1,108	36	20	8	28
	3,696	620	4,316	653	459	270	499

