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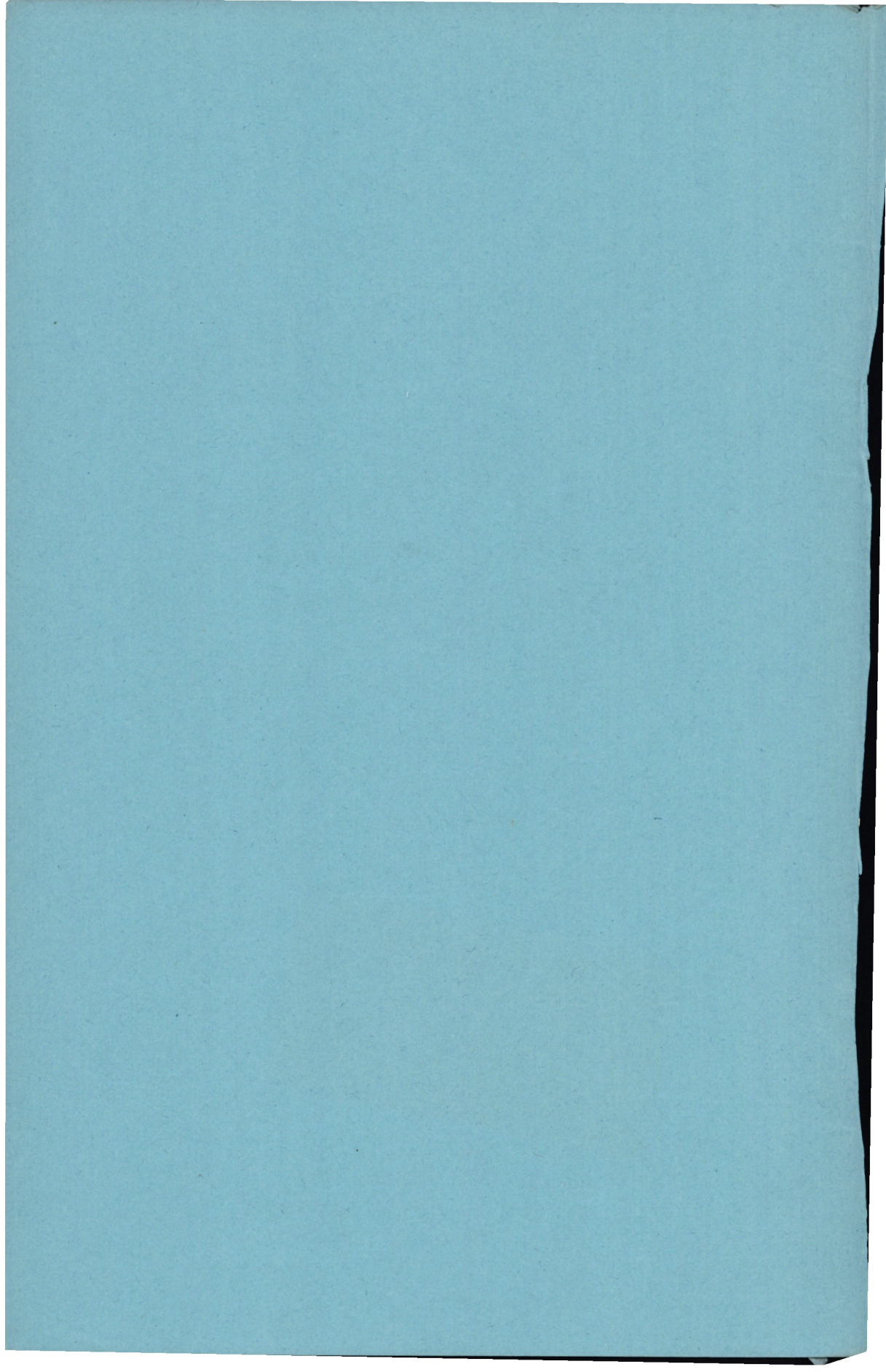


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ANNUAL REPORT
1967**

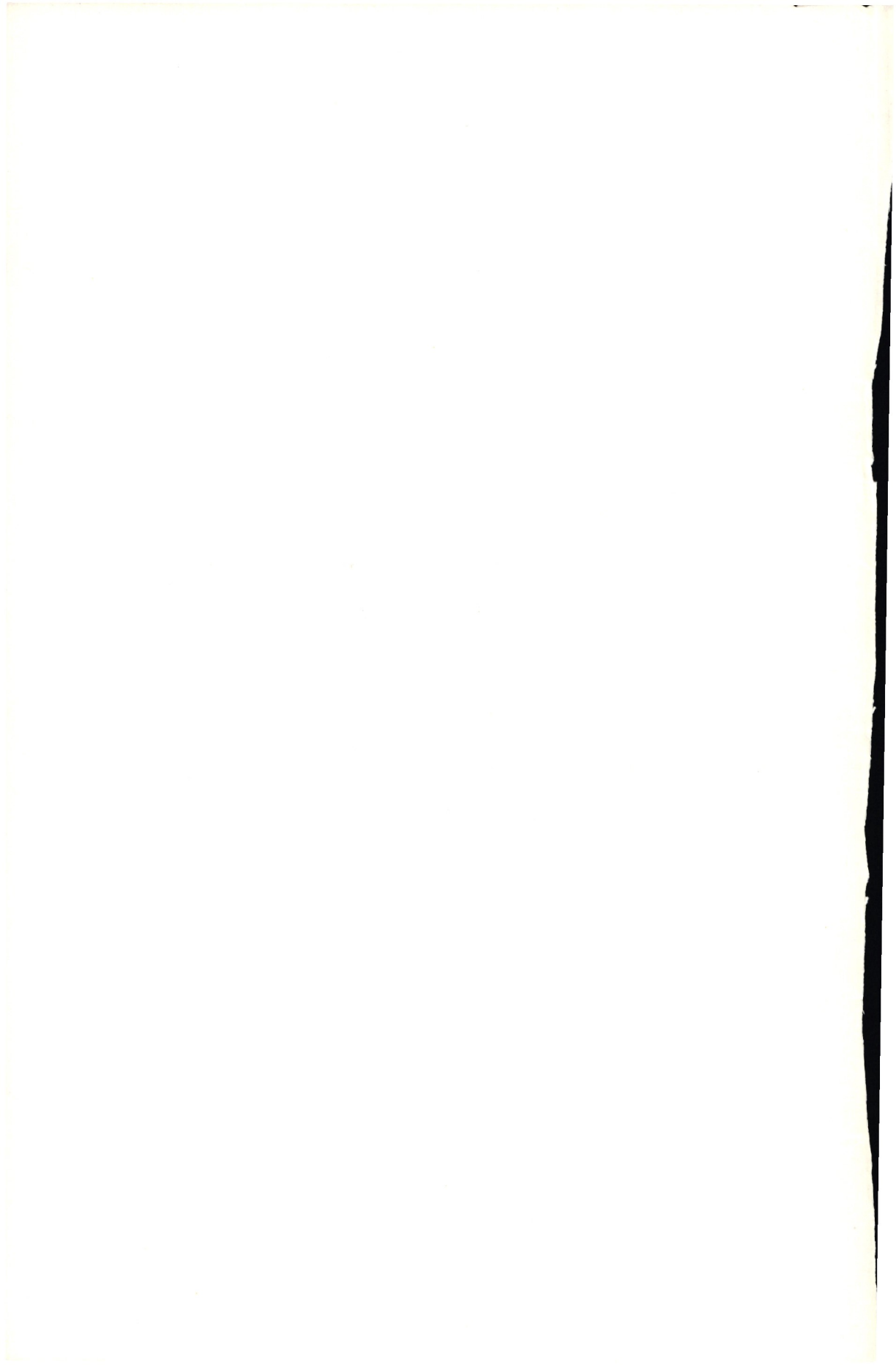
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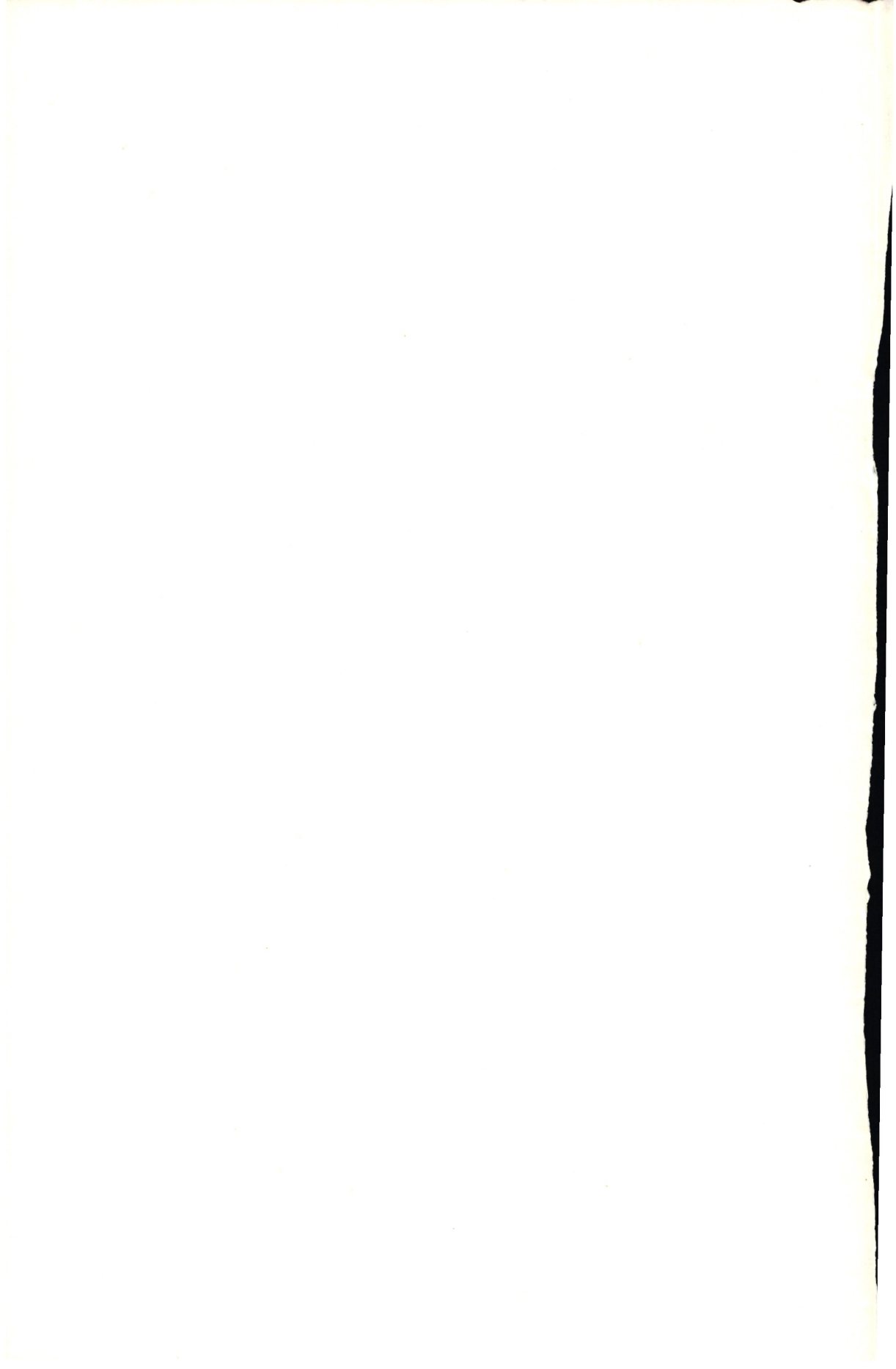
MINISTRY OF LABOUR
ANNUAL REPORT
1967

KENYA NATIONAL ASSEMBLY
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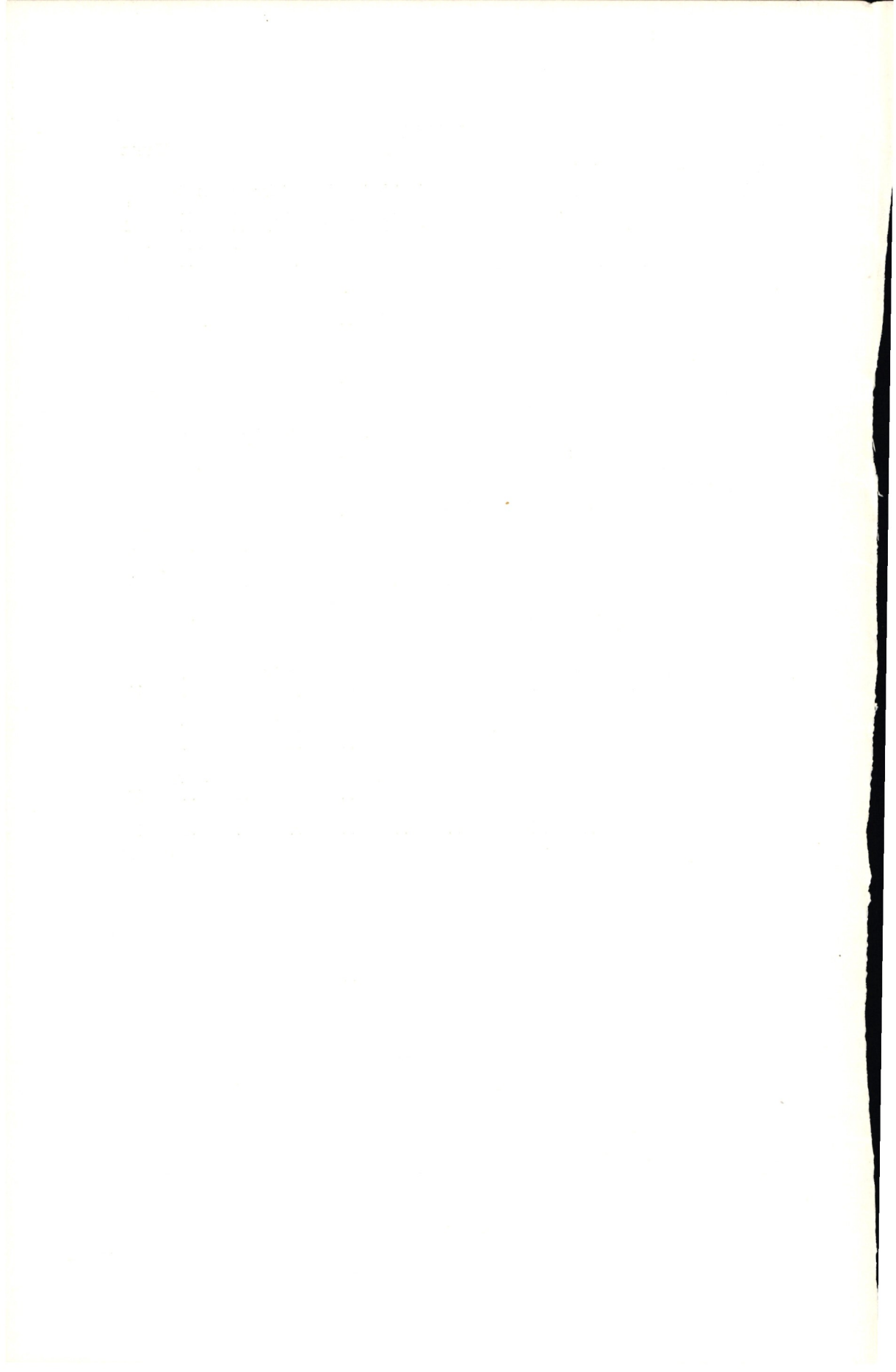
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PART I—FUNCTIONS, STAFF AND ORGANIZATION

The Ministry continued to expand as a result of the growth of new Departments namely, the National Youth Service, National Social Security Fund, Management Training and Advisory Centre, the National Industrial Vocational Training Centre and the Kenyanization of Personnel Bureau. The Bureau was started by the Government towards the end of the year within the Ministry of Labour for the purpose of accelerating Kenyanization of Personnel in the private sector. In September 1967, Mr. M. A. O. Ndisi left the post of Permanent Secretary /Labour Commissioner to take up the post of Director, I.L.O. Area Office, Dar es Salaam. He was succeeded by Mr. T. K. B. Mbathi who was formerly the Permanent Secretary in the Ministry of Power and Communications.

2. The need for specialization in the various sections comprising the Ministry was such that in 1967 it was found necessary to concentrate under the Labour Department the following sections namely: the Headquarters Section, the Industrial Relations Section, the Employment Section, the Factory Inspectorate and Workmen's Compensation and the Field Inspectorate. Management Training and Advisory Centre and National Industrial Vocational Training Centre, which had originally been sections of the Labour Department, were to be regarded as distinct Departments on their own.

3. The functions of the Ministry of Labour have now been extended to include Training and Social Security. The chief functions of the Labour Department could still be said to be the enforcement of labour laws and ensuring satisfactory standards of employment. In practice, the duties include inspections of places of employment; enforcement of Statutory Minimum Wages; the improvement of standards of housing, welfare and health services; control of the employment of women, young persons and children; promotion of joint consultative machinery and collective bargaining in industry and agriculture; conciliation in trade disputes; recovery of workmen's compensation and operation of employment services. The Labour Department advises the Government generally on all labour matters.

4. Management Training and Advisory Centre and National Industrial Vocational Training Centre are essentially training Departments. The Management Training and Advisory Centre concentrates on training of management personnel, whereas the N.I.V.T.C. trains artisans. The National Youth Service, on the other hand, takes on young persons some of whom are school leavers after C.P.E. and, besides training them for specific trades, plays a key role in instilling discipline in them to fit them for future employment as well as making them good citizens. National Social Security Fund administers the money contributed equally by workers and their employers for the benefit of these workers when they stop working for any reason.

PART II—LABOUR DEPARTMENT

SECTION 1—EMPLOYMENT

The Working Population

5. The decreasing effectiveness of the Annual Enumeration of Employees as the sole means of measuring gainful employment has been discussed in previous Reports, but it is now considered that sufficient other sources of information have become available to enable a broader and more complete picture of wage-earning employment to be set out. However, it being the first year in which this was possible, the figures for 1967 are first compared with those of previous Annual Enumerations of Employees and the more complete picture for 1967 is dealt with in subsequent paragraphs.

6. The results of the Annual Enumeration of Employees, 1967, are given in Appendix I to this Report. The main breakdown of 593,989 persons reported in employment on the 30th June, was as follows:—

(a) 507,614 (85.45%) were adult males, 76,437 (12.87%) were adult females, and 9,938 (1.68%) were children under the apparent age of 16.

(b) 190,684 (32.10%) were engaged in agriculture, forestry and fishing, 194,675 (32.80%) in other private industry and commerce, and 208,630 (35.10%) were employed in the public services.

7. In comparison with reported employment in 1966 (577,500), the total for 1967 showed an increase of 2.8 per cent. The increase was not uniform throughout all sectors of employment, however, there being decreases in agriculture, commerce, transport and communications which were mainly offset by the more than doubling of the number of those reported in the building and construction sector.

8. Agricultural employment was reduced by almost 12,000 due to the continued prevalence of coffee berry disease and low sisal prices both of which resulted in a significant drop in the number of women reported in employment.

9. The fuller picture of wage employment in 1967 is given in the following table which includes employment reported under the Annual Enumeration of Employees, employment in non-agricultural occupations in rural areas not covered by the Enumeration and employment on small holdings outside the settlement areas. An addition is also made to allow for known under-reporting of employees in the Annual Enumeration.

PROBABLE TOTAL WAGE EMPLOYMENT, JUNE 1967

Reported employment (Annual Enumeration)	.. ..	593,989
Rural non-agricultural employment	.. ..	60,600
Small holdings outside settlement schemes	.. ..	284,700
Addition for underenumeration	.. ..	33,900
		<hr/>
TOTAL	.. ..	973,189
		<hr/>

10. It should be noted that the figures refer to employment as it existed at the time of enumeration and they are, undoubtedly, subject to seasonal fluctuations—the degree of which is at present difficult to estimate.

11. The figure for rural non-agricultural employment, included in the above table, resulted from a survey whose breakdown is as follows:—

WAGE EMPLOYMENT IN NON-AGRICULTURAL RURAL OCCUPATION

Forestry and charcoal burning	.. ..	1,400
Fishing	.. ..	6,100
Quarrying	.. ..	1,600
Manufacturing	.. ..	11,800
Building and Construction	.. ..	2,400
Commerce	.. ..	22,600
Transport	.. ..	1,400
Other services	.. ..	13,300
		<hr/>
TOTAL	.. ..	60,600
		<hr/>

12. In the 55,000 establishments which were found to be engaged in business activities in the rural areas, there were 105,000 self-employed and family workers, and some 37,000 of the business owners who also owned agricultural holdings.

Such conditions and the prevalence of part-time and seasonal work present obvious difficulties in assessing employment and unemployment in rural areas.

The Employment Service

13. The operating figures for the Service are as shown below:—

Occupation	Notified Vacancies		Applicants		Placings	
	1967	1966	1967	1966	1967	1966
Professional and Technical Workers	63	88	61	81	8	21
Administrative and Managerial Workers	28	68	51	80	2	6
Clerical Workers	995	1,031	5,378	5,226	644	640
Sales Workers	43	48	557	377	32	32
Farming, Forestry and Related Workers	1,655	1,508	2,487	2,529	912	952
Miners and Quarrymen	145	157	291	136	116	120
Transport and Communication Workers	505	504	3,469	3,775	475	397
Craftsmen and Production Workers	2,457	2,341	5,046	5,438	1,663	1,754
Domestic and other Services	2,740	3,301	9,901	10,533	2,447	3,049
Unskilled Workers	9,314	6,044	34,521	31,562	7,346	6,067
Miscellaneous Workers	305	540	603	888	197	422
TOTALS	18,210	15,630	62,365	60,625	13,842	13,460

	1967	1966
Maximum number of registered applicants at month end ..	10,818	12,988
Minimum number of registered applicants at month end ..	6,047	8,295
Average number of registered applicants at month end ..	8,125	10,775

There was an increase of some 17 per cent in the number of notified vacancies and a fall of about 25 per cent in the average number of registered applicants on the books throughout the year. However, these figures should not be taken to infer a corresponding improvement in the unemployment situation for, as has been discussed in previous Reports, the figures, in fact, only indicate the degree to which employers and work-seekers used the Exchange on an entirely voluntary basis.

14. In December 1967, the Ministry of Labour convened a conference on the "Optimum Utilization of Kenya's Employment Services". The conference, which was attended by many labour, industrial and personnel officers from Government and the private sector, based its discussions on a background paper prepared by the Ministry of Labour. The conference was chaired by the Minister for Labour with the President of the Federation of Kenya Employers as alternate chairman. The conference agenda was divided into three parts namely: the use of the employment exchange system, the Kenyanization of Personnel Bureau and careers advice.

15. The Kenyanization of Personnel Bureau was introduced to employers at the Conference. In particular, its relationship to the Employment Exchanges was explained in detail. The Bureau has two functions: advising the Principal Immigration Officer regarding the issue of entry permits concerned with employment, and assisting employers to carry out their Kenyanization of Personnel Programmes.

16. In order to assist employers to find suitable citizen manpower, the structure of the Bureau includes a Manpower Register Section, and in essence, the Section may be looked upon as an extension of the Employment Exchange system dealing with skilled, managerial and professional workers and trainees for such posts—leaving the Employment Exchanges mainly to deal with unskilled work-seekers.

17. As it was the intention for the Bureau to revive the Careers Advice Programme which had been started in 1965, the Conference considered and recommended means of ensuring that full information was made available to the Bureau for the purpose of giving careers advice.

18. The Conference adopted the following recommendations:—

RECOMMENDATION 1—Employers in urban areas should place their vacancies for unskilled and semi-skilled workers with their nearest employment exchange.

1. All vacancies, whether for permanent or casual employment, should be notified to employment exchanges. For this recommendation to prove effective it was considered essential that exceptions be kept to the absolute minimum. Two possible exceptions raised at the conference concerned redundancy cases and certain casual employment.

RE-EMPLOYMENT OF REDUNDANT WORKERS

2. Some employers have agreements with trade unions to the effect that where workers have been discharged on grounds of redundancy, those workers will be given first opportunity of being re-engaged when opportunities for further employment arose in the same firms. *It was agreed* that such agreements should continue to be honoured but that employers should report to the employment exchanges when they were unable to fill their vacancies by re-engaging former redundant employees.

CASUAL WORKERS

3. Employer representatives referred to cases where casual labour had to be engaged before normal office hours to replace employees who were absent when work was due to start on, say, unloading a railway truck. Where emergency cases such as this arose, production lines might be seriously affected if employers had to adhere to the procedure of notifying vacancies to the employment exchanges instead of engaging work-seekers who were at hand at the factory gate.

4. It was also stated that some employers whose operations involved periodic temporary employment had an understanding with certain casual workers whereby the same workers could be called forward each time the opportunity for work arose. These arrangements proved mutually advantageous, since the workers could look forward to some continuity of employment and employers were assured of obtaining workers who were familiar with the work.

5. It was appreciated that the definition of "casual labourer" contained in the Employment Act (Cap. 226) did not cover the variety of temporary employment vacancies that occurred and that for engagement purposes, at least, a wider definition was required.

6. In the light of the above difficulties *it was agreed* that the Ministry of Labour and the Federation of Kenya Employers should review and agree on:

- (i) the circumstances in which it would be permissible for employers to engage temporary workers without recourse to employment exchanges; and
- (ii) the definition of "casual labourers".

VACANCY NOTIFICATION FORMS

7. It was acknowledged that, sometimes, misunderstandings occur between employers and employment exchange staff as to the necessary requirements for a vacancy. Further it is not always clear to an employment exchange whether the employer has engaged the work-seekers referred to him, or he wishes others to be sent to him.

8. It was agreed that the Ministry of Labour should design a standard form to cover job notification, as well as the outcome of interviews for all recruitments conducted through employment exchanges.

9. A replica of the standard "Vacancy Form" since designed by the Ministry of Labour, is at Appendix B and copies for use by employers can be obtained from any Employment Exchange.

RECOMMENDATION II—The recruitment of unskilled and semi-skilled workers in urban areas should be channelled through the employment exchanges.

10. Attention was invited to the growing number of agencies which undertook to find work-seekers employment on payment of a fee. In certain specialist fields where there was a known shortage of qualified personnel—notably stenographer/secretaries—the operation of a few privately operated agencies could prove beneficial particularly when highly qualified staff were required at short notice and for temporary jobs. However, cases were quoted of unskilled and semi-skilled work-seekers being referred to employers by fee-charging agencies. The conference considered that such agencies were unnecessary in view of the free services offered to work-seekers at Government employment exchanges.

11. It was agreed that the Government should consider the introduction of a system of licensing appropriate private agencies on the lines of Part III of International Labour Convention 96.

RECOMMENDATION III—Local unskilled and semi-skilled work-seekers should be given preference over itinerant ones.

12. It was agreed that local unskilled and semi-skilled work-seekers should be given preference over itinerant ones. It was felt, however, that the definition of "local" work-seekers was vague and agreed that the Ministry of Labour in consultation with the Federation of Kenya Employers should attempt to redefine "local", and "itinerant", work-seekers.

RECOMMENDATION IV—Other factors being equal and subject to Recommendation III, unskilled and semi-skilled workers should be referred to employers in the order in which they register.

13. Under the voluntary system of registering with an employment exchange a work-seeker attends the exchange as and when he wishes and he can only be readily contacted on the days he reports there. This recommendation will, therefore, be applied having regard to those work-seekers present at the employment exchange.

RECOMMENDATION V—The recruitment of secondary and post-secondary school employees should be channelled through the Kenyanization of Personnel Bureau.

14. The Executive Officer of the Federation of Employers stated that a circular had been sent to all members of the federation calling on them to recruit through the bureau. The conference hoped that the federation's members would respond fully and that employers outside the federation would follow suit.

RECOMMENDATION VI—Employers should pay particular attention to the provision of job descriptions when completing forms required under the new Immigration Regulations.

15. The conference appreciated the need for employers to complete all forms containing job descriptions with care and thoroughness. It was noted that the

provision of concise information regarding training programmes was equally important and that in all cases accurate information should be supplied and genuine qualifications called for.

RECOMMENDATION VII—A dictionary of occupational titles should be compiled.

16. It was agreed that the careers advice programme should be revived by the Kenyanization of Personnel Bureau, and recommended that a dictionary of occupation titles be compiled. In August 1966, the employment service issued to all careers masters and mistresses a "Careers Information Reference" in which they were to file job descriptions as and when issued. The index sheets contained in this reference could be used as a basis for the proposed dictionary as they already give a general outline of the work carried out in the various groups of jobs in the public and private sectors. The pattern of this reference recommends itself since the grouping of the jobs therein conforms with that used in the pamphlet "Choosing a Career" which was produced for pupils in secondary schools.

RECOMMENDATION VIII—Any practice of employing individuals because they are friends, or relatives of "important people" should cease immediately.

RECOMMENDATION IX—All engagements should be made according to the rules of merit, ability and, first-come, first-served.

17. The conference condemned the practice of nepotism in the filling of employment vacancies and felt that strict adherence to the above recommendation would eliminate the danger of nepotism. In particular, it was appreciated that proper use of employment exchanges and the Kenyanization of Personnel Bureau by employers would protect them from accusations of favouritism.

18. *It was agreed* by the conference that a positive campaign should be conducted in the public and private sectors of the economy not only to ensure that posts are filled on grounds of open competition, but also to make it abundantly clear that a person simply wastes his time in trying to gain influential preference.

Employment of Women, Young Persons and Children

19. The steady increase that has occurred for many years in the number of women reported in employment was broken in 1967 when the number fell to 75,800 from the peak of 87,600 in 1966. The whole of the fall took place among African women in agriculture and was largely due to the effect of the poor coffee crop.

20. The Merchant Shipping Act came into operation in December 1967 and this contained provisions governing the employment of young persons and children on ships which had formerly appeared in the Employment of Women, Young Persons and Children Act (Cap. 227).

Dock Labour

21. The closure of the Suez Canal affected the employment of labour in the Mombasa Docks; 2,000 workers were declared redundant but with co-ordination and co-operation between the management and the Dockworkers' Union labour stability was stronger than ever before. The dock employment situation later improved with the opening of two new berths.

22. The total labour force employed at Kilindini Harbour at the end of the year, compared with 1965 and 1966, was as follows:—

	1967	1966	1965
Supervisory Grades	522	473	465
Clerical Grades	1,038	987	902
Manual Grades	8,480	8,413	7,888
	<u>10,040</u>	<u>9,873</u>	<u>9,255</u>

23. In November 1967, the Assistant Minister for Labour opened the new Headquarters building of the Dockworkers Union in Mombasa on behalf of the Minister.

SECTION 2—WAGES AND HOURS OF WORK

Urban Minimum Wages

24. With effect from 1st July 1967, the Government introduced the Regulation of Wages (General) Order 1967, replacing the General Order made in 1963. The Order provides basic minimum consolidated wages, i.e. basic monthly wages inclusive of housing allowance. The Order applies to the thirteen Urban towns as previously, but in respect of Mombasa and Nairobi it covers Mombasa Municipality instead of Mombasa Island and Nairobi Area instead of Nairobi Municipality as in the previous Order. The basic minimum consolidated wages for Nairobi and Mombasa have been raised to Sh. 175 and Sh. 140 for male and female employees aged 18 years and over. In the other eleven urban centres, the basic minimum consolidated wage rates were Sh. 160 and Sh. 128 for male and female employees aged eighteen years and over. Unlike the previous Order, the current one stipulates basic minimum consolidated wage rates for all other employees (juveniles), together with minimum daily and hourly rates of pay applicable to all groups on a *pro rata* basis. Provision is made for employers to deduct the appropriate rate of housing allowance from employees who are housed and engaged on monthly contracts only. Housing allowances in respect of employees other than for males aged 18 years and over have been slightly increased. The provisions in the new Order were as follows:—

MAXIMUM PERMISSIBLE HOUSING ALLOWANCE DEDUCTIONS

Area	Male Employees aged 18 years and Over	All Other Employees
	<i>Sh.</i>	<i>Sh.</i>
Nairobi Area	35	21
Mombasa Municipality	35	21
Eldoret Municipality	30	18
Kisumu Municipality	30	18
Kitale Municipality	30	18
Nakuru Municipality	30	18
Thika Municipality	30	18
Kericho Urban Council	30	18
Masaku Urban Council	30	18
Nanyuki Urban Council	30	18
Nyeri Urban Council	30	18
Thomson's Falls Urban Council	30	18
The area of the former Township of Naivasha	30	18

BASIC CONSOLIDATED MINIMUM WAGES

AREA	MALE EMPLOYEES AGED 18 YEARS AND OVER			FEMALE EMPLOYEES AGED 18 YEARS AND OVER			ALL OTHER EMPLOYEES		
	Monthly Contracts per month	Daily rate	Hourly rate	Monthly Contracts per month	Daily rate per month	Hourly rate	Monthly Contracts	Daily rate	Hourly rate
	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>cts.</i>
Nairobi Area	175 00	7 00	90	140 00	5 60	70	105 00	4 20	55
Mombasa Municipality	175 00	7 00	90	140 00	5 60	70	105 00	4 20	55
Eldoret Municipality	160 00	6 40	80	128 00	5 20	65	96 00	3 85	50
Kisumu Municipality	160 00	6 40	80	128 00	5 20	65	96 00	3 85	50
Kitale Municipality	160 00	6 40	80	128 00	5 20	65	96 00	3 85	50
Thika Municipality	160 00	6 40	80	128 00	5 20	65	96 00	3 85	50
Nakuru Municipality	160 00	6 40	80	128 00	5 20	65	96 00	3 85	50
Kericho Urban Council	160 00	6 40	80	128 00	5 20	65	96 00	3 85	50
Masaku Urban Council	160 00	6 40	80	128 00	5 20	65	96 00	3 85	50
Nanyuki Urban Council	160 00	6 40	80	128 00	5 20	65	96 00	3 85	50
Nyeri Urban Council	160 00	6 40	80	128 00	5 20	65	96 00	3 85	50
Thomson's Falls Urban Council	160 00	6 40	80	128 00	5 20	65	96 00	3 85	50
The Area of the former township of Naivasha	160 00	6 40	80	128 00	5 20	65	96 00	3 85	50

BASIC CONSOLIDATED MINIMUM WAGES

	The Area of Jurisdiction of the former Municipality of Nairobi as set forth in the First Schedule to the Municipalities Ordinance (Cap. 136) Laws of Kenya (1948) (now repealed)										Eldoret, Kisumu, Kitale, Nakuru and Thika Municipalities, the Urban Councils of Kericho, Masaku, Nanyuki, Nyeri, Thomson's Falls, the former Township of Naivasha.									
	The Mombasa Island.					OTHER EMPLOYEES					MALE EMPLOYEES AGED 18 YEARS AND OVER					OTHER EMPLOYEES				
	MALE EMPLOYEES AGED 18 YEARS AND OVER					OTHER EMPLOYEES					MALE EMPLOYEES AGED 18 YEARS AND OVER					OTHER EMPLOYEES				
	Monthly Contracts per month	Daily Rate	Hourly Rate	Monthly Contracts per month	Daily Rate	Hourly Rate	Monthly Contracts per month	Daily Rate	Hourly Rate	Monthly Contracts per month	Daily Rate	Hourly Rate	Monthly Contracts per month	Daily Rate	Hourly Rate	Monthly Contracts per month	Daily Rate	Hourly Rate		
	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>		
Cook	205 00	8 20	1 05	174 25	6 95	0 85	190 00	7 60	0 95	155 00	6 20	0 75	155 00	6 20	0 75	155 00	6 20	0 75		
Cook/House Servant	200 00	8 00	1 00	170 00	6 80	0 85	185 00	7 40	0 95	170 00	6 80	0 85	170 00	6 80	0 85	170 00	6 80	0 85		
House Servant (including Bedroom and Kitchen Servant)	195 00	7 80	1 00	165 75	6 65	0 85	180 00	7 20	0 90	165 00	6 60	0 85	165 00	6 60	0 85	165 00	6 60	0 85		
Butler	215 00	8 60	1 10	182 25	7 30	0 90	200 00	8 00	1 00	180 00	7 80	0 90	180 00	7 80	0 90	180 00	7 80	0 90		
Chaufeur/Driver	200 00	8 00	1 00	170 00	6 80	0 85	185 00	7 40	0 95	175 00	7 00	0 90	175 00	7 00	0 90	175 00	7 00	0 90		
Children's Nurse/Ayah	190 00	7 60	0 95	190 00	7 60	0 95	175 00	7 00	0 90	175 00	7 00	0 90	175 00	7 00	0 90	175 00	7 00	0 90		
Valet	190 00	7 60	0 95	161 50	6 45	0 80	175 00	7 00	0 90	175 00	7 00	0 90	175 00	7 00	0 90	175 00	7 00	0 90		
Bar Attendant	185 00	7 40	0 95	157 35	6 30	0 80	170 00	6 80	0 85	148 85	5 95	0 75	148 85	5 95	0 75	148 85	5 95	0 75		
Footman	185 00	7 40	0 95	157 25	6 30	0 80	170 00	6 80	0 85	144 50	5 80	0 70	144 50	5 80	0 70	144 50	5 80	0 70		
Waiter	185 00	7 40	0 95	157 25	6 30	0 80	170 00	6 80	0 85	144 50	5 80	0 70	144 50	5 80	0 70	144 50	5 80	0 70		
Groom	180 00	7 20	0 90	155 00	6 20	0 75	165 00	6 60	0 85	140 25	5 60	0 70	140 25	5 60	0 70	140 25	5 60	0 70		
Gardener	180 00	7 20	0 90	155 00	6 20	0 74	165 00	6 20	0 74	140 25	5 60	0 70	140 25	5 60	0 70	140 25	5 60	0 70		
Washerwoman	180 00	7 20	0 90	155 00	6 20	0 74	165 00	6 20	0 74	140 25	5 60	0 70	140 25	5 60	0 70	140 25	5 60	0 70		
Watchman	190 00	7 60	0 95	161 50	6 45	0 80	175 00	7 00	0 90	148 85	5 95	0 75	148 85	5 95	0 75	148 85	5 95	0 75		
Garden Labourer	175 00	7 00	0 90	140 00	5 60	0 70	160 00	6 40	0 80	136 00	5 45	0 70	136 00	5 45	0 70	136 00	5 45	0 70		

25. The General Wages Advisory Board recommended the establishment of a Wages Council for employees in private homes in the 13 urban centres. Accordingly, the Regulation of Wages (Domestic Servants) Order 1967 came into force in November with the following provisions:—

MAXIMUM PERMISSIBLE HOUSING ALLOWANCE DEDUCTIONS

Area	Male Employees Aged 18 years and over	All other Employees
	<i>Sh.</i>	<i>Sh.</i>
The Area of Jurisdiction of the former Municipality of Nairobi as set forth in the First Schedule to the Municipalities Ordinance (Cap. 136) Laws of Kenya (1948) (Now Repealed)	35	21
The Mombasa Island	35	21
The Municipality of Eldoret	30	18
The Municipality of Kisumu	30	18
The Municipality of Kitale	30	18
The Municipality of Nakuru	30	18
The Municipality of Thika	30	18
The Urban Council of Kericho	30	18
The Urban Council of Thomson's Falls	30	18
The Urban Council of Masaku	30	18
The Urban Council of Nyeri	30	18
The Urban Council of Nanyuki	20	18
The Area of the former Township of Naivasha	30	18

THIRD SCHEDULE

HOLIDAY WITH FULL PAY

New Year's Day	August Bank Holiday
Good Friday	Kenyatta Day
Easter Monday	Independence Day
Labour Day	Christmas Day
Madaraka Day	Boxing Day

Rural Minimum Wages

26. Arising from the widening disparity in wages paid to rural and urban workers, the Government introduced the Regulation of Wages (Rural General) Order 1967, which came into force in July 1967. This is the first legislation of its kind catering for employees in those areas which were not previously covered by the Regulation of Wages (General) Order. It provides a basic minimum monthly wage of Sh. 60 for all employees aged 18 years and over and a basic minimum monthly wage of Sh. 36 for all other employees.

27. The Agricultural Wages Advisory Board recommended to the Minister that the application of the Regulation of Wages (Agricultural Industry Wages Council Establishment) Order be varied to include all workers in the farming industry (excluding the plantation industries). This was accordingly done by an amending Order on 21st August 1967.

Industrial Wage Regulations

28. Six of the established Wages Councils reviewed minimum wages and other conditions of employment during 1967. These were: the Footwear Industry, Motor Engineering Trades, Building and Construction Industry, Tailoring, Garment Making and Associated Trades, Hotel and Catering Trades and Baking, Flour Confectionery and Biscuit Making Trades.

29. Two new Wages Councils one for Petrol and Service Stations and the other one of Apprentices and Indentured Learners registered under the Industrial Training Act were set up during the year. The Regulation of Wages (Petrol and Service Stations) Order 1967 laid down the monthly minima of Sh. 145, Sh. 135 and Sh. 115 for Nairobi and Mombasa, other scheduled urban centres and all other areas respectively. Under the Regulation of Wages (Apprentices and Indentured Learners) Order, 1967, those under contracts of training were to receive monthly Sh. 140 for the first year; Sh. 175, Sh. 215, Sh. 260 and Sh. 325 during the second, third, fourth and fifth years respectively.

30. On the 31st December 1967, there were in all 13 Industrial Wages Regulation Orders as indicated below:—

Regulation of Wages Orders

- (i) The Regulation of Wages (Wholesale and Retail Distribution Trades) Order 1964.
- (ii) The Regulation of Wages (Road Transport) Order 1966.
- (iii) The Regulation of Wages (Knitting Mills) Order 1966.
- (iv) The Regulation of Wages (Laundry, Cleaning and Dyeing Trades) Order 1966.
- (v) The Regulation of Wages (Footwear Industry) Order 1967.
- (vi) The Regulation of Wages (Motor Engineering Trades) Order 1967.
- (vii) The Regulation of Wages (Building and Construction Industry) Order 1967.
- (viii) The Regulation of Wages (Petrol and Service Stations) Order 1967.
- (ix) The Regulation of Wages (Tailoring, Garment Making and Associated Trades) Order 1967.
- (x) The Regulation of Wages (Hotel and Catering Trades) Order 1967.
- (xi) The Regulation of Wages (Baking, Flour Confectionery and Biscuit Making Trades) Order 1967.
- (xii) The Regulation of Wages (Domestic Servants) Order 1967.
- (xiii) The Regulation of Wages (Agricultural Industry) Order 1967.

31. The total earnings of employees, set out in the table below, have continued to rise. Prices have also continued to rise as indicated by the average retail price figures at Appendix II, Table 4. While employment rose by 2.8 per cent, the wage bill went up by 7.6 per cent in both the public and private sectors but within the private sector earnings in agriculture and forestry declined by K£800,000 due to the fall in agricultural employment.

EARNINGS BY MAJOR SECTOR, 1964-1967

	K£ MILLION			
	1964	1965	1966	1967
Agricultural and Forestry	12.7	12.4	13.6	12.8
Private Industry and Commerce	48.2	51.9	58.9	62.9
Public sector	43.4	48.4	54.7	61.1
TOTAL	104.3	112.7	127.1	136.8

32. For the first time, information is now available on employment and hours of work by broad occupational categories. The percentages of employees in each of the occupational categories are shown in the table below. It should be kept in mind that this information refers only to employees included in "The Annual Enumeration of Employees" which excludes most of the smallholder agricultural sector as well as the very small non-agricultural rural enterprises. If these were included, the proportion of unskilled labourers would be much higher than the figure shown:—

EMPLOYEES BY OCCUPATION, 1967*

Occupation	Employees Per cent of Total	SEX OF EMPLOYEES (PER CENT OF TOTAL)	
		Male	Female
Professional, Technical, Administrative and Managerial	6.1	6.2	4.8
Teachers	5.7	4.5	14.9
Clerical	9.1	8.3	15.5
Sales	2.4	2.4	6.0
Skilled wage or salary earners not included above	23.7	25.4	10.1
Unskilled labourers	53.0	53.6	48.6
ALL OCCUPATIONS	100.0	100.0	100.0

*Provisional.

33. The relative structure of employment by occupational categories is not perhaps surprising for an economy such as Kenya's. Nor is the sex distribution shown in the same table unexpected.

AVERAGE CASH MONTHLY EARNINGS OF MALES AND FEMALES BY OCCUPATION, 1967*

Occupation	Males	Females	Female Earnings as per cent of Male
Professional, Technical, Administrative, Executive and Managerial	<i>Sh.</i> 2,386	<i>Sh.</i> 1,175	49.2
Teachers	562	541	96.3
Clerical	806	907	112.5
Sales	722	171	23.7
Skilled not included above	521	298	57.2
Unskilled	162	89	54.9
ALL OCCUPATIONS	474	362	76.4

*Provisional.

34. Differentials between salaries of males and females shown in the above table are substantial. Overall, female employees earn only about three-quarters of what male employees are paid (the earnings referred to include only cash payments). In two occupational categories, that of high level (professional, technical, etc.) occupations and sales, women actually earn less than half what men are paid. In the clerical field, however, the average earnings of women are higher. This is probably very largely due to the fact that stenographers, who are mostly women,

are also included in this category and they tend to be paid more than ordinary clerks among whom males predominate.

HOURS OF WORK
WEEKLY HOURS OF WORK BY OCCUPATION, 1967*

Occupation	All Regular Employees	Private Sector Only
Professional, Technical, Administrative, Executive and Managerial	42	45
Teachers	38	40
Clerical	41	42
Sales	46	46
Skilled not included above	43	45
Unskilled	44	45
ALL OCCUPATIONS ..	43	45

35. As far as hours of work are concerned, the overall average of 43 hours per week is probably lower than what one would expect in a country such as Kenya. However, it is apparent from the above that hours of work in the private sector are higher than the overall average, i.e. hours of work in the public sector are lower. Among individual occupations, sales staff appear to have the longest working week and teachers the shortest. The relatively shorter working week for teachers is of course related to factors specific to teaching as an occupation.

36. Hours of work by occupations as well as industry are shown in the table below. On an industry basis, the variation is a good deal less than on a purely occupational basis, the lowest being 41 hours and the highest 46, in services and building and construction respectively. The former group is lower because it includes teachers and it is known that building and construction tends to have a rather longer working day than most other industries:—

HOURS OF WORK BY OCCUPATION AND INDUSTRY*

	Professional etc.	Teachers	Clerical	Sales	Other Skilled	Unskilled	All Occupations
Agriculture, Forestry and Fishing	49	40	45	49	44	44	44
Mining and Quarrying	43	32	41	44	44	46	45
Manufacturing	44	41	45	45	45	45	44
Building and Construction ..	44	—	44	49	46	46	46
Electricity and Water	39	40	39	39	44	44	43
Commerce	43	42	41	45	44	44	43
Transport, Storage and Communications	40	41	42	42	44	45	44
Services	41	38	40	49	41	44	41
Activities not adequately described	42	—	45	42	45	47	46
ALL INDUSTRIES	42	38	41	46	43	44	43

*Provisional.

SECTION 3—INDUSTRIAL RELATIONS

37. The total number of registered trade unions as at 31st December 1967, was 55 compared with 57 in 1966. Of these, 40 were employees' unions and 15

were employers organizations. Details of these unions can be seen in Table 5, Appendix III.

38. The East African External Telecommunications Executive Staff Union was the only employees' union registered during the year and no employers' organization was registered. The following Unions were dissolved:—

- (a) East African Standard African Staff Union;
- (b) Airline Officers' Association;
- (c) Air Ministry Civilian Employees' Association.

39. The only event of significance in the early part of the year was the release from detention of two influential union leaders. Following their release there was keen competition, between the released General Secretary and the Acting General Secretary, for the post of General Secretary in the Kenya Union of Sugar Plantation Workers. The contest ended with the released General Secretary regaining his former position.

40. A challenge against COTU leadership by a dissident group of trade unions gained momentum in the latter part of the year and Government set up a Commission of Inquiry into COTU affairs.

41. The membership of the Federation of Kenya Employers at the end of the year was 1,151 compared with 957 the previous year and 887 in 1965. The Federation played a very useful role in advising and representing their members on negotiating bodies and international affairs.

42. The Joint Demarcation Committee continued to meet on an *ad hoc* basis and performed valuable functions in preventing disputes between unions on representational matters.

43. The number of man-days lost through strikes was 109,128 compared with 127,632 in 1966. The stoppages of work, by industrial group, are recorded below. The regular weekly meetings of the Tripartite Committee undoubtedly contributed to this improvement in industrial relations.

STOPPAGES OF WORK CAUSED BY INDUSTRIAL DISPUTES, 1967

Industrial Group	Number of Stoppages	Number of Workers Involved	Man-Days Lost
PRIVATE INDUSTRY			
Agriculture	41	9,374	27,631
Mining and Quarrying	2	250	969
Manufacturing	20	3,802	6,298
Building and Construction	11	847	1,931
Electricity, Water and Sanitary Services	1	912	3,754
Commerce	37	3,240	11,012
Transport, Storage and Communica- tions (other than Docks)	1	200	150
Miscellaneous	18	985	1,269
TOTALS.. .. .	131	19,610	53,013
PUBLIC SERVICES			
Kenya Government	—	—	Nil
Local Authority	6	10,095	55,835
E.A. Common Services.. .. .	1	280	280
TOTALS.. .. .	7	10,375	56,115
ALL EMPLOYMENT	138	29,985	109,128

SECTION 4—INDUSTRIAL COURT

44. The number of disputes reported to the Industrial Court dropped to 49 as compared with 89 disputes in 1966. Of the 49 causes registered, 47 were voluntarily registered by the parties themselves, and two compulsorily by the Minister for Labour using his powers under the Trade Disputes Act, 1965. In all, 78 cases were heard and finalized and these included some cases which were registered in 1966. Details of the issues are indicated below.

DETAILS OF ISSUES IN DISPUTE BROUGHT TO THE COURT IN 1967

ISSUE	No.
<i>Allowances</i>	
Acting allowance	3
Seniority Allowance	1
Housing Allowance	2
Leave Allowance and leave travelling allowance	10
Special Allowance	1
Travelling Allowance	2
<i>Clothing</i>	
Protective clothing	2
Uniforms	1
<i>Engagement</i>	
Redundancy	4
Severance pay	4
Termination of Employment	13
Reinstatement	1
Casual labour	2
<i>Gratuity</i>	
Service gratuity	12
<i>Housing</i>	
<i>Leave</i>	
Annual leave and annual paid leave	10
Maternity leave and paid maternity leave	4
Sick leave	7
Gazetted public holidays	2
<i>Wage and Salaries</i>	
Wage increases and revision	14
Minimum wages and wages in general	6
Payment of salaries—arrears	3
Deduction from wages	2
Shift wages	3
<i>Work</i>	
Classification and grading of work	2
Hours of work	5
Medical benefits	1
Overtime	4
Retirement benefits	1
Terms and conditions of service	18
<i>Miscellaneous</i>	
Union level of representation	1
Promotion	1
Victimization	1
Unionizable staff	1

45. The Industrial Court found it necessary, on occasions, to travel to Mombasa, Kisumu and Nakuru for "site sittings" to settle some disputes. The most important dispute heard outside Nairobi during the year was Cause No. 40/67 involving the Kenya Plantation and Agricultural Workers' Union and the Kenya Tea Growers' Association, which involved 28,000 workers.

SECTION 5—BOARDS AND CONFERENCES

The International Labour Organization

46. The 168th Session of the Governing Body was held from 6th February to 3rd March 1967. Kenya was represented by Mr. A. O. Ndisi the Permanent Secretary to the Ministry of Labour who served as a deputy member. Kenya served on the following committees:—

Committee on Industrial Committees;
Committee on Operational Programmes; and
Committee on Discrimination.

A document headed "Correcting racial imbalance in employment in Kenya" was discussed by the Committee on Discrimination.

47. At the 169th Session of the Governing Body which lasted from 25th May to 3rd June 1967 Kenya was represented by Mr. J. H. I. Obimbo the Senior Labour Officer, Headquarters. The delegate took part in two committees:—

Committee on Industrial Committees and
Committee on Operational Programmes.

48. At this session, preliminary discussion on the agenda for the 53rd International Labour Conference in 1969 took place. Apart from the usual first three items on the agenda, the Governing Body agreed to include for the Conference the following:—

- (a) Special Youth Employment and Training Schemes for Development purposes;
- (b) Minimum wage-fixing machinery and related problems with special reference to developing countries; and
- (c) holidays with pay.

49. The 170th Session of the Governing Body ran from 31st October to 17th November 1967 and was attended by Mr. T. K. B. Mbathi who succeeded Mr. Ndisi as the Permanent Secretary to the Ministry of Labour and Mr. J. H. I. Obimbo the Senior Labour Officer, Headquarters. The delegates served in the three committees as in the 168th Session mentioned above. During discussions in the Committee on Operational Programmes, Kenya stressed the need for translation of I.L.O. Workers' Education Manuals into Swahili. The agenda for the 53rd Session of the International Labour Conference in 1969 was discussed for a second time and it was agreed to include:—

- (a) Labour Inspection in Agriculture; and
- (b) Revision of Conventions No. 24 and 25 concerning insurance.

During the same Session, Prof. S. H. Ominde, of the University College, Nairobi, was appointed a member of the Board of the International Institute for Labour Studies, for a further term of three years.

50. The African Advisory Committee of the I.L.O. met in its third session at Dakar (Senegal) from 10th to 20th October 1967. The Kenya Government was represented by Mr. A. E. Odhiambo, the Acting Principal Labour Officer, Ministry of Labour. The items discussed included:—

- (a) Labour administration, including labour inspection.
- (b) Evaluation and prospects of technical assistance in Africa.
- (c) Employment policy in Africa.

The Committee made a recommendation to the I.L.O. on the I.L.O. Jobs and Skills Programme for Africa.

51. The 51st Session of the International Labour Conference was held in Geneva from 7th to 29th of June 1967. The Minister for Labour (Hon. Dr. J. G. Kiano), the Principal Labour Officer (Mr. J. M. Mutugi) and the Senior Labour Officer (Mr. J. H. I. Omimbo) represented the Kenya Government. The employers' delegate was Mr. D. Richmond of the Federation of Kenya Employers and the workers' delegate was the Hon. C. K. Lubembe, M.P., Secretary-General of COTU (K). Among the items discussed at the Conference were—

- (1) the Application of the Declaration concerning the Policy of "Apartheid" of the Republic of South Africa;
- (2) the revision of Conventions concerning Old Age, Invalidity and Survivor's Pensions (second discussion);
- (3) examination of Grievances and Communications within the Undertaking (second session);
- (4) maximum permissible weight to be carried by one worker;
- (5) improvement of conditions of life and work of tenants, share-croppers and similar categories of agricultural workers;
- (6) the role of I.L.O. in the industrialization of developing countries.

52. The Conference adopted six new international instruments in connexion with items 2, 3 and 4 of the agenda mentioned above by way of three Conventions and three Recommendations.

53. The Tripartite Technical Committee for the Woodworking Industries met in Geneva from 11th to 22nd September 1967. Messrs. D. D. Sconer and S. A. Ombuya attended as Federation of Kenya Employers' nominees. Kenya Government was represented by Mr. E. S. Gitahi, the Chief Inspector of Factories, who acted as Chairman of the subcommittee on Safety, Health and Welfare. Workers delegates were Mr. J. G. Mollo, Director of Education (C.O.T.U.) and Mr. E. Osotsi, General Secretary of the Kenya Timber and Furniture Workers Union. The points considered were—

- (a) social problems in the woodworking industries;
- (b) technological changes in woodworking industries;
- (c) occupational safety, health and welfare in woodworking industries.

The African Labour Ministers' Conference

54. The 5th All African Labour Ministers' Conference took place in Nairobi from 1st to 5th May 1967. In addition to delegations from various African countries, the O.A.U. Secretariat at Addis Ababa was also represented making a total of approximately 130 delegates. Kenya's delegation was led by the Minister for Labour (Hon. Dr. J. G. Kiano) and consisted of the two Assistant Ministers for Labour (Hon. Oselu-Nyalick, M.P. and Hon. F. Kubai, M.P.); the Principal Labour Officer (Mr. J. M. Mutugi), the Senior Labour Officer (Mr. J. H. I. Obimbo), and representatives from the Ministries of Foreign Affairs and Economic Planning and Development. The Conference was chaired by the Kenya Minister for Labour and discussed matters such as—

- (i) the importance of selecting African nationals to represent Governments, Employers and Workers in I.L.O. African delegations;
- (ii) unification of the trade union movement in Africa.

55. During the Session, delegates had a chance of visiting various projects and establishments in Kenya. These included: Tumaini Farm in Ol Kalou area; Kenya Farmers' Association in Nakuru; Naivasha N.Y.S. Women's Camp; Kindaruma Hydro-electric Scheme; Mwea Rice Scheme; Maragua Ridge Settlement Scheme, and the National Parks.

SECTION 6—FACTORY INSPECTORATE

Industrial Development

56. The total number of premises registered under the Factories Act as at 31st December 1967, was 5,718 representing an increase of 128 over the figure for the year 1966. The distribution of registered factories by industry is given in Table 7 Appendix V.

57. The continuing political stability in Kenya once again was reflected in the quiet development of secondary industry whereby considerable sums of money have been involved. For example, the expansion programme for the breweries, originally announced in 1964 with a probable cost of £850,000, has steadily continued and should ultimately result in an expenditure very much in excess of the original figure. Information was received also regarding the proposed setting up of a factory for the manufacture of small batteries by an internationally known group which is indicative of the interest outside investors have in Kenya.

58. Projects directly associated with agriculture were of a more spectacular nature as indicated by a new sugar factory which went into operation at Muhoroni during the year, whereas work started on a second and larger sugar factory at Chemelil. Both these factories are designed to process the sugar-cane which the Ministry of Agriculture is encouraging the local population to grow in this area as a cash crop. Preliminary surveys are also in hand to set up a fourth sugar factory in the Mumias area also in Nyanza Province. At the same time, the sugar factories which have been in operation at Miwani and Ramisi for many years have continued their modernization programme.

Safety

Accidents—General

59. Factory accidents reported during the year 1967 totalled 1,655 (three of them fatal) as compared with 1,661 (five fatal) during 1966. The small number of fatal accidents is certainly to be welcomed but can only be regarded as fortuitous. In

the following table the percentage distribution of all accidents is shown by main causation groups (the corresponding figure for 1966 being given in brackets):—

<i>Cause</i>	<i>Percentage of Total</i>	
Handling of goods or articles	32	(38·5)
Power-driven machinery	26·5	(23·5)
Use of hand tools	10·5	(13)
Stepping on or striking against articles	6	(3·5)
Falls of persons	5·5	(6)
Struck by falling object	5	(5)
Hot or corrosive substances	5	(5)
Fires and explosions	5	(5)
Electricity	0·5	(2)
Transport	0·5	(0·5)
Miscellaneous	7·5	(4)

60. As in the previous years, it will be noted that woodworking machinery accounts for a high proportion of the accidents due to power-driven machinery as not less than one-quarter of the machinery accidents were caused by the category. Due to shortage of staff, it was only possible to investigate a small number of such accidents.

Machinery accidents

61. One of the fatal accidents occurred in a factory manufacturing insecticides when a man was cleaning the inside of a mixing machine. The machine was a large one and the fact that a person was inside it was not readily apparent. An operator, whose normal work was to arrange for the feeding of the machine, started up the mixer but stopped it immediately when he heard shouting from inside. At first sight, it was thought that the workman had received only minor injuries; he was, nevertheless, taken to hospital but discharged shortly after admission. Two days later he died and a post-mortem established that he had received severe internal injuries from the accident. This was an example of poor co-ordination between operatives. It must also be noted that no action had been taken to ensure that the machine could not be started whilst it was being cleaned. A normal method of doing this would have been to remove the electrical fuses which would then have been held by the cleaner himself or, alternatively, by a supervisor—in any event, there should have been some form of supervision during the cleaning of the machine. It would also have been possible to fit an interlocking device on the cover of the machine so as to ensure that the machine could not be started whilst the cover was not in position. A second fatality occurred on the transmission machinery driving a coffee pulping factory due to the absence of protection of a driving shaft which resulted in a worker being carried around it when his clothes became entangled with the shaft.

Electrical Accidents

62. After two years in which there was no fatality due to electricity, it has to be reported that a workman was killed in a coach building works whilst using a portable electric drill. On investigation it was found that the earth lead had not been properly connected and when a fault occurred in the machine the casing became live and the workman who was operating the drill at the time received a fatal shock.

Accidents due to Fire Explosions

63. Two persons were fatally injured and two others received extremely severe burns when an attempt was made to carry out repairs to a road tanker which had

previously contained petrol. It appeared that the tanker was leaking due to a crack and a welder was asked to apply welding to the cracked part; as soon as he did this a violent explosion occurred killing both the welder and the driver of the vehicle, who was showing him where the leak was. The other two injured persons were standing near the vehicle. As far as could be ascertained, no attempt was being made to ensure that the tank was gas free before undertaking the repairs although the hazards associated with the repair of the tanks which had previously contained inflammable materials are well known. In the case in question, the repairs were being carried out on a public highway near to the factory in which the welder was normally employed and, that being so, the Factories Act could not be said to apply and, hence, the accident is not included in the factory statistics. It is most unfortunate that various local authorities appear not to be in a position to enforce the by-laws prohibiting work of this nature to be carried out on the public highway.

Examination of Plant

64. Despite the difficulties associated with the shortage of staff in the Factory Inspectorate, it can be reported with reasonable satisfaction that all major items of the plant were inspected by the various persons authorized by the Chief Inspector to carry out examinations under the Factories Act.

65. The appearance of higher powered steam boilers is becoming noticeable in Kenya and, in particular, this is the case with regard to the steam plant installed, or about to be installed, in the new sugar factories. Although these boilers are undoubtedly more efficient they bring in their train various complications and this was particularly the case with a set of boilers which operate at a pressure of 455 lb. per sq. in. Attention was drawn to these boilers by a report from the Factory Inspectorate in Uganda that there had been a violent explosion on a similar boiler in that country. When the Kenya boiler was examined, it was discovered that the part of the boiler similar to that which had exploded in Uganda exhibited signs of extremely poor workmanship and the manufacturers were requested to replace the offending part which they did without protest. Later, when the boiler was fired other disturbing features manifested themselves, among them being that, although it was possible for the boiler to be subjected to low water conditions within minutes, due to the high evaporative capacity of the boiler, the automatic feed water arrangements would not operate properly and required constant manual control. In the ultimate, this resulted in a low water condition and a number of tubes in the boiler exploded, fortunately without causing any damage to personnel. Investigations carried out as a result of this accident indicated that it was not possible to distinguish between "high water" and "low water" conditions and very probably when the accident occurred the boiler attendants assumed a high water condition when, in fact, the opposite was the case. As a result of representations by the Factory Inspectorate the automatic feed arrangements have been supplemented and are now reasonably satisfactory and, in addition, two clearly distinguishable audible alarms have been installed—one for "high water" conditions and one for "low water" conditions.

Dock Rules

66. A total of 251 accidents, two of them fatal, were reported at the Docks at Mombasa and Kisumu. At the same time as the fatality occurred, five other persons were injured when a slung load being raised from the hold of a ship displaced a number of hatch covers stacked on hatch beams at the side of the holds. As a result the hatch covers fell hitting six stevedores working in the bottom of the holds, one of whom later died from his injuries. The hatch covers should, of course, have been properly secured or stacked in such a way as they could not have been displaced. The second fatality was also caused by a slung load when

two of the ship derricks were coupled and their winches operated by two trainee-stevedores. The winchmen could not see the hold properly and relied on instructions from signaller. At the time of the accident the derricks were being used for the unloading of a cargo of corrugated iron sheets packed in 1 ton bundles. As one of these bundles was being lifted from the hold, the winchman whose derrick should not have taken any part of the load operated his winch in such a way that it pulled the load against the side of the hold crushing one of the stevedores against the shaft tunnel.

Health and Welfare

67. The health and welfare aspects of the Inspectorate's work received less attention during the year due to preoccupation with safety matters. Although there were no cases of occupational disease reported during the year, it is very probable that there were some cases of anthrax which were effectively treated.

General

68. During the year in question, the post of Chief Inspector of Factories was taken over, for the first time, by an African Officer on the retirement of the incumbent expatriate. Towards the end of the year, another African Officer under training returned from a year's course of study in occupational health from the University of Toronto, Canada, and his presence should allow for some effective field inspection. The new Chief Inspector of Factories participated in a Conference on Safety, Health and Welfare organized by the International Labour Organization in Geneva and found the experience a most rewarding one.

SECTION 7—WORKMEN'S COMPENSATION

69. The total number of accidents reported under the Workmen's Compensation Act (Cap. 236) during 1967 was 4,402. Out of these 126 were fatal; 384 cases resulted in permanent partial incapacity and 2,167 in temporary incapacity for a period of at least three consecutive days, whereas in the remaining 1,724 cases, the 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 7 Appendix V.

70. The total number of accidents reported increased from 4,388 in 1966 to 4,402. It was gratifying to note that the fatalities dropped from 149 in 1966 to 126 and that there were no fatal accidents to juveniles. 28 of the fatal accidents occurred in the agricultural group; 11 in the manufacturing industries (only figure is over twice that for 1966 and is indicative of increase in building activity in the country). The remainder of the fatal accidents occurred in the electricity and sanitary services group (3), commerce (4), transport, storage and communications (24) and services (40). Taking all accidents into consideration, the greatest number occurred, as usual, in the manufacturing industries with 1,800 (slightly less than 1966); agriculture followed with 845 and transport, storage and communications came third with 676 accidents.

71. Compensation paid out during the year in respect of death or permanent incapacity amounted to £61,636 some £3,900 less than for 1966. In addition, further amounts totalling £11,163 were paid out in the form of periodical payments to workmen suffering temporary incapacity. The total of £72,799 was a decrease of £13,995 from that paid in 1966.

72. An analysis of the cause of accidents and of the nature and location of the injury sustained are given in Tables 8 and 9, Appendix V. As in previous years, handling non-machinery (1,319) was the major cause of all accidents and, in fact, accounted for more than a third of the total number of accidents. Transport vehicles came next with 594 accidents followed closely by powered machinery with 525 accidents. Other major causation groups were use of hand tools (453), miscellaneous (516), falls of persons (377), stepping on or striking against objects (295), struck by falling objects (178). With regard to the nature of the various accidents, cuts accounted for 52 per cent of those classified, contusions and abrasions 18 per cent and fractures 15 per cent; fingers were involved in 33 per cent of all classified injuries which followed the pattern of previous years.

73. Post Office Saving Bank deposits held in trust by the Registrar of Workmen's Compensation amounted to £10,868 at the end of the year. Various withdrawals made during 1967 aggregated £4,442.

74. Towards the later part of the year, an amending Bill was introduced into Parliament in order to increase the benefits payable to workmen under the workmen's Compensation Act; benefits proposed by the Bill having been under discussion for some time and having already been introduced in Tanzania.

SECTION 8—INSPECTION ACTIVITIES

75. A total of 5,457 inspections were carried out by the Ministry's non-specialist field services and 4,757 visits were made in the course of general duties.

76. Prosecutions under labour legislations are recorded in Appendix VI, Table 10, and the arrears of wages recovered as a result of inspections or prosecutions were as follows:—

ARREARS OF WAGES RECOVERED

<i>Industry of Service</i>	<i>Total Amount Recovered</i>
	<i>Sh.</i>
Knitting Mills	1,345
Hotel and Catering	96,439
Tailoring and Garment Making	21,739
Wholesale and Retail Distributive Trades	52,444
Building and Construction	32,884
Road Transport	26,982
Motor Engineering	31,697
Laundry, Drycleaning and Dyeing	2,549
Footwear Industry	4,455
Baking and Confectionery	5,304
Agricultural Industry	29,171
Petrol Service Stations	1,755
General	52,381
Domestic Servants	1,962
TOTALS	361,107

PART III—VOCATIONAL TRAINING

National Industrial Vocational Training Scheme

77. The highlight of the year was the formal opening, by the Minister for Labour, of the extensions to the former Trade Testing Centre and the renaming of the Centre as the "National Industrial Vocational Training Centre". The extensions were, in the main, made possible by the generosity of the British Government who provided 85 per cent of the total cost. At the time of the opening, a considerable amount of the £24,500 worth of additional equipment to be supplied as a gift from the Australian Government had arrived and, therefore, the Centre had been given a good start in its transformation into a Training Centre.

78. Although the final agreement with the United Nations Development Fund Programme will require to be negotiated, it is anticipated that the assistance will involve a contribution of some £276,000 from the United Nations Development Fund Programme. In order to give immediate assistance to the training programme the International Labour Organization (the United Nations Agency responsible) arranged for an Expert/Instructor in Automotive Trades to be attached to the Centre early in the year and latterly the Chief of Project for the Scheme took up his duties.

Training Schemes

79. Mention was made in the 1966 Report of the Scheme of Training for Apprentices in the Motor Vehicle Industry. This scheme allowed for 26 selected young men to receive initial practical training at the Centre and then proceed on to the Kenya Polytechnic where they would undertake a sandwich course, returning for various periods to their employers workshops. The attachment of the I.L.O. Instructor enabled the practical course given to the apprentices at the Centre to be conducted along established lines and later, with the appointment of a local counterpart to the I.L.O. Instructor, the Course was strengthened further. Although the original intention was for the apprentices to undertake a three-month course at the Centre they, in fact, returned for a further three months of training after completing a term at the Polytechnic. It is not possible, at this stage, to gauge results but employers appear to be reasonably satisfied as they have made arrangements to recruit 24 apprentices to start training in 1968.

80. In the time between the two periods of training referred to in the preceding paragraph the I.L.O. Instructor and his counterpart undertook skill improvement courses for motor vehicle mechanics already in the industry. They also took the opportunity of collecting additional training media for the automotive trades and re-arranging existing facilities to the best advantage.

81. As a result of the recruitment of an Inspector of Apprenticeship and Trade Testing having a special skill in shoemaking, two groups each of twelve National Youth Servicemen undertook six months basic training in book and shoe repair work. It is understood that those courses have been of considerable assistance in obtaining employment when the time came for these servicemen to leave the service.

82. The Scheme of Training for Apprentices in the Motor Vehicle Industry referred to earlier was formally made by the Labour Commissioner under the powers given to him by the Industrial Training Act and duly published. This Scheme is now the accepted pattern for training motor vehicle mechanics wherever the appropriate facilities are available.

83. A Scheme of Training for the Printing Industry was considered in detail by a Subcommittee of the Apprenticeship Board. The Apprenticeship Board later recommended to the Labour Commissioner that he should make and publish the scheme.

84. The Apprenticeship Board also gave some consideration to a Scheme of Training for the Engineering Industry and decided to set up a separate subcommittee to examine the question in detail.

85. Some preparatory work on a Scheme of Training for the Building and Construction Industry has been carried out by the employer's association concerned and it is expected that a scheme for this industry will be published in due course.

Regulation of Apprentice Wages

86. For a number of years there has been pressure from industry to allow apprentices in the earlier years of their apprenticeship to be paid at a lower level of wages than the statutory wages applicable to various industries. The Apprenticeship Board, during the year, recommended a minimum wage for apprentices to the Wages Advisory Board. These recommendations were accepted by this latter Board, and subsequently by the Minister for Labour, who made the Regulation of Wages (Apprentices and Indentured Learners) Order 1967, details of which have been given in paragraph 29 of this report.

Apprenticeship

87. As at the 31st December 1967, 811 training contracts were registered under the Industrial Training Act; 445 being for apprenticeship and 366 for indentured learnership. An analysis of these registrations by trade and type of contract is given at Appendix VII, Table 11; while Tables 12 and 13, respectively, give details of contracts registered and completed or otherwise terminated during 1967.

88. The figures for contracts registered during 1967 (Table 12) represents an increase of 258 in respect of apprenticeships, and a decrease of 57 in respect of indentured learnerships, as compared with the 1966 figures. As apprenticeship contracts are the more important type of contract, involving a large period of training, this is a very welcome sign indicative of the growing awareness of industry of the need to introduce formalized training programmes. There is, however, urgent need to have qualified staff to ensure that the training of such apprentices at their place of work is in accordance with recognized standards.

Trade Testing

89. Trade Testing continued to be undertaken at a high level and some 2,667 tests were undertaken in 1967—a figure only 181 short of 1966, a record year, and this despite the fact that three of the trade testing officers were not available for several months as they were undertaking courses overseas. An analysis of the tests by trades and results is given in Appendix VII Table 15; the number of candidates who passed their tests was 1,496 or 56 per cent.

90. The Trade Testing system plays an important role in setting and maintaining standards of skill in industry and produces the common link between the various vocational training institutions, in that, such institutions require their students to undertake a trade test at the end of their course of training. The Trade Testing system can also be considered to be a "do it yourself" form of training, which enables a man who has been denied the opportunity of formal technical education and training to attain, through his own efforts, in the course of his employment and with the advice and assistance of the Trade Testing Officers the highest level of practical skills.

PART IV—MANAGEMENT TRAINING AND ADVISORY CENTRE

Staff

GENERAL

91. During the year 1967, the centre was fully engaged in recruitment of African Counterparts to the I.L.O. Consultants. In this connexion, an African Director (Designate) was appointed as a Counterpart to the Chief of Project. Also appointed were the Counterparts to Personnel Management, Supervisory Training and Office Organization and Management Consultants.

National Council

92. In accordance with article 20 of the Plan of Operation the National Council was established as follows:—

Chairman	The Minister for Labour.
Ministry of Labour	The Permanent Secretary.
Ministry of Co-operatives and Social Services	Mr. A. M. Othieno.
East African Community	Mr. I. A. Kateka.
Central Organization of Trade Unions	Mr. J. G. Molo.
Federation of Kenya Employers	Mr. D. Richmond.
E.A. Management Foundation	Mr. H. L. Thornton.
University College Nairobi	Mr. W. C. Rodgers.
Kenya Polytechnic	The Principal.
Kenya National Chamber of Commerce	Mr. F. N. Macharia.
Secretary	The Chief of Project, Mr. John Grainger.
By Invitation	The Director (Designate), Mr. E. A. Andere.

The first meeting of the National Council was held in September 1967.

Executive Board

93. The Executive Board was also formed during the year and its members appointed by the Minister for Labour were as follows:—

Mr. T. K. B. Mbathi	Permanent Secretary, Ministry of Labour (Chairman).
Mr. D. Richmond	Federation of Kenya Employers.
Mr. L. K. Kabetu	Ministry of Commerce and Industry.
Mr. G. H. Marshall	Ministry of Finance.
Mr. J. G. Molo	Central Organization of Trade Unions.
Mr. E. A. Andere	Director (Designate) (Secretary).
Mr. J. E. W. Grainger	Chief of Project.

COURSES AND CONSULTANCY

Office Organization and Management

94. A total of four courses were conducted, three of them in Nairobi and the fourth one in Mombasa. In all, 70 participants took part in these courses. During one of these courses, a Business Efficiency Exhibition was staged at the centre whereby a total of 24 firms supplying Office Equipment and Stationery took part. In another course the participants had the opportunity to participate in a Panel Discussion on Management which formed part of the Commercial Education Conference sponsored by McGraw Hill Publishers which was highly appreciated.

95. Also during the year a total of three Consulting Assignments were completed. These covered the National Social Security Fund on the current procedures in various sections of the registration branch; Expert Promotion Council on arrangements in the Councils Offices regarding equipment indexing system and Kenyanization of Personnel Bureau on the system of categorization of jobs submitted by employers in accordance with the new Immigration Act. In all respects, recommendations were made by the Consultant.

Management Accounting

96. Two courses on Management Accounting were held during the year; one at Mombasa and the other one at the Centre. 21 participants took part in these courses. The second one, which was more advanced, was notable for the high quality projects carried out by the participants.

97. Three successful courses of great benefit to Kenya were held at the Centre; two on "How to Start and Manage a Small Retail or Retail/Wholesale Business" and one on "How to start a Small Manufacturing Business". The first two courses were extremely practical in that participants joined the Course Leader in going through motions of actually starting and running the business. In each case an actual "Duka" (Shop) was set up at the Centre. The participants acquired practical experience in conducting negotiations with the type of people with whom they came into contact in their daily business life. These included Solicitors, Bank Managers, Estate Agents, Finance Company Managers, Wholesale Representatives, Accountants and Auditors, Credit Managers, Insurance Agents, Shop Fitters and Display experts. Additionally, they came face to face with actual customer reactions and learned both from guidance and experience how best to sell and also any other complaints. Great emphasis was laid on good but simple accounting and special control practice as well as the prospects of personal handling of money.

98. In the case of the third course, the participants went through various stages required in establishing and managing a small Manufacturing Business. In addition to meeting the service officers mentioned above, the participants also came into contact with businessmen and conducted negotiations with such people as plant and machinery suppliers, raw material suppliers, Industrial Engineers and Market Experts. An actual model was produced.

99. Besides the above courses, four Consulting Assignments were completed in this Field. These covered Kenya Tea Company on training of Accounting Personnel; African Marine Co. on Stores and Custom procedures; Kenya Cannery Ltd. on preparation of pay-roll and direct labour costing, and finally Alibhai and Co. on the structure of the company with a view to establishing how the Centre could be of assistance in improving the Company's structure and production methods. In all cases recommendations were made.

Industrial Engineering

100. During the year three separate courses on Industrial Engineering were held wherein 53 participants took part. The first course which was on Work Measurement and Work Methods Improvement employed the technique of putting together Constructional toys with a special fixture to enable actual assembly jobs to be performed, employing simultaneous motions. The second course on Maintenance Management was a particularly comprehensive one and covered, in detail, every significant facet of modern maintenance control. For the senior engineers it was a glimpse of new possibilities in controlling maintenance costs, while simultaneously increasing plant effectiveness. For the more junior participants it was also a rare opportunity to rub shoulders with experienced engineers, as well as with an authority on Maintenance Control techniques. The third course on Critical Path Network Planning was attended by 24 participants who included fourth year Architecture students at University College, Nairobi, a lecturer as well as practising engineers and architects representing the Nairobi City Council, the East African Posts and Telecommunications and the Kenya Meat Commission.

101. During the period under review, seven Consulting Assignments were completed. These involved Jaygee Products Limited on the layout of machines and the work flow in the Brush-filling factory; East African Cargo Handling Services on the present training set-up and the need for increasing man-management training; Kenya Shell Ltd. on the banking arrangements in the Port of Mombasa; Printing and Packaging Corporation Ltd. on the possibility of introducing production control and also investigation of the work-flow as well as the introduction of Production Control; Metal Box of E.A. Ltd. on Effectiveness of Supervision; East African Posts and Telecommunications Training School on Training requirements; and finally Plastics Africa Ltd. on lack of adequate supervision and training facilities. In all respects, recommendations were made to the clients.

Supervisory Training

102. During the year three courses on supervisory training were held and attended by a total of 52 participants. The first course, which was for Foremen, was held in mornings only in order to enable the participants to return to their normal duties. The other two courses were for Supervisors and Instructors.

103. During the period under review, two Consulting Assignments were completed covering East African Cargo Handling Services Ltd. on the establishment of Man-management Training for the Company; and East African Airways Corporation on the introduction of Man-management Training Centre.

Personnel Management

104. The first course, lasting a month, was held at the Centre and was opened by the Director of Personnel who stressed the part a Personnel Manager could play in reducing the extremely high turnover of school leavers who wander from job to job in search of an extra few shillings a month without regard to their long-term prospects.

105. During the year two Consulting Assignments in this field were completed with the Kenya Planters Co-operative Union in securing and selection of applicants for Junior Management Trainees and United Touring Company on evaluation of the Workshop Personnel with a view to varying the wage rates after rationalization of the establishment.

Marketing and Sales Management

106. During the opening of a course on sales Supervision the Hon. Dr. J. G. Kiano, Minister for Labour, announced that there would be an Annual Ministerial Project Award from next year. The awards will go to the three participants who put in the best projects and will consist of three Oscars; gilt, silver and bronze. Each award will be accompanied by certificates both for the participant and also for his sponsoring organization.

107. A two-day Appreciation Seminar for Senior Management was held at the New Avenue Hotel, Nairobi, and was attended by most of Kenya's top management. The purpose of the Seminar was to explain and demonstrate the services of the Centre and also to give the participants an opportunity of learning about the latest management techniques and training methods.

PART V—NATIONAL YOUTH SERVICE

Planned Build-up

108. 1967 was a year of consolidation following the rapid build-up of the service in 1964, 1965 and 1966. The target figure of 5,000 was reached in February 1967 which included 300 servicewomen. For the rest of the year recruitment was limited only by financial considerations as the numbers applying to join the service would have enabled the service to achieve the Development Plan strength of 7,000 if funds had been available.

109. The strength at the end of the year was 4,400 which included 400 servicewomen. In addition there were 85 uniformed officers, 196 civilian staff and 39 expatriate experts and volunteers.

110. During the year, work was carried out to complete Turbo Field Unit in the Western Province and the Women's Training Unit at Naivasha in the Rift Valley Province. Additional facilities were also provided for the Vocational Training Centre at Mombasa. At the end of the year the service was operating six major field units for servicemen and one training unit for servicewomen; 14 project units from Western Province to the Coast as well as five farms in conjunction with the above units.

111. At the beginning of the year the Commissioner of Lands informed the service that the site of the Nairobi Training Unit was required for industrial development. Plans were, therefore, prepared for a new unit to be built near Gilgil to accommodate the centralized education courses which are presently based at Nairobi.

112. Plans were also prepared for new buildings to be erected adjacent to the Headquarters site at Thika Road to accommodate the Nairobi Holding Unit. The site for the new Headquarters was selected in November after the M.O.W. stated that the existing Headquarters site was required immediately for the new Kanu building.

Education and Training

113. Training courses were carried out throughout the year in accordance with the planned programme. Various instructional courses were held in addition to the normal on-the-job training provided at work projects and farms. 1,500 servicemen received two months basic training at Gilgil Field Unit, whereas 3,000 servicemen received two months concentrated education at Nairobi Training Unit. This type of instruction, which is both practical and theoretical, is designed to prepare the new recruit to take his place in the communal life and work of the service. It is, however, planned to increase the period from two to three months so that a more comprehensive syllabus can be prepared.

114. Training courses were also held for 150 servicemen to fit them for promotion to N.C.O. ranks; whereas 60 officers attended courses to fit them for promotion to higher ranks in the service. 125 servicemen and 10 servicewomen obtained driving licences following training at the N.Y.S. driving school, whereas 90 Servicemen completed the N.Y.S. plant operators' course and obtained licences to drive heavy road-making equipment. In addition to practical farm training 60 servicemen and 23 servicewomen attended courses at Farmers Training Centres. 320 servicemen are undertaking a 15 months course in masonry, carpentry, motor mechanics, electricity and welding. Of the 86 trainees who took the Government Grade III trade test, 72 were successful.

Projects

115. Three new projects were started during the year at Port Victoria, Nandi Hills and Gaeta. The following is a list of the major projects current during the year and the progress at the end of the year:—

Project	Plan	Progress—December 1967
(i) Thika-Seven Forks ..	70 miles new road ..	39 miles completed.
(ii) Trans Aberdares ..	30 miles new road ..	27 miles completed.
(iii) Nairobi Game Park ..	New roads, dams ..	10 miles new road. 10 miles road improvement. 1 dam constructed.
(iv) Ethiopian Road ..	300 miles new road ..	17 miles completed. 2 bridges built. 2 airstrips constructed.
(v) Gedi Settlement ..	Demarcation	Demarcation 100 acres.
(vi) Port Victoria ..	10,000 acres bush clearing for tsetse control.	4,000 acres cleared.
(vii) Nandi Hills	House building for re-settlement.	140 huts built; 1 bridge repaired; 4 miles road improvement.
(viii) Gaeta	Demarcation for settlement.	Demarcation 600 acres.
(ix) Ol Magogo	Bush clearing for National Farm.	500 acres cleared.

116. Appropriations in Aid from work projects amounted to £26,000 for the financial year 1966/67. This excludes work carried out on the Thika-Seven Forks Road and the Ethiopian Road which are financed separately.

Farms

117. The service owns and operates six farms at Tumaini (600 acres), Waterfalls (2,000 acres), Turbo (200 acres), Gedi (30 acres), Bondo (20 acres) and Naivasha (50 acres). The arable acreages produce wheat, maize and potatoes, whereas irrigated land produces cotton and vegetables, all of very high quality. As for ranching, the farms support 315 cows and 150 heads of sheep as well as 57 pigs and 270 chicken. All servicemen and women at some time in their service have practical experience of farm work at one of the farms. In addition, field units have their own unit farms cultivated by volunteers.

118. Altogether, the farms produced Appropriations in Aid amounting to £2,500 in the financial year 1966/67. Now that the farms are well established and a farm supervisor post has been agreed, it is expected that Appropriations in Aid will exceed £8,000 in future. In future years the sale of livestock will make progressively

greater contributions, particularly when all the Waterfalls Farm (10,000 acres) bush is cleared and the total area converted to ranching.

Ceremonial

119. A contingent of the National Youth Service was a regular feature at national occasions varying from the State Opening of Parliament to the Nairobi Agricultural Show. Their smartness and efficiency reflects the standards of discipline and high morale of the service as a whole. This was recognized by the service being awarded the trophy for the best arena display at the Nairobi Show in September.

Employment

120. During the year the service was increasingly successful in finding employment for those leaving the service. By the end of the year a total of 1,700 servicemen and women had been found employment. Employers have indicated that the vast majority of those found jobs have been completely satisfactory and there is every reason to expect that an increasing number of employers in addition to the Army and the Police will continue to use the service when they have suitable employment vacancies.

PART VI—NATIONAL SOCIAL SECURITY FUND

General

121. The National Social Security Act provides for establishment of an Advisory Council and an Investment Committee and these two bodies were established during the year. The functions of the Council to examine all draft subsidiary legislation, to investigate the general impact of the scheme and to make recommendations for necessary changes. The functions of the Investment Committee, on the other hand, are to recommend to the Minister for Finance the best ways of investing the money accruing from contributions as well as controlling these investments.

Registration

122. During the year all employers in the country were brought within the scope of the Fund but those with less than ten employees are not required to make contributions. Comparative figures of employers and members (employees) registered each month for 1966 and 1967 were as shown below:—

REGISTRATION OF EMPLOYERS Cumulative Growth

Month	Number Registered	
	1966	1967
January	563	3,793
February	852	4,024
March	1,130	4,357
April	1,385	5,291
May	1,625	5,763
June	2,416	5,908
July	2,637	9,278
August	2,789	14,084
September	2,992	16,122
October	3,075	16,618
November	3,369	17,270
December	3,564	17,910

REGISTRATION OF MEMBERS
Cumulative Growth

<i>Month</i>	<i>Membership Cards Issued</i>	
	<i>1966</i>	<i>1967</i>
January	—	260,088
February	1,063	274,231
March	12,935	284,319
April	18,221	294,873
May	52,995	301,433
June	114,361	311,326
July	144,458	321,699
August	160,318	336,659
September	171,910	343,295
October	180,011	354,373
November	205,012	365,269
December	252,107	379,582

123. It was estimated that there were about 70,000 women workers who could be included in the scheme. Before this is done, women would have to be registered firstly under the Registration of Persons Act and secondly under the National Social Security Fund Act. At the close of the year much progress had been made towards the registration exercise.

124. Registration of both employers and workers which had started in 1965 continued during the year under review. During the year two groups of employers were dealt with, i.e. those with five to nine employees and those in one to four. This category of employers of less than ten workers brought in numerous headaches partly due to absent employers with inefficient clerks to attend to paper work and partly because a number of them could not understand the forms which were in English. During the follow-up work, a lot of employers in this group were found not to have been registered.

125. The biggest problem during the year was the registration of employees and maintenance of their records. As the basis of registration under the scheme is the identity number under the Registration of Persons Act, this alone created a big demand for identity cards which in turn meant that the Central Registration Office had to operate at a much higher level than it had ever done since its creation in 1919. The fund also had to cope up with people who were registered more than once. In one particular case one person had taken up four identity certificates and had been registered under each of the four certificates. Correcting such cases took a long time because registration under the scheme moved faster than the classification of finger prints which meant that discovery of such illegal registration came to light months after the individual workers had already been registered and records established. Another problem came from people who changed names and did not regularize registration records under the Registration of Persons Act. To overcome these problems, the computer helped a lot in detecting where an employee's registration had been duplicated or some preparations incorrectly made. The finger print system also proved valuable in detecting whether an employee was applying for registration a second time.

126. Seasonal changes particularly in the farming industry brought in additional difficulties. If an employer of seasonal labour registered during drought season when he had small labour force he declared a small number of employees.

During weeding and harvesting seasons this employer brought in contributions for more employees than those registered which resulted in revision of registration.

Contributions

127. As a result of employers of 10—49 employees commencing contributions during the year, the average monthly collection rose from K£300,000 to K£400,444 (in round figures). The total collected during the year amounted to over K£4.55 million, bringing up the cumulative total at the end of the year to over K£5.72 million. A large amount of the money remained in Suspense Account because in some cases contributions were received without membership numbers.

128. In order to explain the details of the working of the fund to employers and contributors, several weekly Swahili and English Radio broadcasts were arranged with the V.O.K. lasting for four months. Visits by the Inspectorate as well as the co-operation by the F.K.E. and Labour Officers helped a lot in ensuring that employers understood their responsibilities.

Finance and Investment

129. During the year, the nominal value of the funds investment was K£3.8 million while the funds income from all sources, other than members' contributions was about K£204 thousand. The average percentage yield obtained by the fund on its investment was slightly less than 7 per cent. During the year, approval was given to invest in the Social Security building which would accommodate the Fund and let other offices to Government departments. Arrangements for opening Provincial Offices were also going on during the year; the idea was highly welcomed by employers and the general public.

Benefits

130. The benefits paid during the year confirmed the expectation that relatively few claims will be made in respect of age for the next ten years. The breakdown by age of members as shown below indicates that the majority of members are between 20—35 years of age.

AGE DISTRIBUTION OF MEMBERS

Year of Birth				Total Members	Year of Birth	Total Members
1900	..	..	..	540	1929	8,278
1901	..	..	..	586	1930	10,187
1902	..	..	..	616	1931	9,813
1903	..	..	..	975	1932	10,750
1904	..	..	..	1,403	1933	11,226
1905	..	..	..	1,630	1934	12,488
1906	..	..	..	1,468	1935	13,137
1907	..	..	..	1,782	1936	13,225
1908	..	..	..	2,080	1937	14,483
1909	..	..	..	2,314	1938	14,894
1910	..	..	..	2,820	1939	14,957
1911	..	..	..	3,105	1940	14,591
1912	..	..	..	3,140	1941	13,712
1913	..	..	..	3,439	1942	13,951
1914	..	..	..	3,856	1943	14,380

AGE DISTRIBUTION OF MEMBERS—(Contd.)

Year of Birth				Total Members	Year of Birth	Total Members
1915	..	..	..	3,837	1944	14,872
1916	..	..	..	3,901	1945	16,257
1917	..	..	..	3,972	1946	16,373
1918	..	..	..	4,176	1947	12,550
1919	..	..	..	4,669	1948	9,153
1920	..	..	..	5,452	1949	3,648
1921	..	..	..	5,572	1950	910
1922	..	..	..	5,869	1951	223
1923	..	..	..	6,484	Date of birth not yet known	..1,980
1924	..	..	..	—
1925	..	..	..	7,768		
1926	..	..	..	8,194	Total ..	<u>379,582</u>
1927	..	..	..	8,334		
1928	..	..	..	8,440		

131. Out of K£16,845 benefit payments made during the year K£14,967 was paid in respect of Emigration Grant. Since the establishment of the fund a total amount of K£17,333 has been paid out. During the year 1,398 claims were received out of which 732 payments were made.

CONCLUSION

132. The increasing volume of work during the year has thrown additional burden on the staff, both at the Ministerial Headquarters and in various Departments. It is my pleasant duty to record my appreciation of their willing and efficient response to all the demands made upon them.

T. K. B. MBATHI,
Permanent Secretary | Labour Commissioner.

REPORTED EMPLOYMENT IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AS AT 30th JUNE 1967

INDUSTRY	ALL RACES									
	Adult Males		Adult Females		Children		Total		Number Employed	Per cent
	Number Employed	Per cent	Number Employed	Per cent	Number Employed	Per cent	Number Employed	Per cent		
1	2,412	0.5	26	—	2	—	2,440	0.4		
200	—		—		—		—			
201	309		16		—		325			
	1,412		55		1		1,468			
202										
203	1,030		738		—		1,768			
	67		1		47		115			
204	2,407		278		3		2,688			
205	1,250		99		1		1,350			
206	2,927		98		58		3,083			
207										
208	111		31		—		142			
	1,340		183		—		1,523			
209										
20	10,853	2.1	1,499	1.9	110	1.1	12,463	2.1		
INDUSTRIES										

REPORTED EMPLOYMENT IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AS AT 30th JUNE 1967

INDUSTRY	PRIVATE SECTOR	ALL RACES							
		Adult Males		Adult Females		Children		Total	
		Number Employed	Per cent	Number Employed	Per cent	Number Employed	Per cent	Number Employed	Per cent
710		—		—		—		—	
711	Railway Transport	—		—		—		—	
712	Tramway and Omnibus Operators	3		—		—		3	
713	Road Passenger Transport Except Omnibus Operators	3,376		59		5		3,440	
714	Road Transport n.e.s.	1,475		36		6		1,517	
715	Ocean Transport, Except in Coastal Waters	280		28		—		308	
716	Water Transport, except Ocean Transport	1		1		—		2	
717	Air Transport	469		129		1		598	
718	Services incidental to Transport	5,523		370		1		5,894	
719	Transport n.e.s.	22		3		—		25	
720	Storage and Warehousing	1,518		53		—		1,571	
730	Communication	312		19		—		331	
7	TRANSPORT STORAGE AND COMMUNICATION	12,979	2.6	698	0.9	12	0.1	13,689	2.3
810	Government Services (Foreign Government)	398		112		—		510	
811	Law and Order	—		—		—		—	

REPORTED EMPLOYMENT IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AS AT 30th JUNE 1967

INDUSTRY	ALL RACES							
	Adult Males		Adult Females		Children		Total	
	Number Employed	Per cent	Number Employed	Per cent	Number Employed	Per cent	Number Employed	Per cent
812 Defence	—		—		—		—	
813 Others	22		11		—		33	
821 Education Services	2,624		1,184		10		3,818	
822 Medical and Health Services	1,673		1,524		11		3,208	
823 Research and Scientific Institutes	413		97		—		510	
824 Religious Organizations	2,113		850		15		2,978	
825 Welfare Institutions	285		202		15		502	
826 Trade Associations, Professional and Labour Organizations	368		117		—		485	
827 Libraries, Museums, Botanical and Zoo Gardens	93		11		—		104	
828 Agricultural Services	—		—		—		—	
829 Community Service	340		58		—		398	
831 Legal Services	443		202		2		647	
832 Accounting, Auditing and book-keeping Services	555		146		—		701	
833 Engineering and Technical Services	2,061		81		—		2,142	
834 Advertising Agencies	167		78		—		245	
839 Business Services n.e.s.	2,024		167		1		2,192	
842 Theatres, Cinemas, Broadcasting and related services	670		94		4		768	
843 Recreation Services n.e.s.	1,474		141		45		1,660	

REPORTED EMPLOYMENT BY INDUSTRY AND AREA—ALL RACES
(Including Self-Employed Persons)

AS AT 30TH JUNE 1967

	Agri- culture	Per cent	Com- merce and Indu- stry	Per cent	Dom- estic Service	Per cent	Public Service*	Per cent	Total Number	Per cent
1. Nairobi	114,183	16.1	90,536	12.9	9,271	1.3	53,416	7.5	267,406	37.8
2. Nyanza	9,606	1.4	19,094	2.7	659	0.09	18,613	2.6	47,972	6.8
3. Western	3,858	0.5	27,225	3.8	196	0.03	10,385	1.5	41,664	5.9
4. Rift Valley	5,959	.8	42,020	5.9	2,855	0.4	33,212	4.7	84,046	11.9
5. Central Province.. .. .	52,331	7.4	59,445	8.4	1,614	0.2	23,335	3.3	136,725	19.3
6. Coast Province	10,415	1.5	41,988	5.9	1,905	0.3	31,813	4.5	86,121	12.1
7. Eastern Province	10,105	1.4	9,665	1.3	514	0.07	21,851	3.0	42,135	5.9
8. North-Eastern Province	—	—	98	0.01	25	0.004	1,954	0.3	2,077	0.3
TOTAL WHOLE COUNTRY	206,457	29.2	290,071	40.9	17,039	2.4	194,579	27.5	708,146	100

*Excluding public sector agricultural employees included in the public sector figure shown in Table 1.

FIRMS (EXCLUDING THE PUBLIC SERVICES) DISTRIBUTED BY INDUSTRY
AND SIZE OF LABOUR FORCE—30TH JUNE 1967

DISTRIBUTION OF FIRMS BY SIZE OF LABOUR FORCE

NUMBER OF FIRMS BY SIZE GROUP

	1-4	5-9	10-14	15-19	20-49	50-99	100-499	500-999	1000 and over	TOTAL
Agriculture, Forestry and Fishing ..	231	226	199	158	612	397	341	30	15	2,209
Mining and Quarrying ..	6	5	10	4	18	10	4	—	—	57
Manufacturing and Repairs ..	1,044	393	164	103	229	82	103	10	6	2,134
Building and Construction ..	61	42	31	24	73	28	26	3	3	291
Commerce ..	2,892	802	251	126	215	54	45	9	2	4,396
Transport, Storage and Communication ..	143	85	45	20	45	22	19	4	1	384
Services ..	1,261	550	227	112	219	77	40	4	1	2,491
Activities n/a described ..	16	7	3	2	2	—	—	—	—	30
TOTAL ..	5,654	2,110	930	549	1,413	670	578	60	28	11,992

NOTE.—The firms included in the above table are only those who made returns in the enumeration. The table does not include estimates for small firms in rural areas such as were included in the 1964 and 1965 tables under this heading. The small Holdings (014) and Cargo (718) are also excluded.

AVERAGE RETAIL PRICES—(NAIROBI)—1966 AND 1967

Item	Unit	1966	1967
		<i>Sh. cts.</i>	<i>Sh. cts.</i>
Bread White	1 lb. loaf	0 75	0 75
Butter	1 lb.	3 81	3 81
Coffee, 1st Quality	1 lb.	7 50	7 40
Tea, Brooke Bond "Green Label"	1 lb.	5 22	5 17
Sugar	1 lb.	0 70	0 70
Milk (delivered in sealed bottle)	1 pint	0 70	0 70
Beef, Sirloin (high grade)	1 lb.	3 85	4 48
Mutton, Leg (grade "A")	1 lb.	4 06	4 36
Potatoes	1 lb.	0 20	0 21
Cabbages	1 lb.	0 32	0 45
Eggs, 1st Grade	1 doz.	4 39	4 41
Beer, East African (excluding bottle)	1 bottle	2 18	2 16
Cigarettes, East African, "Clipper"	Pkt. of 20	2 25	2 25
Khaki drill shirt	each	10 06	10 70
Dress material, "Tobralco"	1 yd.	11 00	11 00
Handkerchiefs, gents'	1 doz.	48 00	48 00
Paraffin	4 gall. tin	15 74	15 77
Petrol	1 gall.	4 68	4 70

EMPLOYEES TRADE UNIONS AS AT 31st DECEMBER 1967

Date of Registration	Name of Trade Union	MEMBERSHIP		Race	Income to nearest £1	Expenditure to nearest £1	Total assets to nearest £1
		Book	Voting				
5-9-66	Printing and Kindred Trades Workers Union of Kenya	1,578	1,573	Open	4,241	4,200	267
21-4-47	East African Railways and Harbours Asian Union, Kenya	300	300	Asian	212	1,695	517
27-9-48	Transport and Allied Workers Union	7,019	7,019	Open	8,637	8,386	839
10-7-48	Tailors and Textile Workers Union	4,667	4,667	Open	8,316	8,324	118
27-11-51	Domestic and Hotel Workers Union	94,813	94,813	Open	40,086	39,335	1,200
3-12-51	Kenya Pilots Association	200	200	European	3,613	2,429	5,487
22-5-52	East African Federation of Building and Construction Workers Union	6,154	6,154	Open	10,370	8,977	2,080
4-9-53	Kenya Local Government Workers Union	21,287	21,287	Open	22,785	26,269	7,045
2-10-53	Railway African Union (Kenya)	13,549	13,549	Open	16,434	16,418	1,943
20-10-54	The Dock Workers Union	6,542	6,542	Open	17,720	12,492	9,026
17-8-59	Kenya Civil Servants Union	26,000	26,000	Open	29,760	28,657	10,298
14-5-59	Kenya National Union of Teachers	—	—	Open	—	—	—
7-10-59	Kenya Engineering Workers Union	7,185	7,185	Open	2,245	1,877	798
3-3-60	Kenya Motor Engineering and Allied Workers Union	3,226	3,226	Open	5,883	5,838	368
24-8-60	Kenya Shoe and Leather Workers Union	1,223	1,223	Open	1,950	1,935	283

EMPLOYEES TRADE UNIONS AS AT 31st DECEMBER 1967

Date of Registration	Name of Trade Union	MEMBERSHIP		Race	Income to nearest £1	Expenditure to nearest £1	Total assets to nearest £1
		Book	Voting				
29-11-60	Kenya Union of Sugar Plantation Workers	—	—	Open	—	—	—
7-9-61	Kenya Quarry and Mine Workers Union	1,373	1,373	Open	2,017	1,773	151
24-11-61	Senior Civil Servants Association of Kenya	750	750	Open	765	1,493	680
8-12-61	East African Airways Staff Association	142	142	Open	80	34	690
1-8-62	Kenya Union of Journalists	—	—	Open	—	—	—
5-9-62	Common Services African Civil Servants Union (Kenya)	—	—	Open	—	—	—
11-10-62	Kenya African Customs Workers Union	375	375	African	449	416	264
22-8-63	Kenya Plantation and Agricultural Workers Union	63,160	63,160	Open	33,100	32,987	6,831
12-12-55	Mombasa Local Government Service Association	31	31	Open	25	5	213
7-2-57	Union of Posts and Telecommunications Employees (Kenya)	3,167	3,167	Open	6,397	6,228	1,991
25-4-57	Civil Clerical Association (War Department)	25	25	Open	4	3	61
18-4-58	East African External Telecommunications Workers Union (Kenya)	216	216	Open	337	222	257
28-4-58	East African Posts and Telecommunications Controlling Officers Association (Kenya)	74	74	Open	39	10	144
28-7-58	Life Insurance Corporation of India Employees Association	31	31	Open	10	1	76

EMPLOYEES TRADE UNIONS AS AT 31st DECEMBER 1967

Table 5 (a)—(Contd.)

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 Workers Union	1,608	1,608	Open	2,090	2,112	482
5-8-58	Kenya Petroleum Oil Workers Union	—	—	Open	—	—	—
11-8-58	Kenya Chemical Workers Union	2,832	2,832	Open	6,781	7,853	2,224
3-11-58	National East Africa Seamen's Union	447	447	Open	1,014	1,083	256
16-1-59	Kenya Timber and Furniture Workers Union	2,852	2,852	Open	3,543	3,983	140
19-9-63	Kenya Game Hunting and Safari Workers Union	324	324	Open	480	511	195
4-8-65	Kenya National Union of Musicians	109	109	Open	366	365	7
25-8-65	E.A. Cargo Handling Services Ltd. Management and Supervisory Staff Association	—	—	Open	—	—	—
3-11-65	Kenya Union of Commercial Food and Allied Workers	14,919	14,919	Open	25,769	27,679	3,769
17-1-65	Central Organization of Trade Unions (Kenya)	—	—	Open	—	—	—
20-12-67	East African External Telecommunications Executive Staff Union (Probationary)	16	16	Open	16	5	11
	TOTAL	286,194	286,194	—	255,534	253,595	58,711

EMPLOYERS TRADE UNIONS AS AT 31st DECEMBER 1967

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	145	145	Open	2,113	1,850	1,878
8-11-50	Federation of Master Printers of East Africa	—	—	Open	—	—	—
7-7-59	Motor Trades and Allied Industries Employers Association	32	32	Open	5,503	2,936	2,958
1-2-60	Distributive and Allied Trades Association	35	35	Open	1,775	1,710	725
7-4-60	Engineering and Allied Industries Employers Association	21	21	Open	1,150	1,109	883
2-5-60	Kenya Coffee Growers Association	246	246	Open	8,387	10,391	12,500
28-6-60	Timber Industries Employers Association	29	29	Open	371	263	283
29-11-60	Kenya Sugar Employers Union	49	49	Open	2,750	1,727	4,226
4-8-61	Sisal Employers Association (Kenya)	39	39	Open	5,771	6,970	4,659
16-7-62	Kenya Bankers (Employers) Association	9	9	Open	9,510	9,342	2,408
7-9-62	Agricultural Employers Association	420	420	Open	2,806	4,000	1,806
8-11-65	Mombasa and Coast Tailors (Employers) Association	47	47	Open	25	7	96
29-1-66	Federation of Kenya Employers	1,151	1,151	Open	35,749	34,685	12,484
15-2-66	Kisumu Distributive Employers Association	46	46	Open	65	147	70
16-5-66	Association of Local Government Employers	25	25	Open	6,930	5,023	2,771
	TOTAL	2,294	2,294		82,905	80,160	47,747

FACTORIES REGISTERED UNDER THE FACTORIES ACT

Distribution by Major Industrial Groups: 31st December 1967

Industrial Group	Factories with Mechanical Power	Factories without Mechanical Power	Total
Agriculture and Livestock Production	711	24	735
Food Manufacturing Industries, except Beverage Industries	423	68	491
Beverage Industries	34	7	41
Tobacco Manufacture	2	—	2
Manufacture of Textiles	25	1	26
Manufacture of Footwear, other wearing apparel and made-up textile goods	218	1,466	1,684
Manufacture of wood and cork, except manufacture of furniture	378	80	458
Manufacture of furniture	198	71	269
Manufacture of Paper and Paper products	17	—	17
Printing, Publishing and Allied Industries	98	2	100
Manufacture of Leather and Leather Products except footwear	11	7	18
Manufacture of Rubber Products	26	2	28
Manufacture of Chemicals and Chemical Products	88	26	114
Manufacture of Products of petroleum and coal	3	—	3
Manufacture of Non-metallic Mineral Products, except products of petroleum and coal	60	14	74
Basic Metal Industries	1	—	1
Manufacture of Metal Products, except Machinery and Transport Equipment	133	56	189
Manufacture of Machinery, except Electrical Machinery	202	11	213
Manufacture of Electrical Machinery, Apparatus, Appliances and Supplies	76	14	90
Manufacture of Transport Equipment	500	237	737
Miscellaneous Manufacturing Industries	104	95	199
Electricity, Gas and Steam	31	—	31
Water and Sanitary Services	73	2	75
Personal Services	66	54	120
TOTAL	3,478	2,240	5,718

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

OCCUPATIONAL ACCIDENTS—1967

The Tables in this Appendix show accidents reported during 1967 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 ..	24	1	—	—	—	—	98	1	2	—	—	397	13	—	—	247	9	1
Forestry and logging ..	2	—	—	—	—	—	7	—	—	—	16	—	—	—	17	—	—	42
Hunting and fishing ..	1	—	—	—	—	—	4	—	—	—	—	—	—	—	5	—	—	10
TOTAL ..	27	1	—	—	—	—	109	1	2	2	413	13	—	—	269	9	1	818
MINING AND QUARRYING ..																		
				—	—	—	2	—	—	—	7	—	—	—	14	—	—	23
MANUFACTURING AND REPAIRS																		
Food, beverages and tobacco ..	3	—	—	—	—	—	18	1	—	—	112	3	—	—	131	7	—	264
Textiles, apparel and textile goods ..	—	—	—	—	—	—	14	—	—	—	37	—	—	—	41	1	—	93
Wood and furniture ..	—	—	—	1	—	—	33	—	—	—	51	—	—	—	101	1	—	185
Paper and printing ..	—	—	—	—	—	—	8	—	—	—	14	—	—	—	16	—	—	38
Leather and fur ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
Rubber products ..	—	—	—	—	—	—	—	—	—	—	2	—	—	—	3	—	—	6
Chemical, petroleum and coal products ..	1	—	—	—	—	—	11	—	—	—	20	—	—	—	18	—	—	50

OCCUPATIONAL ACCIDENTS—1967—(Contd.)

INDUSTRY	FATAL		PERMANENT INCAPACITY				TEMPORARY INCAPACITY ONLY		DEGREE OF INCAPACITY NOT YET DETERMINED		TOTAL NO. OF ACCIDENTS REPORTED	
	Male	Female	Male	Female	Juvenile	Male	Female	Male	Female	Male	Female	
												PARTIAL		JUVENILE
Non-metallic mineral products other than chemical, petroleum and coal products	—	—	3	—	—	17	—	—	—	41	—	
Metal industries	7	—	59	—	—	593	—	—	4	1,085	4	
Miscellaneous	—	—	3	—	—	9	—	—	1	27	1	
TOTAL	11	—	150	1	—	855	3	—	14	1,790	18	
BUILDING AND CONSTRUCTION	16	—	25	—	—	172	—	—	1	394	1	
ELECTRICITY, WATER AND SANITARY SERVICES	3	—	5	—	—	32	—	—	—	81	—	
COMMERCE	4	—	15	—	—	90	1	—	1	179	2	
TRANSPORT, STORAGE AND COMMUNICATIONS	24	—	44	—	—	407	1	—	—	675	1	
Government and business Recreation	36	—	24	—	—	157	1	—	4	337	5	
Personal Activities not adequately described.. .. .	3	—	3	—	—	10	—	—	1	33	1	
	1	—	2	—	—	1	—	—	—	7	—	
TOTAL	40	—	30	—	—	172	1	—	5	144	6	
TOTAL OF ALL INDUSTRIES AND SERVICES	125	1	380	2	2	2,148	19	—	30	1,692	52	

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

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 ..	—	11	1	10	1	7	39	2	—	111
Forestry and Logging	—	—	—	1	—	—	—	—	—	8
Hunting and Fishing	—	—	—	—	—	—	—	—	—	1
TOTAL	—	11	1	11	1	7	39	2	—	120
MINING AND QUARRYING										
.. .. .	—	—	—	—	—	—	3	1	—	8
MANUFACTURING AND REPAIRS—										
Food, Beverages and Tobacco	1	5	—	4	3	—	45	—	1	81
Textiles, Apparel and Textile Goods ..	2	—	—	4	2	2	—	47	—	14
Wood and Furniture	1	—	—	82	4	—	11	—	—	49
Paper and Printing	—	—	—	—	—	—	29	—	—	4
Leather and Fur	—	—	—	—	—	—	—	—	—	—
Rubber Products	—	—	—	—	—	—	2	—	—	2
Chemical, Petroleum and Coal Products..	—	—	—	2	1	—	4	—	—	19
Non-Metallic Mineral Products other than	—	—	—	—	—	—	—	—	—	—
Chemical, Petroleum and Coal Products	—	3	1	1	—	—	4	1	—	15
Metal Industries	—	4	7	10	35	—	75	—	—	442
Miscellaneous Manufacturing Industries..	—	—	—	—	1	—	12	—	—	6
TOTAL	4	12	8	103	46	—	229	1	1	632
BUILDING AND CONSTRUCTION										
.. .. .	—	2	4	2	1	—	13	1	1	152
ELECTRICITY, WATER AND SANITARY SERVICES										
.. .. .	—	—	—	—	1	—	3	—	—	26
COMMERCE										
.. .. .	—	—	—	—	—	—	—	1	—	66
TRANSPORT, STORAGE AND COMMUNICATIONS										
.. .. .	—	—	8	—	—	—	5	—	—	261
SERVICE—										
Government and Business	—	2	1	—	—	—	4	—	—	37
Recreation	—	—	—	1	—	—	—	—	—	5
Personal	—	—	—	—	—	—	1	—	—	11
Activities not Adequately described ..	—	—	—	—	—	—	—	—	—	1
TOTAL	—	2	1	1	—	—	5	—	—	54
TOTAL OF ALL INDUSTRIES AND SERVICES ..	4	27	22	117	49	7	297	6	2	1,319

Table 9

ACCIDENTS—1967
AND CAUSATION

Locomotive, 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																
2	-	-	139	-	-	1	1	2	1	-	20	-	69	82	182	36	70	7	794
-	-	-	6	-	-	-	-	-	-	-	7	-	4	4	12	2	-	1	42
-	-	-	3	-	-	-	-	-	-	-	-	-	2	1	-	-	-	-	10
2	-	-	148	-	-	1	1	2	1	-	27	-	75	87	194	38	70	8	846
-	-	-	4	-	-	-	-	-	-	-	2	2	1	-	1	-	1	1	24
-	-	-	23	-	-	2	1	13	-	1	10	1	27	14	12	1	27	3	275
-	-	-	1	-	-	-	-	3	-	-	2	-	6	2	-	-	9	1	95
-	-	-	5	-	-	1	-	-	-	-	4	-	4	4	12	-	3	2	186
-	-	-	-	-	-	-	-	1	-	-	1	-	1	1	-	-	1	-	38
1	-	-	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
-	-	-	5	-	-	-	-	2	-	-	3	-	2	3	7	-	1	1	6
-	-	-	-	-	-	1	4	2	-	-	4	-	4	4	-	-	2	-	42
1	-	-	50	-	-	14	4	37	-	5	48	1	69	56	140	-	88	4	1,090
-	-	-	-	-	-	-	-	1	-	-	2	-	-	3	1	-	1	-	27
2	-	-	85	-	-	18	5	59	-	6	74	2	118	87	174	1	132	11	1,810
2	-	-	43	-	-	1	-	8	-	1	26	2	39	32	41	-	24	-	395
-	-	-	16	-	-	-	1	1	-	1	2	-	10	7	4	-	10	1	83
1	-	-	50	-	-	-	1	1	-	-	11	-	16	8	7	-	11	-	173
24	-	-	111	-	-	1	-	7	-	-	34	-	77	64	17	-	57	2	668
-	-	-	127	-	-	-	-	1	1	-	2	2	36	8	12	11	104	4	352
-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	1	-	9
-	-	-	6	-	-	-	1	-	-	1	-	-	4	2	2	2	5	-	35
-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	7
-	-	-	137	-	-	-	1	1	1	1	2	2	41	10	15	14	111	4	403
31	-	-	594	-	-	21	9	79	2	9	178	8	377	295	453	53	416	27	4,402

PROSECUTIONS UNDER LABOUR LEGISLATION—1967

	Con- victed	Dis- charged	Ac- quitted	With- drawn	Total
EMPLOYMENT ACT (CAP. 226)					
Failing to pay wages on demand	72	3	3	12	90
Failing to maintain proper records	2	—	—	—	2
Unauthorized recruiting	1	—	—	—	1
Failing to produce employees' documents	1	—	—	—	1
TOTAL	76	3	3	12	94
EMPLOYMENT OF WOMEN, YOUNG PERSONS AND CHILDREN ACT (CAP. 227)					
Employing a child without the written permission of a Labour Officer	3	—	—	—	3
TOTAL	3	—	—	—	3
WORKMEN'S COMPENSATION ACT (CAP. 236)					
Failing to report an accident causing injury to a workman	1	1	—	1	3
TOTAL	1	1	—	1	3
REGULATION OF WAGES AND CONDITIONS OF EMPLOYMENT ACT (CAP. 229)					
Failing to pay not less than statutory minimum wages ..	18	—	1	2	21
Failing to maintain records	17	—	—	—	17
Failing to exhibit prescribed notice of wages regulation order	6	—	—	—	6
Accepting a premium from an employee	1	—	—	—	1
TOTAL	42	—	1	2	45

CONTRACTS OF APPRENTICESHIP AND INDENTURED LEARNERSHIP
REGISTERED UNDER THE INDUSTRIAL TRAINING ACT
AS AT 31st DECEMBER 1967

	Apprentices	Indentured Learners
Aircraft Maintenance Fitters	47	—
Architectural Trainees	3	1
Auto Electrician	1	—
Blacksmith	4	—
Calculator Technician	3	—
Carding Machine Mechanic	—	2
Carpenter	—	22
Cartographer	9	29
Commercial Artist	—	2
Compositor	4	3
Draughtsman	—	13
Electrician	29	10
Electrical Fitters	4	4
Electrical Technician	28	8
Etcher	1	—
Fitter	32	55
Foreman Building	—	6
Foreman Roads	—	6
Inspector of Works	—	3
Inspector of Mechanical	7	21
Inspector of Electrical	—	11
Instrument Mechanic	3	—
Knitting Machine Mechanic	1	—
Laboratory Technician	1	—
Lift Mechanic	8	—
Linesmen	—	12
Lithographer	14	—
Loco Fitter	1	—
Mechanical Engineer	4	6
Masons	—	6
Materials Assistant	—	8
Mechanical Trades (Railways)	89	95
Mechanical Technician	7	—
Motor Vehicle Mechanic	59	—
Multilith Technician	3	—
Plumber	1	1
Printing Trades	2	—
Printing Ink Trade	2	—
Quantity Surveyor	2	4
Meter Mechanic (Electrical)	—	4
Plater	2	2
Sewing Machine Mechanic	1	—
Sheet Metal	6	—
Screen Print Operator	1	2
Survey Assistant	1	4
Surveyor	33	22
Technical Assistant Printing	19	3
Toolmaker	10	—
Turner	1	—
Dyer and Printer (Textile)	1	—
Graphic Artist	1	1
	445	366

CONTRACTS OF APPRENTICESHIP AND INDENTURED LEARNERSHIP
REGISTERED UNDER THE INDUSTRIAL TRAINING ACT
DURING 1967

	Apprentices	Indentured Learners
Aircraft Maintenance Fitters	21	—
Architectural Trainee	2	—
Blacksmith	4	—
Calculator Technician	3	—
Carpenter	—	21
Cartographer	9	—
Compositor	1	1
Draughtsman	—	12
Electrician	29	—
Electrical Fitters	4	4
Electrical Technician	11	—
Fitter	15	17
Foreman Roads	—	6
Foreman Building	—	5
Graphic Artist	1	—
Inspector Mechanical	—	8
Inspector Electrical	—	12
Laboratory Technician	1	1
Lithographer	4	—
Loco Fitter	1	—
Materials Assistant	—	2
Mechanical Engineer	3	6
Mechanical Trades—Railways	79	—
Masons	—	6
Mechanical Technicians	7	—
Motor Vehicle Mechanics	59	—
Multilith Technician	3	—
Plater	—	2
Printing Trades	2	—
Printing Ink Trade	2	—
Quantity Surveyor	—	4
Survey Assistant	1	3
Surveyor	32	—
Sheet Metal	6	—
Technical Assistant Printing	9	—
Tool Maker	10	—
TOTAL	319	110

CONTRACTS OF APPRENTICESHIP AND INDENTURED LEARNERSHIP COMPLETED OR OTHERWISE TERMINATED DURING 1967

	Apprentices	Indentured Learners
Aircraft Maintenance Fitters	7	—
Apron Marshaller	—	4
Architectural Trainees	1	—
Cartographer	4	—
Commercial Artist	1	—
Compositor	2	—
Electrician	3	4
Electrical Technician	1	—
Fitter	6	—
Foreman Building	—	1
Inspector of Works	—	1
Inspector Electrical	—	6
Instrument Mechanic	3	—
Lithographer	3	—
Mechanical Trades—Railways	6	61
Motor Vehicle Mechanic	—	14
Technical Assistant Printing	8	—
Turner	1	2
TOTAL	46	93

TRADE TESTS COMPLETED DURING 1967

TRADES	GRADE I		GRADE II		GRADE III		TOTAL
	Pass	Fail	Pass	Fail	Pass	Fail	Pass and Fail
ENGINEERING—							
Blacksmith	2	—	1	1	5	9	18
Fitter (General) .. .	23	9	49	18	88	43	230
Motor Vehicle Mechanic .. .	26	31	46	61	156	188	508
Moulder	—	—	—	—	—	—	—
Panel Beater .. .	1	3	3	—	4	—	11
Mainlayer .. .	1	—	—	—	2	1	4
Pipefitter/Plumber .. .	13	7	3	8	47	15	95
Plumber .. .	5	1	13	6	1	1	27
Rural Water Supply Artisan .. .	—	—	—	—	—	—	—
Plant Mechanic .. .	7	4	7	2	10	1	31
Spray Painter .. .	1	1	5	2	4	5	15
Tinsmith .. .	1	7	20	3	4	5	40
Turner .. .	8	11	17	6	17	6	65
Vehicle Electrician .. .	—	—	1	4	5	2	12
Welder Arc and Gas .. .	29	26	27	2	49	4	137
TOTAL .. .	117	100	194	113	392	280	1,193
BUILDING—							
Bricklayer .. .	—	—	1	2	2	1	6
Mason (Building) .. .	—	—	1	2	2	1	6
Mason (Dressing) .. .	—	—	—	—	—	—	—
Painter .. .	12	10	21	20	39	20	122
Plasterer .. .	—	—	—	—	—	—	—
Signwriter .. .	4	4	15	3	42	21	89
Terrazzo Worker .. .	—	—	—	—	—	—	—
TOTAL .. .	34	29	77	57	191	69	457
WOODWORKING—							
Cabinet Maker .. .	—	1	1	—	—	—	2
Carpenter/Joiner .. .	5	39	39	112	129	137	461
Joiner .. .	5	—	—	—	—	—	5
Polisher .. .	1	—	2	—	1	—	4
Woodworking Machinist .. .	—	—	—	—	—	—	—
TOTAL .. .	11	40	42	112	130	137	472
ELECTRICAL—							
Cable Joiner .. .	1	—	4	—	2	—	7
Electrical Wireman .. .	14	23	24	20	46	69	201
Electrical Fitter .. .	—	—	—	—	—	—	15
Overhead Linesman .. .	—	3	5	—	2	—	55
TOTAL .. .	15	26	33	20	50	69	278
TAILORING—							
Tailor .. .	2	8	11	8	52	22	103
Dressmaker .. .	3	5	12	9	35	30	94
Upholsterer .. .	3	—	5	—	5	—	13
TOTAL .. .	8	13	28	17	92	52	210
SHOEMAKER .. .							
	2	7	13	10	14	—	46
MISCELLANEOUS—							
Saw Doctor .. .	—	—	—	—	—	—	2
Cushion Maker .. .	—	—	—	—	—	—	2
Armourer .. .	—	—	—	—	—	—	1
Pipeline .. .	—	—	—	—	—	—	6
TOTAL .. .	—	—	—	—	—	—	11
GRAND TOTAL .. .	187	215	387	329	869	607	2,667

