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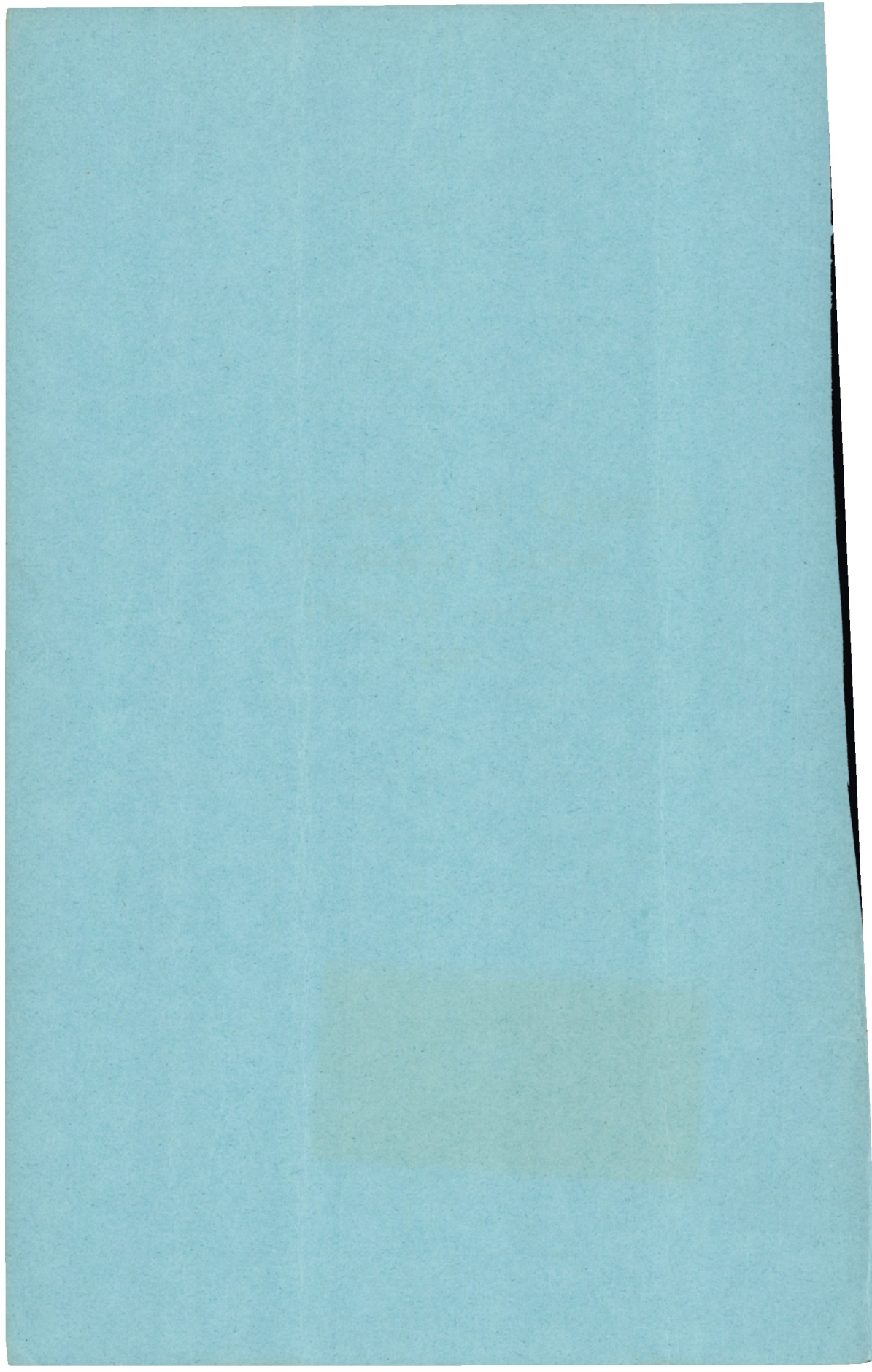
REPUBLIC OF KENYA



**MINISTRY OF LABOUR AND
SOCIAL SERVICES
ANNUAL REPORT
1964**

Five Shillings - 1967





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SOCIAL SERVICES
ANNUAL REPORT
1964**

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MINISTRY OF LABOUR AND SOCIAL SERVICES

ANNUAL REPORT 1964

Part I—Review of the Year

1. The Ministry, which came into being on 1st June 1963, remained unchanged throughout 1964. The hon. E. N. Mwendwa continued as Minister with Mr. M. A. O. Ndisi as Permanent Secretary. Kenya became a Republic on 12th December 1964, and, as on the occasion of the country's independence, staff was made available to help in the organization of the celebrations.

2. In a New Year message to the nation, the Minister stressed the importance to the country's development of sound industrial relations and industrial peace. He pointed out that the Kenya Constitution provided for freedom of association and it was vital that the good relationship between the Ministry, the Federation of Kenya Employers and the Kenya Federation of Labour should be maintained.

3. The Ministry was confronted with a worsening unemployment situation and, as a result of the Government's decision, a "Tripartite Committee" was formed composed of representatives of the Kenya Government, the Federation of Kenya Employers and the Kenya Federation of Labour, to deal with the problem. The Chairman of the Committee was the Minister for Labour, and the hon. T. J. Mboya, Minister for Justice and Constitutional Affairs, was the Government spokesman. At the Committee's proposal, a voluntary Tripartite Agreement was signed in February 1964 with a view to alleviating the immediate hardship being experienced by the unemployed and to provide the new Government with breathing space in which to get its plan for economic development under-way. As a result of this agreement, some 34,000 persons were placed in employment by the end of the year. Further details are given in Part II, Section I of this report.

4. Kenya became a full member State of the International Labour Organization on 13th January 1964, and was invited to attend the 48th Session of the International Labour Conference held in Geneva in June 1964. The Government was represented by Mr. M. A. O. Ndisi, Permanent Secretary to the Ministry and Mr. J. W. Owuor, Labour Commissioner. The Federation of Kenya Employers was represented by the Executive Officer, Mr. David Richmond, and the Kenya Federation of Labour was represented by the Secretary-General, Senator C. K. Lubembe. The Minister for Labour and Social Services, the hon. E. N. Mwendwa attended the conference as visiting Minister.

5. At the Second African Regional Conference of the International Labour Organization held in Addis Ababa between the 3rd November 1964 and 12th December 1964, a Kenya delegation attended consisting of the Permanent Secretary to the Ministry, the President of the Federation of Kenya Employers, Sir Colin Campbell, Bt. and Mr. W. D. Ogutu representing the Kenya Federation of Labour. The main items discussed, in addition to the Director-General's Report, included—the employment of, and conditions of work for, African women, and methods and principles of wages regulation.

6. During the year, the Ministry prepared four papers which formed the framework of a social development plan for the country. These were (i) a National Youth Service, (ii) a National Plan for Community Development, (iii) a Report on the Development of Adult Education and, (iv) a National Plan for Social Welfare (with particular reference to Urban areas). The four papers were submitted to, and accepted by the Government for inclusion in the Kenya Development Plan for 1964-70.

7. The first meeting of the National Council for Community Development was held in December 1964. Membership included the Ministries of Agriculture, Health, Works, Home Affairs, Education, Local Government, Regional Presidents, Kenya Federation of Labour, Federation of Kenya Employers, Chairman of the National Fund and individual specialists. The Chairman of the Council was the Minister for Labour and Social Services. The Council received reports of progress from the Regions and allocated a sum of £5,000 to each Region to be used to assist self-help projects. The progress made to carry out the other objectives of the plan is described elsewhere in this report.

8. A National Youth Service (*see* Part III of this report) was set up during the first half of the year within the Ministry. Finance was made available on the 1st July 1964, and the first intake of recruits took place on the 19th August 1964.

Part II—Labour Department

SECTION 1—EMPLOYMENT

The Working Population

9. The annual enumeration of employees, conducted on 30th June 1964, showed an increase in reported wage-earning employment for the first time since 1960.

10. Non-salaried directors and partners, members of the armed services and self-employed persons were, as in other years, not included in the figures of reported employment, but in 1964 an increased coverage of wage-earning employment, was obtained by augmenting the normal postal returns by sending out enumerators to all the main urban centres of the country to interview employers of small private sector establishments. It was still not possible; however, to obtain employment data from small farms and thus the growth of wage-earning employment in areas which were formerly subsistence farming areas is not reflected in the figures obtained by the enumeration.

11. Of the total number of persons reported in employment (589,607), 42,246 were added to the enumeration figures by the extended coverage. Nevertheless, it will be seen that the level of total employment, even under the old coverage, (547,361) was higher than that of 1963 (533,347). The following table shows the type and extent of the new coverage.

12. EMPLOYMENT IN PRIVATE INDUSTRY AND COMMERCE, 1963 AND 1964,
OLD AND NEW COVERAGE

	1963	1964		
		Old Coverage	New Coverage	Total
Mining and Quarrying	3,110	2,214	80	2,294
Manufacture and Repairs	40,743	44,788	15,991	60,779
Building and Construction	8,619	8,236	578	8,814
Light, Power and Water Services ..	2,407	2,457	12	2,469
Commerce	41,968	45,445	11,856	57,301
Transport and Communications	16,703	17,710	301	18,011
Other Services	42,803	44,462	13,428	57,890
TOTAL	156,353	165,312	42,246	207,558

13. A further alteration in the presentation of the enumeration figures for 1964 arose from the transfer of 11,764 primary and intermediate school teachers from Kenya Government and private services to Local Government authorities who became solely responsible for education at these levels. This transfer accounts for most of the increase in the number of employees reported in Local Government employment.

14. The results of the Annual Enumeration of Employees 1964, are given in the Tables in Appendix I to this report, the main breakdown of the figures being as follows:—

- (a) Of the total labour force of 589,607 persons 504,250 (or 85.6 per cent) were adult males, 77,415 (or 13.1 per cent) were adult females, and 7,942 (or 1.3 per cent) were children under the apparent age of 16 years.
- (b) a total of 208,238 employees (or 35.3 per cent) were engaged in agriculture, forestry and fishing, 207,558 (or 35.2 per cent) in other private industry and commerce, and 173,721 (or 29.5 per cent) in the public services.

Labour Supply and Demand

15. When Kenya achieved its independence in December 1963, its estimated total population of 8,900,000 comprised 4,500,000 children, 4,100,000 adults of working age and 300,000 old people. Some 533,000 persons were employed in established wage-paying industries and the remainder depended on self-employment for their livelihood—the majority being farmers of smallholdings.

16. The new Government set itself the task of planning economic development in the face of manifest unemployment resulting from three factors, viz. the rapid growth of the population (estimated at 3 per cent per annum); the problem of under-employment among the families of small land-holders; and a fall in the level of employment in established wage-paying industries (amounting to a loss of some 90,000 jobs since 1960, the year of peak employment). While realizing that the ultimate solution of the unemployment problem lay in long-term development plans for the growth of the general economy, the Government decided that these plans should be supplemented by a relatively short-term measure designed to alleviate the hardship being experienced by ex-wage-earners and to provide a breathing space in which it could get its plans for economic development underway. To this end, in February 1964, Government negotiated with the Federation of Kenya Employers and the Kenya Federation of Labour a Tripartite Agreement the principal aim of which was to create 40,000 jobs in the shortest possible time. A copy of the agreement is at Appendix II to this report.

17. The Tripartite Agreement was an entirely voluntary measure in which the public services were to increase the number of their employees by 15 per cent and private employers by 10 per cent; and workers were to abide by a 12-months' wage pause and refrain from strike action. The agreement excluded the armed services and domestic servants. By the end of 1964, some 34,000 additional workers had been engaged under the agreement, the private sector having engaged 28,000 against a target figure of 30,000. However, certain difficulties were experienced in fulfilling the public services' quotas—the East African Common Services Organization being unable to contribute because of the three-territory nature of the organization; many local authorities being unable to comply because of low tax collection receipts; and Central Government's programme for the intake of its quota of additional workers (8,800) being delayed by problems arising from "Regionalism", so that only half of its full quota was engaged by the end of 1964.

18. Workers engaged under the agreement were offered employment for at least 12 months and the parties to the agreement agreed to review the position at the end of this period when it was hoped that as many workers as possible would be absorbed into employers' permanent establishments as a natural result of increasing economic activity. By the end of 1964, there were indications that this indeed would be the case by the time the end of the Tripartite Agreement year was reached in February 1965.

19. Though by 30th June 1964 (the date of the annual enumeration of employees), 28,800 additional workers had been engaged, this did not reflect an overall increase in employment. For example, employment in large-scale farming dropped by 18,000 between 1963 and 1964 largely as a result of conversion of large-scale mixed farmers to settlement schemes. A total of 900,000 acres of these farms had been bought for settlement by end of June 1964, and a sample survey showed that the new settlers in all these schemes employed an estimated figure of only 6,800 as wage-earners—the other work being done by family labour.

The Employment Service

20. In order that the employment service might play its full part in the efficient utilization of manpower under the Development Plan, the service was strengthened in July 1964, by the formation of a special cadre of officers to man its 22 employment exchanges throughout the country. Formerly the exchanges were operated by general clerical officers but the officers in the new cadre are being specially trained in employment service work and will remain in, and their line of promotion will be within, the newly created cadre. The headquarters section of the service was also strengthened to enable employment market information functions to be developed and to equip the service to implement a policy for the progressive introduction of vocational guidance and the eventual setting up of a specialist youth employment service.

21. In February 1964, the Employment Service was charged with the duty of administering the engagement of workers under the Tripartite Agreement. The main administrative measures were designed to—

- (i) avoid a mass influx of unemployed and under-employed persons into urban areas and other centres of employment;
- (ii) ensure, as far as practicable, that the most deserving cases obtained the jobs made available in their own home areas; and
- (iii) provide statistical and other information sufficient to enable a check to be kept on the effectiveness of the scheme and the measures adopted to implement it.

To these ends, the employment service of the Ministry of Labour was expanded to provide 90 sub-exchanges in addition to its permanent 22 employment exchanges—the new offices being sited in outlying districts and on the perimeters of large towns.

22. Registration of work-seekers under the scheme was unrestricted but those persons registering were classified and issued with a category card as a guide to the giving of priority to the most deserving cases. Classification was carried out by verbal examination supported by such documentary evidence as the applicant was able to produce when registering. Within two weeks, some 205,000 persons had been registered under the scheme of whom 106,000 were classified as top priority work-seekers (a breakdown of those registering is given in Appendix III of this report). At this stage it was considered that sufficient top priority work-seekers had been registered to allow employers to select their requirements and that to continue mass registration would be misleading to the low-category work-seekers the number of whom was growing as registration continued.

23. As previously mentioned, the purpose of classified registration was to provide some means of giving preference to the most obviously deserving cases. As was to be expected, the demand for registration was heavy; the examination of each individual applicant could be but brief and the category awarded in most cases depended on the self-declared status of the individual. Conclusive evidence of landlessness, the degree of under-employment, or even the place of permanent residence was rarely available and cases were reported of persons already in employment absenting themselves from work in order to register under the scheme. Therefore, while this type of registration served its purpose as a guide to priority, it did not amount to an accurate manpower survey nor could it be said to provide a statistical analysis of unemployment in Kenya. The operation of the employment service for the rest of the year was given over to the placing of registered work-seekers in the jobs offered by employers under the agreement. Placing was carried out in the normal manner. That is to say, a number of work-seekers were referred to employers by the employment exchanges and the employer made the final selection of the workers he wished to engage. By the end of the year some 34,000 work-seekers had been placed in employment in this manner and offers of employment were continuing to be made at the turn of the year—every worker being assured of at least twelve months' work irrespective of the date upon which he was engaged (a breakdown of placings made under the agreement by the end of 1964 is given in Appendix III of this report).

Employment of Women and Children

24. The number of adult females reported to be in employment as at 30th June 1964, was 77,415 or 13.1 per cent of the total labour force. This figure shows only a minor variation from the previous year. The number of children (i.e. persons below sixteen years) reported in employment in the same period was 7,942 or 1.3 per cent of the total labour force. The majority (7,155 in number) were employed entirely in agriculture (*see* Appendix I, Table 1).

Dock Labour

25. Following a reorganization of the Mombasa Port and the integration of Port Labour Services under one management, the shore handling and stevedoring labour became interchangeable and the difference between the two groups ceased to exist. The reorganization of the port was not without its disadvantages, for, in some cases, it caused high feelings and this was held to be one of the causes of a drop in productivity. It was estimated that productivity had dropped by about 27 per cent between 1962 and 1964.

26. A Joint Productivity Committee was established during the year on which both sides of the industry were represented. Several meetings were held at which useful suggestions were made.

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

Supervisors	467
Clerks	844
Seasonal Labourers	798
Registered Weekly Labourers	1,379
Monthly Labourers and Serangs	3,844
Miscellaneous and Drivers, etc.	958
		<hr/>
Total	8,290
		<hr/>
The comparative figure for 1963 was	7,465

28. Employer/employee relationships at the port remained cordial and matters affecting discipline were determined by the Dock Appeal Tribunal which heard a total of 52 cases during the year and allowed eight. During this year, as in the previous five years, no major stoppages of work occurred in the port.

Casual Labour

29. In Mombasa, casual labour continued to be employed in the High Level Godown area, the Old Port, and in Kilindini Harbour. In the last case the labour was employed on ship maintenance only. Very little interest was shown by this labour in competing for employment offered under the Unemployment Relief Scheme, mainly because such employment, although assuring the employee of a regular income for the duration of the Tripartite Agreement, meant a reduction of his earnings.

30. On farms, casual labour played a very important role in making up labour shortages caused by absenteeism which was widespread following pay days.

SECTION 2—WAGES

Urban Minimum Wages

31. Statutory urban minimum wages applicable to the 13 towns in Kenya remained unchanged and were as follows:—

STATUTORY MINIMUM WAGES IN URBAN AREAS, DECEMBER 1964

	MALE EMPLOYEES AGED 21 YEARS AND OVER		OTHER EMPLOYEES	
	Basic Minimum Wage (per month)	Minimum Housing Allowance (per month)	Basic Minimum Wage (per month)	Minimum Housing Allowance (per month)
	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>	<i>Sh. cts.</i>
Nairobi Municipality ..	115 00	35 00	79 00	17 50
Mombasa Island ..	115 00	35 00	79 00	17 50
Eldoret Municipality ..	109 00	26 00	75 00	13 00
Kericho Township ..	109 00	26 00	75 00	13 00
Kisumu Municipality ..	109 00	30 00	75 00	15 00
Kitale Municipality ..	109 00	30 00	75 00	15 00
Machakos Township ..	109 00	30 00	75 00	15 00
Naivasha Township ..	109 00	30 00	75 00	15 00
Nakuru Municipality ..	109 00	26 00	75 00	13 00
Nanyuki Township ..	109 00	26 00	75 00	13 00
Nyeri Township ..	109 00	26 00	75 00	13 00
Thika Urban District ..	109 00	26 00	75 00	13 00
Thomson's Falls Township	109 00	26 00	75 00	13 00

32. Following the making of Regulation of Wages Orders for the Shoe-making Industry and the Wholesale and Retail Distributive Trades respectively, there were ten Wages Regulation Orders currently in force at the end of the year. Because of the "freeze" imposed by the Tripartite Agreement in February 1964, revision of the minimum terms and conditions of employment in eight trades or industries, and the statutory regulation of wages in the agricultural industry through the appropriate wages council, did not take place.

33. Tables showing wages, hours of work, leave and overtime rates for unskilled workers in selected industries, and the average retail prices of certain commodities in Nairobi, are at Appendix IV.

SECTION 3—INDUSTRIAL RELATIONS

Trade Unions

34. As at 31st December 1964, the total number of registered trade unions was 64, of which 49 were workers' organizations (with a total voting membership of approximately 246,519) and 15 employers' unions whose membership increased from 674 to 768 during the year. The Kenya Federation of Labour remained the central organization of employees' trade unions and had, as in the previous year, 26 affiliates by the end of the year. However, three trade unions acted outside the Kenya Federation of Labour, namely the Mombasa Dockworkers' Union, the Kenya Petroleum Oil Workers' Union and the Kenya Engineering Workers' Union. Only one trade union, the East African Railways and Harbours Designated Officers' Association, was registered during the year; 39 workers' and 14 employers' trade unions were constitutionally open to all workers in Kenya regardless of race.

35. The activity of the above-mentioned three trade unions outside the Kenya Federation of Labour was precipitated largely by the expulsion of the general secretaries of the Petroleum Union and the Dockworkers' Union from the Kenya Federation of Labour, where both held executive offices. The two leaders had, apart from other things, demanded that the Kenya Federation of Labour should follow the Kenya Government's policy of non-alignment and cancel its affiliation to the International Confederation of Free Trade Unions (I.C.F.T.U.). Although the Kenya Federation of Labour disaffiliated from the I.C.F.T.U. towards the end of the year, there were no signs of any reconciliation between the opposing factions. This rivalry led to dissension within a number of individual trade unions and resulted in disputes over union demarcation; such as the dispute between the Mombasa Dockworkers' Union and four other trade unions, i.e. the Kenya Chemical Workers' Union, the Kenya Distributive and Commercial Workers' Union, the Transport and Allied Workers' Union and the Printing and Kindred Trades Workers' Union which was referred to a board of inquiry whose investigations were not completed when the year ended.

36. The rival group to the Kenya Federation of Labour formed an association called the Kenya Federation of Progressive Trade Unions and applied for registration as a society. The application was rejected. The same group later organized the Kenya African Workers' Congress but a final decision on this application was not made by the end of the year.

Negotiating and Consultative Machinery

37. Due to the increasing membership and influence of the Federation of Kenya Employers, and the fact that trade unions were available for most employees, joint negotiating and consultative bodies continued to render their valuable services in preventing strikes and promoting better labour/management relations. Through joint industrial councils, joint disputes commissions and demarcation committees, both sides of industry were able to settle several disputes without resort to strikes or lock-outs.

Trade Disputes

The Trade Disputes (Arbitration and Inquiry) Act was repealed and replaced by the Trade Disputes Act 1964, which provided, *inter alia*, for an Industrial Court to be established. This Court commenced to function in July and all unresolved disputes were submitted voluntarily to it for arbitration. The Trade Disputes Act maintained the principle of free collective bargaining and the

voluntary notification of disputes for conciliation and arbitration, with the Minister having the power to set up an investigation committee or a board of inquiry into a dispute, where necessary. The Industrial Court dealt expeditiously and efficiently with all disputes and maintained the confidence of employers and trade unions throughout the year.

39. The general rivalry within the labour movement and the frustration felt over the wages standstill resulting from the Tripartite Agreement, caused unrest amongst workers which led to a total of 221 strikes during the year involving 67,155 workers as compared with 230 involving 54,576 workers for the previous year. Fortunately, the strikes were of short duration and total man-days lost was only 167,767 as compared with 235,349 for 1963. Employers, having already increased their labour forces by 10 per cent were, somewhat naturally, irritated by the failure of some union leaders to honour the Tripartite Agreement by refraining from strike action. As a consequence, labour relations were, by the end of the year, considerably strained. The distribution of trade disputes, by industries, is given in Appendix V, Table 10.

40. A total of 100 trade disputes were notified to the Ministry in terms of the Trade Disputes Act, No. 9 of 1964. Of these, ten were referred to statutory arbitration; two to Boards of Inquiry (one for the docks and the other for the East African Airways Corporation); nine were investigated and the rest settled by conciliation. The Industrial Court established in the latter part of the year dealt with a further 18 trade disputes by the end of the year.

41. In a number of cases strike action took place which could have been avoided if the negotiating machinery in the industry had been fully utilized and the procedures in the Industrial Relations Charter and the current Trade Disputes Act, followed.

42. There was considerable agitation by the union to wind up private provident fund schemes prior to the introduction of the National Provident Fund and despite Government advice that this would not be in the interests of the individual worker or the economy of the country, the unions persisted in their demands.

43. The unions also demanded that employers implement a policy of Africanization and insisted that this should be treated as a trade dispute issue. The matter was certainly one of interest to the unions and indeed to the Government, and while many employers had comprehensive and costly training schemes to assist in achieving Africanization the unions seemed singularly unimpressed by these efforts.

Labour Advisory Board

44. The Labour Advisory Board, which is advisory to the Minister on labour legislation and policy, met three times during the year. Subjects discussed included the establishment of the Industrial Court and the Turner Report on provision for old age.

SECTION 4—APPRENTICESHIP AND TRADE TESTING

Apprenticeship

45. At the 31st December 1964, 614 training contracts were registered under the Industrial Training Act: 115 being for apprenticeship and 499 for indentured learnership. An analysis of these registrations, by trade and type of contract is given at Table 12 (Appendix VI). Tables 13 and 14, respectively, show details of contracts registered and completed or otherwise terminated during 1964.

46. It is pleasing to note that there was a slight increase in the number of contracts registered under the Act at the end of 1964, as compared with the end of 1963, despite the fact that the East African Railways and Harbours completed their "crash" training programme during the year.

47. One employer was approved under the Industrial Training Act to employ apprentices or indentured learners—bringing the total to 43. In their capacity as Inspectors of Apprenticeship, Trade Testing Officers carried out many inspections of those premises where training was being undertaken to ensure that adequate standards were maintained.

48. It became increasingly clear during the year that an important part of the Controller's work, in future, will have to be the encouragement of more formal industrial training schemes in the private sector, if sufficient trained and experienced artisans are to be available to meet the needs of industrial advance as development progresses.

49. An I.L.O. expert on vocational training visited Kenya towards the end of the year to survey existing training facilities and to make recommendations as to the most appropriate lines on which they should be developed. The expert, Professor T. N. Tolani, completed his survey at the end of December, and his report should be received early in 1965. It will, no doubt, be a very valuable document and one on which plans for the expansion of vocational training facilities in Kenya can be based.

Trade Testing

50. A total of 2,376 routine trade tests were carried out during the year. This figure was 198 higher than in the previous year and there were signs that the trend would continue in 1965. An analysis of the tests, by trades and results, is given in Table 15. The number of candidates who passed their tests was 1,143 or 48 per cent—slightly higher than the average percentage of passes for the past four years. Within the three main grades of test, the numbers and corresponding percentages of successful candidates were as follows: Grade I, 140 (or 37 per cent); Grade II, 250 (or 41 per cent); Grade III, 753 (or 54 per cent). It is pleasing to note that in each grade there was a slight improvement in the percentage of passes—in 1963 the percentages for Grades I, II and III were, respectively, 31, 40 and 51 per cent.

51. The move of the Trade Testing Centre into the old workshop buildings, formerly occupied by the Ministry of Works, was completed early in the year. Following discussions with the British High Commission in November, an application was made to the British Ministry of Overseas Development for technical assistance in the form of a grant of £11,000 towards the cost of new buildings and £4,000 towards the cost of additional equipment for the centre. The contract for the new buildings was prepared at the end of December and rebuilding was expected to be largely completed by the end of March 1965.

SECTION 5—FACTORY INSPECTORATE

Industrial Development

52. At the 31st December 1964, the total number of premises registered under the Factories Act was 5,490 representing an increase of 76 over the figure for 1963. An analysis by major industrial groups of all premises registered under the Act is given at Appendix VII Table 16.

53. In this report for 1963, the view was expressed that a mood of cautious optimism prevailed amongst industrial developers. This state of affairs continued throughout 1964 and industry, generally, continued to improve its position with

a modest number of sizeable projects being got under way. Work on projected schemes, involving considerable capital investment, reached stages which indicated that there was every intention of going ahead with them. This latter category included a sugar mill at Muhoroni and a rayon mill at Thika.

54. In recent years, the textile industry has probably experienced the greatest expansion and this trend has continued with the opening up of a cotton weaving and dyeing mill at Thika, and a rayon spinning and weaving mill at Mombasa. Three more shirt-making factories also went into production—a fairly large one at Mombasa and two smaller ones at Nairobi and Machakos.

55. The brewing industry has, of course, increased its production steadily over the years. One particular group completed a £150,000 scheme at one of its breweries and then shortly afterwards announced an overall expansion programme which will probably cost £850,000.

56. New factories of interest in Nairobi were those for the manufacture of pharmaceutical preparations and infant foods (involving an internationally known company) and for cheese making, this latter project will eventually replace all existing cheese-making factories belonging to the Kenya Co-operative Creameries, and was set up with the assistance of U.N.I.C.E.F. funds on condition that the side product of skimmed milk be available for distribution to welfare organizations, hospitals, etc.

57. The new settlement farmers on the Kinangop have been encouraged to grow vegetables as a cash crop; for the benefit of these farmers, a factory was constructed in Naivasha for dehydrating the vegetables for export. The company which operates the factory assists the growers in all aspects of cultivation and also supplies seeds.

Inspection (General)

58. Serious staff shortage accounted for the fact that there was a considerable drop in the number of inspections carried out as compared with last year—the actual figures being as follows:—

Number of factory inspections undertaken	571
Number of visits to factories for special purposes ..	37
Number of visits to other places under the Act	20
Number of other official visits	41

59. Except during the months of November and December, when the Super-numerary Inspector was posted to Mombasa, all inspections were carried out from Nairobi. It was not possible to maintain a programme of systematic inspection and, therefore, many visits were for the purpose of keeping the “torch burning”.

Safety

ACCIDENTS—GENERAL

60. Factory accidents reported during 1964 totalled 1,850 (five of them fatal) as compared with 1,554 (four fatal) during 1963. The increase in the number of accidents reported does not give particular cause for concern. It has been found from experience that accidents reported by the Railways and Harbours Administration (mostly under the heading “Manufacture and repair of railway equipment”) may vary greatly in number from year to year and the overall increase is largely attributable to this source. The fluctuation is due to the Administration’s system of reporting which often allows a large number of accidents to be notified to the

Ministry either just before or just after the end of the year. In the following Table, the approximate percentage of the total number of accidents is shown against each main causation group. The corresponding figures for 1963 are given in brackets.

Cause	Percentage of Total
Power-driven machinery	24 (25)
Handling of goods or articles	19 (25)
Use of land tools	14 (11.5)
Struck by falling objects	10 (6)
Falls of persons	7 (8)
Hot or corrosive substances	4 (4)
Stepping on or striking against objects	3 (4)
Fires and explosions	2 (1.5)
Transport	1.5 (1)
Electricity	0.5 (0.5)
Miscellaneous	15 (13.5)

61. Once again, woodworking machinery accounted for a high proportion of the accidents caused by power-driven machinery—almost one-third which represents a slightly lower figure than for last year. The drop in percentage due to “Handling of goods or articles” is not regarded as significant—the actual number of accidents in this category was higher than for last year. In this connexion, it should be noted that the percentage of accidents under the headings “Struck by falling objects” and “Miscellaneous” show an increase and many of these are of the type which, if slightly different or more fully described, could well have been classified as handling accidents.

62. Although the investigation of the more serious accidents must be considered to be one of the most important aspects of the inspectorate’s work, due to the severe staff shortage, only 48 were investigated.

MACHINERY ACCIDENTS—PRIME MOVERS AND TRANSMISSION MACHINERY

63. The number of accidents caused by prime movers and transmission machinery was 30 as against 43 for 1963 and 27 in 1962—a welcome drop in this category of accidents. Unfortunately, however, two of the accidents resulted in fatal injuries. One of these was in a sisal factory when a worker attempted to pass under a heavy unfenced driving belt and was struck by the belt fastener; the other also occurred in a sisal factory when a worker’s arm became entangled in some sisal tow, which had wrapped itself round a partially protected transmission shaft, and he was taken round with the shaft. The sisal estates on which these accidents took place were both situated in remote areas; both were also in the process of changing ownership and, in consequence, safety was receiving scant attention.

ACCIDENTS DUE TO MOLTEN METAL AND OTHER HOT OR CORROSIVE SUBSTANCES

64. Regrettably, over the years there has been a steady increase in the number of accidents covered by this heading. In 1963, there were 66 accidents, two of which were fatal and in 1964, 87 resulting in one fatality. This fatality occurred in a pyrethrum processing factory near Nakuru when boiling sludge was being drained off from a steam-jacketted still into an open 44-gallon drum. The vessel had not been allowed to cool sufficiently before draining and it is believed that

a slight pressure was built up inside it sufficient to cause a surge of boiling sludge to spray over the face, arms and shoulders of an operator who was standing near by. The unfortunate man suffered severe burns from which he died later. Although there was no apparent breach of the Factories Act, the operating methods left much to be desired.

FALLS OF PERSONS

65. It is unusual for death to occur as a result of falls in factories but in 1964 there were two such accidents. One occurred when a man who was engaged in painting a steam boiler fell a distance of 12 feet from a platform erected around the boiler. The circumstances relating to the second fatality were never fully established but a worker died later in hospital after falling in the yard of a flour mill.

ELECTRICAL ACCIDENTS

66. For the second year in succession there were no fatalities caused by electricity. Unfortunately, this desirable state of affairs is purely fortuitous and by no means reflects the true state of factory electrical installations. In the absence of a qualified electrical engineer on the staff of the inspectorate, it has not been possible to proceed with the special Electricity Rules which were drafted some time ago. Inspectors continue to criticize obviously faulty installations, in particular, broken sockets and plugs, dangerous joints in leads and the like.

FACTORY ADVISORY COMMITTEE FOR THE TEA INDUSTRY

67. The Factory Advisory Committee for the tea industry met twice during the year. Steady progress has been made towards implementing the recommendations of the committee as contained in its report published in 1962, and although the number of accidents attributed to the tea industry was almost the same as for 1963, much greater attention was paid to the protection of machinery and safety generally.

EXAMINATION OF PLANT (GENERAL)

68. As a result of political changes in the country, there has been a reduction in the number of persons available to carry out the statutory inspections required under the Factories Act over the last few years. Fortunately, the position did not worsen during the year and the indications are that the inspection service will be maintained. Almost all major items of steam plant were examined at the correct intervals but air receivers and lifting tackle did not receive adequate attention; there is nothing new in the situation which will not improve until such time as the factory inspectorate is adequately staffed.

THE FACTORIES (EXTENSION OF APPLICATION) ORDER—HOISTS AND LIFTS IN NON-FACTORY PREMISES

69. The number of hoists and lifts in non-factory premises notified under the Order rose from 304 to 318 during the year. Lifts are now installed in 154 premises other than factories.

70. Although the standard of maintenance on most lifts was high the shortage of persons qualified to carry out statutory examinations was most acute in this field and there seemed little hope of immediate improvement. Where a lift is not fully maintained under contract with an established firm of lift engineers the need for statutory examination is imperative. This was illustrated when such a lift was inspected and one of the hoisting ropes was found to have 60 broken wires in a length of 12 inches. An application *ex parte* was made by an inspector

to a magistrate's court for the lift to be prohibited until the hoisting ropes were replaced. As the magistrate agreed with the inspector and made the necessary order the ropes were replaced without further ado.

THE FACTORIES (WOODWORKING MACHINERY) RULES

71. Earlier in this report, the proportion of power-driven accidents due to woodworking machinery is recorded as being almost one-third—a figure which finds its place with monotonous regularity in the Inspectorate's Annual Report. The actual figures are 131 as against 106 for 1963—fortunately none was fatal. The enforcement of woodworking rules necessitates very frequent inspection in order to educate workers to use and adjust the guards provided.

THE DOCKS RULES

72. A total of 358 accidents, two of which were fatal, were reported during 1964; this showed a return to the pattern of 1962 when 428 (none fatal) were reported. In 1963, reported accidents totalled 890 and, at the time, it was believed that there had been excessive zeal on the part of the reporting authority and all accidents had been reported, regardless of whether they involved absence from work of three or more days. Unfortunately, because there was no inspector permanently posted at the Coast for the greater part of the year, only the two fatal accidents were investigated.

73. A worker received injuries, from which he later died, when he was hit a glancing blow from a load suspended from a crane being swung into the wings of a ship's hold. A second worker was struck on the head and killed when a load of wooden pallets was being loaded into a hold and one of the pallets slipped out of the sling. Although, in both cases, the method of loading was unsafe no breach of the Docks Rules was involved.

74. In general, the working conditions prevailing at the docks at Mombasa and Kisumu were good and continued to improve as more mechanical handling equipment became available. Although there were no grounds for complacency (the two fatalities served as a reminder against such an attitude) nevertheless, most accidents were of a relatively minor nature.

FIRES

75. Mainly due to the climatic conditions (which discourage the closing of all the means of exit) and the fact that nearly all factories are built on one level, it is a rare thing for a worker to suffer injury as a result of fire in Kenya. However, with more sophisticated processes being introduced, involving the use of highly inflammable materials, the danger to life associated with fire must certainly not be disregarded. A fire which illustrates this point occurred in a Nairobi paint factory. A team of workers, employed by an outside contractor, was brought into a paint factory in order to carry out modifications to a space containing cellulose paint in small containers. The space consisted of a lean-to cover against the main wall of the factory and was enclosed by expanded metal partitions. The contractor's men were required to cut away the expanded metal at various points so that the partitions could be rearranged. The work was being carried out during the normal lunch time of the factory and none of the paint company's employees were on duty. An oxy-acetylene cutter was in use to cut away the expanded metal and, after the cutting had been completed, it was necessary to free a partition where it had jammed against a side wall. During the process of freeing, a tin of cellulose paint was knocked to the ground spilling its contents—the cellulose was ignited immediately by the oxy-acetylene cutter and the flames flashed across to other cellulose products. Before long, the entire factory was alight and the Fire Brigade had considerable difficulty in extinguishing the blaze which destroyed the premises completely.

Health and Welfare

76. Due to the shortage of staff, the health and welfare aspect of the inspectorate's work received least attention during the year. It is not thought that the general standard of cleanliness deteriorated below that of previous years, but this gives no cause for satisfaction as, especially in the smaller factories, cleanliness has never been regarded as a matter of importance by the management of such premises.

77. No cases of occupational diseases were reported during the year but it is almost certain that unreported cases of anthrax did occur which were effectively treated and did not result in death. With regard to the incidence of other types of occupational diseases it is impossible to even hazard an opinion.

Legal Proceedings

78. Only one prosecution involving four counts was instituted—as will be understood, this was due to shortage of staff rather than improvement in the standard of compliance with the law. Details of the prosecution are given in Table 22 (Appendix X).

Legislation

79. No legislation of importance was enacted in 1964, although the Chief Inspector of Factories did issue two Notices of Exception as follows:—

- (1) Notice of Exception No. 1/1964—Steam Boilers: relating to a waste heat steam boiler in an oil refinery.
- (2) Notice of Exception No. 2/1964—Hoists and Lifts: relating to hoists in semi-automatic car parking systems.

SECTION 6—SOCIAL SECURITY

Workmen's Compensation

80. The total number of accidents reported under the Workmen's Compensation Act (Cap. 236) during 1964 was 4,645. Of these 112 were fatal, one case was known to have resulted in permanent total incapacity, 370 cases resulted in permanent partial incapacity and 2,594 in temporary incapacity for a period of at least three consecutive days; in the remaining 1,626 cases, medical reports 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 Appendix VIII, Table 17.

81. The total number of accidents reported decreased from 4,761 in 1963 to 4,645. It was disappointing to note that fatalities increased from 96 to 112, 30 of the fatalities occurred in agriculture, one in mining and quarrying, 11 in the manufacturing industries, one in electricity and water services, 12 in building and construction, five in commerce, 17 in transport, storage and communications and 35 in Government and business services. A contributory factor in the increase of fatalities in Government services, it is believed, was the shifta operations. Taking all accidents into consideration the greatest number occurred, as usual, in the manufacturing industries (2,037). This was a record figure compared with the previous years. Agriculture and transport, storage and communications followed with 846 and 816 respectively. Government and business services and building and construction come fourth with 298 each.

82. Compensation paid out during the year in respect of death or permanent incapacity amounted to £57,412. In addition, further amounts totalling £27,201 were paid in the form of periodical payments to workmen suffering temporary incapacity. The total of £84,613 paid was a decrease compared with the £93,870 paid in 1963.

83. Analyses of the causes of accidents, and of the nature and location of injuries sustained are given in Tables 18 and 19, respectively. Handling without machinery (781) was the major cause of accidents, as in all previous years. Miscellaneous and transport took second and third positions with 720 and 607 respectively. Struck by Falling Objects came fourth with 523. Hand-tools not Power-operated and Falls of Persons took fifth and sixth position with 490 and 447 respectively. As in previous years contusions, abrasions or cuts (41 per cent) formed the major proportion of the injuries followed by fractures (8 per cent). Fingers were involved in 18 per cent of all the classified injuries.

84. No cases of anthrax (a scheduled occupational disease) were notified during the year.

85. Post Office Savings Bank deposit held in trust by the Registrar of Workmen's Compensation amounted to £4,313 at the end of the year. Authorized withdrawals made during 1964 aggregated £711.

SECTION 7—REGISTRATION OF PERSONS

86. The functions of the Ministry's section dealing with Registration of Persons remained unchanged: they were the registration of persons of all races under the Registration of Persons Act (Cap. 107); the registration of domestic servants under the Domestic Employment (Registration) Act (Cap. 228); and co-operation in routine checking of identities with other Government departments.

87. A statistical summary of the section's work during the year is given in Table 20, Appendix IX.

88. The number of identity cards issued on initial application under the Registration of Persons Act was 69,652, an increase of 31,165 over the previous year and the highest number of issues since 1956. In addition, there were 36,533 re-issues of identity cards, the figure being 2,505 more than that of 1963. These increases on the previous years' work were entirely due to the Tripartite Agreement under which work-seekers were not permitted to register for employment without first producing their identity cards. Voluntary registration under the Domestic Employment (Registration) Act continued but few persons came forward for registration, only 155 Original Certificates being issued and 65 re-issued.

SECTION 8—ORGANIZATION, STAFF AND INSPECTION ACTIVITIES

89. The Department functioned, for administrative purposes, in eight sections, viz. the Headquarters Section (responsible for overall administration); the Field Inspectorate; the Employment Service; the Industrial Relations Section; the Factory Inspectorate; the Workmen's Compensation Section; the Trade Testing and Apprenticeship Section and the Registration of Persons Organization. The training section and the statistical and employment record section were abolished during the year.

90. Much of the work, particularly that of the Field Inspectorate, is organized on an area basis and during the year the Department operated mainly in six of the seven newly constituted Regions. As the Department itself was not regionalized, there were five areas of operation which did not coincide with Regional boundaries, viz. the Coast area, Nairobi area, Rift Valley area, Nyanza area, Central area, each in charge of a Senior Labour Officer based at Mombasa, Nairobi, Nakuru, Kisumu and Nyeri respectively. Within these five areas labour officers had their offices at the following centres:—

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

91. There were also sub-offices in charge of Senior Labour Inspectors at Machakos, Naivasha, Nandi Hills, Kisii and Bungoma; and a sub-office in charge of a labour inspector at Embu. The work of the Department continued to be confined mainly to the areas of large-scale farming and the larger urban areas where the bulk of the labour force was employed. Although lack of staff had hitherto restricted activities in the country's rural areas, the Department extended its activities by opening up four new stations at Homa Bay in Nyanza; Bungoma in the Western Province; Embu in the Eastern Province; and Malindi in the Coast Province.

92. The Approved Estimates of Expenditure for the financial year 1964/65 are set beside the actual expenditure during the financial year ended 1963/64 in the following Table:—

	Estimates 1964/65	Actual Expenditure 1963/64
	£	£
Personal Emoluments—		
General Administration including Registration of Persons	164,500	165,685
Other Charges	82,100	72,640
Gross Total	246,600	238,325
Appropriations in Aid	10,000	25,825
Net Total £	236,600	212,500

93. Visits to undertakings employing labour constituted a major part of the duties of staff in field stations. During these visits, officers were concerned not only with enforcing the labour laws and encouraging improvements in working and living conditions, but also with assisting in maintaining good employer/employee relations. Particulars of prosecutions under the labour legislation are given in Appendix X, Table 22.

94. A total of 4,112 inspections were carried out by the Department's non-specialist field services (including the Wages Inspectorate), while 3,377 visits were made for purposes other than formal inspections. Wages inspections resulted in the following recoveries of arrears of wages for workers found to be receiving less than the minimum remunerations prescribed by Wages Regulation Orders:—

ARREARS OF WAGES RECOVERED

Industry or Service	Total Amount Recovered
	Sh.
Hotel and Catering	35,015
Tailoring and Garment Making	18,539
Road Transport	10,126
Motor Engineering	40,251
Baking, Flour Confectionery and Biscuit Making	843
Building and Construction	4,055
Wholesale and Retail Trades	31,442
Footwear	1,619
Knitting Mills	205
General Wages Regulation Order	41,406
Miscellaneous (not covered by Wages Regulation Order)	7,470
Total Sh.	190,971

Part III—National Youth Service

95. During the first half of 1964, plans for a National Youth Service were approved by the Government, and a headquarters organization was set up within the Ministry of Labour and Social Services. Finance was made available on the 1st July 1964, and the first intake of recruits took place on the 19th August 1964.

96. The National Youth Service is a national work and education programme for unemployed young people between the ages of 16 and 30 years. Entrance to the service is voluntary; and recruits must undertake to serve for a specified period—this is one year at present; but is likely to be extended. The servicemen are housed and fed and are given both work, clothing and a parade uniform. In addition, each man receives an allowance of Sh. 20 a month, part of which is deposited in a compulsory savings account.

97. On entering the service, a man is given a five-week period of basic training, designed to inculcate good work habits and discipline. At this time, he is medically examined, documented and outfitted with his uniform. He passes out at a special parade held to mark the end of the basic training, and then goes on to spend the remainder of his service in agricultural work on a Harambee farm or on national development work projects of many kinds—from making roads to planting trees. During this time, he receives a variety of educational opportunities, ranging from basic on-the-job training to formal academic and vocational classes.

98. It was soon apparent that enormous numbers of youths wished to enrol in the service, and it was decided that priority should be given to young men who had been active in the events leading up to Kenya's Independence. In order that a fair distribution of places might be made between all areas and tribal groups, every Member of Parliament was given an equal quota of places to fill in each intake. This system has resulted in a very satisfactory mixing of young men from all parts of Kenya, and has helped to engender a spirit of brotherhood and common purpose.

99. The first intake numbered 272 servicemen, and these received a special course designed to fit them for duties as Under Officers. The response was good and, subsequently, 206 of them were promoted and became entitled to an extra monthly allowance.

100. While this special course was progressing in a camp in Nairobi, administrative arrangements were being made for the subsequent expansion of the service. A technical assistance programme was entered into with the Agency for International Development of the United States of America—which agreed to supply a large proportion of the incredible variety of equipment needed to maintain large numbers of men in the field. By the end of the year, this equipment was pouring into Kenya—varying from boots to bulldozers and from tools to beds—and a large stores organization was set up to receive it. At the same time, sections of the service were created to deal with education, accounts, medical facilities and transport, and locally recruited officers were being reinforced by specialist advisers obtained from the United Kingdom and other countries.

101. On the 22nd October 1964, a further intake of 306 servicemen entered the basic training camp in Nairobi. On the 14th November, the service took over its first Harambee Farm at Ol Kalou. The buildings of this were naturally not designed to accommodate large numbers of men, and work was immediately put in hand to convert sheds into dormitories. By the end of the year, eighty men were on the farm and had already picked a considerable pyrethrum crop by hand.

102. On the 17th December 1964, an advance party of 104 officers and men took over part of the former Royal Navy Armament Depot in Mombasa and, on the 29th December, a further party of 60 officers and men occupied a former army camp in Gilgil. Both parties immediately commenced the considerable work needed to convert buildings and to bring them into a good state of repair. Both of these camps will serve as assembly areas for men moving through to farms and work projects, and also as educational centres for the service. The first work project began at Athi River where 117 servicemen were engaged on fencing and road construction in the National Park.

103. By the end of the year, arrangements were in hand to bring a steady flow of recruits into the service at the rate of 100 a week throughout 1965, and plans had been made to assimilate these on further Harambee farms and on work projects of national importance. The green uniform of the service had become familiar to the public, and the men had earned considerable praise for smartness, courtesy and hard work during onerous public duties over the period of Kenya's Republic Celebrations. Morale was excellent, and the service entered 1965 with high confidence.

Part IV—National Social Security Fund

104. As long ago as 1954 a Social Security Committee was appointed to investigate the need to provide by legislation for the social security of employees in their old age. This committee, with Mr. W. N. Dolton as chairman, recommended the establishment of a contributory pension scheme which the Government of the day was forced to reject on the grounds of expense.

105. With a view to finding an acceptable alternative, Government obtained the services of two experts from the United Kingdom—Mr. C. E. Clarke, C.B.E. and Miss S. A. Ogilvie, O.B.E. Their report, submitted in 1961, accepted the Dolton Committee's recommendation as a long-term objective but suggested that it would be preferable to make a start with a rather simpler and less expensive National Provident Fund scheme.

106. Government accepted this proposal in principle and requested the services of a further expert to carry out a study of the administrative requirements of such a scheme, evolve a workable scheme in detail and advise on the legislation necessary to introduce it. The expert—Mr. E. Turner of the British Ministry of Pensions and National Insurance—submitted his report in 1963.

107. On 6th June 1964, Government formally announced its intention of establishing a National Provident Fund and requested the services of Mr. E. Turner for a period of three years to assist in setting up the scheme. Following his arrival in September 1964, the proposals made in his report were considered by the Labour Advisory Board and by working parties which included representatives of employers, trade unions, the East African Common Services Organization and Government Departments. Their views, both written and oral, were fully taken into account in the preparation of a draft Sessional Paper on the subject which had not been completed by the end of the year.

Part V—Social Services

SECTION 1—COMMUNITY DEVELOPMENT

General

108. Responsibility for community development which was handed over to the Regions in November 1963, continued to be under the Regions for part of the year. Policy matters, community development staff-training programmes, and international negotiations for technical assistance continued to be under the control of the Ministry of Labour and Social Services.

109. A National Plan for Community Development was drawn up and was announced by the Prime Minister in February 1964. The plan was accepted and it was agreed that the Regions would assume financial responsibility at the levels at which they took over, with some additional expenditure for drivers and clerical staff, and that Central Government would bear the cost of the additional field officers, vehicles, equipment, etc., subject to review after four or five years. The headquarters was strengthened by additional specialist officers, and a post of Director of Community Development was created. Local authorities were asked to continue to provide the services of supporting staff and, in many cases, to increase the existing provision. Regions were asked to assist councils by grants-in-aid. Implementation of the plan commenced with the new financial year in July 1964.

110. The Republican Constitution, which took effect on the first anniversary of independence on December 12th 1964, restored responsibility for community development to the Ministry. The transfer of power from Central Government to the Regions, and subsequently from the provinces back to Central Government caused some delay in the implementation of the plan.

111. The promotion of community development officers to fill senior posts, difficulties in recruitment, and the requirements of the staff-training programme inevitably caused gaps in district establishments. The year was nevertheless one of remarkable progress.

112. The advent of independence, and the inspiring leadership given by the Prime Minister and his Cabinet, gave a tremendous impetus to community development programmes. For the first time, the people began fully to accept that the solution to a wide range of community problems lay in their own hands. Self-help, and the national motto "Harambee" became synonymous with community development.

113. Thus the way was prepared for the staff of the specialist departments. It cannot be too strongly emphasized that community projects of land consolidation could not have been carried out except by the advice and direction of the lands and settlement officers; the sisal, cotton, tea, coffee and other cash crops would not have been planted without the advice of the officers of the Department of Agriculture, nor would the grade cattle have been obtained unless the groups had followed the advice and instructions of the veterinary staff.

National Community Development Plan

114. The most important event of the year was the announcement of the plan by the Prime Minister, Mzee Jomo Kenyatta in February 1964, and its subsequent acceptance by the Regional Assemblies.

115. The purpose of the plan was to provide machinery to give practical effect to the ideal of self-help and its objectives were stated to be the establishment of a pyramid of community development committees to cover all Kenya; the adequate administration and supervision of community programmes and material support to self-help schemes; the acceleration of local professional training in community development; the extension of adult education programmes, including adult literacy and home economics for women; the establishment of a work pattern in nation building into which the energies of our young people can be channelled; and the encouragement of voluntary organizations in relation to community education, community services and the development of cultural and sports activities.

116. The establishment of the pyramid structure of committees began at the neighbourhood level where project committees were assisted to understand their responsibilities and were taught committee procedure. Location, area divisional and district committees were next set up to work closely with the corresponding

statutory committees of the local authorities. Regional committees were in the process of being set up, when the constitutional changes made this impossible. Efforts, however, were being made in some Provinces at the end of the year to set up voluntary provincial co-ordinating committees. In December the first meeting of the National Council for Community Development was held. Membership included the Ministers for Agriculture, Health, Works, Home Affairs, Education and Local Government, the Regional Presidents, representatives of the Kenya Federation of Labour and the Federation of Kenya Employers, the Chairman of the National Fund and individual specialists under the chairmanship of the Minister for Labour and Social Services. The council received reports of progress from the Regions, and allocated a sum of £5,000 to each of the Regions to be used to assist self-help projects.

Adult Education

117. A report on a national plan for adult education was presented simultaneously with the Community Development Plan. This plan provided for the establishment of a statutory board with committees dealing with formal adult education, liberal adult education, fundamental education, in-service training, and literacy. Under the reorganization of Government which took place at the time of the establishment of the Republic, overall control of adult education passed to the Ministry of Education.

118. The functions of the Adult Education Board were to:—

- (i) set up Voluntary Regional and District Adult Education Committees which, where possible, should be constituted from Community Development Committees;
- (ii) receive reports and deal with matters concerning the Regional and District adult education programmes;
- (iii) be representative of and co-ordinate the work of all adult education agencies;
- (iv) assist with the registration of adult education classes where this is required;
- (v) advise on the requirements and award of scholarships in the field of adult education;
- (vi) be consulted on the setting up of all new residential colleges of any form of adult education;
- (vii) advise on the best form of syllabuses for residential colleges and external classes;
- (viii) act as an originating agency for programmes of adult education on radio and television;
- (ix) stimulate all adult education work; and
- (x) prepare an annual report and evaluate trends in the field of adult education.

119. Membership of the Board of Adult Education was not confined to the major Ministries of Government interested in adult education through their extensive activities but included members from the Institute of Adult Studies of the Royal College and major voluntary organizations which are functionally concerned with adult education.

120. One of the earliest-felt needs of self-help groups was invariably a literacy class. The procedure followed in most districts was to encourage the group to produce a volunteer teacher—usually one of their own members—who was then trained at a locally organized course. The Literacy Centre of Kenya, which is an independent organization under the auspices of the Laubach Foundation, ran many such teacher training courses in various parts of the country. The centre received a Government subvention through the Ministry. In some cases, local

authorities provided funds to assist in the running and supervision of classes. The Christian Council of Kenya organizes classes in Eastern and Central Provinces, and the Catholic Church conducted others. The statistics available indicated that there were at least 40,000 students attending 1,400 classes. The people who really needed to attend literacy classes were more often than not those who could not easily afford to pay the teachers. It often proved difficult to obtain the services of efficient voluntary teachers—they wanted to be paid.

Nursery Centres

121. A highly successful feature of self-help groups was the establishment of nursery centres. At any one time there were about 90,000 children attending more than 2,500 centres throughout the country. Some of these were assisted by local authorities, but the majority were self-supported training courses for instructresses run at many district centres, following the national courses held in 1963.

Training Centres

122. The two national training centres provided training for in-service staff of Central Government and county councils. All training of Community Development Officers and Assistant Community Development Officers was done at the Kenya Institute of Administration. During May and June 1964 six assistant community development officers who had not been on the year course for officers, attended a six weeks' seminar designed to strengthen the assistant community development officers in both general community development theory and practice and also in administrative skills.

123. In November, 23 newly recruited community development officers and assistant community development officers started a 14-week course. These new officers were without any experience of community development, especially of recent years. A six-months' course for 19 instructresses from district training centres was concluded in April 1964, as was a six-months' course for 24 community development assistants. Two more courses for community development assistants were run in 1964; 26 from May until November, and 22 from June until December. In these two courses there were six and seven women students respectively.

124. The staff of the Department of Community Development Training at the Kenya Institute of Administration was not yet up to full strength. However, the two community development advisers from the Agency for International Development gave invaluable help. While the Head of Department was away studying in the U.S.A. the senior community development officer for training took his place.

125. There has been for some time a need for the training of community development assistants whose English and general education do not qualify them for courses at the Kenya Institute of Administration. With the beginning of courses at Maseno Training Centre in October it was possible to offer courses for community development assistants who, though capable of good work in the field, were not able to get any professional training, except perhaps for the short courses which some district training centres are able to run for staff.

126. It was decided that the first three months at Maseno would be devoted to one month orientation courses. This helped to overcome the fact that there was a very large number of community development assistants who would have waited for a very long time for any training at all if only long courses were run at the Kenya Institute of Administration and at Maseno. The first courses at Maseno, therefore, catered for students who will later have longer courses either at the Kenya Institute of Administration or at Maseno. These short courses also acted as assessment courses for the purpose of building up future courses at Maseno to cater for English and Swahili speaking groups.

Training by Voluntary Agencies

127. Mention must be made of the contribution made by the various churches towards training in rural areas. It is regretted that at the end of the year an accurate picture of the extent of this was not available, but the Christian Council of Kenya, the Catholic Secretariat, and others, conducted courses at rural centres in such subjects as nursery centre work, adult literacy, co-operatives and trading. This training was naturally particularly valuable in areas where there was only the beginning of a community development programme, and in places such as Samburu where there was no community development at all.

128. The Literacy Centre, aided by a Government subvention, made a valuable contribution by providing courses in districts for literacy instructors. In an intensive one-week course they demonstrated methods of teaching and of running an adult literacy campaign.

Overseas Training

129. At the end of 1964 eight community development assistants returned from a four-month Participants Training Orientation Tour which had taken them to Tanganyika, India, Pakistan, and the Philippines.

130. Earlier four assistant community development officers returned from a study tour in the United States. In addition, two community development assistants had the benefit of a four months' adult education course at the new Rural Development College, Holte, Denmark.

Technical Assistance

131. A report on community development training would not be complete without recognition of the very real help which Kenya has continued to receive from the Agency for International Development. Apart from the support to the community development programme as a whole, and the overseas tours and study provided, mention must be made of the devoted and highly professional contribution made to courses at the Kenya Institute of Administration, apart from the keen interest and actual participation in courses at other places. The two advisers based in Nairobi at times did what many would regard as a full-time lecturer's job at the Kenya Institute of Administration on top of all their other commitments. Their professional approach and their obviously genuine personal interest in community development, students and works, contributed a great deal to the high morale of so many community development workers in the field.

SECTION 2—KENYA SPORTS ORGANIZATION

132. Throughout the year the Kenya Sports Organization, a section of the Ministry, continued to develop and promote sports and physical recreation at the national and district level. The Kenya Sports Adviser and the Provincial Sports Officers carried out a programme of training and coaching of prominent sportsmen, sports administrators, officials and referees. They also assisted sports organizations in mounting provincial and national events.

133. At the Tokyo Olympic Games, Wilson Kiprugut of the Kenya Army won the bronze medal in the 800 metres event to make Kenya the first country in East and Central Africa to win an Olympic medal. Kipchoge Keino of the Police came fifth in the 5,000 metres event and the Kenya Hockey Team finished sixth in the overall ranking to win a diploma.

134. The hockey team also undertook a tour of India, playing 11 matches in 22 days. Although the programme was a heavy one it provided very useful experience and the team gained the distinction, at Jabalpur, of being the first to defeat an Indian team on their own soil. Out of eight Tests played, Kenya won two, drew one and lost five.

135. A record number of 21 teams from all over Kenya took part in the Annual African Hockey Tournament and the standard was much higher than in previous years. University College won the tournament for the second year running. It was encouraging to see that as a result of this tournament two African players were included in Kenya's training camp and one of them, Mr. E. Ayodo, later played for an East African Invitation XI against the Tanzania team to celebrate their Saba Saba Day.

136. The Amateur Boxing Association of Kenya had a successful year. Three boxers were sent to Ghana for the All African Games and won one gold and one silver medal. Kenya regained the Millington Drake Trophy after ten years by beating Uganda. Kenya beat Uganda by 7 to 4 in the Republic Tournament bouts in Nairobi to have a double victory. The association sent five boxers to the Olympic in Tokyo but they were beaten in the first and second rounds of the tournament.

137. The Kenya Association Football team visited Dar es Salaam for the Gossage Cup tournament and, together with Uganda and Ghana, travelled to Zambia for that country's Republic Celebrations matches. Kenya finished runner's up in the Gossage Cup but only third out of four teams in Zambia. The big defeat this year was when Kenya lost 8-2 against Zambia after winning the first match by 4-2. The Remington Inter-district Cup competition this year was won by Nairobi after beating Kitale 6 goals to 2. Kenya National League had a successful year and completed its fixtures with Luo Union winning the league cup and knockout shield.

138. The Kenya A.A.A. Championship was won by Nairobi with Rift Valley second. For the first time, the East African Athletic Championship was held both for men and women and resulted in Uganda winning the womens section with a margin of two points (47-45) while Kenya's men's section retained the Dundas Shield for the 17th successive year.

139. As part of the Republic Celebrations in December a Marathon race was staged in which athletes from Ethiopia, Tanzania, Rhodesia and Zambia took part together with some 25 from Kenya. The event was won by Mamo Walder of Ethiopia. Among the 24 finishers, 21 were from Kenya.

SECTION 3—KENYA YOUTH ORGANIZATION

Youth Council of Kenya

140. The Youth Council met at intervals during the year. Organizations concerned with children and young people, therefore, had a forum where their representatives could meet to discuss and exchange views on matters of mutual interest. The council showed great interest in rural training in view of the large numbers of primary school leavers who could not be absorbed otherwise. A representative of the council visited the United States, Canada, England and France where he made many contacts with youth serving organizations and other interested agencies and individuals.

The Youth-Helps-Youth Campaign

141. During the third year of its existence the campaign organized a Christmas raffle for which a good response for the appeal for prizes was received. Funds of the Youth-Helps-Youth Campaign continued to be distributed by the Kenya Case Committee which met monthly to consider requests and award grants to organizations in many parts of the country. Many such awards were granted during the year but the funds were running low. However, it is hoped that they may last up to the end of 1965.

The Kenya Association of Youth Centres

142. Youth centres continued to perform their role of providing training facilities for boys and girls who for various reasons had not previously attended school or had dropped out. The number of centres decreased to 148 as compared with 152 in 1963. While numbers decreased where school coverage improved it was noticeable that new centres were opened where none or only a few had existed before. Work on specially selected centres to provide facilities for residential care went on. As we shall always have children needing care, these institutions, which are mainly permanent or semi-permanent, will play an important role in child care as well as taking pressure off Nairobi institutions.

143. A final grant of £5,000 was received from the Dulverton Trust and was distributed to some districts to be used in paying staff and for the purchase of materials and equipment. The Save the Children Fund also supported specific projects and welcome assistance was received from an anonymous donor.

The Starehe Boys' Centre

144. This centre continued to play a valuable role in providing care and training for deprived or delinquent boys. At the end of 1964, it contained 269 boys in permanent residential care, 50 boys in temporary residential care, and 185 boys receiving daily care.

145. The primary school building programme, the commencement of which was noted in the 1963 *Annual Report*, was duly completed, and the new school was formally opened by the Minister for Labour and Social Services. A class of Starehe boys was entered for the Kenya Preliminary Examination for the first time, and achieved excellent results which afforded ample proof that proper training can enable unfortunate youngsters to overcome the handicap of initial deprivation and educational retardation.

146. The following major grants were announced in 1964—£18,650 from the Nuffield Foundation for the construction of a secondary school tuition block, and £15,300 from the Oxford Committee for Famine Relief for a technical training workshop block and a new dormitory. It is hoped that these buildings will be completed in 1965. The Save the Children Fund and the Kenya Shell and B.P. Companies continued their grants for recurrent expenditure—although the bulk of recurrent finance still rested on a multitude of countries of the world.

The Save the Children Fund

147. The Fund's Place of Safety adjoining the Starehe Boy's Centre continued to provide shelter care for boys whose circumstances were under investigation, and extensive use of this service was made by the Nairobi Juvenile Court.

148. The Kariokor Rescue Centre continued to achieve great success in persuading young waifs and vagrants to leave the streets and voluntarily seek proper care. An average of 40 boys a night made use of its services.

SECTION 4—SOCIAL WELFARE

A National Plan for Social Welfare

149. The Ministry of Labour and Social Services, in February 1964 introduced a plan for social welfare services in Kenya and, throughout the remainder of the year, the Ministry's activity in social welfare matters was directed toward the implementation of this plan. In preparing the plan, social welfare was used in its professional sense to define the services which Government seeks to promote in order to assist social casualties through remedial social work. It was also used, on the constructive side, to define the opportunities which Government seeks to create for the growth of civic social consciousness by encouraging a variety of forms of group activity and informal education.

150. The growing need for an expansion of welfare services and, at the same time, the scarce resources available, both in terms of finance and trained personnel, was observed. Emphasis, therefore, was given to a system of developing voluntary agencies for the promotion of welfare activities and extending social work training facilities.

151. In order to co-ordinate the activities of Government with those of the voluntary organizations the plan provided for the establishment of an advisory committee to the Minister. This advisory committee consists of six members, appointed by the executive committee of the Kenya National Council of Social Services, and six members appointed by the Minister. The chairman also is appointed by the Minister. It is the responsibility of this advisory committee to review, from time to time, existing policy with regard to social welfare and to recommend to the Minister the disbursement of grants-in-aid to voluntary agencies. It was considered of paramount importance that the Minister responsible for social welfare services should obtain the best possible advice before subventions are made to voluntary organizations and so ensure that the available financial resources are directed toward the most urgent problems. The advisory committee on social welfare reflected the major Government interests in the field of social work and the interests of the voluntary organizations were also strongly represented.

152. In accepting this plan, Government recognized that it was comparatively easy to enumerate the major and immediate social problems facing Kenya today, but that it was a vastly different matter when an attempt is made to define the root causes of the problems. The danger of formulating policy without detailed research was underlined in that, more often than not, the symptoms of social distress were dealt with without touching the underlying causes. It was planned therefore to initiate a series of comparative socio-economic urban studies to describe, in a scientific manner, what constitutes urban life in Kenya and to ascertain the causes of social problems; furthermore to describe in detail what is being done and what should be done about these problems in the perspective of urban development. The plan for social welfare has recognized that the solution of one problem may well throw into relief the solution of a group of problems which might otherwise be missed if the urban perspective was not considered as a whole.

The Kenya National Council of Social Services

153. The presentation of the plan for social welfare services in Kenya stressed Government's intention to continue to support, and where possible to extend, the valuable working partnership that exists between Government and voluntary organizations. To achieve this end the Kenya National Council of Social Services was established with financial assistance by the Rowntree Trustee of Great Britain.

154. The National Council of Social Services is a voluntary body sponsored by the Kenya Government to serve as a co-ordinating link between the voluntary and official bodies concerned with social services. Since its formation in June 1964, the council has undertaken to establish its committee structure at both national and local levels and to serve as a centre of information on welfare services generally. A director was appointed in July to work with the founder members, who were appointed by the Minister for Labour and Social Services, as the executive committee of the council until such time as the first annual general meeting is held and trustees and executive members are elected in accordance with the memorandum of association of the council. As at December 1964, 20 major voluntary organizations had become members of the council.

Social Welfare Training

155. The Kenya-Israel School of Social Work continued to undertake a two-year training programme for women social workers throughout 1964. The first course of 25 students completed training in August and the second course of students completed their first training in October. Twenty-two of the women, who completed their training in August, were successful in obtaining employment with local authorities or with voluntary welfare agencies.

156. An investigation carried out by the Ministry of Labour and Social Services during the year, revealed the need for a series of short in-service training courses to cater for workers, already employed in the field of social services, who had limited or non-professional training. To cater for this category of student it will be necessary to increase training facilities for both women and men. This expansion in the training programme has been included in plans for the Kenya Government to assume responsibility for the school of social work in January 1965.

Relief of Distress

157. The work of the social welfare divisions of the Ministry was primarily concerned with the investigation and administration of relief of distress cases. Over 5,000 such cases in the Nairobi area were registered during 1964. The categories of assisted persons, in quantitative order, including aged and infirm, children housed in approved institutions, widows with dependent children, unemployed persons, unmarried mothers, deserted wives with dependants, wives and families of prisoners and families in need owing to the severe or prolonged illness of the father. In addition to financial assistance, advice and other assistance was provided to individuals in relation to hospitalization, late registration of births, remission of graduated personal tax, school fees and other personal problems.

158. The number of applications in the unemployed category continued to rise throughout the year. It was estimated that an average of 12,000 persons per month in the Nairobi area received temporary help through the provision of foodstuffs from various centres of distribution. There was also an increase over the 1963 figures in the number of aged and infirm amongst the applicants for relief of distress. The number of children maintained in the various approved institutions remained at about the same level as 1963. There was a sharp increase in the number of alien refugees seeking assistance.

159. Relief of distress in the regions appeared to be fairly well co-ordinated through the year. However, there were still numerous applicants, appearing in the Nairobi area, who required repatriation to their respective Regions. In this and other respects the social welfare office worked closely with the Regions. Voluntary agencies continued to make a very valuable contribution in providing assistance to those in need.

160. A new agreement was entered into between the Catholic Relief Services and the Kenya Government in respect of the importation of foodstuffs for distribution to the needy. The distribution of these foodstuffs was undertaken through various authorized charitable bodies. Specified shipments of clothing, medical supplies and teaching aids were also received for use in the voluntary welfare programmes.

Committee for the Care and Rehabilitation of the Disabled

161. In February 1964, Government authorized the establishment of a committee to consider a national policy for the care and rehabilitation of the disabled. The committee was formed under the chairmanship of the Minister for Labour

and Social Services and was representative of Government Ministries concerned with this problem, and individuals selected for their knowledge and experience in this programme of work. A consultant secretary to the committee was provided by the Department of Technical Co-operation, London.

162. This Committee's report was finalized in August 1964, and circulated to all represented Ministries for comment. The considered recommendations, contained in the report, were submitted to Government for consideration and it was expected that the report would be published for the general information of the public in early 1965.

Conclusion

163. It is again my pleasant duty to acknowledge the valuable assistance provided by the staff of all sections of the Ministry during the year. The increasing volume and complexity of the Ministry's work have inevitably thrown additional burdens on all officers, both at headquarters and in the field, but they have responded willingly and efficiently to all the demands made upon them.

M. A. O. NDISI,
Permanent Secretary.

APPENDIX I

Table I

NUMBERS EMPLOYED IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AT 30th JUNE 1964

	ALL RACES							
	Adult Males		Adult Females		Children		Total	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
PRIVATE INDUSTRY								
<i>Agriculture, Forestry and Fishing</i>								
Agriculture and Livestock Production	153,352		47,282		7,123		207,757	
Forestry and Logging	455		33		32		520	
Hunting and Game Propagation	22		—		—		22	
Fishing	23		6		—		29	
TOTAL	153,852	26.1	47,321	8.0	7,155	1.2	208,328	35.3
<i>Mining and Quarrying</i>								
Metal Mining	888		22		—		910	
Stone Quarrying	1,301		5		5		1,311	
Non-Metallic Mining	69		4		—		73	
TOTAL	2,258	0.4	31	—	5	—	2,294	0.4

NUMBERS EMPLOYED IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AT 30th JUNE 1964

	ALL RACES							
	Adult Males		Adult Females		Children		Total	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
<i>Manufacturing and Repairs</i>								
Food	14,194		1,037		26		15,257	
Beverages	2,661		126		—		2,787	
Tobacco	1,008		269		—		1,277	
Textiles	3,748		452		3		4,203	
Footwear, Clothing and Made-up Textiles	5,950		142		13		6,105	
Wood and Cork	5,250		146		17		5,413	
Furniture and Fixtures	3,837		19		10		3,866	
Paper and Paper Products	733		70		4		807	
Printing, Publishing and Allied Industries ..	2,886		155		17		3,058	
Leather and Leather Products	545		24		—		469	
Manufacture of Rubber Products	176		—		—		176	
Chemicals and Chemical Products	3,125		258		4		3,387	
Products of Petroleum and Coal	258		14		—		272	
Non-Metallic Mineral Products	1,943		106		—		2,049	
Metal Products	4,251		142		7		4,400	
Machinery and General Engineering	1,389		20		10		1,419	
Electrical Machinery, Apparatus and Appliances	397		17		8		422	
Transport Equipment	4,400		30		20		4,450	
Miscellaneous	770		90		2		862	
TOTAL	57,521	9.8	3,117	0.5	141	—	60,779	10.3

NUMBERS EMPLOYED IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AT 30th JUNE 1964

	ALL RACES									
	Adult Males		Adult Females		Children		Total			
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
<i>Building and Construction</i>										
TOTAL	8,628	1.5	177	—	9	—	8,814	1.5		
<i>Commerce</i>										
Wholesale and Retail Trade	47,797		2,887		117		50,801			
Banks and Other Financial Institutions	3,549		534		—		4,083			
Insurance	1,276		404		—		1,680			
Real Estate	671		66		—		737			
TOTAL	53,293	9.0	3,891	0.7	117	—	57,301	9.7		
<i>Transport and Communications</i>										
Road Transport	4,308		88		7		4,403			
Ocean and Water Transport	8,336		87		—		8,423			
Air Transport	2,217		270		—		2,487			
Services incidental to Transport	1,687		111		3		1,801			
Storage and Warehousing	655		21		—		676			
Communications	210		11		—		221			
TOTAL	17,413	3.0	588	0.1	10	—	18,011	3.1		
<i>Domestic Service</i>										
TOTAL	15,704	2.6	2,420	0.4	241	0.1	18,365	3.1		

NUMBERS EMPLOYED IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AT 30th JUNE 1964

	ALL RACES							
	Adult Males		Adult Females		Children		Total	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
<i>Other Services</i>								
Education	3,412		1,532		10		4,954	
Medical and Health Service	2,087		1,387		16		3,490	
Religion	2,291		459		19		2,769	
Legal	406		127		—		533	
Business	1,644		389		6		2,039	
Community	4,086		471		42		4,599	
Hotels, Restaurants, etc.	15,627		849		80		16,556	
Laundries	850		78		1		929	
Personal Services	1,849		176		9		2,034	
Water Supply	34		1		—		35	
Electric Light and Power	2,328		73		—		2,401	
Gas Manufacture and Distribution	25		8		—		33	
Not Classified	1,441		161		20		1,622	
TOTAL	36,080	6.1	5,711	1.0	203	—	41,994	7.1
TOTAL ALL PRIVATE INDUSTRY	344,749	58.5	63,256	10.7	7,881	1.3	415,886	70.5

APPENDIX I—(Contd.)
 NUMBERS EMPLOYED IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AT 30th JUNE 1964

Table I—(Contd.)

	ALL RACES							
	Adult Males		Adult Females		Children		Total	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
PUBLIC SERVICES								
Kenya Government	80,163		4,820		57		85,040	
E.A. Railways and Harbours	23,033		301		4		23,338	
E.A. Posts and Telecommunications	4,276		203		—		4,479	
Other Common Services	2,843		322		—		3,165	
Defence (Civilians only)	2,210		260		—		2,470	
*Local Government and Other Public Services	46,976		8,253		—		55,229	
TOTAL ALL PUBLIC SERVICES	159,501	27.1	14,159	2.4	61	—	173,721	29.5
TOTAL ALL INDUSTRIES AND SERVICES	504,250	85.6	77,415	13.1	7,942	1.3	589,607	100.0

*Local Government and Other Public Services include Foreign Governments.

REPORTED EMPLOYMENT BY INDUSTRY AND AREA—ALL RACES—30th JUNE 1964

	AGRICULTURE		COMMERCE AND INDUSTRY		DOMESTIC SERVICE		PUBLIC SERVICES		ALL INDUSTRIES AND SERVICES	
	No.	%	No.	%	No.	%	No.	%	No.	%
COAST REGION										
Mombasa Municipality	197	0.1	35,720	18.9	1,652	9.0	12,019	6.9	49,588	8.4
Other Areas	12,393	5.9	3,380	1.8	271	1.5	8,775	5.1	24,819	4.2
ALL AREAS	12,590	6.0	39,100	20.7	1,923	10.5	20,794	12.0	74,407	12.6
RIFT VALLEY REGION										
Nakuru Municipality	89	0.04	5,576	2.9	314	1.7	4,404	2.5	10,383	1.8
Eldoret Municipality	14	—	3,230	1.7	272	1.5	3,181	1.9	6,697	1.1
Kitale Municipality	16	—	1,944	1.0	287	1.6	912	0.5	3,159	0.6
Nanyuki Township	4	—	955	0.5	136	0.7	784	0.5	1,879	0.3
Other Areas	108,403	52.03	16,771	8.9	2,476	13.5	26,810	15.4	154,460	26.2
ALL AREAS	108,526	52.1	28,476	15.0	3,485	19.0	36,091	20.8	176,578	30.0
EASTERN REGION										
ALL AREAS	10,725	5.2	8,847	4.7	366	2.0	20,310	11.7	40,248	6.8
NAIROBI CITY	3,344	1.6	70,884	37.5	10,062	54.8	39,774	22.9	124,064	21.0
CENTRAL REGION										
Thika Township	5	—	3,091	1.6	146	0.8	893	0.5	4,135	0.7
Nyeri Township	—	—	1,207	0.6	99	0.5	1,241	0.7	2,547	0.4
Other Areas	61,235	29.4	16,781	8.9	1,629	8.9	26,074	15.0	105,719	18.0
ALL AREAS	61,240	29.4	21,079	11.1	1,874	10.2	28,208	16.2	112,401	19.1

REPORTED EMPLOYMENT BY INDUSTRY AND AREA—ALL RACES 30th JUNE 1964

	AGRICULTURE		COMMERCE AND INDUSTRY		DOMESTIC SERVICE		PUBLIC SERVICES		ALL INDUSTRIES AND SERVICES	
	No.	%	No.	%	No.	%	No.	%	No.	%
NYANZA REGION										
Kisumu Municipality	1	—	5,144	2.7	361	2.0	5,768	3.3	11,274	1.9
Other Areas	8,971	4.3	10,740	5.7	168	0.9	11,198	6.4	31,077	5.3
ALL AREAS	8,972	4.3	15,884	8.4	529	2.9	16,966	9.7	42,351	7.2
WESTERN REGION	2,931	1.4	4,311	2.3	103	0.5	9,749	5.6	17,094	2.9
NORTH-EASTERN REGION	—	—	612	0.3	23	0.1	1,829	1.1	2,464	0.4
TOTAL WHOLE KENYA	208,328	100.0	189,193	100.0	18,365	100.0	173,721	100.0	589,607	100.0

EMPLOYERS (EXCLUDING THE PUBLIC SERVICES)

*DISTRIBUTION BY INDUSTRY AND SIZE OF LABOUR FORCE: 30th JUNE 1964

INDUSTRY	DISTRIBUTION OF EMPLOYERS BY SIZE OF LABOUR FORCE								TOTAL NUMBER OF EMPLOYERS	
	Number of Employees								1964	1963
	1-4	5-9	10-14	15-19	20-49	50-99	100-499	500 and over		
Agriculture, Forestry and Fishing ..	7,128	278	229	181	698	475	381	67	9,437	3,078
Mining and Quarrying ..	9	10	2	5	20	4	2	1	53	47
Manufacturing and Repairs ..	6,320	282	140	89	175	62	83	15	7,166	1,005
Building and Construction ..	73	53	31	24	73	16	16	3	289	259
Commerce ..	8,373	849	307	136	222	74	54	12	10,027	3,475
Transport and Communications ..	148	70	41	21	39	13	12	4	348	304
Other Industries and Services ..	5,021	518	183	111	208	76	42	4	6,163	1,578
TOTAL ALL INDUSTRIES AND SERVICES	27,072	2,060	933	567	1,435	720	590	106	33,483	9,746

*Excluding Domestic Servants.

NOTE.—The above Table is based on returns received at the 1964 Annual Employment Enumeration.

APPENDIX II

AGREEMENT ON MEASURES FOR THE IMMEDIATE RELIEF OF UNEMPLOYMENT

PREAMBLE

The Government of Kenya, the Federation of Kenya Employers and the Kenya Federation of Labour:—

(i) In acceptance of the fact that the unemployment problem has now become so serious as to constitute a national emergency, and while realizing that the ultimate solution lies in the implementation of long-term plans to create a developing economy, have agreed that there is an urgent need for immediate relief measures designed to create a breathing space during which such long-term plans can be established.

(ii) Having consulted with, and obtained the full support of, regional and local authorities and the farming community.

(iii) In the light of measures announced by Government within the past few weeks, such as the development schemes of the Ministries of Agriculture and Works; recruitment into the Police and Army, the introduction of a National Youth Service; and the regulation of prices and rents.

(iv) In the belief that immediate short-term measures will, by creating confidence and thereby attracting investment, improve the conditions under which economic growth may be accelerated.

(v) Together have agreed that sacrifices must be made if a potentially explosive situation is to be averted and the political stability of the State preserved; and are convinced that such sacrifices will be willingly made by all parties in the national interest.

Now, therefore, agree upon the following measures for the immediate relief of unemployment:—

(a) ON THE PART OF EMPLOYERS

(i) The Government and the Public Services will increase the number of their employees as at 23rd January 1964, by 15 per cent.

(ii) Private employers, other than employers of domestic servants (house servants), will increase the number of their employees as at 23rd January 1964, by 10 per cent.

The occupations for which these additional employees are engaged will be at the discretion of the employer, but their terms and conditions of service will be the same as those of existing employees in the same occupation. Seasonal and casual labour will not be subject to the terms of this agreement and will not be taken into account in calculating the additional employee force of 15 per cent or 10 per cent as the case may be.

(iii) There will be no redundancy for a period of 12 months and no dismissal of any worker except in accordance with the steps set out in negotiated agreements and awards and the Industrial Relations Charter; where no negotiated agreement exists dismissals will be subject to consultation with a tripartite body set up for the purpose. Similarly, no lock-out will take place during this period.

(iv) For a period of 12 months, no farmer will create redundancy among workers and there will be evictions from farms without prior reporting to and agreement of a tripartite body, to be set up in each appropriate area, that such action is unavoidable.

(b) ON THE PART OF EMPLOYEES

(i) Trade unions agree to a 12 months' wage standstill after the expiry of existing negotiated agreements and awards. Existing agreements will be respected and any revision will be carried out as provided in the agreement, except for wages which shall be subject to a standstill period of 12 months.

(ii) No strike or go-slow action will be called during the 12 month-period and all disputes will be dealt with in accordance with the Industrial Relations Charter.

(c) ON THE PART OF GOVERNMENT

(i) An Industrial Court will be established forthwith to which all disputes unresolved by voluntary negotiating machinery will be referred for arbitration. The awards of the court will be final and binding during this period of 12 months.

(ii) Government will draw up and publish, within the next six months, a wages policy to be framed in the light of the circumstances likely to prevail at the end of the 12-month period. For this purpose, a committee will be set up including, among others, representatives of the Federation of Kenya Employers and the Kenya Federation of Labour.

(iii) All the additional employees to be recruited under the agreement will be engaged through the Ministry of Labour.

(iv) Government undertakes that if the terms of this agreement are not respected by the trade unions or the employers it will introduce emergency legislation to ensure compliance with the agreement.

(d) SUBSIDIARY POINTS OF AGREEMENT

(i) *The "Check-off"*

It is recognized that there is a need to protect the check-off system and it is therefore agreed that where a check-off system already operates it should be safeguarded, and within this period of 12 months no person who is already contributing through a check-off will be allowed to opt out. Government will consider suitable legislation to this end should it become necessary.

(ii) *The Trade Unions Act*

It is also realized that the unions must be able to maintain their authority during the wage pause, and to assist in this direction Government will amend the Act to discourage the formation of splinter unions and to provide greater freedom in the selection of trade union officials.

(iii) *Review*

It is agreed that a tripartite committee will be set up in nine months' time to review the situation and make recommendations for a return to normal relations at the end of the 12-month period.

(iv) *The processing of existing claims*

Any claim for variation of terms and conditions of service submitted before the 23rd January 1964, should be processed through the normal machinery of the Industrial Relations Charter but will not be the subject of strike or lock-out action. Reports of commissions or similar bodies, affecting civil servants, already under consideration by Government will be subject to the normal industrial relations machinery.

(v) *Dismissal for Indiscipline*

Whereas management retain the right of dismissal for disciplinary reasons during this period, such dismissals may be the subject of appeal to a commission as set out in the terms of the Industrial Relations Charter. In the event of any such dismissal taking place the employer will engage a replacement forthwith.

(vi) *Increments and Promotions*

Normal increments embodied in existing scales, and wage increases consequent upon promotion, will not be affected by this agreement.

(e) EFFECTIVE DATES OF THE AGREEMENT

It is agreed that no new wage claims submitted after the 23rd January 1964, will be considered. Employers will declare the number of their employees as at 23rd January 1964, to the Ministry of Labour forthwith and in time for recruitment of the additional labour to begin on the 1st March 1964, and be completed, as far as possible, by the 21st March 1964.

The signatories to this agreement appeal to all employers and employees to take particular care to avoid incidents likely to provoke industrial unrest and to make the fullest use of the recognized consultative and negotiating machinery. The Federation of Kenya Employers and the Kenya Federation of Labour undertake to ensure that there will be no incidence of provocation, victimization or intimidation by either the employers or the trade unions and that each side will discipline any of its officials or members who do not abide by negotiated agreements or the provisions of the Industrial Relations Charter.

The parties also wish to emphasize the importance of this agreement and the need for every member of the community, in whatever walk of life, to assist in the achievement of its objective.

CONCLUSION

The Government, the Federation of Kenya Employers and the Kenya Federation of Labour agree to observe and abide by the terms of this agreement.

SIGNED:

E. N. MWENDWA,
for and on behalf of the Government of Kenya.

COLIN CAMPBELL,
*for and on behalf of the Federation of Kenya
Employers.*

C. K. LUBEMBE,
General Secretary.

P. MUINDE,
President.
*for and on behalf of the Kenya Federation of
Labour.*

THE TRIPARTITE AGREEMENT
NUMBER OF REGISTERED WORK SEEKERS

Category	Males	Females	Total	Per cent
A	98,292	8,026	106,318	52
B	44,929	6,203	51,132	25
C	29,285	2,462	31,747	15
D	14,635	1,219	15,854	8
TOTALS	187,141	17,910	205,051	100

Definitions:

- Category A—Locally domiciled “Unemployed” i.e. ex-wage earners and landless persons.
- „ B—Locally domiciled “New Enemployed” i.e. persons entering the employment market for the first time.
- „ C—Locally domiciled “Underemployed” i.e. landholders who, when not occupied on their own land seek wage-earning jobs.
- „ D—Persons registering in localities other than their own.

NOTE—The classification of work seekers depended almost entirely on their self-declared status. The above figures should not therefore be taken as a statement of unemployment (see text of report under “The Employment Service”).

Table 6

NUMBER OF WORKERS ENGAGED BY 31st DECEMBER 1964

By Private Employers	28,000
By Local Authorities	1,500
By Kenya Government	4,450
Total	<u>33,950</u>

NOTE—Workers continued to be engaged under the agreement after 31st December 1964, (see text of report under “The Employment Service”).

PRIVATE SECTOR

WAGES, HOURS OF WORK, LEAVE AND OVERTIME RATES FOR UNSKILLED WORKERS IN SELECTED INDUSTRIAL GROUPS
YEAR ENDED 31ST DECEMBER 1964

INDUSTRY	BASIC DAILY WAGE RATES		BASIC MONTHLY WAGE RATES		Hours of Work Per Day	Standard Days per Month	Actual Hours Worked per Month	OVERTIME RATES			Normal Leave Paid per Annum	
	Min.	Max.	Min.	Max.				Normal	Rest Days			Holidays
									\$/h.	cts.		
AGRICULTURE												
Coffee	1 30	4 50	35 00	135 00	6-12	25-30	156-360	1½	1½	2	14-21 days	
Sisal	1 50	4 05	40 00	145 00	5-12	26-30	130-360	1½	1½	2	14-15 days	
Dairy Farming	1 30	4 00	35 00	130 00	6-12	26-30	156-360	—	2	—	14 days	
Tea	1 70	7 50	45 00	200 00	5-11	26	130-286	1½	—	2	14-15 days	
Mixed Farming	1 15	4 00	30 00	130 00	5-12	26-30	130-360	—	—	—	14-21 days	
STONE QUARRYING	2 50	6 00	65 00	180 00	6-10	26-30	156-360	—	—	—	14-18 days	
MANUFACTURING												
Food Manufacture	3 50	8 00	95 00	210 00	6-12	26	156-312	1½	2	2	14-18 days	
Beverages	4 50	8 50	120 00	230 00	7-10	26	196-260	1½	2	2	14-18 days	
Textiles	3 00	5 50	85 00	145 00	6-9	26	156-234	1½	1½	2	14-15 days	
Footwear, Clothing and Made-up Textiles	4 00	6 00	105 00	155 00	7-9	26	196-234	1½	1½	1½	15-18 days	
Wood and Cork	3 00	8 50	80 00	225 00	7-9	26	182-234	1½	2	2	14-18 days	
Furniture and Fixtures	3 00	8 00	90 00	210 00	7-9	26	196-234	—	—	—	14 days	
Printing and Publishing	3 00	8 00	85 00	220 00	8	26	196	—	2	2	14-18 days	
Leather and Leather Products	3 50	9 00	95 00	240 00	7-9	26	182-234	1½	1½	2	15-18 days	
Rubber Products	4 00	7 50	105 00	200 00	8	26	196	1½	1½	2	14-16 days	
Chemicals and Chemical Products	5 00	8 50	130 00	230 00	8-12	26	196-312	1½	2	2	14-18 days	
Non-Metallic Minerals	3 00	7 50	80 00	200 00	6-10	26	156-260	1½	1½	2	14-21 days	
Metal Products	3 50	6 50	95 00	170 00	7-9	26	196-234	1½	2	2	14-18 days	
Machinery and General Engineering	3 00	7 00	90 00	185 00	7-10	26	196-260	1½	1½	2	14-18 days	
Transport Equipment	4 00	8 00	105 00	220 00	8-10	26	192-260	1½	2	2	15-19 days	
BUILDING AND CONSTRUCTION	4 00	6 00	105 00	160 00	7-9	26	182-234	1½	2	2	14-21 days	
WHOLESALE AND RETAIL	3 00	7 50	90 00	225 00	7-12	26-30	182-360	1½	1½	2	14-21 days	
TRANSPORT AND COMMUNICATIONS	3 00	7 00	85 00	220 00	8-12	26-30	192-360	1½	2	2	14-21 days	

AVERAGE RETAIL PRICES (NAIROBI) 1963 AND 1964

Item	Unit	15th Dec. 1963	15th Dec. 1964
		<i>Sh. cts.</i>	<i>Sh. cts.</i>
Bread, White	1 lb. loaf	0 75	0 75
Butter	1 lb.	3 59	3 79
Coffee, 1st Quality "J.G."	1 lb.	7 57	7 57
Tea, Brooke Bond, "Green Label"	1 lb.	5 31	5 26
Sugar	1 lb.	67	67
Milk (delivered in sealed bottle)	1 pint	65	65
Beef, sirloin (standard)	1 lb.	3 06	3 30
Mutton Leg (Grade "B")	1 lb.	2 86	3 70
Potatoes	1 lb.	21	20
Cabbages	1 lb.	31	27
Eggs, 1st Grade	1 doz.	4 31	4 31
Beer, East African (excluding bottle)	1 bottle	2 03	2 03
Cigarettes, East African, "Clipper"	Pkt. of 50	5 00	5 00
Khaki shorts, "Stockport"	1 pair	21 50	25 00
Dress Material, "Tobralco"	1 yd.	10 50	12 00
Handkerchiefs, Gents' "Pyramid"	1 doz.	45 00	45 00
Paraffin	4 gal. tin	14 73	14 77
Petrol	1 gal.	4 13	4 23
Tyres, Dunlop 6.00 x 16 (6 ply)	each	236 00	236 00

EMPLOYEES TRADE UNIONS AS AT 31st DECEMBER 1964

Date	Name of Trade Union	MEMBERSHIP		Race	Income to Nearest £1	Expenditure to Nearest £1	Total Assets to Nearest £1
		Book	Voting				
5-4-41	The East African Standard Asian Staff Union	48	48	Asian	29	8	299
5-9-46	The Printing and Kindred Trades Workers' Union of Kenya	3,512	3,512	Open	6,052	6,242	336
21-4-47	East African Railways and Harbours Asian Union, Kenya	1,017	1,017	Asian	791	767	2,904
27-9-47	Transport and Allied Workers' Union	6,187	6,187	Open	1,857	1,878	295
10-7-48	Tailors and Textile Workers' Union	3,306	3,306	Open	4,658	4,757	188
27-11-51	The Domestic and Hotel Workers' Union	83,439	83,439	Open	13,262	12,940	754
3-12-51	Kenya Pilots Association	123	123	European	2,332	1,589	1,252
22-5-52	East African Federation of Building and Construction Workers' Union	2,864	2,864	Open	2,559	2,455	320
3-6-52	Kenya Distributive and Commercial Workers' Union	10,786	10,786	Open	12,304	11,277	2,632
4-9-53	The Kenya Local Government Workers' Union	8,155	8,155	Open	1,247	1,908	93
2-10-53	Railway African Union	16,090	16,090	Open	9,011	8,695	2,531
20-10-54	Dockworkers' Union	6,137	6,137	Open	7,643	7,823	761
12-12-55	Mombasa Local Government Service Association	23	23	Open	23	8	146
3-3-56	The Nairobi City Council Senior Staff Association	153	153	European	67	62	815
17-7-56	The Nairobi Asian Local Government Staff Association	52	52	Asian	10	47	253
7-2-57	Union of Posts and Telecommunications Employees (Kenya)	2,606	2,606	Open	3,249	3,033	1,559
25-4-57	Civilian Clerical Association (War Department)	155	155	Open	18	27	108
18-4-58	Cable and Wireless Workers' Union of Kenya	112	112	Open	193	284	122
28-4-58	East African Posts and Telecommunications Controlling Officers Association—Kenya	66	66	Open	50	346	62
27-6-58	Tobacco, Brewing and Bottling Workers' Union	1,750	1,750	Open	2,018	1,944	1,831

EMPLOYEES TRADE UNIONS AS AT 31st DECEMBER 1964

Date	Name of Trade Union	MEMBERSHIP		Race	Income to Nearest £1	Expenditure to Nearest £1	Total Assets to Nearest £1
		Book	Voting				
21-7-58	Kenya Dyers, Cleaners and Laundries Workers' Union	325	325	Open	326	326	40
28-7-58	Life Insurance Corporation of India Employees Association	48	48	Open	14	3	70
30-7-58	Kenya Electrical Trades Workers' Union	1,300	1,300	Open	1,662	1,710	95
5-8-58	Kenya Petroleum Oil Workers' Union	1,936	1,936	Open	4,982	5,371	1,600
11-8-58	Kenya Chemical Workers' Union	2,001	1,901	Open	3,696	3,889	1,641
3-11-58	National East Africa Seamen's Union	160	160	Open	349	445	49
2-12-58	Asian Postal Union (Kenya)	148	148	Asian	54	51	327
16-1-59	The Timber and Furniture Workers' Union	12,212	12,212	Open	1,398	1,398	478
17-8-59	Kenya Civil Servants' Union	15,727	15,727	Open	10,081	9,598	2,120
14-5-59	Kenya National Union of Teachers	13,041	9,005	Open	5,363	5,856	572
7-10-59	Kenya Engineering Workers' Union	5,878	5,878	Open	2,470	2,368	340
3-3-60	Kenya Motor Engineering and Allied Workers' Union	2,405	2,405	Open	3,409	3,350	529
24-8-60	Kenya Show and Leather Workers' Union	1,984	1,984	Open	3,064	3,029	280
12-9-60	Electricity Supply Personnel Association	157	157	Open	1,104	317	1,282
29-11-60	Kenya Union of Sugar Plantation Workers	987	987	Open	418	299	376
23-6-61	The Tobacco Workers' Union Kenya	804	804	Open	1,034	994	262
7-9-61	Kenya Quarry and Mine Workers' Union	1,550	15	Open	34	32	14
13-9-61	The Airline Officers' Association	26	26	Open	97	55	167
9-11-61	Eldoret Local Government Service Association	30	30	Open	46	19	121
24-11-61	Senior Civil Servants' Association	1,037	1,037	Open	1,381	1,707	3,586
8-12-61	Air Ministry Civilian Employees' Association, Royal Air Force Eastleigh	166	166	Open	30	13	109
8-12-61	East African Airways European Staff Association	196	196	European	114	39	583
1-8-62	Kenya Union of Journalists	97	97	Open	103	11	249

EMPLOYEES TRADE UNIONS AS AT 31st DECEMBER 1964

Date	Name of Trade Union	MEMBERSHIP		Race	Income to Nearest £1	Expenditure to Nearest £1	Total Assets to Nearest £1
		Book	Voting				
5-9-62	Common Services African Civil Servants' Union (Kenya)	550	548	Open	99	40	50
11-10-62	Kenya African Customs Workers' Union	252	252	African	127	106	66
14-2-62	Nairobi City Council African Staff Association	546	546	African	18	—	20
22-8-63	Kenya Plantation and Agricultural Workers' Union	43,395	43,395	Open	13,296	13,245	2,279
19-9-63	Kenya African Game Hunting and Safari Workers' Union	279	279	Open	127	140	2
1-7-64	East African Railways and Harbours Designated Officers' Association..	183	183	European	218	974	875
	TOTAL	254,001	248,328		122,487	121,427	35,443

EMPLOYERS TRADE UNIONS AS AT 31st DECEMBER 1964

Date	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	64	64	Open	951	618	1,056
8-11-50	Federation of Master Printers of East Africa	54	54	Open	28	2	33
22-3-52	Nairobi Master Tailors Association	68	69	Open	151	64	391
26-6-56	Master Plumbers' Association of East Africa	27	27	Open	111	111	387
7-7-59	Motor Trade and Allied Industries Employers' Association	21	21	Open	5,823	5,366	1,353
18-4-58	Brewing and Bottling Association of Kenya	6	6	Open	80	8	147
1-2-60	Distributive and Allied Trades Association	32	32	Open	2,368	2,038	318
7-4-60	Engineering and Allied Industries Employers' Association	21	21	Open	1,163	1,077	510
2-5-60	Kenya Coffee Growers' Association	290	290	Open	11,270	8,915	14,363
28-6-60	Timber Industries Employers' Association	31	31	Open	280	307	98
29-11-60	Kenya Sugar Employers' Association	49	49	Open	1,637	1,396	678
18-1-61	Kenya African Master Cobblers Association	39	39	African	10,597	8,006	7,849
4-8-61	Sisal Employers' Association (Kenya)	41	41	Open	10,447	8,767	10,655
16-7-62	Kenya Bankers' (Employers) Association	8	8	Open	6,272	6,001	1,790
7-9-62	Kenya National Farmers' (Employers) Union	25	25	—	1,691	1,690	16
	TOTAL	776	776		52,869	44,366	39,644

STOPPAGES OF WORK CAUSED BY INDUSTRIAL DISPUTES 1964

Industrial Group	Number of Stoppages	Number of Workers Involved	Number of Man-days Lost
PRIVATE INDUSTRY—			
Agriculture	127	41,214	99,426
Mining and Quarrying	3	709	6,333
Manufacturing	33	4,555	8,689
Building and Construction	8	1,128	5,542
Electricity, Water and Sanitary Services	7	538	465
Commerce	60	3,328	13,958
Transport, Storage and Communica- tions (other than Docks)	14	3,489	7,721
Docks	—	—	—
Miscellaneous	15	1,050	4,489
TOTAL	267	56,011	146,623
PUBLIC SERVICES—			
Kenya Government	—	—	—
Local Authority	3	2,266	7,123
E.A. Common Services.. .. .	24	8,878	14,021
TOTAL ALL EMPLOYMENT	294	67,155	167,767

Table 11

STOPPAGES OF WORK CAUSED BY INDUSTRIAL DISPUTES 1951-1964

Year	Number of Stoppages	Number of Workers Involved	Number of Man-days Lost
1951	57	6,610	10,708
1952	84	5,957	5,718
1953	39	3,221	2,674
1954	33	1,518	2,026
1955	35	17,852	81,870
1956	38	5,173	28,230
1957	67	21,809	23,657
1958	96	21,395	59,096
1959	67	42,214	431,973
1960	232	72,545	757,860
1961	167	26,677	120,454
1962	285	132,433	745,799
1963	230	54,000	235,000
1964	221	67,155	167,767

CONTRACTS OF APPRENTICESHIP AND INDENTURED LEARNERSHIP
REGISTERED UNDER THE INDUSTRIAL TRAINING ACT AS AT
31st DECEMBER 1964

	Apprentices	Indentured Learners
Aircraft Maintenance (Fitter)	17	—
Auto Electrician	1	—
Blacksmith	—	10
Carpenter	—	34
Compositor	4	—
Draughtsman	4	—
Electrician	3	4
Electrical Fitter	2	—
Electrical Technician	8	—
Etcher	3	—
Fitter	3	42
Foreman, Building	—	7
General Engineering	15	—
Hydraulogical Assistant (Water Bailiff)	—	7
Inspector of Works	—	5
Inspector, Mechanical	3	4
Inspector of Works (Electrical)	—	2
Inspector, Water Supply	—	5
Installation Inspector	1	—
Instrument Mechanic	3	—
Linesman	8	9
Laboratory Technician	—	1
Lithographer	5	—
Lithographic Printer	1	—
Lithographic Machine Minder	1	—
Linotype Operator	3	—
Letterpress Machine Minder	—	1
Mechanical Trades (Railways)	7	300
Motor Vehicle Mechanic	3	25
Mason	—	6
Plumber	—	7
Printing Machine Operator	1	—
Printing Estimator	1	—
Printing Engineer	1	—
Plater	1	6
Refinery Mechanic	3	—
Signal Fitter	—	12
Survey Assistant	—	8
Technical Assistant Survey	—	4
Technical Assistant Printing	13	—
	115	499

CONTRACTS OF APPRENTICESHIP AND INDENTURED LEARNERSHIP
REGISTERED UNDER THE INDUSTRIAL TRAINING ACT DURING 1964

	Apprentices	Indentured Learners
Blacksmith	—	10
Carpenter	—	34
Compositor	1	—
Draughtsman	3	—
Electrician	—	4
Electrical Technician	7	—
Etcher	1	—
Fitter	—	42
Inspector of Works	—	1
Inspector Mechanical	3	2
Inspector of Works (Electrical)	—	1
Inspector Water Supply	—	1
Linesman	—	7
Lithographers	4	—
Mechanical Trades Railways	2	124
Motor Vehicles Mechanic	—	25
Mason	—	6
Plumber	—	7
Plater	—	6
Signal Fitter	—	11
Survey Assistant	—	3
Technical Assistant Printing	4	—
	25	284

CONTRACTS OF APPRENTICESHIP AND INDENTURED LEARNERSHIP REGISTERED UNDER THE INDUSTRIAL TRAINING ACT DURING 1964

	Apprentices	Indentured Learners
Blacksmith	—	4
Book Binder	1	—
Carpenter	—	19
Compositor	1	—
Draughtsman	1	—
Draughtsman Structural	—	11
Electrician	5	—
Electrical Fitter	1	—
Electrical Technician	1	—
Engine Room Assistant	—	1
Engineering Cadets	8	—
Fitter	14	9
Fitter (Tool)	1	—
Foreman Building	—	5
General Engineering	16	—
Inspector Mechanical	—	1
Inspector of Works (Electrical)	—	1
Installation Inspector	1	—
Instrument Mechanic	4	—
Linesman	31	4
Laboratory Technician	—	1
Lithographer	1	—
Lithographic Printer	1	—
Lithographic Camera Operator	1	—
Mechanical Trades (Railways)	65	145
Meter Mechanic (Electrical)	—	3
Motor Vehicle Mechanic	—	17
Mason	—	12
Plumber	—	3
Signwriter	1	—
Painter	3	—
Quantity Survey Assistant.. .. .	—	1
Switchboard Attendant	1	—
Tinsmith	3	—
Technical Assistant Printing	1	—
Welder	1	—
	163	227

TRADE TESTS COMPLETED DURING 1964

TRADES	GRADE I		GRADE II		GRADE III	
	P	F	P	F	P	F
ENGINEERING—						
Blacksmith	2	4	—	5	15	21
Box Body Builder (Metal)	—	—	—	—	—	—
Fitter (General) ..	6	10	11	14	42	28
Fitter/Turner	—	—	—	—	—	—
Motor Vehicle Mechanic	40	52	50	73	83	140
Moulder	—	1	—	2	—	1
Panel Beater	—	3	5	2	3	4
Mainlayer	—	—	—	1	—	—
Pipefitter/plumber ..	—	—	—	—	49	20
Plumber	9	8	5	10	—	—
Rural Water Supply Artizan	—	—	—	—	—	—
Plant Mechanic	—	2	2	1	5	1
Spray Painter	—	2	3	4	7	5
Tinsmith	—	2	3	3	8	10
Turner	5	7	5	6	4	12
Vehicle Electrician ..	7	6	3	3	4	11
Welder, Arc and Gas ..	8	15	14	12	23	42
Liquified Petroleum Gas Fitters	4	—	1	—	—	—
	81	112	102	136	243	295
BUILDING—						
Bricklayer	1	3	8	16	37	27
Mason (Building) ..	8	26	25	39	101	42
Mason (Dressing) ..	—	—	—	—	3	—
Painter	3	7	14	16	65	26
Plasterer	—	—	1	—	—	—
Signwriter	6	—	5	8	18	10
Terrazzo Workers ..	—	—	—	—	—	—
	18	36	53	79	224	105
WOODWORKING—						
Box Body Builder (Wood)	—	—	—	—	—	—
Cabinet Maker	2	2	1	2	1	—
Carpenter	2	37	—	—	—	—
Carpenter/Junior ..	—	—	34	86	141	156
Joiner	1	1	—	—	—	—
Polisher	—	—	—	—	—	—
Woodworking Machinist	—	—	—	1	—	—
	5	40	35	89	142	156
ELECTRICAL—						
Cable Jointer	—	—	—	—	—	—
Electrical Fitter ..	—	—	—	—	—	—
Electrical Wireman ..	14	33	20	34	31	47
Overhead Linesman ..	15	8	14	6	—	—
	29	41	34	40	31	47

TRADE TESTS COMPLETED DURING 1964—(Contd.)

TRADE;	GRADE I		GRADE II		GRADE III	
	P	F	P	F	P	F
TAILORING—						
Tailor	1	3	10	15	65	23
Shoemaker	5	1	12	4	40	15
Upholsterer	—	1	1	—	—	1
Dressmaker	1	1	3	1	8	—
	7	6	26	20	113	39
GRAND TOTAL ..	140	235	250	364	753	642

FACTORIES REGISTERED UNDER THE FACTORIES ACT
DISTRIBUTION BY MAJOR INDUSTRIAL GROUPS: 31ST DECEMBER 1964

INDUSTRIAL GROUP	Factories with Mechanical Power	Factories with Mechanical Power	Total
Agriculture and Livestock Production	553	27	580
Food Manufacturing Industries, except Beverage Industries	419	47	466
Neverage Industries	42	9	51
Tobacco Manufactures	2	2	4
Manufacture of Textiles	20	1	21
Manufacture of Footwear, other wearing Apparel and Made-up Textile Goods	204	1,474	1,678
Manufactures of wood and cork, except Manu- facture of Furniture	387	80	467
Manufacture of Furniture and Fixtures	193	71	264
Manufacture of Paper and Paper Products ..	12	—	12
Printing, Publishing and Allied Industries ..	91	2	93
Manufacture of Leather and Leather Products except Footwear	13	6	19
Manufacture of Rubber Products	26	2	28
Manufacture of Chemical and Chemical Products	83	28	111
Manufacture of Products of Petroleum and Coal	3	—	3
Manufacture of Non-Metallic Mineral Products, except Products of Petroleum and Coal ..	61	13	74
Manufacture of Metal Products, except Machinery and Transport Equipment ..	132	55	187
Manufacture of Machinery, except Electrical Machinery	195	10	205
Manufacture of Electrical Machinery, Apparatus, Appliances and Supplies	73	16	89
Manufacture of Transport Equipment	493	238	731
Miscellaneous Manufacturing Industries ..	96	94	190
Electricity, Gas and Steam	30	—	30
Water and Sanitary Services	75	2	77
Personal Services	57	53	110
TOTAL ALL INDUSTRIES AND SERVICES ..	3,260	2,230	5,490

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

OCCUPATIONAL ACCIDENTS—1964

The Tables in this Appendix show accidents reported during 1964 under the Workmen's Compensation Act (Cap. 236). To be reported, an accident must have arisen out of an in the course of the employment and have resulted in the death of a workman of his disability 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 accident 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	Female		Male	Partial		Male	Female	Juvenile	Male	Female	Juvenile	Male	Female	Juvenile	Male	Female	Juvenile
		Male	Juvenile		Male	Juvenile												
AGRICULTURE, ETC.																		
Agriculture and livestock production ..	21	4	1	—	—	—	90	6	4	333	28	1	283	12	7	727	50	13
Forestry and logging ..	2	—	—	13	—	—	—	—	—	15	—	—	9	—	—	39	—	—
Hunting and fishing ..	2	—	—	—	—	—	—	—	—	3	—	—	10	—	—	15	—	—
TOTAL ..	25	4	1	—	—	—	103	6	4	351	28	1	302	12	—	781	50	13
MINING AND QUARRYING ..	1	—	—	—	—	—	10	—	—	16	—	—	11	—	—	38	—	—
MANUFACTURING AND REPAIRS																		
Food, beverages and tobacco	1	—	—	—	—	—	27	2	—	197	6	2	100	1	—	325	9	2
Textiles, apparel and textile goods ..	—	—	—	—	—	—	9	1	—	12	—	—	14	1	1	35	2	1
Wood and furniture ..	6	—	—	33	—	—	—	—	—	65	—	—	120	1	—	225	1	—
Paper and printing ..	—	—	—	8	—	—	—	—	—	18	—	—	6	—	—	32	—	—
Leather and fur ..	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—
Rubber products ..	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—
Chemical, petroleum and coal products ..	1	—	—	—	—	—	—	—	—	2	—	—	—	—	—	6	1	1
Non-metallic mineral products other than chemical, petroleum and coal products ..	—	—	—	—	—	—	8	—	—	40	—	—	23	—	—	72	—	—
Metal industries ..	1	—	—	2	—	—	—	—	—	16	—	—	12	—	—	31	—	—
Miscellaneous ..	1	—	—	3	2	—	52	2	—	818	2	2	357	1	—	1,229	3	2
TOTAL ..	11	—	—	143	5	—	1,187	10	5	1,187	10	5	665	8	2	2,007	23	7

APPENDIX VIII—(Contd.)

Table 17—(Contd.)

INDUSTRY	FATAL			PERMANENT INCAPACITY						TEMPORARY INCAPACITY ONLY			DEGREE OF INCAPACITY NOT YET DETERMINED		TOTAL NO. OF ACCIDENTS REPORTED					
	Male	Fe- male	Ju- venile	TOTAL			PARTIAL			Male	Fe- male	Ju- venile	Male	Fe- male	Male	Ju- venile				
				Male	Fe- male	Ju- venile	Male	Fe- male	Ju- venile											
BUILDING AND CONSTRUCTION	12	—	—	—	—	—	24	—	—	—	—	122	—	—	139	—	—	297	—	1
ELECTRICITY, WATER AND SANITARY SERVICES ..	1	—	—	—	—	—	7	—	—	—	—	54	—	—	41	—	—	103	—	—
COMMERCE	5	—	—	—	—	—	15	—	—	—	—	115	1	—	75	—	—	210	1	—
TRANSPORT, STORAGE AND COMMUNICATIONS ..	17	—	—	—	—	—	34	—	—	—	—	513	1	1	249	1	—	813	2	1
SERVICES																				
Government and business ..	33	—	—	—	—	—	11	1	—	—	—	101	—	—	89	2	—	234	3	—
Recreation	1	—	—	—	—	—	2	—	—	—	—	5	—	—	4	1	—	12	1	—
Personal	1	—	—	—	—	—	5	—	—	—	—	22	3	—	17	—	—	45	3	—
TOTAL	35	—	—	—	—	—	18	1	—	—	—	128	3	—	110	3	—	291	7	—
TOTAL ALL INDUSTRIES AND SERVICES	107	4	1	1	—	—	354	12	4	—	—	2,486	43	7	1,592	24	10	4,540	83	22

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

OCCUPATIONAL
ANALYSIS BY INDUSTRY

INDUSTRY	MACHINERY								Handling without Machinery	
	POWER DRIVEN						OTHER			
	Prime Moves	Transmission	Lifting	Woodworking	Metal Working	Sisal	Other	Lifting		Other
AGRICULTURE, ETC.—										
Agriculture and Livestock Production ..	—	16	—	13	2	33	32	—	1	54
Forestry and Logging	—	—	—	3	—	—	—	—	—	2
Hunting and Fishing	—	—	—	—	—	—	2	—	—	—
TOTAL	—	16	—	16	2	33	34	—	1	56
MINING AND QUARRYING										
	—	—	—	—	—	—	—	—	—	8
MANUFACTURING AND REPAIRS—										
Food, Beverages and Tobacco	—	9	1	2	3	—	31	—	1	57
Textiles, Apparel and Textile Goods ..	—	4	—	—	—	—	21	—	—	3
Wood and Furniture	—	4	—	90	3	—	6	1	—	30
Paper and Printing	—	1	—	—	1	—	18	—	—	6
Leather and Fur	—	—	—	—	—	—	1	—	—	—
Rubber Products	—	—	—	—	1	—	2	—	—	2
Chemical, Petroleum and Coal Products ..	—	1	—	4	1	—	6	—	—	12
Non-metallic Mineral Products other than Chemical, Petroleum and Coal Products..	—	1	—	—	1	—	1	—	—	8
Metal Industries	1	3	3	26	45	—	66	7	1	278
Miscellaneous Manufacturing Industries ..	—	—	—	3	—	—	20	—	—	11
TOTAL	1	23	4	125	55	—	172	8	2	407
BUILDING AND CONSTRUCTION.. .. .										
	—	2	1	2	—	—	5	1	—	52
ELECTRICITY, WATER AND SANITARY SERVICES										
	—	—	—	1	—	—	2	—	—	17
COMMERCE										
	—	—	—	—	—	—	—	—	—	49
TRANSPORT, STORAGE AND COMMUNICATIONS ..										
	—	1	7	—	—	—	3	2	—	178
SERVICES—										
Government and Business	—	—	—	—	—	—	3	—	—	10
Recreation	—	—	—	—	—	—	—	—	—	2
Personal	1	—	—	—	—	—	1	—	—	2
TOTAL	1	—	—	—	—	—	4	—	—	14
TOTAL ALL INDUSTRIES AND SERVICES ..										
	2	42	12	144	57	33	220	11	3	781

Table 18

ACCIDENTS—1964
AND CAUSATION

TRANSPORT																			TOTAL
Locomotives, etc.	Ships	Aircraft	Other Vehicles	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	
5	-	-	165	-	-	8	-	-	-	-	44	-	94	82	133	25	79	4	790
-	-	-	7	-	-	-	-	-	-	-	6	-	9	1	3	-	9	-	39
-	-	-	8	-	-	-	-	-	-	-	-	-	1	-	4	4	1	1	17
5	-	-	180	-	-	8	-	-	-	-	50	-	104	82	136	29	89	5	846
-	-	-	2	-	-	2	-	2	-	-	8	-	2	-	3	-	9	-	36
2	-	-	14	-	-	4	1	13	-	-	30	-	39	20	39	3	67	-	336
-	-	-	2	-	-	-	-	-	-	-	3	-	1	-	2	-	2	-	38
-	-	-	19	-	-	-	-	1	-	1	24	-	10	1	13	-	20	3	226
-	-	-	2	-	-	-	-	-	-	-	-	-	1	-	-	-	3	-	32
-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
-	-	-	7	-	-	2	-	8	-	-	7	-	9	2	10	-	3	-	8
-	-	-	-	-	-	2	-	-	-	-	4	-	4	-	4	-	6	-	72
9	-	-	29	-	-	16	11	69	-	6	122	-	83	50	217	2	190	-	31
-	-	-	5	-	-	2	-	1	-	-	1	-	3	3	2	-	8	-	1,234
11	-	-	79	-	-	26	12	92	-	7	192	-	150	76	287	5	300	3	59
2	-	-	85	-	-	1	-	8	-	2	26	-	37	6	25	1	41	1	2,037
-	-	-	26	-	-	3	-	2	-	1	9	1	13	6	6	2	14	-	298
1	-	-	50	-	-	-	-	3	5	-	31	-	27	12	5	2	31	-	103
41	1	-	107	-	-	4	1	12	-	-	194	-	74	52	16	2	121	-	211
-	-	-	72	-	-	-	1	1	-	-	11	-	23	4	6	8	98	-	816
-	-	-	1	-	-	-	2	2	-	-	1	-	3	2	-	1	1	-	237
-	-	-	5	-	-	-	-	2	-	-	1	-	14	-	6	1	16	-	13
-	-	-	78	-	-	-	3	3	-	-	13	-	40	6	12	9	115	-	48
60	1	-	607	-	-	44	16	122	-	10	523	1	447	240	490	50	720	9	298
																			4,645

OCCUPATIONAL ACCIDENTS—1964
ANALYSIS BY NATURE AND LOCATION OF INJURY

NATURE	LOCATION											Total
	Head		Upper Extremities		Trunk	Lower Extremities		Multiple	Un-classified		Total	
	Eyes	Other	Fingers	Other		Feet	Other					
Contusions, Abrasions, Cuts	122	140	602	293	78	266	361	65	10		1,937	
Punctured Wounds	4	5	11	10	4	11	10	1	1		57	
Amputations..	—	—	91	4	—	5	—	1	—		101	
Dislocations	—	—	6	5	1	1	6	1	1		21	
Fractures	2	16	100	75	65	67	61	13	2		401	
Sprains and Strains	—	3	17	33	30	11	50	3	1		148	
Concussions	1	1	2	1	1	—	1	—	1		8	
Burns and Scalds	9	6	20	36	4	10	16	12	1		114	
Asphyxiation (including drowning)	—	—	—	—	—	—	—	—	—		1	
Tearing of Internal Organs	1	1	—	—	1	—	—	—	—		3	
Electric Shock	—	—	—	1	—	—	—	—	—		2	
Hernias	—	—	—	—	—	—	—	—	—		—	
Miscellaneous	35	6	18	9	21	6	4	15	19		133	
TOTAL	174	179	867	467	205	377	509	111	37		2,926	
										Not yet classified	1,719	
										TOTAL	4,645	

REGISTRATION OF PERSONS—STATISTICAL SUMMARY, 1964

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

RACE	NUMBER OF IDENTITY CARDS ISSUED	
	Originals	Re-Issues
Africans	68,644	36,039
Arabs	160	203
Somalis and Borans ..	141	114
Asians	610	146
Europeans	97	3
Miscellaneous	—	28
TOTAL FOR ALL RACES	69,652	36,533

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

Original Certificates issued	155
Re-Issues	65
Cancellations and Refusals	1

III. FINGERPRINT BUREAU—IDENTIFICATIONS

Fingerprints classified and/or checked for purposes of Registration ..	82,322
Thumbprint checked in respect of Duplicate Identity Cards issued ..	13,707
Miscellaneous Fingerprint checked	29,851
TOTAL	125,880

AUTHORIZED ESTABLISHMENT AND STAFF OF THE MINISTRY
OFFICE OF THE MINISTER

No.	Designation of Post	Name of Substantive Holder
1	Minister	Hon. E. N. Mwendwa, M.P.
2	Parliamentary Secretaries	Hon. F. P. K. Kubai, M.P. Hon. J. Odero-Jowi, M.P., B.A. (Hons.)
1	Permanent Secretary	Mr. M. A. O. Ndisi, F.C.C.S.
2	Assistant Secretaries	Mr. B. F. Miles Mrs. E. Wilson
6	Secretarial Staff	Mrs. L. G. Price Mrs. D. M. Nimmo Miss Davinder Nottay Miss S. Sennik Miss Balbir D. S. Panesar One Vacant
1	Accounts Assistant	Mr. A. B. C. D'Costa Fernandes
2	Clerical	
1	Personnel Assistant	Mr. S. P. Goel
3	Clerical	
1	Pool Stenographer	Vacant

LABOUR DEPARTMENT

No.	Designation of Post	Name of Substantive Holder
1	Labour Commissioner	Mr. J. W. Owuor, B.A. (Hons.), M.A. (Delhi)
2	Assistant Labour Commissioners	Mr. G. J. M. Gray, O.B.E., M.P.S., M.R.S.H. Mr. M. S. A. Mulendwe
1	Chief Industrial Relations Officer	Mr. G. A. Luckhurst
6	Senior Labour Officers	Mr. N. Nesbitt Mr. A. E. Odhiambo Mr. B. E. Odongo Mr. C. K. Murengi Mr. J. M. Mutugi, B.A. (Lond.) Mr. J. G. Thongori, B.A. (London.) Mr. J. C. Odaga, B.A. (Addis)
1	Industrial Relations Officer	Mr. A. J. Hallowes
27	Labour Officers	Mr. J. Lawrence Mr. J. Lindsay Mr. P. M. Okumu Mr. J. H. Okumu Mr. S. J. Okelo Mr. S. M. Mailu Mr. E. Akach Mr. C. A. Agengo Mr. J. W. Agutu Mr. J. H. I. Obimbo Miss A. F. Mbuya, B.A. (Lond.) Mr. E. O. Omondi Mr. L. J. M. Wanjui Mr. J. B. O. Omondi Mr. J. H. Denar Mr. Chege Kibachia Mr. B. G. Saka

LABOUR DEPARTMENT—(Contd.)

No.	Designation of Post	Name of Substantive Holder
	Labour Officers—(Contd.)	Mr. J. W. Omedi Mr. S. M. Makala Mr. S. O. Tala Mrs. A. M. Potter Five Vacant.
7	Senior Labour Inspectors	Mr. H. J. Kramer Mr. J. D. Ossome Mr. C. D. Owitti Mr. E. S. Wawire Mr. G. G. Ware Mr. A. W. Baraza Mr. G. K. Muange
4	Industrial Relations Assistants	Mr. W. W. Kidusu Mr. N. A. Oduor Mr. G. K. Nyawade Mr. P. Bukachi
11	Labour Inspectors	Mr. R. Wanjofu Mr. A. Mala Mr. J. O. Phillip Mr. Mohamed Jumma Mr. S. A. Hussein Mr. G. J. O. Oliech Mr. E. M. Mwange Mr. S. N. P. Mutia Mr. L. J. Kemei Mr. J. B. C. Zakariah
20	Wages Inspectors	Mr. N. Rimi Mr. W. J. Aluku Mr. O. John Mr. G. M. Muema Mr. Wamira E. Mr. J. K. Mambua Mr. J. J. Muashimba Mr. P. K. Leitichi Mr. M. O. Odida Mr. P. N. Ndegwa Mr. C. C. Waigwa Mr. J. L. Mongera Mr. J. H. Mungai Mr. V. B. Liheli
5	Secretarial Staff	Seven vacant Mrs. F. G. Bresson Miss N. V. D. Gomes Mrs. L. Menazes Mrs. P. Chanan
10	Executive Staff	One vacant Mr. P. J. Jethwa Mr. V. M. D'Souza Mr. C. B. Patel Mr. G. J. Mathias Mr. P. N. D'Souza Mr. G. Imirikwa Mr. J. M. Zakaria Mr. S. R. H. Shirazi Mr. S. K. Duggal One vacant

LABOUR DEPARTMENT—(Contd.)

No.	Designation of Post	Name of Substantive Holder
55	Clerical	
15	Drivers	
59	Subordinate Staff	
FACORIES INSPECTORATE		
1	Chief Inspector of Factories	Mr. F. M. McCullough, A.M.I.MECH.E.
3	Inspector of Factories	Mr. E. F. T. Hancock, A.M.I.MECH.E. Mr. E. S. Gitahi, B.Sc. (Lond.) Dip. Ind. Hyg. (Zagreb)
1	Office Executive Staff	Mr. Joseph Odhiambo
1	Secretarial Staff	Miss A. Rufina
5	Clerical	
2	Subordinate Staff	
WORKMEN'S COMPENSATION SECTION		
1	Registrar of Workmen's Compensation	Mr. J. W. Omedi
2	Clerical, Typing and Analogous Staff	
TRADE TESTING AND APPRENTICESHIP SECTION		
1	Controller of App. and T.T.	Mr. L. Kemp, A.M.I.MECH.E.
1	Assistant Controller of Apprenticeship and T.T.	Mr. A. McIntosh
5	Inspectors of App. and T.T.	Mr. H. O. Okumu Mr. G. V. Herbert Mr. J. Keith Mr. F. D. Tyler Mr. John K. Njoroge
3	Trade Testing Officers (Supernumerary)	Mr. S. K. Khugwa Mr. J. Oguda Mr. J. S. Gachie
1	Office Executive Staff	Mr. O. L. G. D'Souza
2	Clerical, Typing and Analogous Staff	
1	Artisan	
7	Subordinate Staff	
CENTRAL REGISTRATION		
1	Principal Registrar	Mr. N. E. Huckle
1	Registrar	Vacant
1	Assistant Registrar	Mr. R. J. L. Lobo
1	Office Executive Staff	Mr. D. S. Patel
1	Fingerprint Officer	Mr. M. A. Jaffery
2	Senior Finger Print Assistants	Mr. M. A. Rahim Mr. M. P. Trivadi
14	Fingerprint Assistants	
30	Clerical, Typing and Analogous Staff	
1	Driver	
10	Subordinate Staff	

LABOUR DEPARTMENT—(Contd.)

EMPLOYMENT SERVICE

No.	Designation of Post	Name of Substantive Holder
1	Principal Employment Officer	Mr. L. W. R. James
3	Labour Officers	Mr. E. M. Linyonyi Mr. P. K. Ndenderu Mr. J. W. P. Masinde
3	Employment Exchange Super- visors	Miss J. F. Bennet Mr. Michael Luta Mr. Washington Obura
1	Senior Placement Officer	Mr. M. L. Wasia
17	Placement Officers	
13	Employment Registry Officers	
1	Clerical Officer, Typing and Analogous Staff	

NATIONAL YOUTH SERVICE

1	National Youth Leader	Hon. J. M. Kariuki
1	Director	Mr. G. W. Griffin
1	Deputy Director	Mr. S. A. Tongoi
1	Transport Officer	Mr. A. W. Gower
1	Assistant Sec./Adm. Assistant	
1	Accounts Officer Grade II	Mr. Z. D. Onyango
1	Storekeeper Grade I	Mr. L. E. Evenson
1	Storekeeper Grade II	
1	Office Assistant	
1	Secretary/Stenographer	Mrs. L. D'Souza
1	Pool/Stenographer	Miss Indu Ghai
4	Storekeeper Grade II or III	Mr. M. Kabaki Mr. C. Wanjuhi Mr. K. M. Ramzan Mr. John Nkethaka
7	Clerical, Typing and Analogous Staff	
4	Drivers	
4	Subordinate Staff	

FIELD UNITS

7	Commandants	Mr. E. L. P. Okello Mr. S. R. O. Amolo Mr. I. W. Itote Mr. J. M. Mulwa (Seconded from Admin.) Mr. W. D. Bird (Seconded from Com- munity Development)
35	Section Commanders	Two vacant Mr. A. Nyangweso Mr. A. C. Midii Mr. L. B. Munyuthe Mr. G. G. Kariuki Mr. S. T. Baraza Mr. A. J. K. Nzoka Mr. J. G. Reithe Mr. P. O. Makopudo Mr. F. N. Okwaro

FIELD UNITS—(Contd.)

No.	Designation of Post	Name of Substantive Holder
	Section Commanders—(Contd.)	Mr. D. K. Marindany Mr. G. K. Wanjohi Mr. M. Kibunja Mr. E. K. Ngumi Mr. M. G. Nganga Mr. J. K. Kibira Mr. G. Gachuhi Mr. J. K. Kamau Mr. P. K. Kirungi Mr. R. O. Oyondi Mr. J. K. Muggecha Mr. T. N. Omuga Mr. D. L. Mudidi Mr. S. C. Chemayiek Mr. E. M. Buna Mr. M. Kioko Mr. E. Otwane Mr. J. M. Kimani Mr. P. M. Ndambo Mr. J. A. Atteng Mr. S. T. Baraza Mr. M. Mukundi Mr. L. S. Saisi Mr. G. S. N. Githinji Mr. I. Otieno Mr. H. B. A. Alu
7	Teachers P1	
14	Teachers P2	
7	Assistant Technical Instructors Grade I	
14	Assistant Technical Instructors Grade II	
3	Hospital Assistants	
7	Storekeeper Grade II	
7	Storemen	
7	Accounts Clerks	
6	Drivers	
6	Cooks	
3	Medical Assistants	
COMMUNITY DEVELOPMENT		
1	Director	Mr. J. G. Njenga
1	Deputy Director	Vacant
1	Evaluation Officer	Vacant
8	Senior Community Development Officers	Mr. D. E. Cox Mr. W. D. Bird Mr. E. J. L. Harris Mr. M. Ngethe Mr. B. M. Murage Mr. A. K. Thyaka Mr. H. M. S. Njeru Mrs. P. Abwao
1	Youth Officer	Mr. T. J. Wambugu, DIP.ED. (MAK.)

COMMUNITY DEVELOPMENT—(Contd.)

No.	Designation of Post	Name of Substantive Holder
25	Community Development Officers	Mr. D. K. Nyangala, B.A. (U.S.A.), Dip. Govt. Admin. Mr. J. M. Shitakha Mr. G. J. Siboe Mr. J. Mbataru Mr. S. M. Oisebe Mr. J. J. Gatume Mr. J. Muriu Mrs. B. N. Wandera Mr. A. A. Musumba Mr. D. M. Gitahi Mr. E. Mugo Mr. D. K. A. Wetangula Mr. G. W. Mahinda Mr. J. W. R. Mwakugu Mr. H. L. Mwanje Mr. W. Wahome Mrs. K. Bennett Mrs. I. Abura Miss M. Gichuru Mrs. J. G. Wambui Miss R. E. Chilson Mr. P. M. M. Menya Three vacant
47	Assistant Community Development Officers	Miss P. Kadali Mr. E. P. Nakitare Miss G. E. John Mr. N. Mangau Mr. D. Masinde Mr. J. Ongera Mr. S. Ndwigwa Mr. J. H. Boga Mrs. R. Nabutola Mr. C. M. Mathangani Mr. S. Murugu Mrs. J. G. Mbithi Mrs. S. M. Bernard Mr. D. R. Kiptarus Miss A. N. Masai Mr. A. M. Ukiru Mr. G. W. Owuor Mr. F. B. Odhiambo Mr. R. P. Odongo Mrs. O. Agwa Mr. P. Agwanda Mrs. A. A. Wamalwa Mrs. S. P. Mokoosio Mr. N. Bosire Mr. J. K. E. Chemoywa Mr. R. L. Mcharo Mr. I. M. Mujesia Mrs. R. Wasike

COMMUNITY DEVELOPMENT—(Contd.)

No.	Designation of Post	Name of Substantive Holder
	Assistant Community Development Officers— <i>Contd</i>	Mr. E. M. Masale Mr. S. D. Agola Mr. G. K. Katuba Mr. P. M. Gachungi Mrs. Z. N. Murage Mrs. A. Koske Mr. E. N. L. Ngila Miss R. S. Nasiantet Mrs. E. Jonathan Mrs. E. Keli Mrs. B. M. Mukulu Miss A. S. Mutyambai Miss M. M. Aduol Six vacant
1	Transport Officer	Mr. C. F. M. Noronha
2	Executive Officers	Mr. M. S. Patel Mr. M. Otundo
3	Secretarial Staff	Miss May Fernandes Mrs. A. Githea Miss Margret W. Maina
2	Drivers	
1	Storeman	
1	Clerk	
2	Subordinate Staff	
KENYA SPORTS ORGANIZATION		
1	Kenya Sports Officer	Mr. A. Evans, Dip. Ed.
6	Provincial Sports Officers	Mr. R. H. W. Batchelor Mr. William Yeda Mr. C. N. Mukora Mr. S. D. Goga Mr. J. O. Kidiwa One vacant
1	Clerk	
SOCIAL WELFARE		
1	Senior Social Welfare Officer	Miss J. Macdonald
2	Social Welfare Officers	Mrs. R. A. Damji Mr. S. J. B. Oguga
1	Assistant Social Welfare Officer	Miss K. A. Mohamed
1	Clerical, Typing and Analogous Staff	
1	Subordinate Staff	

PROSECUTIONS AGAINST EMPLOYERS UNDER LABOUR
LEGISLATION—1964

ACTS	Con- victed	Dis- charged	Ac- quitted	With- drawn	Total
EMPLOYMENT ACT (CAP. 226)					
Failing to pay wages on demand ..	14	1	3	8	26
EMPLOYMENT OF WOMEN, YOUNG PERSONS AND CHILDREN ACT (CAP. 227)					
Employing a child without the written permission of a Labour Officer	1	—	2	—	3
REGULATION OF WAGES AND CONDITIONS OF EMPLOYMENT ACT (CAP. 229)					
Failing to pay not less than statutory minimum rates	9	—	4	3	16
FACTORIES ACT (CAP. 514)					
Using premises as a factory without having been issued with a certifi- cate of registration	1	—	—	—	1
Failing to provide a safe means of access to a place of work ..	1	—	—	—	1
Failing to provide a safe means of access to a place of work in con- sequence of which a person was injured	1	—	—	—	1
Making unsafe provision in case in fire	1	—	—	—	1
TOTAL	28	1	9	11	49

APPENDIX XI

STATUTES ADMINISTERED BY THE MINISTRY OF LABOUR AND
SOCIAL SERVICES

- The Employment Act (Cap. 226);
- The Employment of Women, Young Persons and Children Act (Cap. 227);
- The Domestic Employment (Registration) Act (Cap. 228);
- The Regulation of Wages and Conditions of Employment Act (Cap. 229);
- The Shop Hours Act (Cap. 231);
- The Mombasa Shop Hours Act (Cap. 232);
- The Trade Disputes (Arbitration and Inquiry) Act (Cap. 234);
- The Essential Services (Arbitration) Act (Cap. 235);
- The Workmen's Compensation Act (Cap. 236);
- The Industrial Training Act (Cap. 237);
- The Factories Act (Cap. 514).

APPENDIX XII

LABOUR LEGISLATION—NEW LABOUR LEGISLATION ENACTED
DURING 1964

- L.N. 22/64. The Regulation of Wages (Wholesale and Retail Distributive Trades) Order.
- L.N. 194/1964. The Regulation of Wages (Footwear Industry) Order 1964.