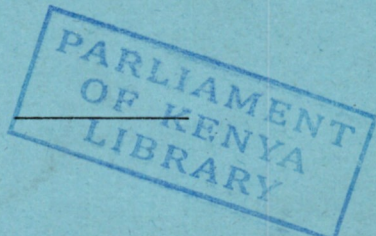


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REPUBLIC OF KENYA



**MINISTRY OF LABOUR
ANNUAL REPORT
1965**

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**MINISTRY OF LABOUR
ANNUAL REPORT
1965**

KENYA NATIONAL ASSEMBLY

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LABOUR DEPARTMENT ANNUAL REPORT 1965

NOTE

The Ministry continued as the Ministry of Labour and Social Services for most of the year with the Hon. E. N. Mwendwa as Minister and Mr. M. A. O. Ndisi as Permanent Secretary. However, on the 17th December 1965, the Social Services Department moved to the newly created Ministry of Co-operatives and Social Services leaving the Labour Department, the National Youth Service and the National Social Security Fund in the Ministry of Labour with the Hon. Dr. J. G. Kiano as the new Minister. This Report therefore contains no description of the activities of the Social Services Department during 1965.

SECTION 1—EMPLOYMENT

The Working Population

1. The annual Enumeration of Employees conducted by the Statistics Division of the Ministry of Economic Planning and Development on 30th June 1965, showed a slight increase in reported wage-paying employment over the level reported in 1964—that year having recorded the first rise since 1960.

2. The results of the Annual Enumeration, 1965, are given in the tables in Appendix I to this Report, the main breakdown of the total number of persons reported in employment, 594,005, being as follows—

(a) 505,268 (or 85 per cent) were adult males, 82,261 (or 13.9 per cent) were adult females and 6,476 (or 1.1 per cent) were children under the apparent age of 16 years.

(b) 209,478 employees (or 35.3 per cent) were engaged in agriculture, forestry and fishing, 206,495 (or 34.7 per cent) in other private industry and commerce, and 178,032 (or 30 per cent) in the Public Services.

3. The increased coverage of the Annual Enumeration, 1964, was maintained in 1965. However, the enumeration does not yet extend to the former subsistence farming areas. Considerable wage-earning employment is now being created in such areas under the Development Plan but it goes unreported in the Annual Enumeration of Employees at the present time. It has been estimated, for example, that some 50,000 jobs on small farms existed, but were unreported, in the 1965 enumeration.

Labour Supply and Demand

4. A clause in the Tripartite Agreement on Measures for the Immediate Relief of Unemployment provided for a review of the employment situation prior to the anniversary of the signing of the agreement. After this review, the parties to the agreement decided to extend the original life of the measure by two months so that it remained an instrument of industrial relations for a period of 14 months ending on 8th April 1965. During this period some 38,300 workers were engaged under the agreement, the figures, by sector of employment, being as follows:—

Private Employers	..	..	..	..	..	27,986
Local Authorities	..	..	..	..	..	1,529
Kenya Government	..	..	..	..	..	8,792
						<hr/>
						38,307
						<hr/>

5. On winding up the agreement, the employers agreed that the maximum possible number of these workers would be absorbed into employers' permanent establishments and that, in any case, none would be discharged before they had completed 14 months' employment with the employers. The Kenya Federation of Labour undertook to advise its affiliated unions to conduct their wage and other negotiations, keeping in mind the need to encourage the retention of the workers who had been taken on by the employers.

6. The retention of Tripartite Agreement workers by employers and the continuing tendency for growing stability among workers themselves in the face of manifest unemployment, tended to restrict the number of job opportunities available to new workseekers, in the established wage-paying industries during the rest of the year. On the other hand, Africanization programmes presented employment opportunities for the more highly educated and skilled citizens. While Africanization programmes and such measures as the Tripartite Agreement were limited in their effect on the longer-term problem of unemployment, the creation of opportunities for gainful occupations in former subsistence farming areas was acknowledged to be of great importance. However, increased activity in these areas had not, by the end of the year, reached a point where it materially reduced the pressure of workseekers in urban areas.

The Employment Service

7. By the end of the Tripartite Agreement period, 8th April 1965, the 90 temporary sub-exchanges which had been opened for the scheme had been closed down, with the exception of one which experience had indicated should be operated on a permanent basis. Thus the Employment Service operated 23 Exchanges for the remainder of the year.

8. The operating figures for the service are given at Appendix II to this Report. It will be noted that the number of vacancies notified for the 8 months to which the table refers, amounted to 8,394, or an average of 1,049 per month as against an average of 1,273 per month for 1963. This reduction of employment opportunities has been referred to in paragraph 12, above, and the fact that in 1965 the attendance at employment exchanges averaged some 11,000 workseekers a month, as against some 9,000 in 1963, was an indication of the growing manifestation of unemployment.

9. In February 1965, the headquarters' section of the Employment Service launched a Careers Advice Programme aimed at assisting secondary school pupils in the choice of their careers. The support and advice of educationists, employers and trade unions was obtained through the holding of a Careers Advice Conference in April 1965.

10. In June 1965, a pamphlet entitled "Choosing a Career" was issued to all pupils in their Cambridge Overseas School Certificate year. The pamphlet aimed at bringing pupils to think about their future in a manner which would lead them to choose a career at which they were most likely to succeed. The need for forethought and continuity in following a chosen career was emphasized and pupils were advised on being interviewed for career jobs.

11. Careers masters and mistresses were available for pupils' consultation in secondary schools and a system was set up for the Employment Service to furnish careers information for the purpose. To this end, sheets of a loose-leaf "Careers Reference" were issued to all careers masters in August 1965, containing brief descriptions of the work carried out by groups of workers within the country's industries, together with a statement of the demand for such workers for the period ending 1970 as forecast in the Government's Report on High-level Manpower Requirements and Resources.

12. A further pamphlet, "Careers Advice", was issued to employers through the Kenya Federation of Employers, in September 1965, outlining the Careers Advice Programme, seeking the participation of individual employers by their submission of career job descriptions in their establishments, and indicating the ways in which they could facilitate the introduction of new career recruits to industry. From the job descriptions received, the Employment Service provided individual Career Job Sheets to careers masters for inclusion in the loose-leaf Career Job Reference mentioned above.

13. By the end of the year, plans were laid for the extension of the Careers Advice Programme to the lower forms in secondary schools and to higher education and college students.

Employment of Women and Children

14. The number of adult females reported in employment as at 30th June 1965, was 82,261 or 13.9 per cent of the total labour force. This was an increase of 6,846 over the previous year. The majority of these—50,171—were employed in agriculture. The number of children (i.e. persons below 16 years) reported in employment was 6,476 or 1.1 per cent of the total labour force. As with women, most of the children—5,680—were employed in agriculture. See Appendix I Table. 1.

Dock Labour

15. The future of the Dock Industry became a very controversial issue with the announcement, early in the year, that the whole of the East African Cargo Handling Services would be incorporated in the East African Railways and Harbours, under the Port Managers of the East African ports. The change, it was said, was considered necessary to provide an organization more suited to the conditions obtaining at the time and the needs of the country in future.

16. The Dock Workers' Union strongly opposed the move and threatened strike action if it took place. The union's objection was based mainly on reports of two docks experts, Sir Ian Perkins and Mr. J. Landman, both of whom recommended the establishment of a harbours administration independent of the Railway Administration; this formed the basis on which E. A. Cargo Handling Service was established. The Railway Administration gave way to pressure and threats from the union and the future shape of the industry was undecided at the end of the year.

17. The Port Productivity Council, established to consider ways and means of improving productivity, continued to meet, but without workers' representatives. The union had boycotted the council because it maintained that its efforts were not appreciated and any decline in productivity was automatically blamed on the union.

18. The total strength of labour employed at the Mombasa Port at the end of the year was as follows:—

Supervisory (All Grades)	..	..	..	..	465
Clerical (All Grades)	..	..	..	..	902
Manual (All Grades)	..	..	..	..	7,888
					9,255

The comparative figure for 1964 was 8,291.

Casual Labour

19. Casual workers continued to be employed in various industries where they are required to augment permanent employees at certain periods. In Kilindini Port and the high-level go-down area of Mombasa, large numbers of this type of labour were employed on unloading and forwarding up-country rice and yellow maize, imported from India and America respectively, to relieve food shortage in the country. In other areas, casual labourers were employed in plantation industries either in weeding or harvesting during the peak seasons.

SECTION 2—WAGES

20. In accordance with the terms of the Tripartite Agreement on measures for the immediate relief of unemployment, a Tripartite National Wages Policy Advisory Committee had been set up in July 1964. This committee continued to meet throughout the early months of 1965 and in May received reports from the sub-committees it had set up to deal with urban wages levels, rural wages levels and education and training respectively. A final Report based on the findings of the sub-committees was drafted and submitted to Government in August 1965. This Report was still under consideration by Government at the end of the year.

21. A new Wages Regulation Order for the agricultural industry (excluding plantation industries) came into force on 1st April 1965, bringing to 11 the number of statutory Wages Regulation Orders in force. (See Appendix III.) Two Wages Councils reviewed the minimum wages and conditions of employment during 1965. In consequence the statutory minimum wages appropriate to various occupations in the Building and Construction Industry were increased by nearly 10 per cent from 1st of October and those in the Hotel and Catering trades by approximately 11 per cent from 1st December 1965.

22. The Pratt Commission recommendations on salaries for the Civil Service in 1964, had strong repercussions among the Local Authorities who were faced with claims for "Pratt" salaries by their employees. Most rural Local Authorities could not afford to pay these salaries and had either to reduce their staff or decline to pay the Pratt scales. This culminated in redundancies and, in some cases, curtailment of services.

23. With the ending of the Tripartite Agreement, which had imposed a 12-months wage freeze, almost every trade union confronted employers with new demands as soon as their own current agreements ended. Some of these were conciliated and others referred to the Industrial Court, and despite economic setbacks and unemployment, the general upward trend in wages levels continued during the year.

24. Urban Minimum Wages Regulation Orders applicable to 13 urban areas in Kenya remained unchanged. The basic minimum wages and minimum housing allowances in force in the 13 towns at the end of the year were as follows:—

STATUTORY MINIMUM WAGES IN URBAN AREAS—DECEMBER 1965

	MALE EMPLOYEES AGED 21 YEARS AND OVER		OTHER EMPLOYEES	
	Basic Minimum Wage (per month)	Minimum Housing Allowance (per month)	Basic Minimum Wage (per month)	Minimum Housing Allowance (per month)
	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>
Nairobi Municipality ..	115 00	35 00	79 00	17 00
Mombasa Island ..	115 00	35 00	79 00	17 00
Eldoret Municipality ..	109 00	26 00	75 00	13 00
Kericho Township ..	109 00	36 00	75 00	13 00
Kisumu Municipality ..	109 00	30 00	75 00	15 00
Kitale Municipality ..	109 00	30 00	75 00	15 00
Machakos Township ..	109 00	30 00	75 00	15 00
Naivasha Township ..	109 00	30 00	75 00	15 00
Nakuru Municipality ..	109 00	26 00	75 00	13 00
Nanyuki Township ..	109 00	26 00	75 00	13 00
Nyeri Township ..	109 00	26 00	75 00	13 00
Thika Urban District ..	109 00	26 00	75 00	13 00
Thomsons Falls Township	109 00	26 00	75 00	13 00

SECTION 3—INDUSTRIAL RELATIONS

Trade Unions

25. The year witnessed a continuation of the split in the labour movement which had started in 1964. The Kenya African Workers' Congress, a rival body to the Kenya Federation of Labour, was registered. Also registered during the year were: The Tobacco Senior and Supervisory Employees' Association (Probationary); Kenya Union of Musicians; East African Cargo Handling Services Ltd. Management and Supervisory Overseas Staff Association (Probationary); and the Kenya Union of Commercial Food and Allied Workers which was formed by the amalgamation of the Kenya Distributive and Commercial Workers' Union, the Brewing and Bottling Workers' Union, the Kenya Dyers, Cleaners and Laundries Workers' Union, and the Tobacco Workers' Union. The Mombasa and Coast Tailors Employers' Association was also registered during the year. The total number of registered trade unions as at 31st December 1965, was 62 compared with 64 in 1964. Of these, 46 were employees' unions and 16 were employers' organizations. Particulars of the various unions, showing the latest available membership figures, are given in Table 9 (Appendix IV).

26. As is described below, a new Central Organization of Trade Unions was formed towards the end of the year, to which all employee trade unions were to affiliate. For the employers, the Federation of Kenya Employers continued to increase still further its wide representation. The federation catered for individual employers as well as employer organizations and its membership at the end of the year was 887 compared with 768 for the previous year and 674 in 1963. *Ad hoc* committees of the National Joint Consultative Council dealing with demarcation and other disputes met as required. Demarcation committees met twice and Joint Disputes Commissions four times.

27. The rivalry between the Kenya African Workers' Congress and the Kenya Federation of Labour reached a climax in June when a fight broke out at a meeting of the Kenya Distributive and Commercial Workers, in Mombasa, resulting in the death of three trade unionists. This was the first incident of its kind to occur in the history of the labour movement in Kenya.

28. On 23rd June 1965, His Excellency the President of Kenya appointed a Presidential Ministerial Committee to inquire into the trade union movement in the country and make recommendations as to how it could be reorganized to be of maximum benefit to the people of Kenya. The Committee's Report, and H.E. The President's acceptance of it, are reproduced in Appendix V to this Report.

29. Among other things, the Presidential Committee recommended (i) immediate de-registration of the two rival bodies i.e. the Kenya Federation of Labour and the Kenya African Workers' Congress and their replacement by one organization to be known as the Central Organization of Trade Unions (Kenya) (COTU(K)) to which all trade unions had to be affiliated); (ii) fresh elections for all trade unions, starting at branch level, to be carried out under the Government's supervision; (iii) His Excellency the President of Kenya, in consultation with the Minister responsible for Labour, to appoint the Secretary-General of COTU from a panel of three names submitted to him by the Governing Council; and (iv) the Governing Council of COTU to consist of three delegates from each trade union and a Government representative. Accordingly, the Governing Council submitted the names of Senator Lubembe, (48 votes), J. D. Akumu (37 votes) and S. Kioni (11 votes). The President later appointed these three trade union leaders as Secretary-General, Deputy Secretary-General and Assistant Secretary-General respectively.

Joint Negotiating and Consultative Machinery

30. There was no marked change in the number of joint consultative and negotiating bodies from those in existence during the previous year. Joint negotiating and consultative machineries proved effective in establishing better relations between employers and workers and in reducing the number of major industrial conflicts. However, due to preoccupation with the split in the labour movement and, later, with its reorganization, the machineries were not used as extensively as in a normal year.

Trade Disputes

31. On 8th June, the Trade Disputes Act, No. 15 of 1965, superseded the Trade Disputes Act, No. 9 of 1964. The new Act lays down how trade disputes are to be reported to the Ministry of Labour and requires all reported disputes to be considered, in the first place, by a Tripartite Committee consisting of employers' representatives, workers' representatives and officers of the Ministry. After receiving the advice of this Tripartite Committee, the Minister for Labour is empowered by the Act either to accept or reject the report of the dispute and, if he accepts it, to try to settle the dispute by any of a number of different ways. These include:

- (i) referring the dispute back to the parties with proposals for a negotiated settlement;
- (ii) appointing a single conciliator or a conciliation panel who will endeavour to obtain agreement between the parties;
- (iii) investigating the dispute, either by a single investigator or a committee with a view to making acceptable proposals for the settlement of the dispute;
- (iv) recommending to the parties that the dispute be referred to the Industrial Court; or
- (v) setting up a Board of Inquiry into the dispute.

32. The Act also empowers the Minister, when he is satisfied that the machinery for the voluntary settlement of a dispute has not been fully used, to make an order declaring a strike or lock-out (whether threatened or actual) to be unlawful and requiring the parties to the dispute to use the machinery. It extends the schedule of essential services and introduces payment of union dues direct to unions (with an agreed percentage to COTU) through the "check-off" system.

33. The number of reported strikes dropped from 221 in 1964 to 200 in 1965. These stoppages of work involved 105,602 workers and a loss of 345,855 man-days as compared with 67,155 and 167,767 respectively in 1964. The drop in the number of strikes is significant. It is indicative of an improvement in labour relations, perhaps due to the new Trade Disputes Act, 1965, although it could also be attributed to the fact that, throughout the year, the trade unions were preoccupied with their survival during the split in the labour movement.

34. There were, however, five large strikes by the Railway African Union, the Kenya Distributive and Commercial Workers Union, the Kenya National of Teachers and the Union of Posts and Telecommunications Employees (Kenya). These strikes were not protracted, but the unions involved were among the largest in the country, which explains the rise in the number of man-days lost by comparison with the previous year.

35. The Settlement of Disputes (East African Common Services Organization Employees) Act (No. 4 of 1965) came into force on 30th September 1965. Four Kenya Trade Unions were covered by the Act namely the Railway

African Union, the Union of Posts and Telecommunications Employees (Kenya), the Common Services African Civil Servants' Union (Kenya) and the Kenya African Customs Workers' Union. Together these unions had a membership of approximately 33,000

SECTION 4—THE INDUSTRIAL COURT

36. The Industrial Court was kept busy throughout the year, but more disputes were referred to it in the latter half, the period in which the re-organization of trade unions was initiated and undertaken.

37. In all, 65 causes were registered; 62 voluntarily by the parties themselves, and three compulsorily by the Minister for Labour using his powers under the Trade Disputes Act, 1965, in the case of disputes in the essential services; 58 of the causes were heard and finalized within the year. These figures were higher than was envisaged and reflect the popularity of the Industrial Court with both sides of industry. All awards made by the Court were published in the *Kenya Gazette*. Details of the issues in dispute are at Appendix VI to this Report.

38. The Trade Disputes Act 1964, under which the Industrial Court was established by the Governor-General was repealed on the 8th June 1965, and on the same day under the Trade Disputes Act 1965, the Industrial Court was established by H. E. The President of the Republic of Kenya. Under the new Act, the Chief Justice is empowered to appoint the President of the Industrial Court, as before, and Mr. S. R. Cockar was re-appointed. The new Act also gave the Court two vice-presidents and 20 Members (10 representing employers and 10 representing employees) all to be appointed by the Minister for Labour. Messrs. E. Omolo Agar, B.A. M.P., and A. A. Ochwada, M.P., were appointed Vice-Presidents.

SECTION 5—BOARDS AND CONFERENCES

Labour Advisory Board

39. The Labour Advisory Board and its sub-committee provide the formal machinery through which the Government consults with the two sides of industry on matters of mutual concern. It advises the Minister on labour legislation and policy. The Board met once during the year to consider the Trade Disputes Bill prior to its presentation to Parliament. A number of amendments to the Bill were proposed by the Board with the full support of employer and employee representatives. Some of these amendments were incorporated in the Bill.

The International Labour Conference

40. The 49th Session of the International Labour Conference was held in Geneva during June 1965. The following delegates attended: Representing the Government of the Republic of Kenya were the Assistant Minister for Labour (Hon. J. Odera-Jowi, M.P.) the Permanent Secretary to the Ministry (Mr. M. A. O. Ndisi), and Mr. J. H. I. Obimbo, Labour Officer. Accompanying the Government delegation as expert advisers were J. G. Ayugi (Assistant Commissioner of Co-operatives) and Mrs. R. Mzera (Director of the Kenya Red Cross). The employers' delegate was Mr. D. Richmond of the Federation of Kenya Employers and the workers' delegate was Senator C. K. Lubembe, accompanied by an adviser, Mr. C. Odongo.

Among the items discussed at the conference were:—

- (1) The role of co-operatives in the economic and social development of developing countries.

- (2) The employment of young persons in underground mines of all kinds.
- (3) The employment of women with family responsibilities.
- (4) Agrarian reform with particular reference to employment and social aspects.

International Labour Office Technical Committee on Hotels and Restaurants

41. A meeting of the International Labour Office Tripartite Technical Committee on Hotels and Restaurants was held in Geneva from 4th to 15th October 1965, and was attended by a delegation consisting of Mr. J. H. I. Obimbo, representing the Kenya Government, Mr. D. Mugo and Mr. S. M. Mahagwa, worker delegates, Mr. E. J. Hollister and Mr. A. O. Kutahi, employer delegates. The main items on the meeting's agenda were methods of remuneration and the organization of workers' schedules and holidays.

SECTION 6—TRAINING AND ALLIED ACTIVITIES

National Industrial Vocational Training Scheme

42. Early in 1964, the Government invited the International Labour Office to send an expert to Kenya to survey the existing industrial vocational training facilities and to make recommendations as to the most appropriate lines on which training should be developed.

43. Meanwhile Government had instituted a survey of skilled manpower, the results of which were published in a Report "High-level Manpower Requirements and Resources in Kenya 1964/70". This survey indicated that during the six years of the 1964/70 Development Plan an annual output of some 1,200 trained artisans would be required to meet planned industrial expansion. The Report of the I.L.O. expert was received by Government at almost the same time as the Report of the Manpower Survey and its estimate of training needs closely coincided with that of the Manpower Survey.

44. In view of the pressing need for properly trained artisans and, in the light of the I.L.O. expert's recommendations, a request was submitted to the United Nations Development Programme for technical co-operation in establishing an organization for the planning and implementation of a National Industrial Vocational Training Scheme in close collaboration with industry.

45. As an integral part of the scheme a National Industrial Vocational Training Centre would be established adjoining the existing National Trade Testing Centre which was currently being expanded. The centre would be equipped with modern machinery, equipment and apparatus and would need, initially, international experts to assist in training and in developing the scheme.

46. The centre would provide direction and guidance to industrial undertakings and institutions training skilled artisans, besides training instructors in shop skills and teaching techniques. It would also provide further training to employed workers to raise their skills and supplementary training for apprentices in techniques for which facilities in industry are either not suitable or not adequate.

Apprenticeship

47. At the 31st December 1965, 510 training contracts were registered under the Industrial Training Act, 145 being for apprenticeship and 365 for indentured learnership. An analysis of these registrations, by trade and type of contract is given in the Table at Appendix VII. It is pleasing to note that there was a slight increase in the number of apprentices registered under the Act at the end of 1965, as compared with the end of 1964.

48. 12 employers were approved under the Industrial Training Act to employ apprentices or indentured learners bringing the total to 54. Inspectors of Apprenticeship carried out inspections of those premises where training was undertaken to ensure that adequate standards were maintained.

Trade Testing

49. A total of 2,419 routine trade tests were undertaken during the year. This figure was 43 higher than in the previous year and 241 higher than in 1963. An analysis of the tests, by trades and results, is given in Table 14 (Appendix VII). The number of candidates who passed their tests was 909 or 38 per cent. This was rather disappointing as it was 10 per cent lower than in the previous year, and indicated the very real need for further training of employed workers, irrespective of whether they have been trained in the traditional way, in trade schools, or by systematic apprenticeship. Within the three main grades of test, the numbers and corresponding percentage of successful candidates were as follows:— Grade I, 181 (or 41 per cent); Grade II, 214 (or 29 per cent); Grade III, 514 (or 43 per cent).

50. Following discussions with the British High Commission in November 1964, an application was made to the British Ministry of Overseas Development for technical assistance in the form of a grant of £11,000 towards the cost of new buildings and £4,000 towards the cost of additional equipment for the centre. The building work and reinstallation of machinery and rewiring, etc. was largely completed by the end of May and then a start was made on the re-organization of storekeeping.

51. In February, the Australian Trade Commissioner visited the National Trade Testing Centre and was shown trade tests being undertaken on equipment provided as a gift by the Australian Government. The proposed development of the centre was discussed at some length and the possibility of further aid was mentioned. Informal talks followed the visit and, towards the end of the year, the Australian High Commissioner in Nairobi informed the Ministry of Labour that his Government had agreed to provide additional equipment, to the value of £24,500, for the expansion of the centre.

Management Training

52. In 1964 Government had submitted a request to the United Nations Special Fund for assistance in the establishment of a Management Training and Advisory Centre. This application was approved by the Special Fund in June 1965 and in October an expert from the I.L.O., which was to be the executing agency for the project, visited Kenya to help in drawing up the plan of operation for the project.

53. The plan envisaged that the centre would provide advisory and information services and training in management development and productivity improvement to existing and new enterprises, including public utilities and services as well as to Government departments, employers and trade unions. It provided for the I.L.O. to send eight experts in various aspects of management training to run the centre and at the same time to train up Kenyans to take over from them when they leave. The experts were to be in the following specialities: Management Consultancy (the Chief of the Project); Industrial Engineering; Office Management; Management Accounting; Marketing and Sales Management; Personnel Management; Supervisory Training; and Workers' Education.

54. The project, which will have a duration of five years, was estimated to cost a total of \$U.S. 1,095,446 of which the Special Fund would allocate \$U.S. 649,300 and the Kenya Government contribution would be the balance of \$U.S. 446,146.

SECTION 7—FACTORY INSPECTORATE

Industrial Development

55. The total number of premises registered under the Factories Act at 31st December 1965, was 5,533 representing an increase of 53 over the figure for 1964. The distribution of registered factories by industry is given in Table 15 (Appendix VIII).

56. The political stability of Kenya was reflected in the steady improvement in business conditions. Schemes for new factories, or improvements in factories, which had been shelved for some time, were resurrected and, in many cases, put in hand. Some of these projects included factories for the manufacture of electric cables, cotton spinning and weaving on a large scale and dyeing, weaving and finishing of synthetic fibres.

57. To meet an increasing local demand, numerous smaller enterprises commenced operations, examples being factories for the manufacture of school chalk, carbon paper, insecticides, rubber soles, etc. A notable venture was the setting up of a factory for the production of all sizes of motor vehicle batteries under the various brand names available to the public. With the exception of the outer case all the components for the batteries are made at the new factory.

Safety

Accidents—General

58. Factory accidents reported during 1965 totalled 1,567 (nine of them fatal) as compared with 1,850 (five fatal) during 1964. No special significance may be attached to the fall in the number of accidents as compared with the previous year as it was a return to the average of the two years prior to 1964. The figure for fatal accidents was somewhat disturbing as it was almost twice the average yearly figure. In the following table, the percentage distribution of all accidents is shown by main causation groups (the corresponding figure for 1964 being given in brackets).

CAUSES OF FACTORY ACCIDENTS

Cause	Percentage of Total
Power-driven machinery	27.5 (24)
Handling of goods or articles	35 (19)
Use of hand tools	11.5 (14)
Struck by falling objects	3.5 (10)
Falls of persons	5 (5)
Hot or corrosive substances	5 (4)
Stepping on or striking against objects	4 (3)
Fires and explosions	1 (2)
Transport .. .. .	.5 (1.5)
Electricity .. .. .	.5 (1.5)
Miscellaneous	6.5 (15)

59. Following the pattern of previous years accidents attributed to wood-working machinery accounted for almost one-third of all those caused by power-driven machinery. The proportion of handling accidents appears unduly large

but is offset by a drop in the percentage under the heading "Struck by falling objects", "Falls of persons" and "Miscellaneous". It can be assumed, therefore, that the variation in proportion of accidents due to these causes in 1965 from those of 1964 was occasioned mainly by differences in accident description.

60. Although the investigation of the more serious accidents must be considered to be one of the most important aspects of the Inspectorate's work, due to the shortage of staff only 96 were investigated. There is, however, some consolation in noting that this figure is double that for 1964.

Machinery Accidents

61. The number of accidents caused by prime movers and transmission machinery showed a welcome drop for the second year in succession—12 as against 30 for 1964, in addition, none of these resulted in a fatality. Of the two fatal accidents which did involve powered machinery (i.e. machinery other than prime movers and transmission machinery) one took place on a log breakdown saw. Although these saws are impossible to guard securely they rarely cause accidents and this was the first recorded fatality in Kenya. The second machinery fatality occurred on a powered milk drier in a creamery when a workman had his arm caught in a screw conveyor forming part of the machine. The potential danger from the conveyor had been recognized by the Factory Inspectorate some years ago but objections were raised to providing a cover as it was claimed by the management that the machine would not operate properly and that machines of the same type in Europe were no better protected. As another Government Department was involved, legal proceedings could not be contemplated but the machine has now been re-designed to permit the use of an effective guard.

Falls of Persons

62. Of the three fatal accidents due to falls, two were caused by failure to appreciate the dangers associated with standing on an asbestos roof. In both accidents a workman fell to his death after putting his weight on an asbestos roof sheet. Such sheets have a deceptive appearance of strength but cannot support any substantial load, unless it is well distributed by means of properly designed crawling boards. Although the accidents occurred in two different factories, in both cases construction work outside the normal process of the factory was being carried out to which special Building and Construction Rules could have been appropriately applied had such rules been made under the Factories Act. Due to the acute shortage of staff over the years special rules for building and construction work have never gone beyond the draft stage.

Examination of Plant

63. The Plant Inspection Service provided by engineers authorized by the Chief Inspector of Factories was maintained at a reasonably high standard. In consequence, all major items of plant subject to inspection under the Factories Act have received proper attention.

Hoists and Lifts in Non-factory Premises

64. The number of hoists and lifts in non-factory premises notified under the Order extending the application of the Factories Act to such premises rose from 318 to 329 during the year. Lifts are now installed in 163 premises other than factories.

The Dock Rules

65. A total of 223 accidents, none of them fatal, was reported from the docks at Mombasa and Kisumu. Because there was no Inspector posted at the Coast for the greater part of the year very few accidents were investigated. The fact that there were no fatalities and that very few of the injuries were of a serious nature is a cause for satisfaction.

Joint Factory Standing Committee for the Sisal Industry

66. This Committee, which was formed in 1959 to inquire into, among other things, the protection of sisal machinery was re-constituted during the year. The original committee published an interim Report in 1960 which the new Committee examined in the light of present-day circumstances. It was decided that the interim Report had stood the test of time and with some minor additions should now be considered as the "Report" of the Committee. By means of a circular the Sisal Board and the Kenya Sisal Growers' Association drew the attention of all sisal factory managers and engineers to the recommendations contained in the Report and to the fact that the stringent requirements of the Factories Act could best be complied with by following these recommendations.

Factory Advisory Committee for the Tea Industry

67. The Factory Advisory Committee for the Tea Industry met once during the year and recommended a new type of magnetic switch for the electrical interlocking of guards on tea machinery. Certain switches previously fitted had been criticized on the grounds that they were not sufficiently waterproof and had failed in service.

Health and Welfare

68. Once again, due to the shortage of staff, the Factory Inspectorate was unable to devote any special attention to the enforcement of the health and welfare provisions of the Factories Act.

69. One case of anthrax was reported from premises where sorting and baling of hides and skins was carried out. The disease was noted in its early stages and the affected person successfully treated—he was able to resume his normal duty after one week. The case was of interest in that the worker concerned was one of 45 employees in the factory given an experimental vaccination against anthrax earlier in the year.

SECTION 8—WORKMEN'S COMPENSATION

70. The total number of accidents reported under the Workmen's Compensation Act (Cap. 236) during 1965 was 4,184. Of these 136 were fatal, 361 cases resulted in permanent partial incapacity and 2,253 in temporary incapacity for a period of at least three consecutive days; in the remaining 1,434 cases, a medical report as to the resulting incapacity had not been received by the end of the year. An analysis by industry of all reported accidents showing the degree of incapacity (where known) is given in Table 16 (Appendix IX).

71. The total number of accidents reported decreased from 4,645 in 1964 to 4,184. It was disappointing to note that fatalities increased from 112 to 136. The highest number of fatalities occurred in agriculture (36) followed by the transport, storage and communications industries (29) Government and business services (27) manufacturing and repairs (26) building and construction (8) commerce (7) and mining and quarrying (3) respectively. A contributory factor

in the increase of fatalities in Government and business services was the shifta operations. Taking all accidents into consideration the greatest number occurred, as usual, in the manufacturing industries (1,872); agriculture and transport, storage and communications followed with 863 and 768 respectively; then Government and business services (222); commerce came fifth (178) and in the building and construction industry there were 158. Electricity, water and sanitary services recorded 99, mining and quarrying 24 accidents.

72. Compensation paid out during the year in respect of death or permanent incapacity amounted to £65,272. In addition, further amounts totalling £22,739 were paid in the form of periodical payments to workmen suffering temporary incapacity. The total of £88,011 compared with £84,613 paid in 1964.

73. Analyses of the causes of accidents and of the nature and location of injuries sustained are given in Tables 17 and 18 Handling without machinery (1,253) was the major cause of accidents, as in all previous years.

74. Post Office Savings Bank deposits held in trust by the Registrar of Workmen's Compensation amounted to £7,445, at the end of the year. Authorized withdrawals made during 1965 amounted to £777.

SECTION 9—REGISTRATION OF PERSONS

75. The duties of the Department's Registration of Persons Section may be summarized as follows:—

The registration of persons of all races under the Registration of Persons Act (Cap. 107): the registration of domestic servants under the Domestic Employment (Registration) Act (Cap. 228): and co-operation with other Government Departments on routine checking of identities. The Registration of Persons Act was amended during the year to exempt citizens of Kenya who are not employed under a contract of service or apprenticeship from compulsory registration. A statistical summary of the Section's work during 1965 is given in Appendix X, Table 19.

76. The number of identity cards issued on initial application under the Registration of Persons Act was again very high, the total of 70,360 being an increase of 708 on the previous year. The issue of identity cards to Somalis and Borans in the North Eastern Province was undertaken for the first time due to the shifta menace and 10,128 identity cards were issued during the year to members of these two tribes. Registration of domestic servants again showed a further reduction, there being very little interest in the Domestic Employment (Registration) Act.

SECTION 10—ORGANIZATION, STAFF AND INSPECTION ACTIVITIES

77. In February the Labour Department was reorganized and the post of Labour Commissioner abolished. The Permanent Secretary took over the statutory functions of the Labour Commissioner while the former substantive holder of the post became the Deputy Secretary.

78. The Department functioned, for administrative purposes in eight sections, viz. the Headquarters Section (responsible for overall administration); the Field Inspectorate, the Employment Service; the Industrial Relations Section; the Factory Inspectorate; the Workmen's Compensation Section; the Trade Testing and Vocational Training Section; and the Registration of Persons Organization.

79. Much of the work, in particular that of the Field Inspectorate, is organized on an area basis with five main areas which do not follow the administrative boundaries. Each of these areas is controlled by a Senior Labour Officer based in Mombasa, Nairobi, Nakuru, Kisumu and Nyeri. Within these five areas labour officers have their offices at the following centres: Mombasa; Nairobi; Nakuru, Eldoret; Kitale; Thomson's Falls; Molo; Kisumu; Kericho; Nyeri; Nanyuki; Thika and Kiambu.

80. There are also sub-offices, in charge of Senior Labour Inspectors, at Kisii, Machakos, Nandi Hills, Naivasha, Embu and Bungoma. A new office, in charge of a Labour Inspector, was opened at Homa Bay.

81. Visits to undertakings employing labour constituted a major part of the duties of staff in field stations. During these visits, officers were concerned not only with enforcing the labour laws and encouraging improvements in working and living conditions, but also with assisting in maintaining good employer/employee relations. Particulars of prosecution under labour legislation are given in Appendix XI, Table 20.

82. A total of 6,373 inspections were carried out by the Ministry's non-specialist field services whilst 7,115 visits were made for purposes other than formal inspections.

ARREARS OF WAGES RECOVERED

<i>Industry or Service</i>	<i>Total Amount Recovered</i>
	<i>Sh.</i>
Hotel and Catering	85,585
Tailoring and Garment Making	41,420
Wholesale and Retail Distributive Trades	122,500
Building and Construction	5,300
Road Transport	11,970
Motor Engineering	33,370
Laundry, Drycleaning and Dyeing	2,980
Footwear Industry	3,780
Baking and Confectionery	4,170
Agricultural Industry	5,440
General	16,230
TOTAL	<u>Sh. 332,745</u>

PART II—NATIONAL YOUTH SERVICE

A Time to Build Up

83. The National Youth Service came into being in the latter half of 1964, and thus 1965 was a year of build-up and expansion. This is best illustrated by some facts and figures.

84. In January 1965, the service consisted of only two units—Nairobi Training Unit and Gilgil Field Unit—housing between them some 550 men. Up to that time no projects had been undertaken, first priority having been given to the initial cadres of officers and under-officers. There were only 35 vehicle and hardly any items of plant, though the United States Government had generously agreed to supply equipment of all kinds through its A.I.D. programme.

85. By December, Mombasa Field Unit and Yatta Field Unit had been opened, while the total strength had risen to over 3,000. There were also two Harambee farms and development projects had begun in many parts of the country, as detailed below. The vehicle fleet had built up over 200 prime-movers with additional trailer and earth-moving equipment.

The Nature of the Service

86. The National Youth Service is a uniformed and disciplined force, providing a national work and education programme for unemployed young people between the ages of 16 and 30 years. Young men from all districts volunteer to serve their country for two years, working together on projects which form part of the overall national development plan. The period of enlistment was originally one year, but was extended to two when the service initiated its own recruiting system in July 1965.

87. In return for their hard work, servicemen receive their accommodation, uniform and food, plus an allowance of Sh. 20 per month, of which Sh. 8 is retained in a compulsory savings account. Additionally, all servicemen benefit from further education, and some receive specialized training to suit their particular capabilities and interests.

Projects Undertaken

88. The number and extent of projects has built up steadily throughout the year. In January, work started in the Nairobi Game Park, where in six months, some six miles of road, 20 miles of fencing and a large dam were completed.

89. February saw the start of two projects. The first was 10,000 acres of bush clearing for the Ministry of Agriculture at Ol Donyo Sabuk and the second a scheme to plant 100,000 trees for the Ministry of Lands and Settlement on the Kinangop Settlement Scheme.

90. In April, the service undertook development work in Tsavo Park East, building roads and dams and clearing the bush to make the animals more easily seen by visitors.

91. In August, a small unit moved into the Shimba Hills Settlement Scheme to work on access roads and demarcation, and also to set up a model farm.

92. Tsetse control was next on the list when in September a large bush-clearing scheme with machinery got under way along the Yala River in Central Nyanza.

93. The biggest project of the year started in October and is scheduled to last for two years. This is the £400,000 Thika-Kitui road, which is linked to the Tana River hydro-electric scheme, and is being built under the supervision of Messrs. Balfour Beatty Ltd.

94. At the same time, but under Ministry of Works' supervision, work started on the Trans-Aberdares road, a £50,000 project to provide an all-weather link between Kiambu and Nyandarua Districts.

95. The two Harambee Farms are Tumaini, under the Gilgil Unit, which is developing into a very efficient mixed farm, and Waterfalls Farm, under the Yatta Field Unit, which will concentrate on cattle ranching and sheep grazing. By the end of the year, Tumaini had 600 acres under cultivation with crops of wheat, barley, pyrethrum and mixed vegetables.

Famine Relief

96. The crop failure of 1965 and the ensuing food shortages led to the service being called to assist in the distribution of famine-relief foodstuffs. By the end of the year, service vehicles had covered over 100,000 miles, carrying over 8,300 bags of maize and some 11,000 bags and cases of other foodstuffs.

Education and Training

97. From the inception of the service, education has formed an integral part of the volunteer's life. Companies are rotated to spend two months out on projects and one month in educational classes back in the Field Unit. Classes are arranged at all levels, from basic literacy to post—K.P.E. There is a small establishment for trained teachers at all units, but other classes are taken by suitably qualified servicemen.

98. A driving school was established in April; during the year 39 servicemen passed the driving test and a further 19 servicemen obtained plant-operator licences.

99. At the Central Workshop in Nairobi, courses of instruction were arranged for 28 mechanics, 19 welders and 12 panel beaters, while all Field Units ran classes in masonry and carpentry concurrently with the educational programme.

Employment

100. From August and September onwards, the original recruits came to the end of the year for which they had agreed to serve. Many volunteered to serve for a second year, but when they chose to leave, efforts were made to find employment for those who had shown themselves to be loyal and hard working. It was found that many employers were keen to take on such worthy individuals and by the end of the year, 236 men had already been placed in suitable jobs.

PART III—NATIONAL SOCIAL SECURITY FUND

101. Government had formally announced its intention in June 1964 of establishing a National Provident Fund and in April 1965 Sessional Paper No 12 of 1963/65 "Observations on the Proposed National Provident Fund" was tabled in the National Assembly. As the Sessional Paper received general approval and no criticism of substance came to light, its proposals were incorporated in a Bill published in the *Kenya Gazette* of 22nd July 1965. It was at this stage that Government decided, in view of its intention, to use the proposed scheme as a basis on which to build a comprehensive Social Security Scheme, that the fund should be renamed "The National Social Security Fund".

102. The Bill passed through all its stages with only a few minor drafting corrections and the National Social Security Fund Act 1965 (No. 28 of 1965) received the assent of His Excellency the President on 17th November 1965.

103. Briefly, the Act provides for the establishment of a fund of which all employed persons, with a few specified exceptions, would eventually be members. The fund is, in effect, a compulsory savings scheme into which the employer

pays a statutory contribution of approximately 10 per cent of the employee's wages, rounded off, with a maximum monthly contribution of Sh. 80. Subject to certain conditions, the employer may recover half of this contribution from the employee's wage.

104. The benefits provided under the Act consist of the total sum standing to the credit of the member at the time the benefit becomes payable, i.e., the member's contributions, his employer's contributions and the interest earned by those combined contributions over the years of his membership. Benefits are payable as follows: *Age Benefit*—at sixty or when retiring from employment, whichever is the later; *Withdrawal Benefit*—payable to a member who is at least fifty-five and who has not been employed during the previous year; *Invalidity Benefit*—when a member is permanently incapable of work because of physical or mental disability, or when a member of at least fifty is suffering from a permanent partial incapacity which prevents him from earning a reasonable livelihood; *Survivor's Benefit*—paid to the dependants of a deceased member; *Immigration Grant*—paid to a member who is emigrating permanently from Kenya.

105. Legal Notices Nos. 308, 309 and 310 were also published on 23rd November. Notice No. 308 was a commencement order bringing into operation all the provisions of the Act except those relating to contributions. Notice No. 309 set out the time-table for the registration of employers and employees, and Notice No. 310 set out the general procedures for registering employers and members.

106. It was estimated that if the initial coverage of the scheme was restricted to those employers with at least ten workers, about 4,000 employers would be required to register and 320,000 members enrolled. Accordingly, it was decided to restrict the first phase of the scheme to these categories, commencing on the 12th December with Central Government, E.A.C.S.O. and private employers employing 500 or more employees.

107. The registration procedures drawn up provided for the registration of all organizations, both industrial and agricultural, falling within the definitions set out in the Legal Notices. This action was normally set in train by issuing the various forms and leaflets direct to the employer concerned without any request being made by him. To catch those not approached direct, appropriate notices were placed in the daily newspapers. The system worked extremely well and within a fortnight of Legal Notice No. 309 coming into force 182 organizations had been registered with the fund, with a potential membership of 97,000 men.

108. Immediately upon receipt of the registration particulars of each organization the appropriate forms on which to register members were issued with supporting posters, etc. Since all male persons over the age of 16 who were engaged in paid employment should already have been finger-printed and registered under the Registration of Persons Act, and be in possession of identity cards, it was decided to use the identity card number as the basis of the membership number for Social Security Fund purposes. The I. D. number was altered slightly by replacing the geographical group of letters with a two-figure numerical group e.g. "NBI" became "OI", and adding a "check digit" at the end of which will ensure a high standard of accuracy when crediting contributions to a member's account. A programme was drawn up providing for the conversion to be done on the Treasury's computer.

109. Thus by the end of 1965 all the many months of careful planning began to bear fruit. The National Social Security Fund Act was on the Statute Book, the first regulations covering registration were beginning to operate,

premises had been obtained and the necessary staff begun to arrive and be trained. Although a great deal remained to be done there was confidence that the foundations laid in 1965 would enable the fund organization to stand up to the pressure which 1966 would certainly bring as the scheme got into its stride.

CONCLUSION

110. The year 1965 saw the Ministry of Labour established in its own right with the National Youth Service and the National Social Security Fund under its wing. It was again a year of rapid expansion, not only in the National Youth Service and the National Social Security Fund but in the Labour Department also, with much preparatory work to be done in connexion with the two U.N.D.P./Special Fund Projects concerned with Management and Industrial Vocational Training respectively. In addition, an extra burden was thrown on the staff, both in the field and at Headquarters, by the reorganization of the trade union movement in accordance with recommendations of the Presidential Ministerial Committee.

111. It is my pleasant duty to acknowledge that the staff, in all branches, bore these extra burdens cheerfully and willingly, while at the same time carrying out their normal duties with customary efficiency.

M. A. O. NDISI
Permanent Secretary

NUMBERS EMPLOYED IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AT 30th JUNE 1965

	ALL RACES								Total	
	Adult Males		Adult Females		Children		Total		Number	Per cent
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent		
PRIVATE INDUSTRY										
<i>Agriculture, Forestry and Fishing</i>										
Agriculture and Livestock Production ..	153,266		50,163		5,662		209,091			
Forestry and Logging ..	333		8		18		359			
Hunting and Game Propagation ..	12		—		—		12			
Fishing ..	16		—		—		16			
TOTAL ..	153,627	25.9	50,171	8.4	5,680	1.0	209,478			35.3
<i>Mining and Quarrying</i>										
Metal Mining ..	1,010		21		—		1,031			
Stone Quarrying ..	1,212		3		1		1,216			
Non-metallic Mining ..	38		2		—		40			
TOTAL ..	2,260	0.4	26	—	1	—	2,287			0.4
<i>Manufacturing and Repairs</i>										
Food ..	13,597		1,617		30		15,244			
Beverages ..	2,715		124		12		2,851			
Tobacco ..	833		227		—		1,060			
Textiles ..	4,168		359		5		4,532			
Footwear, Clothing and Made-up Textiles ..	6,351		176		16		6,543			
Wood and Cork (except Furniture) ..	5,115		118		38		5,271			

NUMBERS EMPLOYED IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AT 30th JUNE 1965

	ALL RACES							
	Adult Males		Adult Females		Children		Total	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
<i>Manufacturing and Repairs—(Contd.)</i>								
Furniture and Fixtures	3,935		21		18		3,974	
Paper and Paper Products	1,216		98		5		1,319	
Printing, Publishing and Allied Industries ..	2,716		161		2		2,879	
Leather and Fur Products	519		27		—		546	
Manufacture of Rubber Products	192		2		—		194	
Chemical and Chemical Products	3,799		233		2		4,034	
Products of Petroleum and Coal	252		13		—		265	
Non-metallic Mineral Products	1,892		65		7		1,964	
Metal Products	4,441		145		4		4,590	
Machinery and General Engineering	1,018		14		4		1,036	
Electrical Machinery, Apparatus and Appliances	451		22		1		474	
Transport Equipment	7,145		36		32		7,213	
Miscellaneous	975		108		1		1,084	
TOTAL	61,330	10.3	3,566	0.6	177	—	65,073	10.9
<i>Building and Construction</i>								
TOTAL	8,776	1.5	178	—	7	—	8,961	1.5
<i>Commerce</i>								
Wholesale and Retail Trade	44,175		3,073		117		47,365	
Banks and Other Financial Institutions	3,505		601		—		4,106	
Insurance	1,213		377		—		1,590	
Real Estate	627		56		—		683	
TOTAL	49,520	8.3	4,197	0.7	177	—	53,744	9.0

NUMBERS EMPLOYED IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AT 30th JUNE 1965

	ALL RACES							
	Adult Males		Adult Females		Children		Total	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
<i>Transport and Communications</i>								
Road Transport	4,402		97		4		4,503	
Ocean and Water Transport	9,424		92		—		9,516	
Air Transport	2,401		292		—		2,693	
Services Incidental to Transport	1,844		149		3		1,996	
Storage and Warehousing	475		22		—		497	
Communications	251		11		—		262	
TOTAL	18,797	3.2	663	0.1	7	—	19,467	3.3
<i>Domestic Service</i>								
TOTAL	14,434	2.4	2,304	0.4	207	0.1	16,945	2.9
<i>Other Services</i>								
Education	3,434		1,427		8		4,869	
Medical and Health Services	2,125		1,488		12		3,625	
Religion	2,376		663		19		3,058	
Legal	345		151		1		497	
Business	1,364		386		5		1,755	
Community	3,488		431		35		3,954	
Hotels, Restaurants, etc.	14,985		767		83		15,835	
Laundries	684		56		1		741	
Personal Services	2,138		137		13		2,288	

NUMBERS EMPLOYED IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AT 30th JUNE 1965

	ALL RACES							
	Adult Males		Adult Females		Children		Total	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
<i>Other Services—(Contd.)</i>								
Water Supply	23		2		—		25	
Electric Light and Power .. .	2,397		63		—		2,460	
Not Classified .. .	789		108		14		911	
TOTAL .. .	34,148	5.7	5,679	1.0	191	—	40,018	6.7
TOTAL ALL PRIVATE INDUSTRY ..	342,892	57.7	66,694	11.2	6,387	1.1	415,973	70.0
PUBLIC SERVICES								
Kenya Government .. .	80,496		4,535		86		85,117	
E.A. Railways and Harbours .. .	23,962		327		—		24,289	
E.A. Posts and Telecommunications Administration .. .	4,487		338		—		4,825	
Other Common Services .. .	2,918		358		—		3,276	
Defence .. .	507		45		—		552	
*Local Government and Other Public Services .. .	50,006		9,964		3		59,973	
TOTAL PUBLIC SERVICES .. .	162,376	27.3	15,567	2.7	89	—	178,032	30.0
TOTAL ALL INDUSTRIES AND SERVICES .. .	505,268	85.0	82,261	13.9	6,476	1.1	594,005	100.0

*Local Government and Other Public Services include Foreign Governments.

REPORTED EMPLOYMENT BY INDUSTRY AND AREA—ALL RACES 30th JUNE 1965

	AGRICULTURE		COMMERCE AND INDUSTRY		DOMESTIC SERVICE		PUBLIC SERVICES		ALL INDUSTRIES AND SERVICES	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
COAST PROVINCE—										
Mombasa Municipality	156	0.1	37,125	19.6	1,794	10.6	12,964	7.3	52,039	8.8
Other Areas	10,511	5.0	3,445	1.8	254	1.5	7,748	4.3	21,958	3.7
ALL AREAS	10,667	5.1	40,570	21.4	2,048	12.1	20,712	11.6	73,997	12.5
RIFT VALLEY PROVINCE—										
Nakuru Municipality	8	—	5,401	2.8	403	2.4	4,690	2.7	10,502	1.7
Eldoret Municipality	34	—	2,683	1.4	149	0.9	3,049	1.7	5,915	1.0
Kitale Municipality	26	—	1,636	0.9	169	1.0	917	0.5	2,748	0.5
Nanyuki Township	51	—	589	0.3	299	1.7	758	0.4	1,697	0.3
Other Areas	106,463	50.8	17,774	9.4	1,759	10.4	27,212	15.3	153,208	25.8
ALL AREAS	106,582	50.8	28,083	14.8	2,779	16.4	36,626	20.6	174,070	29.3
EASTERN PROVINCE—										
ALL AREAS	12,287	5.9	7,269	3.8	514	3.0	20,784	11.7	40,854	6.9
NAIROBI CITY	3,292	1.6	70,348	37.1	9,365	55.3	41,384	23.2	124,389	20.9
CENTRAL PROVINCE—										
Thika Township	16	—	3,696	2.0	135	0.8	1,902	1.1	5,749	1.0
Nyeri Township	94	—	1,370	0.7	50	0.3	1,646	0.9	3,160	0.5
Other Areas	63,832	30.5	16,486	8.7	1,365	8.0	24,141	13.5	105,824	17.8
ALL AREAS	63,942	30.5	21,552	11.4	1,550	9.1	27,689	15.5	114,733	19.3

REPORTED EMPLOYMENT BY INDUSTRY AND AREA—ALL RACES 30th JUNE 1965

	AGRICULTURE		COMMERCE AND INDUSTRY		DOMESTIC SERVICE		PUBLIC SERVICES		ALL INDUSTRIES AND SERVICES	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
NYANZA PROVINCE—										
Kisumu Municipality	3	—	4,922	2.6	389	2.3	6,041	3.4	11,355	1.9
Other Areas	11,320	5.4	11,539	6.1	130	0.8	12,403	7.0	35,392	6.0
ALL AREAS	11,323	5.4	16,461	8.7	519	3.1	18,444	10.4	46,747	7.9
WESTERN PROVINCE—										
ALL AREAS	1,385	0.7	4,663	2.5	133	0.8	10,805	6.1	16,986	2.8
NORTH EASTERN PROVINCE—										
ALL AREAS	—	—	604	0.3	37	0.2	1,588	0.9	2,229	0.4
TOTAL WHOLE KENYA	209,478	100.0	189,550	100.0	16,945	100.0	178,032	100.0	594,005	100.0

FIRMS (EXCLUDING THE PUBLIC SERVICES)
 DISTRIBUTED BY INDUSTRY AND SIZE OF LABOUR FORCE—30th JUNE 1965

INDUSTRY	DISTRIBUTION OF FIRMS BY SIZE OF LABOUR FORCE GROUPS										TOTAL NUMBER OF EMPLOYERS	
	Number of Employees by Size-group										1965	1964
	1-4	5-9	10-14	15-19	20-49	50-99	100-499	500-999	1000 and over			
Agriculture, Forestry and Fishing	9,394	206	187	150	586	437	373	60	15		11,408	9,437
Mining and Quarrying	3	4	2	7	17	6	1	—	1		41	53
Manufacturing and Repairs .. .	6,186	120	113	74	200	83	101	10	4		6,991	7,166
Building and Construction .. .	53	40	29	14	57	17	25	1	—		236	289
Commerce	8,156	735	283	132	223	66	48	8	5		9,655	10,027
Transport and Communications	112	61	33	14	52	14	11	1	3		301	348
Other Industries and Services ..	4,696	415	138	103	205	73	41	3	—		5,502	6,163
TOTAL ALL INDUSTRIES AND SERVICES	28,600	1,581	785	494	1,340	696	600	83	27		34,134	33,483

EMPLOYMENT SERVICE, 1963 AND 1965

*Figures for 1965 cover the months of May—December only—see text Report.

Occupation	Notified Vacancies		Applicants		Placings	
	1965*	1963	1965*	1963	1965*	1963
PROFESSIONAL AND TECHNICAL WORKERS—						
Architects	7	1	2	6	—	—
Engineers	12	3	5	21	—	3
Surveyors	—	1	—	3	—	—
Scientists	2	4	—	9	—	1
Accountants	12	19	9	29	2	2
Draughtsmen	—	—	—	—	—	—
TOTAL	33	28	16	68	2	6
ADMINISTRATIVE AND MANAGERIAL WORKERS—						
Administrative/Executive Officers	22	37	22	103	2	20
Commercial Managers	22	21	10	45	2	7
TOTAL	44	58	32	148	4	27
CLERICAL WORKERS—						
Book-keepers	8	9	58	55	5	1
Clerks, Book-keeper	33	28	204	225	16	23
Clerks, General	217	270	1,352	1,854	171	220
Clerks, Storekeeper	5	15	78	139	2	10
Clerks, typist	144	242	775	832	95	157
Receptionists	16	21	33	29	13	15
Stenographers	158	154	242	185	94	107
Storekeepers	—	8	44	82	—	4
Office Machine Operators	6	1	76	27	4	—
Farm Clerks	2	16	62	171	3	16
TOTAL	589	764	2,924	3,599	403	553
SALES WORKERS—						
Salesmen	50	23	283	159	41	13
Shop Assistants	12	25	55	92	10	18
TOTAL	62	48	343	251	51	31
FARMING, FORESTRY AND RELATED WORKERS—						
Farm Managers	14	25	29	51	8	15
Field Assistants	21	7	33	43	18	7
Farm Foremen	9	22	68	168	8	21
Section Foremen	15	8	28	35	7	6
Charge Hands	122	149	260	443	108	162
Tractor Drivers	86	188	431	720	78	151
Livestock Workers	75	309	251	1,060	52	253
Dairy Workers	67	320	217	783	60	238
Pruners	1	56	75	118	7	56
Crop Pickers	73	634	104	333	53	165
Cutters and Strippers	8	265	17	289	7	151
Syces	—	—	—	—	—	—
TOTAL	491	1,983	1,513	4,043	406	1,225
MINERS AND QUARRYMEN—						
Miners/Drillers	2	17	16	12	—	2
Stone Cutters/Dressers	125	140	136	200	91	86
TOTAL	127	157	152	212	91	88
TRANSPORT AND COMMUNICATION WORKERS—						
Drivers (Motor Transport)	162	296	2,148	2,246	161	258
Office Messengers	21	38	679	811	22	35
Telephone Operators	36	24	125	179	30	18
TOTAL	219	258	2,952	3,236	213	311

EMPLOYMENT SERVICE, 1963 AND 1965

Occupation	Notified Vacancies		Applicants		Placings	
	1965*	1963	1965*	1963	1965*	1963
CRAFTSMEN AND PRODUCTION WORKERS—						
Supervisors, Mechanical Engineering ..	3	2	2	11	—	6
Blacksmith	13	7	71	66	6	6
Fitters	42	55	141	142	17	34
Mechanics	44	129	469	485	26	68
Plumbers	12	11	75	79	6	18
Sheet-metal Workers	16	24	38	45	7	20
Machinists, Metal	5	4	18	5	2	1
Welders	92	52	210	196	44	38
Supervisors, Civil Engineering	—	2	—	25	—	2
Masons	212	158	729	666	169	158
Painters, Hand	53	118	484	501	51	100
Painters, Spray	13	13	39	46	12	10
Carpenters	204	244	751	801	184	208
Machinists, Wood	1	—	9	10	—	—
Supervisors, Electrical Engineering	6	1	2	6	—	38
Electrical Wiremen	15	32	106	125	8	13
Electrical, others	8	12	30	49	4	6
Shoemakers	2	22	50	93	—	3
Tailors	60	71	333	290	56	52
Printing Workers	7	—	33	43	2	—
Moulders	5	9	12	30	3	8
Forestry Workers	51	42	28	153	19	22
Agric. Factory Operators	1	50	9	65	—	31
Other Factory Operators	72	23	484	93	60	17
Brickmakers	—	—	—	—	—	—
TOTAL	937	1,081	4,123	4,025	676	879
DOMESTIC AND OTHER SERVICES—						
Garden Servants	110	342	1,011	1,378	110	318
Watchmen	285	331	2,026	1,965	237	308
Children's Nurses	251	428	531	988	234	352
Housekeepers	12	13	43	55	13	9
Cooks	141	278	625	839	130	237
Cook/House Servants	570	1,251	1,933	3,441	573	1,111
House Servants	405	981	1,797	2,659	365	882
Dhobies	32	54	167	208	33	48
Sweepers/cleaners	53	96	416	247	48	87
Stewards	10	31	80	147	8	26
Waters	53	77	289	251	29	49
Hospital Staff	33	24	190	164	16	15
Teachers	32	14	322	154	21	21
TOTAL	1,987	3,920	9,430	12,496	1,817	3,463
WORKERS NOT CLASSIFIED BY OCCUPATION—						
Unskilled	3,541	5,645	29,032	23,045	3,670	5,043
Miscellaneous	364	1,037	566	1,899	287	857
TOTAL	3,905	6,682	29,598	24,944	3,957	5,900
TOTAL ALL OCCUPATIONS	8,394	15,079	51,083	53,022	7,620	12,487

APPENDIX III

LEGISLATION—REGULATION OF WAGES ORDERS

- (i) The Regulation of Wages (General) Order 1963.
- (ii) The Regulation of Wages (Baking, Flour Confectionery and Biscuit Making Trades) Order 1963.
- (iii) The Regulation of Wages (Laundry, Cleaning and Dyeing Trades) Order 1963.
- (vi) The Regulation of Wages (Road Transport) Order 1963.
- (v) The Regulation of Wages (Tailoring, Garment Making and Associated Trades) Order 1963.
- (vi) The Regulation of Wages (Motor Engineering Trades) Order 1963.
- (vii) The Regulation of Wages (Knitting Mills) Order 1963.
- (viii) The Regulation of Wages (Footwear Industry) Order 1964.
- (ix) The Regulation of Wages (Wholesale and Retail Distributive Trades) Order 1964.
- (x) The Regulation of Wages (Agricultural Industry) Order 1965.
- (xi) The Regulation of Wages (Hotel and Catering) Trades Order 1965.
- (xii) The Regulation of Wages (Building and Construction Industry Order 1965.

WAGE EARNERS' INDEX OF CONSUMER PRICES—NAIROBI

(BASE: JULY 1964=100)

Year/Month	Food	Beverages and	Clothing and Tobacco	Fuel and Footwear	Household Light	Personal Care Operation Health	Recreation and Entertainment	Transport	Miscellaneous	All Groups
1961 December	104	82	102	88	108	82	84	87	54	98.0
1962 December	105	97	101	88	102	83	84	100	54	100.3
1963 December	101	99	101	96	104	100	84	100	100	100.7
1964 December	100	100	100	99	105	100	100	100	100	100.6
1965 December	114	106	103	100	115	35	100	100	100	107.2
1964										
March	100	99	100	99	100	100	94	100	100	99.8
June	101	99	100	100	100	100	94	100	100	100.4
September	99	100	99	100	101	100	100	100	100	99.6
December	100	100	100	100	105	100	100	100	100	100.6
1965—										
March	104	100	101	100	102	100	100	100	100	102.7
June	111	105	103	100	105	100	100	100	100	106.1
September	108	106	104	100	108	35	100	100	100	105.0
December	114	106	103	100	115	35	100	100	100	107.2

AVERAGE RETAIL PRICES—NAIROBI, 1964 AND 1965

Item	Unit	15th Dec.	15th Dec.
		1964	1965
		<i>Sh. cts.</i>	<i>Sh. cts.</i>
Bread, White	1 lb. loaf	0 75	0 75
Butter	1 lb.	3 79	3 81
Coffee, 1st Quality	1 lb.	7 57	7 50
Tea, Brooke Bond, "Green Label"	1 lb.	5 26	5 22
Sugar	1 lb.	0 67	0 67
Milk (delivered in sealed bottle)	1 pint	0 65	0 70
Beef, sirloin (standard)	1 lb.	3 30	3 68
Mutton, Leg (Grade "B")	1 lb.	3 70	3 92
Potatoes	1 lb.	0 20	0 20
Cabbages	1 lb.	0 27	0 30
Eggs, 1st Grade	1 doz.	4 31	4 29
Beer, East African (exciding bottle)	1 bottle	2 03	2 16
Cigarettes, East African, "Clipper"	Pkt. of 50	5 00	5 65
Khaki shorts, "Stockport"	1 pair	25 00	25 00
Dress material, "Tobralco"	1 yd.	12 00	12 00
Handkerchiefs, Gents'	1 doz.	45 00	48 00
Paraffin	4 gall. tin	14 77	15 16
Petrol	1 gall.	4 23	4 48
Tyres, Dunlop 6.00 x 16 (6 ply)	each	236 00	236 00

NOTE.—The information in this table has been supplied by the Economics and Statistics Division of the Kenya Treasury.

PRIVATE SECTOR

WAGES, HOURS OF WORK, LEAVE AND OVERTIME RATES FOR UNSKILLED WORKERS IN SELECTED INDUSTRIAL GROUPS
YEAR ENDED 31st DECEMBER 1965

INDUSTRY	BASIC DAILY WAGE RATES		BASIC MONTHLY WAGE RATES		Hours of Work Per Day	Standard Days Per Month	Actual Hours Worked Per Month	OVERTIME RATES			Normal Paid Leave Per Annum	
	Min.	Max.	Min.	Max.				Normal	Rest Day	Holidays		
												<i>Sh. cts.</i>
AGRICULTURE—												
Coffee ..	1 35	5 00	35 00	170 00	7-12	26-30	178-360	—	—	—	14-21 days	
Sisal ..	2 00	8 00	55 00	250 00	5-12	26-30	130-360	1½	1½	2	14-18 days	
Dairy Farming ..	1 15	6 00	30 00	180 00	5-12	26-30	130-360	—	—	—	14-21 days	
Tea ..	1 90	7 00	50 00	200 00	6-12	26	156-312	1½	1½	2	15-21 days	
Mixed Farming ..	1 15	5 00	30 00	155 00	5-12	26-30	130-360	1½	1½	2	15-21 days	
STONE QUARRYING ..	2 80	7 50	75 00	200 00	6-10	26	156-260	—	—	—	14-16 days	
MANUFACTURING—												
Food Manufacture ..	5 00	9 50	135 00	250 00	7-12	26	182-360	1½	1½	2	18-21 days	
Beverages ..	5 00	10 00	130 00	265 00	7½-9	26	182-234	1½	1½	2	14-18 days	
Textiles ..	5 00	10 00	135 00	260 00	8	26	196	1½	1½	2	14 days	
Footwear, Clothing and Made-up Textiles ..	4 50	7 00	120 00	190 00	6-8	26	196	1½	2	2	14-18 days	
Wood and Cork ..	2 00	8 00	60 00	220 00	7-8	26	182-208	1½	2	2	14-18 days	
Furniture and Fixtures ..	4 00	9 00	95 00	235 00	7-10	26	182-260	1½	1½	2	15-18 days	
Printing and Publishing ..	4 00	8 00	110 00	210 00	7-8	26	174-196	1½	1½	2	15-18 days	
Leather and Leather Products ..	4 00	9 50	110 00	250 00	7-8	26	196-208	1½	2	2	14-20 days	
Rubber Products ..	4 50	8 00	120 00	210 00	7-8	26	196-208	1½	1½	2	14-18 days	
Chemicals and Chemical Products ..	4 50	15 00	125 00	400 00	8	26	196	1½	2	2	18-21 days	
Non-metallic Minerals ..	2 50	8 00	70 00	220 00	8-9	26	192-234	1½	2	2	15-21 days	
Metal Products ..	4 50	8 50	120 00	225 00	8	26	196-208	1½	1½	2	18 days	
Machinery and General Engineering ..	3 50	7 00	100 00	190 00	7-8	26	178-196	1½	2	2	15-21 days	
Transport Equipment ..	4 00	8 50	110 00	225 00	7-8	26	190-208	1½	2	2	19-21 days	
BUILDING AND CONSTRUCTION ..	3-50	6 50	100 00	175 00	7-10	26	182-260	1½	2	2	14-18 days	
WHOLESALE AND RETAIL TRADES ..	4 50	7 00	120 00	220 00	8-12	26-30	196-360	1½	2	2	14-21 days	
TRANSPORT AND COMMUNICATIONS ..	4 00	7 00	115 00	210 00	8-12	26-30	196-360	1½	2	2	14-21 days	

TRADE UNIONS AS AT 31st DECEMBER 1965

Table 9

EMPLOYEES

Date of Registration	Name of Trade Union	MEMBERSHIP		Race	Income to nearest £1	Expenditure to nearest £1	Total assets to nearest £1
		Book	Voting				
5-4-41	The East African Standard Asian Staff Union	41	41	Asian	26	11	310
5-9-46	The Printing and Kindred Trades Workers' Union of Kenya	2,071	2,071	Open	4,047	3,855	475
21-4-57	East African Railways and Harbours' Asian Union, Kenya	608	608	Asian	521	493	1,332
27-9-47	Transport and Allied Workers' Union	4,765	4,765	Open	4,250	4,220	260
10-7-48	Tailors and Textiles Workers' Union	4,889	4,889	Open	2,366	2,216	337
27-11-51	The Domestic and Hotel Workers' Union	87,342	87,342	Open	18,786	19,169	382
3-12-51	Kenya Pilots' Association	135	135	European	3,149	1,677	2,527
22-5-52	East African Federation of Building and Construction Workers' Union	2,191	2,191	Open	3,161	3,027	481
4-9-53	Kenya Local Government Workers' Union	18,786	18,786	Open	14,988	11,163	4,183
2-10-53	Railway African Union	15,537	15,537	Open	17,748	19,044	972
20-10-54	Dockworkers' Union	7,606	7,606	Open	9,018	9,065	972
12-12-55	Mombasa Local Government Service Association	30	30	Open	26	5	117
3-3-56	The Nairobi City Council Senior Staff Association	70	70	European	37	571	309
18-8-56	The Nairobi Asian Local Government Staff Association	136	136	Asian	13	56	208
7-2-57	Union of Posts and Telecommunications Employees (Kenya)	3,183	3,183	Open	4,440	4,663	1,071
25-4-57	Civilian Clerical Association (War Department)	190	190	Open	20	28	90
18-4-58	East African External Telecommunications Workers (Kenya)	90	90	Open	69	25	113
28-7-58	Life Insurance Corporation of India Employees' Association	51	51	Open	15	8	77

TRADE UNIONS AS AT 31st DECEMBER 1965

EMPLOYEES

Date of Registration	Name of Trade Union	MEMBERSHIP		Race	Income to nearest £1	Expenditure to nearest £1	Total assets to nearest £1
		Book	Voting				
30-7-58	Kenya Electrical Trades Workers' Union	1,319	1,319	Open	1,618	1,688	619
5-8-58	Kenya Petroleum Oil Workers' Union	1,790	1,790	Open	5,872	5,345	902
11-8-58	Kenya Chemical Workers' Union	2,110	2,110	Open	3,796	4,026	1,657
3-11-58	National East African Seamen's Union	3,355	3,355	Open	650	584	115
16-1-59	The Timber and Furniture Workers' Union	2,988	2,988	Open	2,517	2,703	369
17-8-59	Kenya Civil Servants' Union	21,940	21,940	Open	15,211	13,881	3,964
14-5-59	Kenya National Union of Teachers	29,157	28,955	Open	20,344	18,894	2,551
7-10-59	Kenya Engineering Workers' Union	6,285	6,285	Open	1,555	1,709	185
3-3-60	Kenya Motor Engineering and Allied Workers' Union	2,140	2,140	Open	3,044	3,166	410
24-8-60	Kenya Shoe and Leather Workers' Union	1,219	1,219	Open	2,791	2,504	394
12-9-60	Electricity Supply Personnel Association	139	139	Open	374	300	1,888
29-11-60	Kenya Union of Sugar Plantation Workers	4,500	4,500	Open	4,487	4,033	2,332
7-9-61	Kenya Quarry and Mine Workers' Union	899	899	Open	1,175	1,149	117
13-9-61	The Airline Officers' Association	34	34	Open	92	79	182
24-11-61	Senior Civil Servants' Association	1,045	1,045	Open	1,248	1,240	2,784
8-12-61	Air Ministry Civilian Employees Association, Royal Air Force, Eastleigh	100	100	Open	20	6	122
8-12-61	East African Airways European Staff Association	132	132	European	80	25	638
1-8-62	Kenya Union of Journalists	82	82	Open	20	29	241
5-9-62	Common Services African Civil Servants' Union (Kenya)	826	826	Open	502	551	71

TRADE UNIONS AS AT 31st DECEMBER 1965

EMPLOYEES

Date of Registration	Name of Trade Union	MEMBERSHIP		Race	Income to nearest £1	Expenditure to nearest £1	Total assets to nearest £1
		Book	Voting				
11-10-62	Kenya African Customs Workers' Union	252	252	African	176	96	142
22-8-63	Kenya Plantation and Agricultural Workers' Union	51,403	51,403	Open	22,099	21,960	4,737
19-9-63	Kenya African Game Hunting and Safari Workers' Union	175	175	Open	142	139	5
1-7-64	East African Railways and Harbours Designated Officers' Association	305	305	European	269	369	748
21-7-65	Tobacco Senior and Supervisory (Probationary) Staff Association	42	42	Open	31	14	17
6-8-65	Kenya National Union of Musicians	85	85	Open	71	55	17
28-8-65	East African Cargo Handling Services Management and Supervisory Staff Association (Probationary)	46	46	Open	46	8	38
3-11-65	Kenya Union of Commercial Food and Allied Workers	14,929	14,929	Open	1,111	1,027	2,030
	TOTAL	295,018	294,816		172,021	164,903	41,473

TRADE UNIONS AS AT 31st DECEMBER 1965

EMPLOYERS

Date of Registration	Name of Trade Union	MEMBERSHIP		Race	Income to nearest £1	Expenditure to nearest £1	Total assets to nearest £1
		Book	Voting				
12-4-50	Kenya Association of Building and Civil Engineering Contractors	108	108	Open	1,336	1,176	1,105
8-11-50	Federation of Master Printers of East Africa	54	54	Open	—	19	14
22-3-52	Nairobi Master Tailors' Association	85	85	Open	51	63	391
18-4-58	Brewing and Bottling Association of Kenya	9	9	Open	—	65	81
7-7-59	Motor Trades and Allied Industries Employers' Association	28	28	Open	6,207	5,274	2,175
1-2-60	Distributive and Allied Trades Association	32	32	Open	2,025	1,886	447
7-4-60	Engineering and Allied Industries Employers' Association	22	22	Open	1,316	1,163	662
2-5-60	Kenya Coffee Growers' Association	252	252	Open	9,077	11,793	16,637
28-6-60	Timber Industries Employers' Association	26	26	Open	290	274	114
29-11-60	Kenya Sugar Employers' Union	48	48	Open	3,069	1,191	2,551
18-1-61	Kenya African Master Cobblers' Association	95	95	African	26	117	3
4-8-61	Sisal Employers' Association (Kenya)	40	40	Open	7,867	7,508	7,207
16-7-62	Kenya Bankers' (Employers) Association	8	8	Open	10,525	10,575	1,739
7-9-62	Kenya National Farmers' (Employers) Union*	25	25	Open	3,659	3,663	14
8-11-65	Mombasa Coast Tailors' Employers' Association	58	58	Open	29	19	88
	TOTAL	890	890		45,477	44,786	33,228

STOPPAGES OF WORK CAUSED BY INDUSTRIAL DISPUTES 1965

Industrial Group	No. of Stoppages	No. of Workers Involved	Man Days Lost
PRIVATE INDUSTRY—			
Agriculture	59	11,814	24,164
Mining and Quarrying	4	140	1,100
Manufacturing	40	22,071	31,912
Building and Construction	13	12,464	69,005
Electricity, Water and Sanitary Services	1	204	102
Commerce	43	6,344	12,268
Transport, Storage and Communica- tions (other than Docks)	5	16,125	51,009
Docks	—	—	Nil
Miscellaneous	8	5,560	145,925
PUBLIC SERVICES—			
Kenya Government	—	—	Nil
Local Authority	22	30,880	10,370
E.A. Common Services	Nil	Nil	Nil
TOTAL ALL EMPLOYMENT ..	200	105,602	345,855

THE ACCEPTANCE OF
THE PRESIDENTIAL MINISTERIAL COMMITTEE'S
RECOMMENDATIONS

by

HIS EXCELLENCY THE PRESIDENT
OF THE REPUBLIC OF KENYA

I will preface my remarks by saying how shocked and grieved I was to hear of the death of three trade unionists in a scuffle in Mombasa. Without prejudicing whatever judicial proceedings may follow, I would say that I trust that the implementation of the proposals of the Presidential Ministerial Committee on Trade Unionism in Kenya will put an end to the situation in which such terrible things may occur.

I announced, just over two months ago, the formation of this Committee to inquire into the trade union situation in Kenya. I am grateful to the Members for reporting so quickly and I thank them for their speed on behalf of the Government, the workers and the people of Kenya.

Our country is acknowledged to have some of the best and most advanced legislation and voluntary machinery for the settlement of industrial disputes in the world. It is therefore sad that the labour scene should have been so disturbed because of differences among trade union leaders.

Kenya must have industrial peace. I have studied the recommendations of the Committee and I am sure that these proposals will bring that peace we all want, with fairness to all parties.

I have therefore given instructions that the necessary steps be taken for the implementation forthwith of these recommendations.

In order to make a clean and a fresh start, the existing trade union centres are being de-registered with immediate effect. The Attorney-General will, in consultation with the Ministry of Labour, arrange the drawing-up of the constitution of the Central Organization of Trade Unions which will replace these rival bodies. Steps are being taken right away for all unions to hold fresh elections, from branch level upwards, in order to ensure that the new body is fully representative.

I do not intend to repeat here what you can read in the Committee's Report. There are important sections dealing with the questions of the check-off system, foreign money and international affiliation. I should like to emphasize that all sources of money coming into Kenya, either for individuals or for Labour organizations, must be declared forthwith. I would further draw special attention to the provisions for the appointment of the Secretary-General of the Central Organization of Trade Unions. These allow for the Governing Council of that body to submit a panel of three names from which I may appoint the Secretary-General.

I must make it quite clear that the Committee's Report is not being issued for the purpose of debate and further argument. There has been enough quarrelling in the past. Those concerned have had their opportunity to make their views known. The publication of this document indicates the full acceptance of the recommendations in the Report and a determination to put them into effect. I trust that in the implementation of his fundamental state policy my Government will have complete co-operation and support from all parties.

1st September 1965

**THE REPORT OF
THE PRESIDENTIAL MINISTERIAL COMMITTEE ON
TRADE UNIONISM IN KENYA**

Your Excellency,

On the 23rd June 1965, you appointed us as a Ministerial Committee to inquire into and report upon the organization of Trade Unionism in Kenya.

OUR TERMS OF REFERENCE WERE:—

- (a) To review the trade union situation.
- (b) To make recommendations on the policy contained in page 56 of Sessional Paper No. 10, viz—
“African Socialism and its Application to Planning in Kenya” which calls for “one central organization for trade unions in the country.”
- (c) To protect the workers and advance the interests of the nation as a whole.

PROCEDURE

The Ministerial Committee met on four occasions, the last full meeting being held at State House, Mombasa, on the 26th August 1965, by the gracious permission of Your Excellency.

All the documentary evidence was supplied by the Ministry of Labour and Social Services from their records and from all the registered trade unions.

The Committee decided, on examination of the written evidence presented by the trade unions, that there was no real divergence of view, but distinct personality clashes. Therefore the Committee decided not to call for oral evidence.

REPORT

The Report itself consists of specific recommendations only. The Committee has decided upon this procedure as they are fully aware of the many matters of State which demand your attention and felt that this form of Report would be most acceptable for your purpose. If you are in agreement with the recommendations and are of the opinion that the Report should be published for general information, we would wish to amplify the Report and state the background for our recommendations. The recommendations are unanimously agreed upon by the Committee.

You will be aware that the Chairman Mr. E. N. Mwendwa, Minister for Labour and Social Services, left for an official tour of America on 20th August and in his absence Dr. Kiano, Minister for Commerce and Industry, acted as Chairman.

RECOMMENDATIONS

We recommended:—

1. That the Kenya Federation of Labour and the Kenya African Workers' Congress be de-registered with immediate effect.
2. That a new workers' organization be formed to be known as the “Central Organization of Trade Unions (Kenya)”—COTU(K).

Trade Union Elections

3. (i) That fresh elections, supervised by Government, for all trade unions be held immediately, starting at branch levels.

(ii) The Minister responsible for Labour and the Registrar of Trade Unions to have wider powers in order to ensure that regular elections are held and that accredited delegates vote. The Attorney-General to take the necessary action.

The Central Organization of Trade Unions (Kenya)

4. (i) That all the trade unions as well as Government be represented in the Governing Council. The delegates to the election of the officials of the Governing Council to consist of the General Secretary, President and Treasurer of each trade union.

The Constitution of the Central Organization of Trade Unions (Kenya) is to be prepared by the Attorney-General incorporating the recommendations of the Committee.

Office Bearers—(ii) The officials of the Central Organization of Trade Unions (Kenya) to be the Secretary-General, the President and the Treasurer.

The President and Treasurer to be elected by the Governing Council.

Appointment of the Secretary-General—(iii) That His Excellency the President, in consultation with the Minister responsible for Labour, may appoint the Secretary-General from a panel of three names submitted to him by the Governing Council.

Terms of Office

5. (i) That the normal term of office for all trade union officials be three (3) years.

(ii) The conduct of the Secretary-General may be subject to investigation if the Minister responsible for Labour considers such action necessary. Acting on this advice, His Excellency the President may, if he is satisfied, suspend the Secretary-General and order the Governing Council to submit a fresh panel of three names to him out of which he may appoint the Secretary-General.

External Affiliations

6. (i) That all trade unions cancel their existing affiliations with external bodies forthwith and that external affiliations apply to all bodies not only outside Africa but outside Kenya.

(ii) No further external affiliation shall be made by trade unions without Government's prior approval.

Finance

Check-off System

7. (i) That the check-off system be compulsory for all trade unions. Cheques to be sent direct to the Central Organization of Trade Unions (Kenya) and banked in separate union accounts. After the percentages have been agreed upon, the money shall be divided as follows:—

(a) to the Central Organization of Trade Unions (Kenya);

(b) to the trade union;

(c) to an investment fund which is to be approved by Government.

(ii) The Government reserves the right to withhold check-off system cheques made payable by the Central Organization of Trade Unions (Kenya) to registered trade unions.

Assets and Liabilities—(iii) That the Central Organization of Trade Unions (Kenya) take over all the assets and liabilities of Kenya Federation of Labour

and the Kenya African Workers' Congress. That the assets of the two organizations be frozen immediately and any subsequent expenditure to be made only with the approval of the Minister responsible for Labour. That the Central Organization of Trade Unions (Kenya) pay off the debts taken over, from the funds received from the check-off system.

Overdraft—(iv) That the overdraft to the Kenya Federation of Labour guaranteed by Government be stopped immediately.

Amalgamation

8. That the Central Organization of Trade Unions (Kenya) shall maintain, as one of its urgent and primary objectives, the amalgamation of trade unions in order to have fewer but strong and viable trade unions.

The Ministry of Labour will be consulted as to the classification of trade unions, etc., and will afford every assistance to the Central Organization in establishing its administrative structure.

Effective Date

9. That the recommendations made in this Report, as accepted or amended by His Excellency the President, be immediately put into effect four weeks after His Excellency's assent. Except that the following matters take effect from the date His Excellency's assent is obtained—

- (a) the de-registration of the Kenya Federation of Labour and the Kenya African Workers' Congress;
- (b) the cancellation of existing external affiliations with bodies outside Kenya;
- (c) the freezing of the assets of the two organizations and the approval of any subsequent expenditure by the Minister responsible for Labour; and
- (d) the stoppage of the overdraft agreed by Government to the Kenya Federation of Labour.

CONCLUSION

Finally, we would like to express our thanks to Mr. M. A. O. Ndisi, Permanent Secretary, Ministry of Labour and Social Services, who acted as Secretary to the Committee. The processing of material for the Committee and administrative arrangements made by him enabled us to report in such a short space of time.

Signed

J. G. KIANO
Acting Chairman

Members

L. G. SAGINI

R. ACHIENG ONEKO

J. MURUMBI

J. NYAMWEYA

J. S. GICHURU

C. M. NJONJO

T. J. MBOYA

APPENDIX VI

THE INDUSTRIAL COURT

Details of Issues in dispute brought to the Court in 1965

ISSUE	No.
<i>Africanization</i>	1
<i>Allowances:</i>	
(a) Acting Allowance	3
(b) Bonus	5
(c) Housing Allowance	10
(d) Leave Allowance and Leave Travelling Allowance	12
(e) Special Allowance	1
(f) Travelling Allowance	9
<i>Clothing:</i>	
(a) Protective Clothing	4
(b) Uniforms	6
<i>Engagement:</i>	
(a) Engagement of Labour	1
(b) Redundancy	11
(c) Severance Pay	8
(d) Termination of Employment	8
<i>Gratuity</i>	
Service Gratuity	19
<i>Housing</i>	3
<i>Leave</i>	
(a) Annual Leave and Annual Paid Leave	22
(b) Compassionate Leave	3
(c) Gazetted Public Holidays	4
(d) Maternity Leave and Paid Maternity Leave	6
(e) Sick Leave	7
<i>Provident Fund</i>	1
<i>Transport</i>	3
<i>Wages and Salaries:</i>	
(a) Wage Increases and Revision	16
(b) Minimum Wages and Wages in General	24
(c) Payment of Salaries	2
(d) Shift Wages	2
<i>Work</i>	
(a) Classification and Grading of Work	4
(b) Hours of Work	15
(c) Medical Benefits	4
(d) Overtime	10
(e) Probation Period	6
(f) Retirement Benefits	2
(g) Terms and Conditions of Work	3

CONTRACTS OF APPRENTICESHIP AND INDENTURED LEARNERSHIP
COMPLETED OR OTHERWISE TERMINATED DURING 1965

	Apprentices	Indentured Learners
Blacksmith	—	3
Carpenter	—	7
Draughtsman	3	—
Electrician	—	3
Electrical Technician	8	—
Fitter	2	21
Foreman Building	—	6
General Engineering	1	—
Hydrological Assistant (Water Bailiff)	—	5
Inspector of Works	—	1
Inspector Mechanical	3	2
Inspector of Works (Electrical)	—	6
Inspector Water Supply	—	5
Installation Inspector	1	—
Instrument Mechanic	1	—
Linesman	8	10
Lithographer	3	—
Lithographer Printer	1	—
Lithographic Machine Minder	1	—
Linotype Operator	3	—
Letterpress Machine Minder	—	1
Mechanical Trades (Railways)	1	178
Motor Vehicle Mechanic	2	13
Mason	—	5
Plumber	—	6
Printing Machine Operator	1	—
Printing Estimator	1	—
Printing Engineer	1	—
Plater	—	6
Refinery Mechanic	3	—
Signal Fitter	—	12
Survey Assistant	—	1
Surveyor	—	1
Technical Assistant Survey	—	4
TOTAL	46	296

CONTRACTS OF APPRENTICESHIP AND INDENTURED LEARNERSHIP
REGISTERED UNDER THE INDUSTRIAL TRAINING ACT
DURING 1965

	Apprentices	Indentured Learners
Aircraft Maintenance (Fitter)	13	—
Apron Marshaller	—	4
Cartographer	—	8
Compositor	1	—
Draughtsman	—	1
Electrician	—	10
Electrical Fitter	—	4
Electrical Technician	18	—
Fitter	8	16
Foreman Building	—	3
Inspector Mechanical	7	1
Inspector of Works (Electrical)	—	8
Instrument Mechanic	4	—
Knitting Machine Mechanic	1	—
Linesman	—	14
Lithographer	8	—
Mechanical Engineer	1	—
Mechanical Trades (Railways)	11	63
Meter Mechanic (Electrical)	—	4
Motor Vehicle Mechanic	—	14
Production Supervisor	—	2
Sewing Machine Mechanic	1	—
Screen Print Operator	—	2
Surveyor	1	6
Turner	2	—
TOTAL	76	160

CONTRACTS OF APPRENTICESHIP AND INDENTURED LEARNERSHIP
REGISTERED UNDER THE INDUSTRIAL TRAINING ACT
AS AT 31st DECEMBER 1965

	Apprentices	Indentured Learners
Aircraft Maintenance (Fitters)	30	—
Apron Marshaller	—	4
Auto Electrician	1	—
Blacksmiths	—	7
Carpenter	—	27
Cartographer	—	8
Compositor	5	—
Draughtsman	1	1
Electrician	3	11
Electrical Fitters	2	4
Electrical Technician	18	—
Etcher	3	—
Fitter	9	37
Foreman Building	—	4
General Engineering	14	—
Hydrological Assistant (Water Bailiff)	—	2
Inspector of Works	—	4
Inspector Mechanical	7	3
Inspector of Works (Electrical)	—	4
Instrument Mechanic	6	—
Knitting Machine Mechanic	1	—
Linesman	—	13
Laboratory Technician	—	1
Lithographer	10	—
Mechanical Engineer	1	—
Mechanical Trades (Railways)	15	185
Motor Vehicle Mechanic	1	26
Mason	—	1
Plumber	—	1
Production Supervisor	—	2
Meter Mechanic (Electrical)	—	4
Plater	1	—
Sewing Machine Mechanic	1	—
Screen Print Operator	—	2
Survey Assistant	—	7
Surveyor 8	1	5
Technical Assistant (Printing)	13	2
Turner	2	—
TOTAL	145	365

TRADE TESTS COMPLETED DURING 1965

TRADES	GRADE I		GRADE II		GRADE III	
	Pass	Fail	Pass	Fail	Pass	Fail
ENGINEERING—						
Blacksmith	1	2	1	7	1	5
Armourer	3	1	1	—	—	—
Fitter (General)	14	10	6	30	28	40
Fuel Injection Pump Mechanic	—	1	—	—	—	—
Motor Vehicle Mechanic	62	86	50	149	113	223
Moulder	—	2	—	1	—	—
Panel Beater	3	4	3	—	2	6
Mainlayer	—	—	—	2	1	1
Pipefitter/Plumber	—	—	—	—	35	55
Plumber	8	4	4	13	—	—
Gun Fitter	1	—	—	—	—	—
Plant Mechanic	1	4	8	5	2	6
Spray Painter	2	—	3	3	8	7
Tinsmith	2	—	3	2	7	16
Turner	8	9	5	9	4	10
Vehicle Electrician	2	4	2	8	6	6
Welder Arc and Gas	13	16	11	27	25	39
TOTAL	120	143	97	256	232	414
BUILDING—						
Bricklayer	—	1	1	5	3	1
Mason (Building)	13	35	20	61	76	30
Painter	6	14	16	33	69	28
Signwriter	2	5	6	15	18	16
TOTAL	21	55	43	114	166	75
WOODWORKING—						
Cabinet Maker	2	—	2	1	1	1
Carpenter	6	28	—	—	—	—
Carpenter/Joiner	—	—	19	100	77	149
Joiner	—	1	—	—	—	—
TOTAL	8	29	21	101	78	150
ELECTRICAL—						
Electrical Wireman	11	12	13	20	9	31
Electrical Fitter	—	—	1	—	—	—
Overhead Linesman	9	9	11	14	1	—
TOTAL	19	21	25	34	10	31
TAILORING—						
Tailor	5	12	13	11	30	6
Shoemaker	1	2	1	1	15	3
Upholsterer	3	—	3	1	6	—
TOTAL	9	14	17	13	51	9
MISCELLANEOUS—						
Dressmaker	1	—	3	3	24	2
Liquified Petroleum Gas Fitter	3	—	4	—	1	2
TOTAL	4	—	7	3	25	4
GRAND TOTAL	181	262	214	520	514	685

TOTAL NUMBER OF TESTS=2,419

FACTORIES REGISTERED UNDER THE FACTORIES ACT

Distribution by Major Industrial Groups: 31st December 1965

Industrial Group	Factories with Mechanical Power	Factories without Mechanical Power	Total
Agriculture and Livestock Production	569	27	596
Food Manufacturing Industries, except Beverage Industries	418	47	465
Beverage Industries	41	9	50
Tobacco Manufacture	1	—	1
Manufacture of Textiles	19	1	20
Manufacture of Footwear, other wearing apparel and made-up textile goods	215	1,475	1,690
Manufacture of wood and cork, except manufac- ture of furniture.. .. .	388	79	467
Manufacture of furniture	194	71	265
Manufacture of Paper and Paper products ..	15	—	15
Printing, Publishing and Allied Industries ..	95	2	97
Manufacture of Leather and Leather Products except footwear	13	6	19
Manufacture of Rubber Products	26	2	28
Manufacture of Chemicals and Chemical Pro- ducts	85	27	112
Manufacture of products of petroleum and coal	3	—	3
Manufacture of Non-metallic Mineral Products, except products of petroleum and coal ..	63	14	77
Manufacture of Metal Products, except Mach- inery and Transport Equipment	134	55	189
Manufacture of Machinery, except Electrical Machinery	195	10	205
Manufacture of Electrical Machinery, Apparatus, Appliances and Supplies	74	15	89
Manufacture of Transport Equipment	495	238	733
Miscellaneous Manufacturing Industries ..	96	93	189
Electricity, Gas and Steam	31	—	31
Water and Sanitary Services	76	2	78
Personal Services	61	53	114
TOTAL	3,307	2,226	5,533

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

OCCUPATIONAL ACCIDENTS—1965

The Tables in this Appendix show accidents reported during 1965 under the Workmen's Compensation Act (Cap. 236). To be reportable, an accident must have arisen out of and in the course of the employment and have resulted in the death of a workman or his disablement for at least three consecutive days.

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

ANALYSIS BY INDUSTRY AND DEGREE OF INCAPACITY

INDUSTRY	FATAL			PERMANENT INCAPACITY						TEMPORARY INCAPACITY ONLY			DEGREE OF INCAPACITY NOT YET DETERMINED			TOTAL NO. OF ACCIDENTS REPORTED		
	Male	Fe- male	Ju- venile	TOTAL			PARTIAL			Male	Fe- male	Ju- venile	Male	Fe- male	Ju- venile	Male	Fe- male	Ju- venile
				Male	Fe- male	Ju- venile	Male	Fe- male	Ju- venile									
AGRICULTURE, ETC.																		
Agriculture and livestock production ..	32	—	—	—	82	5	1	—	363	14	3	—	300	8	—	777	27	4
Forestry and logging ..	2	—	—	—	3	—	—	13	5	—	—	—	24	—	—	42	—	—
Hunting and fishing ..	2	—	—	—	1	—	—	—	—	—	—	—	5	—	—	13	—	—
TOTAL ..	36	—	—	—	86	5	1	—	381	14	3	—	329	8	—	832	27	4
MINING AND QUARRYING ..	3	—	—	—	7	—	—	—	4	—	—	—	10	—	—	24	—	—
MANUFACTURING AND REPAIRS																		
Food, beverages and tobacco	9	—	—	—	24	1	—	—	115	6	—	—	88	3	1	236	10	1
Textiles, apparel and textile goods ..	—	—	—	—	12	—	—	—	32	1	1	—	32	1	—	76	2	1
Wood and furniture ..	7	—	—	—	34	—	1	—	75	—	—	—	69	—	3	185	—	4
Paper and printing ..	—	—	—	—	4	—	—	—	20	—	—	—	15	—	—	39	—	—
Leather and fur ..	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	2	—	—
Rubber products ..	1	—	—	—	—	—	—	—	4	—	—	—	—	—	—	7	—	—
Chemical, petroleum and Coal products ..	1	—	—	—	8	1	—	—	67	—	—	—	24	—	—	100	1	—

OCCUPATIONAL ACCIDENTS—1965

ANALYSIS BY NATURE AND LOCATION OF INJURY

INDUSTRY	FATAL			PERMANENT INCAPACITY						TEMPORARY INCAPACITY ONLY			DEGREE OF INCAPACITY NOT YET DETERMINED		TOTAL NO. OF ACCIDENTS REPORTED				
	Male	Fe-male	Ju-venile	TOTAL			PARTIAL			Male	Fe-male	Ju-venile	Male	Fe-male	Ju-venile	Male	Fe-male	Ju-venile	
				Male	Fe-male	Ju-venile	Male	Fe-male	Ju-venile										
Non-metallic mineral products other than chemical, petroleum and coal products	1	—	—	—	—	—	3	—	—	—	—	11	1	—	—	24	1	—	
Metal industries	7	—	—	—	—	—	67	—	—	—	—	2	—	—	—	1,138	3	1	
Miscellaneous	—	—	—	—	—	—	8	—	—	—	—	19	2	—	—	29	2	—	
TOTAL	26	—	—	—	—	—	160	2	2	2	1,085	12	1	4	575	1,846	19	7	
BUILDING AND CONSTRUCTION	8	—	—	—	—	—	14	—	—	—	72	1	—	—	63	157	1	—	
ELECTRICITY, WATER AND SANITARY SERVICES	—	—	—	—	—	—	4	—	—	—	60	—	—	—	35	99	—	—	
COMMERCE	6	—	1	—	—	—	20	—	—	—	93	2	—	—	55	174	3	1	
TRANSPORT, STORAGE AND COMMUNICATIONS	29	—	—	—	—	—	40	—	—	—	426	2	—	—	271	766	2	—	
SERVICES																			
Government and business	25	1	—	—	—	—	13	—	—	—	75	—	58	—	—	171	6	—	
Recreation	—	—	—	—	—	—	2	—	—	—	8	—	—	—	3	13	—	—	
Personal	1	—	—	—	—	—	3	—	—	—	10	1	—	—	10	24	5	—	
Activities not adequately described	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	
TOTAL	26	1	—	—	—	—	18	—	2	2	93	4	—	—	72	209	11	2	
TOTAL ALL INDUSTRIES AND SERVICES	134	1	1	—	—	—	349	7	5	5	2,214	35	4	20	1,410	4,107	63	14	

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

OCCUPATIONAL
ANALYSIS BY INDUSTRY

	MACHINERY								Handling without Machinery	
	POWER DRIVEN						OTHER			
	Prime Movers	Transmission	Lifting	Woodworking	Metal Working	Sisal	Other	Lifting		Other
AGRICULTURE, ETC.—										
Agriculture and Livestock Production ..	1	10	1	7	—	21	43	3	—	122
Forestry and Logging	—	—	—	1	—	—	—	2	—	4
Hunting and Fishing	—	—	—	—	—	—	—	—	—	2
TOTAL	1	10	1	8	—	21	45	3	—	128
MINING AND QUARRYING	—	—	—	—	—	—	—	—	—	—
MANUFACTURING AND REPAIRS—										
Food, Beverages and Tobacco	—	1	1	5	—	—	29	—	—	84
Textiles, Apparel and Textile Goods ..	—	—	1	1	4	—	40	—	—	15
Wood and Furniture	—	2	—	85	2	—	4	—	—	48
Paper and Printing.. .. .	—	—	—	—	2	—	21	—	—	9
Leather and Fur	—	—	—	—	—	—	—	—	—	1
Rubber Products	—	1	—	—	—	—	—	—	—	2
Chemical, Petroleum and Coal Products..	—	—	—	3	—	—	8	—	1	28
Non-Metallic Mineral Products other than Chemical, Petroleum and Coal Pro- ducts	—	1	—	—	—	—	6	—	—	11
Metal Industries	—	—	8	8	42	—	100	1	2	469
Miscellaneous Manufacturing Industries..	—	—	1	2	2	—	11	—	—	13
TOTAL	—	5	11	104	52	—	219	1	3	680
BUILDING AND CONSTRUCTION	—	—	—	1	—	—	—	1	—	44
ELECTRICITY, WATER AND SANITARY SERVICES	—	1	—	—	—	—	1	—	—	33
COMMERCE	—	—	—	1	—	—	1	—	—	89
TRANSPORT, STORAGE AND COMMUNICATIONS	—	1	12	—	—	—	1	1	—	255
SERVICES—										
Government and Business	—	—	—	—	—	—	3	—	—	11
Recreation	—	—	—	—	—	—	1	—	—	3
Personal	—	—	—	—	—	—	—	2	—	3
Activities not adequately described ..	—	—	—	—	—	—	—	—	—	—
TOTAL	—	2	12	2	—	—	10	1	—	438
TOTAL ALL INDUSTRIES AND SERVICES ..	1	17	24	114	52	21	274	5	3	1,253

Table 17

ACCIDENTS—1965

AND CAUSATION

Locomotives, etc.	TRANSPORT				Steam Pressure Plant	Air Pressure Plant	Fires	Explosions	Molten Metal: Other Hot or Corrosive Substances	Gassing and Poisoning	Electricity	Struck by Falling Objects	Falls of Ground	Falls of Persons	Stepping on or Striking against Objects	Hand Tools not Power Operated	Animals	Miscellaneous	Accidents not Adequately Described	TOTAL
	Ships	Aircraft	Other Vehicles																	
1	-	-	147	-	-	4	-	2	1	2	19	-	83	112	148	34	47	-	808	
-	-	-	4	-	-	-	-	-	-	-	10	-	6	-	13	-	2	-	42	
-	-	-	3	-	-	-	-	-	-	-	-	-	-	1	1	5	1	-	13	
1	-	-	154	-	-	4	-	2	1	2	29	-	89	113	162	39	50	-	863	
-	-	-	3	-	-	-	-	-	-	-	5	2	2	-	4	-	1	-	24	
-	-	-	13	-	-	2	-	18	-	-	11	-	31	13	19	-	20	-	247	
-	-	-	1	-	-	-	-	-	-	-	3	-	2	2	4	1	5	-	79	
-	-	-	17	-	-	2	-	-	-	-	9	-	5	1	10	-	3	1	189	
-	-	-	1	-	-	-	1	1	-	-	2	-	-	2	2	-	-	-	39	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	
-	-	-	1	-	-	-	-	2	-	-	-	-	-	-	1	-	-	-	7	
-	-	-	17	-	-	-	-	4	-	2	6	-	9	5	15	-	3	-	101	
-	-	-	-	-	-	-	-	-	-	1	-	-	2	1	3	-	1	-	26	
7	-	-	25	-	-	9	1	56	1	4	36	1	62	54	170	-	85	-	1,141	
-	-	-	-	-	-	1	-	1	-	-	1	-	4	3	-	-	2	-	41	
7	-	-	75	-	-	14	2	82	1	7	68	1	115	79	225	1	119	1	1,872	
-	-	-	19	-	-	2	-	7	-	-	14	2	28	10	16	1	13	-	158	
-	-	-	18	-	-	-	-	-	-	1	5	-	12	8	10	2	8	-	99	
-	-	-	22	-	-	-	-	1	-	1	13	-	23	10	3	-	14	-	178	
20	-	-	174	-	-	1	-	13	-	2	54	-	88	67	17	1	61	-	768	
1	-	-	40	-	-	-	-	1	-	1	4	-	23	-	8	5	80	-	177	
-	-	-	1	-	-	-	-	-	-	-	1	-	1	3	2	2	3	-	15	
-	-	-	2	-	-	-	-	2	-	-	2	-	10	1	1	2	5	-	29	
-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	
21	-	-	276	-	-	3	-	24	-	5	93	2	186	96	57	13	184	-	1,425	

REGISTRATION OF PERSONS—STATISTICAL SUMMARY 1965

I. ISSUE OF IDENTITY CARDS UNDER THE REGISTRATION OF
PERSONS ACT (CAP. 107)

RACE	NUMBER OF IDENTITY CARDS ISSUED	
	Originals	Re-Issues
Africans	58,536	35,317
Arabs	268	193
Somalis and Borans ..	10,128	283
Asians	993	374
Europeans	346	79
Miscellaneous	89	22
	<u>70,360</u>	<u>36,268</u>

II. ISSUE OF CERTIFICATES OF REGISTRATION UNDER THE DOMESTIC EMPLOYMENT
(REGISTRATION) ACT (CAP. 228)

Original Certificates Issued	85
Re-Issues	15
Cancellations and Refusals	—

III. FINGERPRINT BUREAU—IDENTIFICATIONS

Fingerprints classified and/or checked for purposes of registration ..	100,837
Thumbprints checked in respect of Duplicate Identity Cards Issued ..	23,782
Miscellaneous fingerprint checks	2,917
TOTAL	<u>127,531</u>

PROSECUTIONS AGAINST EMPLOYERS UNDER LABOUR
LEGISLATION 1965

	Con- victed	Dis- charged	Ac- quitted	With- drawn	Total
EMPLOYMENT ACT (CAP. 226)					
Failing to pay wages on demand	26	3	5	9	43
Failing to maintain proper records	6	—	—	—	6
TOTAL	32	3	5	9	49
EMPLOYMENT OF WOMEN, YOUNG PERSONS AND CHILDREN ACT (CAP. 227)					
Employing a child without the written permission of a Labour Officer	5	—	1	—	6
WORKMEN'S COMPENSATION ACT (CAP. 236)					
Failing to report an accident causing injury to a work- man	4	—	2	1	7
REGULATIONS OF WAGES AND CONDITIONS OF EMPLOYMENT ACT (CAP. 229)					
Failing to pay not less than statutory minimum rates ..	15	—	2	3	20
Failing to maintain records	6	—	—	—	6
Failing to exhibit prescribed notice of wages regulation order	5	—	—	—	5
TOTAL	26	—	2	3	31
FACTORIES ACT (CAP. 514)					
Failing to fence securely dangerous parts of machinery	2	—	—	—	—
Failing to comply with a provision of which a person suffered bodily injury	2	—	—	—	—
	4	—	—	—	—
TOTAL	71	3	10	13	93

EMPLOYERS

REGISTRATION OF PERSONS ACT (CAP. 107)					
Illegal Registration	30	3	1	1	35
REGULATION OF WAGES AND CONDITIONS OF EMPLOYMENT ACT (CAP. 229)					
Knowingly furnishing false information	2	—	—	—	2
TOTAL	32	3	1	1	37

APPENDIX XI (Contd)

STATUTES ADMINISTERED BY THE MINISTRY OF LABOUR

The Employment Act (Cap. 226).

The Employment of Women, Young Persons and Children Act (Cap. 227).

The Domestic Employment (Registration) Act (Cap. 228).

The Regulation of Wages and Conditions of Employment Act (Cap. 229).

The Shop Hours Act (Cap. 231).

The Mombasa Shop Hours Act (Cap. 232).

The Trade Disputes Act (Cap. 234).

The Workmen's Compensation Act (Cap. 236).

The Industrial Training Act (Cap. 237).

The Factories Act (Cap. 514).

The National Youth Service Act.

The National Social Security Act.

APPENDIX XII

AUTHORIZED ESTABLISHMENT AND STAFF OF THE MINISTRY—1965

OFFICE OF THE MINISTER

Number of Posts	Designation of Post	Name of Substantive Holder
1	Minister	Hon. E. N. Mwendwa, M.P. 1-1-65 to 17-12-65. Hon. Dr. J. G. Kiano, M.A., PH.D., M.P. 17-12-65 to 31-12-65
2	Assistant Ministers	Hon. F. P. K. Kubai, M.P. Hon. J. Odero-Jowi, M.P.
1	Permanent Secretary	Mr. M. A. O. Ndisi, F.C.C.S.
1	Deputy Secretary	Mr. J. W. Owuor, B.A. (Hons.) M.A. (Delhi).
1	Senior Assistant Secretary	Vacant.
1	Assistant Secretary	Mr. B. F. Miles
1	Personal Secretary Gr. I	Mrs. L. N. Kingori (Held against the post)
1	Personal Secretary Gr. II	Mrs. D. M. Nimmo (Held against the post)
2	Stenographer/Secretaries	Miss Davinder Nottay Miss B. D. S. Panesar
2	Pool/Stenographers	
1	Accounts Assistant	Mr. A. B. C. D'Costa Fernandes
2	Clerical	
1	Personnel Assistant	Mr. S. P. Goel, B.A. (Punjab)
3	Clerical	
1	Pool/Stenographer	
2	Subordinate Staff	

LABOUR DEPARTMENT

1	Principal Labour Officer	Vacant
1	Chief Industrial Relations Officer.	Mr. J. C. Odaga, B.A. (Addis), D.P.A. (Holland)
6	Senior Labour Officers	Mr. N. Nesbitt Mr. A. E. Odhiambo Mr. B. E. Odongo Mr. J. M. Mutugi, B.A. (Lond.) Mr. J. G. Thongori, B.A. (Lond.) Mr. C. K. Murengi
1	Industrial Relations Officer	Mr. J. W. Omedi
27	Labour Officers	Mr. J. Lindsay Mr. P. M. Okumu Mr. J. H. Okumu Mr. S. J. Okello Mr. E. Akach Mr. J. H. I. Obimbo Mr. C. A. Agengo Mr. J. W. Agutu Mr. E. Omondi Miss A. F. Mbuya, B.A. (Lond.) Mr. J. B. O. Omondi, DIP.E.D. (Mak.) Mr. J. H. Denar

APPENDIX XII—(Contd.)

AUTHORIZED ESTABLISHMENT AND STAFF OF THE MINISTRY—1965

LABOUR DEPARTMENT—(Contd.)

Number of Posts	Designation of Post	Name of Substantive Holder
		Mr. Chege Kibachia Mr. B. G. Saka Mr. G. K. Muange Mr. P. Bukachi Mr. G. G. Ware Mr. A. W. Baraza Mr. J. D. Ossome Mr. J. S. Muigai Mr. A. O. Magana Mr. S. K. Ngutu Mr. W. W. Kidusu Mr. A. O. Magana Mr. S. K. Ngutu Mr. W. W. Kidusu Mr. C. D. Owiti Mr. E. S. Wawire
7	Senior Labour Inspectors	Two vacant Mr. H. J. Kramer Mr. L. K. Kimei Mr. S. N. P. Mutia Mr. J. B. C. Zakariah
4	Industrial Relations Assistants	Three vacant. Mr. G. K. Nyawade Mr. R. K. Wanjofu Mr. H. A. Oduor
11	Labour Inspectors	One vacant Mr. A. Mala Mr. J. O. Phillip, Mr. M. J. Makopa Mr. S. A. Hussein Mr. G. J. Oliech Mr. M. O. Odida Mr. P. N. Ndegwa Mr. C. C. Waigwa Mr. J. L. Mongera
20	Wages Inspectors	Two vacant Mr. W. J. Aluku Mr. Osamo John Mr. George M. Muema Mr. J. H. Hungai Mr. E. Wamira Mr. J. J. Mwashimba Mr. P. K. Letich Mrs. R. D. Agnetta Mr. Mohamed Bwana Tomu Mr. Abdullahi Said Andele Mr. Joel Smith Gatama Mr. A. A. Alwy Mr. J. K. Ingosi Mr. J. A. Olang Mr. Mcoquodho Frederick

APPENDIX XII—(Contd.)

AUTHORIZED ESTABLISHMENT AND STAFF OF THE MINISTRY—1965

LABOUR DEPARTMENT—(Contd.)

Number of Posts	Designation of Post	Name of Substantive Holder
5	Stenographer Secretaries	Mr. A. K. Lumbugu Mr. D. M. Mutinda Mr. Mwendwa Two vacant. Mrs. F. G. Bresson Mrs. N. V. D. D'Souza Miss May Fernandes Mrs. P. Channan
9	Executive Officers Gr. III	Mrs. Margaret Maina Mr. V. M. D'Souza Mr. C. B. Patel Mr. C. J. Mathias Mr. T. V. Carvello Mr. P. N. D'Souza Mr. Joseph Odhiambo Mr. S. R. H. Shirazi, B.A. (Punjab) Mr. G. Imrikwa Mrs. O. J. Ngugi, B.A. (Agra) Mr. Musa Onyango
1	Accounts Assistant	
49	Clerical	
6	Copy Typists	
15	Drivers	
59	Subordinate Staff	

FACTORIES INSPECTORATE

1	Chief Inspector of Factories	Mr. F. M. McCullough, M.I.MECH.E.
3	Inspector of Factories	Mr. E. F. T. Hancock, A.M.I.MECH.E., Grade I CHEM.E. Mr. E. S. Gitahi, B.SC. (Lond.) DIP.IND. HYG. (Zagreb) Mr. A. N. Watakila, B.SC. (Guildford, U.S.A.) Mr. J. M. Zakaria
1	Executive Officer	
1	Pool/Stenographer	
2	Clerical	
3	Typists	
2	Subordinate Staff	

WORKMEN'S COMPENSATION SECTION

1	Registrar	Mr. S. M. Mailu
2	Clerical	

APPENDIX XII—(Contd.)

AUTHORIZED ESTABLISHMENT AND STAFF OF THE MINISTRY—1965
LABOUR DEPARTMENT—(Contd.)

Number	Designation of Post	Name of Substantive Holder
APPRENTICESHIP AND TRADE TESTING SECTION		
1	Controller Apprenticeship and Trade Testing	Mr. L. Kemp. C.ENG., A.M.I.MECH.E., A.M.I.E.D.
1	Assistant Controller Apprenticeship and Trade Testing	Mr. A. McIntosh, B.E.M.
5	Inspectors	Mr. G. V. Herbert, A.M.A.S.E.E. Mr. H. O. Okumu Mr. J. K. Njoroge Mr. S. K. Ichugwa Mr. J. S. Gachie
2	Inspectors (Supernumerary)	Mr. J. O. Ogola
1	Executive Officer	Mr. O. L. G. D'Souza
2	Clerical	
1	Artisan	
7	Subordinate Staff	
EMPLOYMENT SERVICE		
1	Principal Employment Officer	Mr. L. W. R. James
3	Labour Officers	Mr. E. M. Linyonyi Mr. P. K. Ndenderu Mr. P. J. Masinde
3	Employment Exchange Supervisors	Miss J. F. Benett Mr. M. Luta Mr. W. Obuora
1	Senior Placement Officer	Mr. W. Wasia
17	Placement Officers	
13	Employment Registry Officers	
1	Clerical	
INDUSTRIAL COURT		
1	Executive Officer	Mr. N. O. Achayo
1	Executive Officer, Grade III	Mr. P. J. Jethwa
1	Stenographer Secretary	S. F. Mohammedali
1	Clerical	
1	Subordinate Staff	
NATIONAL YOUTH SERVICE		
1	National Youth Leader	Hon. J. M. Kariuki, M.P.
1	Director	Mr. G. W. Griffin
1	Deputy Director	Mr. S. A. Tongoi
1	Assistant Director	Mr. W. Itote

AUTHORIZED ESTABLISHMENT AND STAFF OF THE MINISTRY—1965

LABOUR DEPARTMENT—(Contd.)

Number	Designation of Post	Name of Substantive Holder
1	Staff Officer	Vacant
1	Transport Officer	Mr. A. W. Gower
1	Accountant Grade III	Mr. Z. D. Onyango
2	Accounts Assistants	Mr. S. Chonga One vacant
1	Executive Officer III	Mr. J. M. Mugweru
2	Stenographer/Secretaries	Mrs. L. D. D'Souza One vacant
2	Pool/Stenographers	
2	Copy Typists	
2	Storekeeper Grade I	Mr. L. E. Eveson Mr. N. S. Ogutu
2	Storekeeper, Grade II	Mr. J. Muturi Mr. W. E. Landie
9	Clerical	
4	Drivers	
4	Subordinate Staff	
1	Foreman (Mech.)	
2	Mechanic, Grade I	
2	Mechanics, Grade II	
1	Switchboard Attendant	
HARAMBEE FARMS		
1	Farm Supervisor	Vacant
3	Training Officers	Vacant
3	Clerical	
3	Cooks	
3	Mechanics, Grade II	
6	Veterinary/Agric. Instructors	
FIELD UNIT		
7	Commandants	Mr. E. L. P. Okello Mr. S. R. O. Amolo Mr. H. B. A. Alu Four vacant
1	Commandant (woman)	Miss A. N. Masai
7	Training Officers	Mr. Maina Mukundi Mr. B. S. S. Magambo Mr. Mutune Kioko Mr. Peter Ndambo Mr. James Arrua Atteng Mr. Jacob Mwangi Kimani One vacant.
1	Training Officer (woman)	Vacant.
35	Section Commanders	
2	Section Commanders (women)	
7	Teachers (P.I)	
14	Teachers (P.II)	
7	Asst. Tech. Instructors Grade I	
14	Assistant Technical Instructors Grade II	
7	Medical Assistants	

APPENDIX XII—(Contd.)

AUTHORIZED ESTABLISHMENT AND STAFF OF THE MINISTRY—1965

LABOUR DEPARTMENT—(Contd.)

Number	Designation of Post	Name of Substantive Holder
7	Storekeeper, Grade II	Mr. A. W. Muema Mr. F. L. Opondo Mr. G. O. Amolo Mr. J. Okanga Mr. M. Opiyo Mr. J. K. N. Nyette
7	Storemen	
7	Clerical	
14	Cooks	
14	Drivers	

PROJECT CAMPS

7	Senior Training Officers	Mr. G. S. N. Githinji Six vacant
14	Section Commanders	
7	Clerical	
7	Cooks	
7	Medical Assistants	
1	Foreman (Roads)	
1	Foreman (Mechanic)	
6	Mechanics Grade I	
2	Mechanics, Grade II	
	Plant Operators Grade II	
	Plant Operators, Grade III	

CENTRAL REGISTRATION OFFICE

1	Principal Registrar	Mr. N. E. Huckle
1	Registrar	Mr. J. H. Okumu (acting)
1	Assistant Registrar	Mr. R. J. L. Lobo
1	Executive Officer, Grade III	Mr. D. S. Patel
1	Finger Print Officer	Mr. M. A. Jaffery
2	Senior Finger Print Assistants	Mr. M. A. Rahim Mr. M. P. Trivedi
14	Finger Print Assistants	
2	Copy Typists	
28	Clerical	
1	Driver	
10	Subordinate Staff	

NATIONAL SOCIAL SECURITY FUND

1	Director	Vacant
1	Chief Accountant	Mr. B. H. E. Dickinson
1	Secretary	Vacant
1	Personal Secretary, Grade II	Miss F. S. Jaffery
3	Pool Stenographers	

APPENDIX XII—(Contd.)

AUTHORIZED ESTABLISHMENT AND STAFF OF THE MINISTRY—1965

LABOUR DEPARTMENT—(Contd.)

Number	Designation of Post	Name of Substantive Holder
1	Accountant, Grade I	Vacant
1	Accountant, Grade II	Vacant
1	Executive Officer, Grade I	Mr. J. A. Oyugi
1	Executive Officer, Grade II	Mr. T. K. Kangethe
1	Executive Officer, Grade III	Mr. Abram Nairraba
		Mr. Samuel G. Kamango
		Mr. C. W. Kihungi
		Mr. Andrew Makotsi
		Mr. J. R. Kyule
		Mrs. N. M. Felesia
		Mr. L. W. Mbui
		Two vacant
3	Accountant, Grade III	Vacant
1	Personnel Assistant	Vacant
1	Cashier	Vacant
4	Accounts Assistants	Miss N. Olalo
		Three vacant
1	Machine Room Supervisor	
1	Senior Machine Operator	
2	Senior Key Punch Operators	
10	Key Punch Operators	
5	Copy Typists	
43	Clerical	
4	Subordinate Staff	

