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MINISTRY OF LABOUR AND  
SOCIAL SERVICES

# ANNUAL REPORT

1963

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**MINISTRY OF LABOUR AND  
SOCIAL SERVICES  
ANNUAL REPORT  
1963**

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# MINISTRY OF LABOUR AND SOCIAL SERVICES

## ANNUAL REPORT, 1963

### PART I—LABOUR DEPARTMENT

#### SECTION 1—REVIEW OF THE YEAR

1. The Ministry of Labour and Social Services came into being on the 1st June 1963, the date of Internal Self-Government. The hon. E. N. Mwendwa became Minister with Mr. M. A. O. Ndisi as Permanent Secretary. Earlier months saw a full-scale General Election and officers of the Ministry of Labour and Housing, as it was then with the hon. T. J. Mboya, M.L.C. Minister, were called upon to assist on this historical occasion. Full Independence was celebrated on the 12th December 1963, and once again staff was made available to give assistance where required.

2. With full independence status imminent, Kenya was invited to send an observer delegation to the 47th Session of the International Labour Conference in Geneva in June. The Minister and the Permanent Secretary attended along with representatives of the Federation of Kenya Employers and the Kenya Federation of Labour.

3. Another important development was the setting up under the Regulation of Wages and Conditions of Employment Act, of an Agricultural Wages Advisory Board with a view ultimately to introducing a Wages Council for agriculture and basic minimum wages and conditions for agricultural workers who are, by far, the largest single group in the economy.

4. Considerable progress was made in localizing senior posts within the Ministry and new officers taking over from the departing expatriates were subject to frequent and sudden postings and transfers to add to their already onerous new responsibilities.

5. There was a worsening in the unemployment situation, reported employment figures dropping for the third consecutive year from 622,200 in the year 1960 to 533,347. Statutory minimum wages in the 13 main towns and in a number of industries covered by Wages Regulation Orders, were raised. In general, terms and conditions of employment showed improvement.

6. There was a marked decrease in the number of stoppages of work compared with last year, and quite a number of these were in support of other stoppages; this was noted particularly in the agriculture industry. Some 230 stoppages of work were recorded for the year. A most unfavourable development, in the latter half of the year, in the trade union movement, was the emergence of splinter groups.

#### SECTION 2—EMPLOYMENT

##### The Working Population

7. For the third consecutive year a fall in the level of reported employment was recorded in the Annual Enumeration of Employees conducted by the Economics and Statistics Division of the Treasury on 28th June 1963.

8. Kenya's reported employed population on the census date was 533,347. This figure was 8.2 per cent less than in June 1962 and some 14.3 per cent (or 90,000) less than in 1960—the year in which reported employment reached its peak. The fall in the enumeration figures in relation to those for 1962 occurred in all sectors of employment, decreases of 10.5 per cent being recorded in agriculture, forestry and fishing, 6.2 per cent in other private commerce and industry and 6.6 per cent in public services.



9. However, the annual enumeration does not take account of non-salaried directors and partners, members of the Armed Services, nor self-employed persons. Furthermore, the enumeration is a postal inquiry which does not extend to the many thousands of small farms and businesses in rural areas. The increase in gainful employment in rural areas, which had been brought about by Government policies for land consolidation and smallholder settlement, was therefore not reflected in the enumeration, the coverage of which had declined in relation to the widening structure of the economy.

10. The results of the Annual Enumeration of Employees 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 533,347 persons, 444,326 (or 83.3 per cent) were adult males, 77,429 (or 14.5 per cent) were adult females, and 11,592 (or 2.2 per cent) were children under the apparent age of 16 years.
- (b) 219,661 employees (or 41.2 per cent) were engaged in agriculture, forestry and fishing, 156,353 (or 29.3 per cent) in other private industry and commerce, and 157,333 (or 29.5 per cent) in the public services.

#### **Labour Supply and Demand**

11. After some years of stagnation, 1963, the year of attainment of Independence, witnessed a revival of economic progress. Nevertheless, unemployment continued unabated because of the overriding effect of its three main contributor factors, namely, the rapid growth of the population, Africa's universal problem of under-employment among the families of small landholders, and an increasing economy in the use of manpower in established wage-paying industries.

12. The results of a population census taken in August 1962, indicated that the growth of the population was in the order of 3 per cent per annum: the total population of Kenya by 1963 was estimated to be 8,900,000 of whom 4,200,000 were adults of working age. Thus, by reference to the Annual Enumeration of Employees, it could be calculated that only some 12.5 per cent of adults of working age were engaged in established wage-paying industries—the vast majority of the remainder being dependent on activities in the rural areas for their livelihood. As the spread of modern economic activity in these areas was still in its early stages, and as the increase in the “working-age” population was in the order of some 100,000 persons per annum, the impact of such economic activity on under-employment in the rural areas was almost insignificant.

13. The rising number of under-employed persons sought employment in the established wage-paying industries in the face of a falling demand in these industries. Quarterly sample surveys were conducted throughout the year in order to indicate variations in the levels of employment in agriculture, commerce and industry. These surveys indicated that the level of employment in wage-paying agriculture fell 5 per cent over the first half of the year and remained at this level for the rest of the year, while the level in non-agricultural employment rose by 5 per cent over the first three quarters of the year but fell by 3 per cent in the last quarter. A significant feature of wage-paying employment was the fact that although the level in employment dropped by 7.9 per cent between June 1962, and June 1963, the wage bill grew by 3 per cent. This general increase in wages led employers to conduct their businesses with the minimum amount of labour and to use more capital-intensive methods of production when possible. Furthermore, the turnover of labour due to the voluntary relinquishing of employment continued to decrease and thus employment opportunities open to workseekers were reduced more than the fall in the level of employment would itself suggest.

### The Employment Service

14. Twenty-four employment exchanges were in operation throughout the year, two exchanges in rural areas having been closed early in the year, because of the negligible demand for their services.

15. The operating figures for the Employment Service are given at Appendix II to this Report, the occupations being set out in accordance with the second revision of the occupational classification which was operative from 1st January 1963. The total number of registered applicants was 53,022 (12,541 or 19 per cent fewer than in 1962); the number of notified vacancies was 15,079 (8,529 or 36 per cent less than in 1962); and the number of placings 12,483 (6,354 or 34 per cent fewer than in 1962).

16. From May 1963, employers were no longer required to report engagements and discharges under the Employment Ordinance and thus the statistics from such returns were not available to enable activities within the Employment Service to be directly related to those in the employment market as a whole. However, general observation and field reports confirmed that the low operating figures for the service reflected the slackness of activity in the employment market throughout the country.

17. The reduced number of notified vacancies was to be expected as a result of the falling level of employment and the greater stability among those in employment. The falling-off of the number of registered workseekers, in the face of increasing unemployment, was a reflection of the feeling of futility among workseekers and there was also a decrease in the amount of peripatetic work-seeking during the year.

18. The figures given in Appendix II refer to the number of new registrations entered in the employment exchange books during the year. A better statistical indication of the pressure of workseekers in the wage-earning employment market is gained from the number of persons who regularly attended employment exchanges. During 1962, the number of registered workers on the books of the service throughout the year averaged about 7,000 while in 1963 the average was nearer 9,000.

### Employment of Women and Children

19. The number of adult females reported in employment at 28th June 1963 (77,429), was about 15,000 or 1 per cent less than in the previous year. The number of children (i.e. persons below sixteen years) reported in employment, 11,592, was some 2,522 less than in the previous year, but about the same proportion of the total labour force. The great majority of children and roughly two-thirds of the women were employed in agriculture. (See Appendix I, Table 1.)

### Dock Labour

20. Employment at the Mombasa docks continued at a steady level and, as in the previous two years, without the use of casual labour. Manual workers in the industry fall into three categories: those on monthly contracts, representing some 58 per cent of the stevedore and shore handling labour force; those on regular weekly contracts, representing a further 20 per cent; and the rest, termed "seasonal workers", who are also on weekly contracts but who have no guarantee of continuity of employment. The average number of men working on week-days throughout the year was 6,763 in these three categories. There was very little under-employment of weekly registered labour, as peak labour requirements were sustained for considerable periods and the 900 seasonal weekly men obtained full employment for many weeks of the year. At 31st December there was a total of 4,624 engaged in shore manual labour, divided as follows: 250 weekly seasonal

workers, 985 weekly registered workers, 2,224 monthly "serangs" or labourers, 1,165 monthly workers in other categories. The total stevedore manual force was 2,841, consisting of 650 weekly seasonal workers, 1,195 weekly registered workers and 996 monthly serangs, winchmen and labourers.

### Casual Labour

21. Although the Employment (Casual Labour) Rules which had previously regulated casual labour by law were repealed at the end of 1961, considerable use was still made of casual workers in Mombasa itself, largely in the produce markets in the Old Town, the High Level Godown Area and the Old Port. But there are in this area two distinct kinds of "casual labour": in building and civil engineering and to some extent in the scaling and painting of ships, there is a certain amount of employment of a very short duration; there is also a considerable body of "casually employed" workers, who receive only daily wages but have in fact been in regular employment—often with the same employer—for a number of years, and who are assured of around 18 days' work per month at the comparatively high average rate of Sh. 15 per day.

### SECTION 3—WAGES

22. Statutory regulation of wages and conditions of employment through Wages Councils, and Wages Regulation Orders, made on their advice, continued to develop during the year, as the great number of Orders listed in Appendix XII demonstrates. An Agricultural Wages Advisory Board was set up in June 1963, and recommended the establishment of a Wages Council for unskilled workers in the agricultural industry (excluding the plantations' industries). The General Wages Advisory Board also recommended that a Wages Council should be set up for the wholesale and retail distributive trades, and subsequently the Regulation of Wages (Wholesale and Retail Distributive Trades Wages Council Establishment) Order was made by the Minister on 24th June 1963.

23. In agriculture, the basic wage rose by Sh. 5 to Sh. 65 per month as a result of negotiations between the General Agricultural Workers' Union and the Kenya Farmers' Union. Agreement was reached on basic hours of work and holidays with pay for workers on sisal plantations between the Sisal Employers' Association (Kenya) and the Kenya Plantation and Agricultural Workers' Union. Other agreements in the timber trades gave a consolidated minimum rate of Sh. 70 per month with fringe benefits; an increase in the sugar industry was the result of an arbitration award; while conciliation led to increases for workers in the tea industry and in agricultural marketing.

24. The basic minima in rural areas contrasted with the urban average minimum of about Sh. 150 per month. Conciliation proceedings resulted in agreed rates for chemical workers in Nairobi varying from a minimum of Sh. 200 per month (inclusive of house allowance) for Grade I workers to Sh. 340 per month for Grade IV workers. Similarly, in commerce a starting wage of Sh. 200 was agreed in insurance, rising by annual increments to Sh. 315 per month. Other increases, as a result of direct negotiation between the two sides, affected engineering, the motor trade and power and lighting. In many cases such wage increases were a contributory factor in the difficulties facing the labour market, employers tending to seek labour economies in the face of rising wages.

25. In the docks in Mombasa wages were very much higher than in most other areas. Gross monthly earnings of both shore and stevedore workers were around Sh. 350 per month, with the value of fringe benefits, averaging over Sh. 67 more per month.

26. High wage levels were also found in the East African Oil Refinery where artisans and skilled workers were paid rates varying from 70 cents per hour to Sh. 4 per hour. The Refinery itself paid a minimum of Sh. 260 per month, with senior hands earning up to Sh. 650 per month.

27. Urban minimum wage regulations applicable to the thirteen towns in Kenya remained unchanged; but towards the end of 1962 statutory minimum housing allowances were reviewed by the General Wages Advisory Board and on the board's recommendations the Minister made a new Order effective from 1st February 1963.

28. The basic minimum wages and minimum housing allowances in force in the 13 towns at the end of the year were as follows:—

STATUTORY MINIMUM WAGES IN URBAN AREAS—DECEMBER 1963

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

An arbitration award relating to maternity leave led to an increasing number of claims for maternity leave with pay.

#### SECTION 4—INDUSTRIAL RELATIONS

##### Trade Unions

29. The year under review was one of consolidation for the Trade Union movement. Five new trade unions, all employee organizations, were registered. Seven trade unions were de-registered during the year, four being employee unions and four employer organizations. Among the unions de-registered were the Tea Plantation Workers' Union, the General Agricultural Workers' Union and the Sisal and Coffee Plantation Workers' Union, on the formation in August of the new Kenya Plantation and Agricultural Workers' Union. This amalgamation left out the Kenya Union of Sugar Plantation Workers. Of the employee unions only eleven now cater for individual races, while 41 are open to all races. Particulars of the various trade unions with the latest available membership figures are given in Table 9 (Appendix IV).

30. The latter half of the year saw the beginning of splinter groups in the trade union movement. The existing trade union legislation—due for amendment—was unable to prevent the taking over of union leadership by rivals who could achieve a minimum degree of support. The position deteriorated towards the end of the year, so that normal negotiation between employers and unions became virtually impossible.

31. The Kenya Federation of Labour remained the authoritative central organization of employee trade unions, and had 26 affiliates. For the employers, the Federation of Kenya Employers continued to increase still further its wide representation. The Federation catered for individual employers as well as employer organizations and its membership on 31st December 1963 was 674, compared with 524 for the previous year and 209 for 1961. The National Joint Consultative Council held regular meetings throughout the year, and the *ad hoc* committees of the Council, dealing with demarcation and other disputes, met as required. Demarcation committees dealt with 16 cases and proved valuable in preventing disputes between unions from spreading and involving management in strike action. The Joint Disputes Commission dealt with eleven cases which had reached deadlock or strike action after discussion between employer and union.

#### **Joint Negotiating and Consultative Machinery**

32. There was no marked change in the number of joint consultative and negotiating bodies from those in existence during the previous year.

3. Joint Industrial Councils met regularly and, because of their determination to function effectively, were responsible for preventing serious strikes. The Distributive and Allied Trades Council, however, was unable to reach agreement and the strike which followed was settled by referring the dispute to a Board of Inquiry. In the docks the Joint Industrial Council had another successful year of negotiation in settling their problems without recourse to strike action. The ability of this Council to work in harmony contributed greatly to the smooth inauguration of a one-employer system in the port of Mombasa, and the peaceful transfer of workers from their previous employers to the single East African Cargo Handling Services.

#### **Trade Disputes**

34. In 1963 the number of industrial disputes resulting in stoppages of work totalled 230 and involved 54,000 workers causing a loss of 235,000 man-days in all industries and services. This represented a considerable decrease from the previous year's total of time lost and in the number of employees involved, though the number of stoppages was about the same.

35. The Industrial Relations Charter, which had been signed towards the end of the previous year, played an important part in keeping down the number of strikes, industrial disputes and unrest that would hamper the economic recovery of the country. It was to be expected that in the climate of change accompanying the introduction of internal self-government on 1st June, and the promise of full Independence at the end of the year, there would be a certain amount of unrest. But the general acceptance of a pattern for the settlement of disputes contributed greatly to keeping down the number of stoppages of work; and the figures also seem to emphasize the effectiveness of the system of negotiation and consultation, established over the past years, in settling strikes and reducing the amount of time lost to production. A number of the strikes which did occur during 1963 were in sympathy with other stoppages and this was particularly so in the agricultural industry: the amalgamation of unions in plantations and general agriculture, although it had other advantages, tended to increase this trend. The distribution of stoppages by industry and service, and a comparison with previous years, is given at Appendix IV, Table 10.

36. The provisions of the Trade Disputes (Arbitration and Inquiry) Act were invoked on 123 occasions. Twelve of these disputes were eventually referred to statutory arbitration and were the subject of awards, and four disputes were referred to Boards of Inquiry. The remainder were either settled by conciliation proceedings under the Act or referred back to the parties concerned for further negotiation.

#### **Labour Advisory Board**

37. The Labour Advisory Board and its subcommittees provide the formal machinery through which Government consults with the two sides of industry on matters of mutual concern, advising the Minister on labour legislation and policy. The Board itself met three times during the year, and among the subjects discussed were the "employment engagement return", the proposed interim revision of the Employment Act, minimum wages expressed as hourly, daily or weekly rates, the employment exchange services, and a proposed revision of the Trade Unions Act. The Legislation Subcommittee met once to consider the proposed amendments to the Trade Unions (Accounts) Regulations which had been referred to it by the Board. The International Labour Conventions Subcommittee also met to consider and advise on the application of Conventions to Kenya.

### **SECTION 5—TRAINING AND ALLIED ACTIVITIES**

#### **Supervisory Training**

38. The availability of trained staff was the limiting factor in the development of supervisory training during 1963. The first half of the year saw the departure of two experienced training officers and it was not until the second half that another training officer was sufficiently experienced to assume the full range of duties. However, despite the fact that the section was operating through the year virtually at half strength, the total number of supervisors trained over this period was only some 20 per cent lower than the record figure of 3,671 achieved in the previous year.

39. This shortage of staff was also reflected in a slight decrease in the numbers of Training Within Industry. Instructor-courses held five, as against seven, in 1962. This in turn led to a corresponding decrease in the numbers of supervisors trained by firms' own Training Within Industry trainers. There was a record demand for Instructor Training, and thirty-four nominees from nineteen different organizations, including two from Rhodesia and Uganda, were trained in 34 Training Within Industry programmes.

40. Six special residential supervisory courses, mainly for the plantation and agricultural industries, were held in 1963, one more than in 1962. This slight increase was occasioned by two special courses for the Department of Agriculture as part of that Department's extension training scheme. Further considerable assistance was also given to the Kenya Institute of Administration in supervisory training for civil servants, particularly at the executive grade level.

41. Training Within Industry courses for trade union officials, first introduced in 1962, were continued and four such courses were held during the year in the tobacco, tea, oil and chemical industries.

42. An interesting feature of 1963 was the development of informal monthly meetings of industrial training officers, mainly for the larger organizations in the Nairobi Area, where matters of mutual interest relating to training could be discussed. The training section played a leading part in the organization and development of these meetings, which provided an excellent means for new training officers to get to know their counterparts in other organizations, and for existing training officers to improve their instructional techniques.

43. The training section was also responsible for organizing the Ministry's "In Service" training courses for its own staff. Four courses, each lasting one week, were held in the first half of the year. From then onwards, however, they were suspended in favour of the special I.L.O. Labour Administration courses, three of which were held in Nairobi in the latter half of the year.

#### **Apprenticeship and Trade Testing**

44. The first African trade testing officers were recruited as supernumeraries during the year. Two were appointed in January, and within a month, one of them had taken over responsibility for trade testing in the tailoring, shoemaking and upholstery trades. The second supernumerary officer, dealing with the building trades, was able to have ten months training before the departure of the expatriate he was understudying. A third African was appointed a trade testing officer in November, and started a comprehensive training in the metal working trades.

45. The Controller (or, as he was then called "Officer-in-Charge") also retired from the Service under the limited compensation scheme. For a time, the most senior trade testing officers acted in the post but at the end of the year the substantive Chief Inspector of Factories was seconded for duty as Controller. It was felt that there were distinct advantages attached to having a professional engineer in charge, especially during the reconstruction of the new Trade Testing Centre—a matter which is referred to below.

46. In April the Trade Testing Rules were revoked. The Rules had been subsidiary to the Employment Act, and applied only to people in employment, whereas in present circumstances it was equally important to trade-test school leavers and other persons not actually in employment. Their revocation did not affect the working of the Trade Testing Scheme itself which continued to operate as before.

47. 2,177 routine trade tests were carried out during the year. This figure is 204 less than in 1962, largely on account of the decrease in activity in the building industry. An analysis of the tests, by trades and results, is given in Table 11. The number of candidates who passed their tests was 990 or 45 per cent—which has been the average percentage of passes over the last three years. Within the three main grades of test, the numbers and corresponding percentages of successful candidates were as follows: Grade I, 110 (or 31 per cent); Grade II, 192 (or 40 per cent); Grade III, 688 (or 51 per cent). Although the percentage of passes in Grade I was down from the previous year (in 1962 it was 34 per cent) there was a slight improvement in respect of the other two grades—in 1962 the percentages for Grades II and III were respectively 38 per cent and 49 per cent.

48. At one time, trade-testing for immigration purposes (i.e. on behalf of the Immigration Department to decide on the suitability of an immigrant for continued residence) formed a substantial part of the work of the section. But in recent years the number applying for this type of trade test has dwindled considerably and, in 1963, only one such test was undertaken.

#### **Trade Testing Centre**

49. From its inception, the Trade Testing Organization occupied rented accommodation and for that reason there was little encouragement to improve the permanent facilities. In the Report for 1962, mention was made of the generous gift of machinery by the Australian Government. As this machinery could not have been adequately housed in the original premises, efforts were made to find alternative accommodation, with the result that old workshop

buildings, originally belonging to the Ministry of Works, were transferred for use as a new centre. Late in the year work was started on moving to the new premises, but the move was expected to take up to four months. The buildings handed over were in a poor state of repair and their renovation entails considerable expenditure: a local brewery made a gift of £1,000 to Kenya's National Fund with the request that the money be used for this purpose.

50. The delivery of the Australian gift machinery took longer than was expected and it was only towards the end of the year that the first consignment arrived. The gift includes borehole, metal working and woodworking machinery as well as various items of electrical gear and hand tools and will be a most welcome addition to the equipment already in use.

### **Apprenticeship**

51. At the 31st December 1963, 691 training contracts were registered under the Industrial Training Act, 248 being for apprenticeship and 443 for indentured learnership. An analysis of these registrations, by trade and type of contract is given at Table 12; and at Tables 13 and 14 respectively, details of the contracts registered and completed or otherwise terminated during 1963, are also shown. At first sight, these last two tables would appear to be slightly out of balance due to the large number of contracts terminated in 1963. However, this is explained by the completion of an intensive training programme by East African Oil Refineries for their Mombasa refinery and also the release from contract of the first batch of East African Railways and Harbours' "crash programme" trainees.

52. A further seven employers were approved under the Industrial Training Act to employ apprentices or indentured learners bringing the total to forty-two. In their capacity as Inspectors of Apprenticeship, trade testing officers carried out numerous inspections of those premises where training was undertaken, to ensure that adequate standards were being maintained.

## **SECTION 6—FACTORY INSPECTORATE**

### **Industrial Development**

53. At 31st December 1963, the number of premises registered under the Factories Act was 5,414, an increase of 137 over the figure for 1962. Table 15 at Appendix VI gives an analysis by industry of all registered factories.

54. A satisfactory increase in the pace of industrial activity was maintained throughout the year and several schemes to establish factories in different parts of the country were announced. These included a project to establish a pulp and paper mill at Broderick Falls, at an estimated cost of £4½ million, which was expected to provide work for 2,500 people, and a revival of a £1,000,000 scheme, shelved some two years previously, to build a rayon spinning and textile weaving mill at Mombasa.

55. One of the most encouraging trends in the economic advancement of the country was the loan of £22,000 which was made to African businessmen to set up sixteen industrial projects. Amongst these are factories for the manufacture of miniature torch bulbs, starch, blotting paper, pottery, and ball-point pens (the only part to be imported being the small metal nozzle which holds the ball-point).

56. The outstanding event of the year, marking a milestone in the industrial development of the country, was the opening of East Africa's first oil refinery. Built at Changamwe, Mombasa, at a cost of £5 to £6 million, the factory is compact and highly automated, and is one of the most modern in the world, capable of handling 2,000,000 tons of crude oil a year to produce a full range of petroleum products.



### Safety

#### ACCIDENTS—GENERAL

57. Factory accidents reported during 1963 totalled 1,554 (4 of them fatal) as compared with 1,571 (6 of them fatal) during 1962. In the following table, the percentage distribution of all accidents is shown by main causation groups (the corresponding figures for 1962 are given in brackets).

CAUSES OF FACTORY ACCIDENTS

Cause	Percentage of Total	
Power-driven machinery .. .. .	25%	(24%)
Handling of goods or articles .. .. .	25%	(28%)
Use of hand tools .. .. .	11.5%	(12%)
Falls of persons .. .. .	8%	(7%)
Struck by falling objects .. .. .	6%	(6%)
Stepping on or striking against objects .. .. .	4%	(4%)
Hot or corrosive substances .. .. .	4%	(5%)
Fire and Explosions .. .. .	1.5%	(1%)
Transport .. .. .	1%	(1.5%)
Electricity .. .. .	0.5%	(1%)
Miscellaneous .. .. .	13.5%	(10.5%)

58. There was a serious shortage of Inspectors throughout the year, but despite this, 171 accidents were investigated (a decrease of 74 as compared with the 1962 figure), which represents an investigation rate of 10.5 per cent.

#### ACCIDENTS DUE TO HOT SUBSTANCES

59. Fatal accidents occurred in the boiling rooms of two jaggery factories when two employees died from the burns they received after falling into the hot liquids contained in syrup boiling pans. Both rooms were designed along conventional lines, being equipped with three pans arranged over a furnace in such a way that the sugar-cane juice is subjected to an increasing degree of heat as it is run from one pan into the other. Water is then run into the pan after the syrup has been drawn off in order to prevent the residual sugar, adhering to the walls of the pan, from "burning" and spoiling the pan. In the first case, the worker climbed on to a ledge surrounding the third pan, which at the time was full of boiling water, in order to retrieve some pieces of jaggery, and over-balanced and fell in. In the second case, the only way to cross from one side of the pans to the other was by climbing over the top of the pans and the worker in doing so slipped and fell into the pan which contained hot sugar-cane juice.

#### MACHINERY ACCIDENTS

60. The number of accidents caused by prime movers and transmission machinery was 43 as compared with 27 in 1962, 29 in 1961 and 30 in 1960—a serious rise which can only be accounted for by a deterioration in the standard of guarding. A lack of guarding was also responsible for a rise in the number of accidents caused by power presses. In 1963 there were 9 as compared with 4 in 1962, 7 in 1961 and 10 in 1960.

#### THE FENCING OF DANGEROUS MACHINERY

61. There was, on the whole, a lowering in the standard of machine-guarding which was partly attributable to the lack of staff to ensure the systematic inspection of premises, but also to inefficiencies on the part of factory engineers. Many

factories changed hands and the new owners often attempted to reduce their costs by lowering the wages offered to their supervisory and maintenance staff. This resulted in a wage level insufficient to keep existing staff or to recruit new men of the right calibre.

#### JOINT FACTORY STANDING COMMITTEE FOR THE SISAL INDUSTRY

62. The Interim Report of this Committee was published in 1960 and was instrumental in raising the standard of guarding in most sisal factories. However, the management of some factories has changed with the result that there has been a decline and, in some instances, a rapid deterioration in the standard of guarding.

#### FACTORY ADVISORY COMMITTEE FOR THE TEA INDUSTRY

63. This Report was published in 1962 and satisfactory progress was made during the year in nearly all tea factories in implementing its recommendations. Some difficulties were reported in obtaining electrical interlock switches sufficiently robust to stand up to rough usage and suitable for use in wet surroundings.

#### EXAMINATION OF PLANT (GENERAL)

64. Complaints were received from occupiers that some authorized inspectors were late in carrying out the examination of their boilers or, alternatively, that they could not obtain the services of a particular man. Investigation showed that there was substance in these complaints which indicated that there was an insufficient number of suitably qualified persons on the panels. Judging by the number of requests received in connexion with steam boilers and the fact that most boilers are insured by companies which make it a condition of insurance that they are regularly examined by an authorized boiler inspector, it seems that most steam boilers were regularly examined even though, in some instances, the statutory period was exceeded. The position in respect of air receivers, lifting tackle and cranes was not so satisfactory, and often the examination was only carried out after the visit of an inspector.

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

65. The number of hoists and lifts in non-factory premises and notified under the Order rose from 276 to 304. Lifts are now installed in 168 premises other than factories. Many lifts were not being examined within the statutory six-month period due in part to the fact that there was a shortage of approved persons. Most lifts, however, were serviced by their agents on a contract basis and on the whole they were well maintained.

#### THE FACTORIES (CELLULOSE SOLUTIONS) RULES

66. There was a deterioration in the standard of compliance with these Rules, the main criticisms being in connexion with the maintenance of electrical equipment and mechanical exhaust fans—many of which were found to be out of order—and the improper storage of cellulose paints and thinners. Management and workers alike still did not appreciate the fire hazard associated with the use of cellulose paints and cases were still reported of workers welding, etc., within a few feet of other workers engaged in spray painting.

#### THE FACTORIES (WOODWORKING MACHINERY) RULES

67. Woodworking machinery again accounted for approximately one-third of all the accidents caused by power-driven machinery, the actual number being 106 (one fatal) as compared with 117 (none fatal) in 1962. Woodworking machines are inherently dangerous and difficult machines to guard (this being the reason

why they are the subject of special rules) and the only way of improving the accident rate is to obtain the co-operation of both factory occupiers and workers in raising the standards of safety in factories beyond the bare legal requirements of the Rules.

#### THE DOCKS RULES, 1962

68. A total of 890 accidents was reported under these Rules as compared with 428 in 1962. From the facts found in investigating some accidents and the subsequent checks made in dispensaries it is considered that this large increase is partly due to excessive zeal in reporting all accidents whereas only those involving absence from work for three days or more require to be included. The pattern of accidents remained the same as in the previous year and, as is to be expected, those falling under the headings of "handling of goods" and "struck by falling objects" form the major causation groups—being 45 per cent and 21.5 per cent respectively of the total. There were no fatal accidents reported during the year.

69. The Rules came into force on the 1st December 1962, and in Mombasa the general standard of compliance was good, though there are still certain problems to overcome. At Kisumu, a much smaller port, a reasonable standard of compliance was achieved and maintained.

#### USE OF ELECTRICITY

70. Instances of the dangerous use of electricity continued to occur in factories, many of them showing a blatant disregard for the safety of workers. In one typical case the occupier of a factory in Nairobi, not to be defeated because the plugs of two flexible cables supplying power to portable electric drills had broken, simply plugged the bare conducting parts of the plugs into the wall sockets leaving the earthing terminal to dangle free within a fraction of an inch of the live parts.

### Health and Welfare

#### CLEANLINESS

71. Standards of cleanliness, especially in the smaller factories were low; the basic problem remained one of educating management and workers to appreciate the importance of good hygiene and cleanliness.

#### OCCUPATIONAL DISEASES

72. Two cases of anthrax were reported from a Mombasa factory handling hides and skins. Both were diagnosed at an early stage and successfully treated.

73. Two cases of industrial dermatitis through contact with kerosene were reported; one occurred in a motor vehicle repair workshop after a worker had used kerosene to clean engine parts, and the other in a large aircraft repair workshop after a worker had cleaned out an aircraft fuel tank containing kerosene.

#### CANTEENS AND OTHER WELFARE FACILITIES

74. Few additional factory canteens or other similar amenities were started but one enlightened factory near Nairobi opened a welfare hall for its employees which included a canteen, games and reading rooms, and a wide-screen open-air cinema. Another firm provided a canteen to which was attached a small laundry for washing overalls, etc., fitted out with three automatic washing machines.

## MEDICAL FACILITIES

75. A very welcome move was made by two large firms which arranged for a doctor to hold surgery on their premises every day—a scheme which has proved very successful. Both factories provided a waiting room, a consulting room, a treatment room, and a rest room. In one case a trained nurse was employed in full-time attendance.

## SECTION 7—SOCIAL SECURITY

### Workmen's Compensation

76. The total number of accidents reported under the Workmen's Compensation Act (Cap. 236) during 1963 was 4,761. Of these, 96 were fatal, 399 were known to have resulted in permanent incapacity, and 2,594 in temporary incapacity for a period of at least three consecutive days; in the remaining 1,672 cases, a medical report as to the resulting incapacity had not been received by the end of the year. An analysis by industry of all reported accidents, showing the degree of incapacity where known, is given in Table 16.

77. The total number of accidents reported, which was nearly 10 per cent over the 1962 figure, was the highest ever recorded. However, it was gratifying to note that fatalities were lower than in the previous year (96 compared with 101). Thirty-four of the fatalities occurred in agriculture, 21 in the manufacturing industries, 12 in the building and construction industry, and 9 in the transport, storage and communications industries. Taking all accidents into consideration, the greatest number occurred as usual in the manufacturing industries (1,671). This is the highest figure ever recorded for a single year. But there was a still greater increase in the transport, storage and communications industries (1,308), which was a 49 per cent rise over 1962: contributory factor in this sharp numerical increase is believed to have been better reporting of accidents in the dock industry consequent upon the coming into force, on 1st December 1962, of the Docks Rules under the Factories Act. Agriculture and the building and construction industries recorded 766 and 434 accidents respectively.

78. Compensation paid out during the year in respect of death or permanent incapacity amounted to £65,030. In addition, further amounts totalling £28,840 were given in the form of periodical payments to workmen suffering temporary incapacity. The total of £93,870 was the highest annual total yet paid out.

79. Analyses of the causes of accidents, and of the nature and location of injuries sustained, are given in Tables 17 and 18. Handling without machinery was the major cause of accidents, as in all previous years since statistics were compiled, and 1,265 was a peak figure recorded. Transport (567) and power-driven machinery (500) maintained—for the fourth successive year—second and third order of causation. Hand tools not power-operated (469) was another record figure, with fourth place. Falling objects (461) and falls of persons (454) were in fifth and sixth order respectively, a reversal of the 1962 pattern. As in previous years, contusions, abrasions or cuts (68 per cent) formed the major proportion of injuries, followed by fractures (12 per cent). Fingers were involved in 27 per cent of all classified injuries.

80. Two cases of anthrax (a scheduled occupational disease) were notified. Medical reports as to the resultant incapacity had not been received by the end of the year.

81. Post Office Savings Bank deposits held in trust by the Registrar of Workmen's Compensation amounted to £4,033 at the end of the year. Authorized withdrawals made during 1963, aggregated £446.

82. The Workmen's Compensation (Amendment) Act, 1963, came into force on 13th August 1963. The more important amendments affected sections 24 and 25 of the Workmen's Compensation Act, concerning a workman's alternative remedies. Previously, under section 24, where an injured workman who sued his employer for compensation and also a third party for damages in respect of the same injury, received an award of compensation against his employer, he was precluded from receiving damages. This was considered to be unjust. The amending Ordinance accordingly enables a workman to obtain both compensation and damages, but the compensation is taken into account in the assessment of damages. The amendment to section 25 provides that a workman who has recovered compensation from his employer is not thereby debarred from proceeding against the employer for damages. However, if damages are awarded after compensation has been paid, their amount must take into account any compensation received. By the same token, a workman who has recovered damages from the employer cannot institute proceedings for compensation.

### **Security for Old Age**

83. During 1963, the services of an expert, Mr. E. Turner, of the British Ministry of Pensions and National Insurance, were obtained to provide advice on the establishment of a National Provident Fund Scheme. Mr. Turner's Report was still under consideration by Government at the close of the year.

84. Both sides of industry showed considerably increased interest in the establishment of Provident Fund Schemes. As a result 30 such schemes, covering a total initial membership of 3,482, were approved during the year. Amendments to eight existing schemes were also approved. Eighteen of the new funds were insurance schemes administered either by professional pensions' trustees or insurance companies, while ten others were generally controlled either by trustees or managing committee composed jointly of management and employee representatives.

85. During the year, the Controller of Savings Banks issued Model Provident Fund Regulations in connexion with schemes operated on behalf of private employers by the Post Office Savings Bank. These Model Regulations were drawn up after consultations between the Controller, the Commissioner of Income Tax and the Labour Department. By the end of the year, one scheme based on these Regulations had been granted formal approval by the Labour Department.

86. Another Model Provident Fund Scheme, covering the Kenya Sugar Industry, was also approved during the year, after discussions between the Kenya Sugar Employers' Union, the Commissioner of Income Tax and the Labour Department. One scheme, based on the model, subsequently received the formal approval of the Labour Commissioner.

### **SECTION 8—REGISTRATION OF PERSONS**

87. The Registration of Persons' Section of the Department continued its functions of registering people of all races under the Registration of Persons Act (Cap. 107) and of domestic servants under the Domestic Employment (Registration) Act, (Cap. 228).

88. The number of new identity cards issued during the year under the Registration of Persons Act was 38,487, a decrease of 5,567 on the 1962 figure; in addition there were 34,028 re-issues of identity cards, 14,299 fewer than in 1962. Voluntary registration under the Domestic Employment (Registration) Act continued on a reduced scale, new registrations totalling 348 (compared with 612 in 1962) and re-registrations 78.

89. During the year the Economy Commission recommended that the Central Registration Office should be closed down completely. However, Government decided to retain registration but to dispense with the maintenance of records of employment. As a result, the annual cost of operating the office was reduced from £58,000 to £30,000 as from the 1st July 1963. Staff were reduced to 72 in the 1963/64 Estimates as against 125 the year before, and of those who were made redundant some were allowed to retire under the limited compensation scheme whilst others were transferred to other Government departments.

### SECTION 9—ORGANIZATION, STAFF AND INSPECTION ACTIVITIES

90. The Department functioned, for administrative purposes, in ten 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; the Training Section; the Statistical and Employment Records Section; and the Registration of Persons Organization.

91. Much of the work, in particular that of the Field Inspectorate, is organized on a regional basis. There are five main regions—the Coast Province, Southern Province and Nairobi Extra-Provincial District, Rift Valley Province, Nyanza Province and Central Province—each in charge of a Senior Labour Officer based in Mombasa, Nairobi, Nakuru, Kisumu and Nyeri respectively. Within these five regions (or provinces) labour officers have their offices at the following centres:—

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

There are also sub-offices, in charge of Senior Labour Inspectors, at Kisii, Machakos, Nandi Hills and Naivasha. The work of the Department is of necessity mainly confined to the areas of large-scale farming and the larger urban centres, where the bulk of the labour force is employed. Lack of staff has hitherto severely restricted activities in the African tribal areas.

92. In the following table, the approved Estimates of Expenditure for the financial year 1963/64 are set beside actual expenditure during the financial year ended 30th June 1963:—

	Estimates 1963/64	Actual Estimates 1962/63
	£	£
Personal Emoluments—		
General Administration including Registration of Persons .. .. .	177,500	205,845
Other Charges .. .. .	95,000	87,595
Gross Total .. .. .	272,500	293,440
Appropriation-in-Aid .. .. .	21,550	21,311
Net Total .. .. . £	250,950	272,129

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 5,976 inspections were carried out by the Department's non-specialist field services (including the Wages and Resident Labour Inspectorates), whilst 6,128 visits were made for purposes other than formal inspections.

#### ARREARS OF WAGES RECOVERED

Industry or Service	Total Amount Recovered
Hotel and Catering .. .. .	55,240
Tailoring and Garment Making .. .. .	23,200
Road Transport .. .. .	15,347
Motor Engineering .. .. .	19,640
Baking Flour, Confectionery and Biscuit Making .. .. .	15,136
Building and Construction .. .. .	5,913
General Wages Regulation Order .. .. .	31,112
Not covered by Wages Regulation Order .. .. .	16,058
<b>Total .. .. .</b>	<b>181,646</b>

## PART II—SOCIAL SERVICES

### SECTION 1—INTRODUCTION

1. Social Services, for the first five months of 1963, continued to be the responsibility of the Ministry of Social Services. In May 1963, the Children's Department, which includes the Approved Schools and Probation Services, was transferred to the newly formed Ministry of Home Affairs while the remaining sections of the former Ministry of Social Services were placed within the portfolio of the Minister for Labour to form the Ministry of Labour and Social Services.

2. This was a year of consolidation and of beginning to formulate a social services policy which could be implemented effectively within the new Constitution. At the request of the Kenya Government an adviser was provided by the British Department of Technical Co-operation to act as a consultant on social development and to assist with policy planning.

3. Increased emphasis was placed on Social Services throughout 1963 by all sectors of Government. Local authorities, in particular, demonstrated this by accelerated support to programmes within their areas and additional aid was provided by Technical Assistance agencies.

### SECTION 2—COMMUNITY DEVELOPMENT

#### General

4. A Kenya-wide two-day conference, held at the Kenya Institute of Administration during July 1963, was a highlight in the activities of the Community Development section. The purpose of this conference was to examine the many significant changes which had occurred, and which were expected to occur, in Kenya's Community Development programme. At the conclusion of this conference a detailed report was compiled to form a working basis for a National Plan for Community Development.

5. Under the new Constitution, Community Development became a matter within the exclusive competence of the Regional Assemblies. This responsibility was assumed in November 1963 when personnel and supporting finance, etc., was transferred to the regions. The Ministry of Labour and Social Services, however, continued to be advisory in policy matters, to remain in charge of Community Development training programmes and to be responsible for negotiations in relation to technical assistance in support of Community Development projects.

6. Considerable success was achieved in the promotion of self-help schemes. In many cases the enthusiasm and demand of the communities exceeded the service which could be provided by the limited numbers of Community Development staff available. Self-help activities covered a wide range of local development projects. Reports indicate that in most areas initial projects were related to cultivation—communal ploughing and harvesting, pasture clearing and land consolidation. Group action in land enclosure stimulated further activities such as the construction of roads of access and the building of stores for produce. Much attention was given, by self-help groups, to the development of water supplies through spring protection and building dams. The construction of simple bridges, nursery centres and other community buildings was also undertaken by self-help groups. Such projects have fostered co-operative effort in brick-making and similar skills. It is interesting to note that self-help activities have flourished primarily in areas where it has been possible to supply professionally trained Community Development personnel, working in close co-operation with officers of the technical departments.

7. In all areas Community Development staff paid special attention to the promotion of, and training for, local leadership. Communities were encouraged to accept increased responsibility in understanding and participating in the planning and the execution of community affairs. This approach was reflected in the growth of adult literacy classes, youth centres, women's groups, nursery centres and an increased interest in sports and other forms of recreation.

### **Training**

8. In 1963 the Community Development Training Centre at Kabete became integrated with the Kenya Institute of Administration to be known as the Department of Community Development Training. The first two-year professional training for Community Development officers, which is believed to be the first of its kind in Africa, was completed during 1963. In addition to this Government localization training programme, specialized courses were held to support Community Development assistants, district training centre instructors, youth leaders and social welfare workers. They were planned in accordance with priorities for training as indicated by field officers.

9. The expansion of two district training centres, Embu and Kisii, was made possible through the Agency for International Development assistance programme during 1963. Other centres also were helped, by the training staff and advisers, to introduce improved curricula in preparation for the future extension of their training facilities. In all cases district training centres have been encouraged to plan courses, based on approved Community Development training methods, to provide for their local training needs. These courses were held for all grades of workers employed in community services as well as for local leaders.

10. Thirty-four participants were sent for overseas in-service training and observation in Community Development during the 1962-64 project period. These training awards were made possible as part of the Agency for International Development assistance programme. Candidates included training staff, Community Development officers and Community Development assistants employed by local authorities. In addition to this in-service training plan, several scholarships were provided through other agencies and governments to allow Community Development personnel to take part in a variety of seminars and training courses overseas.



### Adult Education

11. Adult education programmes throughout 1963 were closely aligned with self-help and other Community Development activities. Considerable co-ordination was effected by the Advisory Council on Adult Education through its membership representing Government departments, voluntary agencies, services such as broadcasting and television, and the University extra-mural department.

12. Over 105 television sets were provided in 1963 for use in community centres, training institutions, etc. These sets were made available by various governments and international firms in co-operation with the Kenya Broadcasting Corporation and the Ministry of Labour and Social Services.

13. A Government subvention was made available in 1963 to the Literacy Organizing Centre. This centre worked in close liaison with the Advisory Council on Adult Education and the Community Development section of the Ministry. Extensive training in literacy methods was carried out by the staff of the Literacy Organizing Centre. This training was undertaken in conjunction with Community Development training programmes and also in relation to requests from local communities where literacy classes were formed by self-help groups. In addition to training, this centre has done very valuable work in the production of literacy materials. Amongst a variety of productions it was responsible for the preparation of a series of literacy lessons which were filmed and used for television viewing.

### Women's Activities

14. A determined effort was made during the year to relate instructional programmes for women to the overall pattern of community activities. Members of women's groups have been encouraged to accept responsibility for welfare services within their communities and to assist in specific projects such as communal feeding, care of the aged, and the supervision of nursery centres. The participation of women in self-help projects during 1963 indicated the desire and willingness of women to raise the standards of living through example and voluntary effort.

15. The *Maendeleo ya Wanawake* Organization, which functions as a completely autonomous body, maintained a close link with the Ministry of Labour and Social Services. As in past years, this society continued to be an effective medium for many facets of women's education, adult literacy and, most recent, the promotion of cottage industries.

### Nursery Centres

16. Nursery centres flourished beyond all expectation during 1963. This may be largely attributed to the interest taken in, and the backing given to, this work by women's voluntary societies. The estimated number of centres which have been established is 2,400. Many of these are self-supported; others are assisted by county councils.

17. Through the auspices of the Presbyterian Women of the United States two experts in nursery work and instruction were made available, at the request of the *Maendeleo ya Wanawake* Organization, to undertake a programme of training in Kenya. An initial course was arranged at the Department of Community Development Training to which districts were invited to send senior nursery workers who would later take teaching responsibility in local courses. A series of courses for nursery instructresses then followed, in appropriate training centres, on a regional basis. Under the guidance of the two experts this programme of training was intended to serve as a demonstration and a pattern for additional courses to be held at district level.

### Technical Assistance

18. Reference has been made throughout the preceding paragraphs to various aspects of technical assistance provided to the Community Development programme during 1963. Under the provisions of agreement between the Agency for International Development and the Kenya Government some £86,000 was contributed. This aid was given principally in the form of three technical advisers, one of which was attached to the Embu Training Centre, overseas training for Community Development personnel, capital assistance for the expansion of district training centres, and vehicles and other commodities in support of the A.I.D. assisted projects.

19. Unicef also contributed generously to the promotion of the Community Development programme through the provision of stipends to assist non-officer level training in both the district and the central Community Development centres. In addition, tools and machines for instruction in youth centres, transport for community workers and reimbursement of the salary of the Community Development officer, responsible for liaison between the Ministry and the *Maendeleo ya Wanawake* Organization, were provided.

20. The Independence gift from the United States Government was 24 lorries for issue to county councils to be used to support Community Development self-help activities.

## SECTION 3—YOUTH ORGANIZATION

### Youth Council of Kenya

21. The Youth Council met at regular intervals throughout the year and continued to provide a forum on which organizations concerned with children and young people can meet to discuss matters of mutual interest. Of particular importance was a report on the training of social workers, produced by a sub-committee of the Council.

### The Kenya Youth-Helps-Youth Campaign

22. The major event of the year was the visit of the popular singer, Cliff Richard, in February—culminating in a charity performance before a vast crowd at the Mitchell Park Showground. The involved administrative and security arrangements for this show were further complicated by unseasonable rain and by a bus strike; but all came right on the night, and a considerable sum of money was added to the campaign coffers.

23. Responsibility for the distribution of Youth-Helps-Youth Funds to the various charitable organizations serving needy children was given to the Kenya Case Committee. This Committee, meets monthly and awards grants to organizations in many parts of Kenya. Rather less than half the available money was outlayed in 1963.

24. To spread funds out for as long as possible, great emphasis continued to be placed on the sponsorship scheme whereby a school, youth club, firm, Government Department or private individual undertakes to raise the money to cover a year's care for a specified child. This scheme has been outstandingly successful. It was given a considerable boost in September when various children were sponsored by the Prime Minister and several members of his Cabinet.

### The Kenya Association of Youth Centres

25. Youth Centres continued to play an important role in community affairs during the year by providing training opportunities for boys and girls who, for various reasons, were not able to attend school. However, the number of Youth Centres decreased to 152 as compared to 161 in 1962. In some areas, an increase in school coverage played a part in this decrease—a satisfactory reason, since

youth centres were largely intended as a method of filling a gap until educational facilities are expanded. A start was made on developing certain specially selected centres into institutions for residential care. It is expected that these will have a permanent place in Kenya's social services, irrespective of school coverage.

26. A further request for financial assistance was made to the Dulverton Trust in December. A favourable, although limited response is expected, but this is likely to be the Trust's final donation, and the Association will, therefore, have to rely entirely on local resources.

#### **The Starehe Boys' Centre**

27. Excellent development has taken place during the year; but, even so, this has hardly matched the demands of children being newly brought into care. The total number of boys remains constant at about 500, but the number of boarders has now grown to more than 50 per cent of this total, and includes over 100 court committals.

28. The new dining, kitchen and dormitory blocks, constructed at a cost of more than £16,000, were officially opened on the 1st March 1963. His Worship the Mayor performed the ceremony, supported by the Ministers of Social Services and of Labour. By the end of the year the new dining room had been outgrown and had received a £1,000 extension; and overcrowding was again becoming apparent in the dormitories.

29. A major advance during the year was the commencement of the primary school buildings, being constructed from an £11,000 grant made by the Oxford Committee for Famine Relief. On completion in 1964 the new school will qualify for registration, and will enable Starehe boys to sit the Kenya Preliminary Examination for the first time.

30. As usual, generous donations towards the running costs were made by the Kenya Shell and B.P. Companies and the Sheikh Trust, and the Ministry of Labour and Social Services continued to maintain about 90 of the boys from its Relief of Distress Funds. Even so, a formidable deficit remained to be met from unpredictable minor donations, and a very great deal of work and worry went into keeping the Centre solvent.

#### **The Save the Children Fund**

31. The Fund continued to run the Kariokor Rescue Centre, and to achieve much success in persuading young waifs and vagrants to seek help of their own accord.

32. It has been agreed that the Fund's Place of Safety should be built on ground adjacent to the Starehe Boys' Centre, and the Foundation Stone was laid by Sir Edward Windley, Chairman of the Fund, on the 4th March 1963. The buildings, including dormitories and a clinic, came into use during the last quarter of the year. An immediate flow of children was received from various sources, including the Juvenile Court and voluntary agencies.

#### **Independence Celebrations**

33. In the latter part of the year, much time was spent in co-operation with the Youth Rally Committee of the Independence Celebrations Directorate. This activity resulted in a series of major displays before a vast and enthusiastic crowd on the afternoon of December 12th.

34. With the co-operation of the City Council of Nairobi, an Independence Party, attended by some three thousand children, was also organized.

### General

35. A major course for the training of Youth Leaders, from all parts of Kenya, was held in September/October 1963. During the year many lectures were delivered to youth seminars, schools, courses for district officers, probation officers and social work trainees, etc.

36. A project for the establishment of a Girls' Centre in Nairobi on the lines of the Starehe Boys' Centre was initiated during the year. Although progress was slow, as difficulty was experienced in finding suitable premises, by the end of the year this problem had been surmounted with the help of the Salvation Army, and the scheme is expected to come into operation during 1964.

37. As usual, at the Royal Show and the East African Industries' Show, a display was organized. Youth Centre members assisted various charitable organizations with their annual Flag Days.

### SECTION 4—SPORTS ORGANIZATION

38. Writing in the December 1963 issue of *Kenya Sports Review*, the hon. E. N. Mwendwa, Minister for Labour and Social Services, said: "Behind the activity of sport in Kenya, there is a considerable amount of organization without which the opportunities for the many participants would not exist. With a few exceptions, each of the games and sports has its own National Governing Body, which by one form of administration or another, manages the affairs of the sport. Each of the Governing Bodies is recognized as the legislative and disciplinary authority for its particular sport. Some are long-established but none has its own secretariat.

39. "There are obvious differences in the amounts of money which the Governing Bodies can afford to spend on administration and organization. Nevertheless, the coverage which they provide down through regional and district organizations is far more effective than is usually recognized. It is the comparative poverty of these National Governing Bodies which is a real handicap to the development of sport in the country. These National Governing Bodies and other voluntary organizations have done much to establish a wide range of sports in the country."

40. The performances of Kenya's sportsmen in the exciting days of the *Uhuru* celebrations will be remembered for a long time. Fifteen thousand spectators saw the Kenya football team gain an unexpected win over Scotland in Nairobi; on the track at the Sports' Organization Headquarters, Kenya's athletes led by Seraphino Antao triumphed against opposition from the U.S.A., Great Britain, Western Germany, Finland, India, Ethiopia, Rhodesia and the other East African countries; in the ring, Kenya had its third success when the Sudan found the opposition too strong for them. Visiting footballers, athletes and boxers were undoubtedly impressed with the standards encountered.

41. Other visitors earlier in the year included the Sudan and Ethiopian football teams for the Africa Cup Competition and Olympic Games (preliminary rounds); the Indian hockey team which met Kenya in a drawn series of tests (five); the M.C.C. party which at the invitation of the Kenya Cricket Association played seven games in Kenya; two touring rugby sides—Oxford/Cambridge Universities and Richmond F.C.

42. Individual visitors were Bawa Jaswant Singh, one-time Indian volleyball captain who came to assist the Kenya Volleyball Association with coaching in the regions; and Japanese Senta Yamada, one of the world's leading judo coaches who spent six weeks in the country and helped to select Kenya's team which gained second place in the Indian Ocean Games in Madagascar towards the end of the year.

43. Out of the country went Seraphino Antao invited to Australia, Rhodesia, Europe and Jamaica. He competed successfully in some 20 races with best times of 10.3 (100 metres) and 20.8 (220 yards). To America went Mrs. Monica Graham and Mrs. Mary McLean representing the Kenya Women's Hockey Association at the National Conference on Women's Hockey.

44. At home, the Gossage Cup Competition (Football) was held in Nairobi as were the Open Boxing Championships. The Kenya A.A.A. Championships were organized by the Nyanza Regional Sports Association and Nyanza A.A.A. in Kisumu. The Gossage Cup was narrowly lost to Uganda but the Dundas Shield was retained to give Kenya's athletes their sixteenth successive win. The Millington-Drake Trophy could not be contested as the representative Boxing Associations of Kenya and Uganda found difficulties in arranging suitable dates.

45. Other athletics events staged during the year were the Uganda Independence Celebrations Anniversary Meeting, Decathlon, Marathon and an increasing number of cross-country races. Corporal Kiprop Koech of the Army established a new record in the Decathlon held at the K.I.A. with a total of 6,035 points which gave him sixth place in the Commonwealth ranking lists.

46. The Women's Championships became Inter-Regional and for the first time were combined with the men's over the same week-end. During the year courses for officials were held in Nyeri, Nakuru and Mombasa. A new event was the 50 kilometres walking race in which well over 100 competitors participated.

47. On the 13th November, the then Governor of Kenya, Mr. Malcolm MacDonald, presented the Helms World Trophy to Seraphino Antao at a ceremony in Government House. The trophy is awarded annually to the six greatest athletes of the six continents by the Helms Athletic Foundation of Los Angeles.

48. The Kenya Hockey Union organized its African Tournament and 17 teams took part in the first African/Asian seven-a-side rugby competition. The Kenya Amateur Basketball Association continued to establish itself with an increasing number of African players. U.S.A. influence was also seen in the introduction of a new and inexpensive sport—soft-ball. Golf, too, moved ahead with African players winning several competition prizes. African mountaineers tackled the three ice-capped mountain giants of East Africa as members of the Mountain Club of Kenya; and the Kenya Lawn Tennis Association ran several coaching courses.

49. Co-operation is a basic principle of the work of the "Sports Organization" which offers a service through the Ministry, the Kenya Sports Adviser and Regional Sports Officers to all those concerned with the promotion and development of sport and physical recreation. The organization has assisted, where required, with the training and coaching of leaders; with administration and with spreading interest. Calls for assistance have been met to the limit of the Ministry's resources.

50. Kenya supremacy in international sport is not the objective of the Sports Organization. Yet, the better the organization does its work of encouraging everyone, the more probable it is that the country will produce sportsmen of Olympic calibre. Only by broadening the base of the pyramid of participation can its height be increased.

## SECTION 5—SOCIAL WELFARE

### Relief of Distress

51. Approximately 5,000 cases passed through the Social Welfare Office of the Ministry of Labour and Social Services during 1963. These cases were concerned mainly with assistance toward relief of distress but, welfare officers were

also concerned with problems related to hospitalization, late registrations of birth, remissions of personal tax and school fees and all the other personal problems with which individuals find themselves in need of advice and other assistance.

52. In November 1963 responsibility for relief of distress within the regions was transferred to the regional authorities. The Nairobi office, however, continued to act in an advisory capacity. The administration of relief of distress and the related case work in the Nairobi Area remained with the Central Government Office.

53. The number of cases of distress increased considerably during 1963. This increase was most noticeable in the unemployment category, but applications for assistance from women with large families of minor age also showed a high increase. The Child Welfare Society continued excellent work toward the maintenance of those young children. Central Government contributions toward their maintenance in institutions such as the Edelvale Home, Starehe Boys' Centre and the Salvation Army Home and the Maryhill School, averaged between £400 to £450 per month. A slight decrease in the number of aged and infirm was recorded and it appeared that this was largely due to a number having returned to their regions.

54. Voluntary welfare agencies carried a large share of the burden in providing assistance to those in need. The Social Service League, the Ismaili Welfare Society and other societies contributed much toward the increased number of unemployed seeking help. The League of Mercy, the British Legion and the Society of St. Vincent de Paul were among other societies which also made valuable contributions in the overall relief of distress.

55. A programme for the distribution of foodstuffs for the needy was negotiated under an agreement between the Kenya Government and the Catholic Relief Services. This programme provided for the importation of bulgor wheat and dried milk to be distributed in Kenya by various authorized charitable bodies. Specified shipments of clothing, medical supplies and teaching aids were also received for use in voluntary welfare programmes.

#### **Advisory Council on Social Affairs**

56. The Advisory Council on Social Affairs, which functions to serve the Ministry as a representative voice of the established voluntary welfare agencies, provided sound counsel throughout 1963. The work of this Council has shown, beyond all doubt, the need for a co-ordinating body in social welfare activities. The Council's standing committee on children and young persons played a particularly active role in its sphere of influence.

57. The Advisory Council, in liaison with the Ministry, initiated an approach to the Joseph Rowntree Memorial Trust (United Kingdom) for future financial assistance in the establishment of a Kenya National Council of Social Service.

#### **Social Welfare Training**

58. The Kenya-Israel School of Social Work, financed entirely throughout 1963 by the Israel Government, provided social work training for some fifty women. The first intake of students completed their first year of training in October and a second course was recruited. This training has been designed to provide a nucleus of professional rural social workers. The performance of the students, during their period of field practice, was a convincing example to all concerned of the very real need for social workers. They gained valuable practical experience working in association with voluntary agencies throughout

the year and close liaison was maintained with the Ministry of Health in relation to both instruction and practice. Particular aspects of training were also undertaken in co-operation with the Department of Community Development Training at Kabete.

59. The affairs of the Kenya-Israel School of Social Work are administered by a Board of Management. This Board is representative of the Israeli Government, related Government departments and individual members of the School's Advisory Committee. The Principal of the Kenya-Israel School of Social Work serves as executive officer to the Board.

### CONCLUSION

60. In concluding this report I must pay tribute to the valuable work done by the staff of all divisions of the Ministry during this most notable year in the history of Kenya. Helping in the organization of the celebrations to mark the attainment of Internal Self-Government in June, and full Independence in December, made many additional demands on their time, even though they were already fully committed to the task of welding together the various parts of a new Ministry.

61. That, nevertheless, considerable progress was made in all branches of the work of the Ministry, speaks highly for the loyalty and diligence of the staff.

M. A. O. NDISI,  
*Permanent Secretary.*

APPENDIX I

Table 1

NUMBERS EMPLOYED IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AT 28th JUNE 1963

	ALL RACES							
	Adult Males		Adult Females		Children		Total	
	Number	%	Number	%	Number	%	Number	%
<b>PRIVATE INDUSTRY</b>								
<i>Agriculture, Forestry and Fishing</i>								
Agriculture and Livestock Production	154,901		52,759		10,912		218,572	
Forestry and Logging	1,021		24		6		1,051	
Hunting and Game Propagation	—		—		—		—	
Fishing	35		3		—		38	
TOTAL	155,957	29.2	52,786	9.9	10,918	2.1	219,661	41.2
<i>Mining and Quarrying</i>								
Metal Mining	808		31		—		839	
Stone Quarrying	1,687		6		7		1,700	
Non-Metallic Mining	561		10		—		571	
TOTAL	3,056	0.6	47	—	7	—	3,110	0.6



Table 1—(Contd.)

## APPENDIX I—(Contd.)

## NUMBERS EMPLOYED IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AT 28th JUNE 1963

	ALL RACES							
	Adult Males		Adult Females		Children		Total	
	Number	%	Number	%	Number	%	Number	%
<i>Manufacturing and Repairs</i>								
Food .. .. .	7,187		666		46		78,999	
Beverages .. .. .	2,320		117		—		2,437	
Tobacco .. .. .	1,034		276		—		1,310	
Textiles .. .. .	3,005		291		—		3,296	
Footwear, Clothing and Made-up Textiles ..	1,459		74		1		1,534	
Wood and Cork (except Furniture) .. .. .	4,946		125		21		5,092	
Furniture and Fixtures .. .. .	1,065		77		9		1,151	
Paper and Paper Products .. .. .	652		41		13		706	
Printing, Publishing and Allied Industries ..	2,264		146		—		2,410	
Leather and Fur Products .. .. .	363		19		—		382	
Manufacture of Rubber Products .. .. .	206		2		—		208	
Chemicals and Chemical Products .. .. .	3,337		344		2		3,683	
Products of Petroleum and Coal .. .. .	172		9		—		181	
Non-Metallic Mineral Products .. .. .	1,931		85		18		2,034	
Metal Products .. .. .	2,858		101		3		2,962	
Machinery and General Engineering .. ..	1,355		22		1		1,378	
Electrical Machinery, Apparatus and Appliances .. .. .	341		15		1		357	
Transport Equipment .. .. .	3,031		36		16		3,083	
Miscellaneous .. .. .	558		78		4		640	
<b>TOTAL .. .. .</b>	<b>38,084</b>	<b>7.2</b>	<b>2,524</b>	<b>0.5</b>	<b>135</b>	<b>—</b>	<b>40,743</b>	<b>7.7</b>

## NUMBERS EMPLOYED IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AT 28th JUNE 1963

	ALL RACES							
	Adult Males		Adult Females		Children		Total	
	Number	%	Number	%	Number	%	Number	%
<i>Building and Construction</i>								
TOTAL .. .. .	8,504	1.6	114	—	1	—	8,619	1.6
<i>Commerce</i>								
Wholesale and Retail Trade .. .. .	33,423		2,648		77		36,148	
Banks and Other Financial Institutions .. .. .	3,242		480		—		3,722	
Insurance .. .. .	1,053		353		1		1,407	
Real Estate .. .. .	627		62		2		691	
TOTAL .. .. .	38,345	7.2	3,543	0.6	80	—	41,968	7.8
<i>Transport and Communications</i>								
Road Transport .. .. .	3,588		53		9		3,650	
Ocean and Water Transport .. .. .	3,152		21		—		3,173	
Air Transport .. .. .	1,813		259		—		2,072	
Services Incidental to Transport .. .. .	6,939		213		—		7,152	
Storage and Warehousing .. .. .	447		16		—		463	
Communications .. .. .	188		5		—		193	
TOTAL .. .. .	16,127	3.0	567	0.1	9	—	16,703	3.1
<i>Domestic Service</i>								
TOTAL .. .. .	15,164	2.8	1,577	0.3	288	0.1	17,029	3.2

APPENDIX I—(Contd.)  
 NUMBERS EMPLOYED IN EACH OF THE PRINCIPAL INDUSTRIES AND SERVICES AT 28th JUNE 1963

	ALL RACES							
	Adult Males		Adult Females		Children		Total	
	Number	%	Number	%	Number	%	Number	%
<i>Other Services</i>								
Education .. .. .	4,121		1,417		7		5,545	
Medical and Health Services .. .. .	1,532		1,182		4		2,718	
Religion .. .. .	2,089		502		16		2,607	
Legal .. .. .	326		113		—		439	
Business .. .. .	972		357		2		1,331	
Community .. .. .	3,320		426		36		3,782	
Hotels, Restaurants, etc. .. .. .	6,202		460		38		6,700	
Laundries .. .. .	480		61		—		541	
Personal Services .. .. .	1,344		104		1		1,449	
Water Supply .. .. .	28		—		—		28	
Electric Light and Power .. .. .	2,295		84		2		2,379	
Not Classified .. .. .	646		14		—		662	
TOTAL .. .. .	23,355	4.4	4,720	0.9	106	—	28,181	5.3
TOTAL ALL PRIVATE INDUSTRY .. .. .	298,592	56.0	65,878	12.3	11,544	2.2	376,014	70.5
<i>PUBLIC SERVICES</i>								
Kenya Government .. .. .	75,669		4,400		45		80,114	
E.A. Railways and Harbours .. .. .	23,838		286		—		24,124	
E.A. Posts and Telecommunications Administration .. .. .	4,286		229		—		4,515	
Other Common Services .. .. .	2,858		360		—		3,218	
H.M. Forces (Civilian Employees) .. .. .	4,273		343		1		4,617	
*Local Government and Other Public Services .. .. .	34,810		5,933		2		40,745	
TOTAL ALL PUBLIC SERVICES .. .. .	145,734	27.3	11,551	2.2	48	—	157,333	29.5
TOTAL ALL INDUSTRIES AND SERVICES .. .. .	444,326	83.3	77,429	14.5	11,592	2.2	533,347	100.0

\*Local Government and Other Public Services include Foreign Governments.

AFRICANS IN EMPLOYMENT  
DISTRIBUTION BY TYPE OF CONTRACT: 1962 AND 1963

TYPE OF EMPLOYMENT	ADULT MALES				ADULT FEMALES				CHILDREN				TOTAL	
	1963		1962		1963		1962		1963		1962		1963	1962
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
1. Regular Employees (other than Resident Labour) .. .. .	358,671	89	373,397	44,332	66	52,244	8,245	72	411,248	86	434,876			
2. Casual Labour .. .. .	27,533	7	37,355	20,416	31	23,192	2,555	22	50,504	10	63,248			
3. Resident Labour (and Working Dependents) .. .. .	14,345	4	21,041	2,161	3	5,065	681	6	17,187	4	27,227			
TOTAL .. .. .	400,549	100	430,793	66,909	100	80,501	11,481	100	478,939	100	525,351			

## NOTES—

(a) The great majority of *urban* workers are employed on monthly contracts. In *rural* areas, the most usual form of contract is the *ticket contract* under which the employee agrees, in return for a specific wage, to complete 30 days' work within a period of not more than 36 days; a "ticket" is handed out at the start of the contract and the actual days worked are marked up on this ticket.

(b) A *casual labourer* is one the terms of whose engagement provide for his payment at the end of each day and who is not engaged for a longer period than 24 hours at a time.

(c) A *resident labourer* was a person who had entered into a contract under the provisions of the Resident Labourers Act. Such contracts, which were normally confined to agricultural labour, conferred special privileges in regard to such matters as the cultivation of land and grazing of stock. The Act was repealed with effect from 1st May 1963, but subsisting contracts continued in force for a maximum period of three months from that date.

APPENDIX I—(Contd.)

Table 3

## REPORTED EMPLOYMENT BY INDUSTRY AND AREA—ALL RACES—28th JUNE 1963

	AGRICULTURE		COMMERCE AND INDUSTRY		DOMESTIC SERVICE		PUBLIC SERVICES		ALL INDUSTRIES AND SERVICES	
	No.	%	No.	%	No.	%	No.	%	No.	%
CENTRAL REGION—										
Thika Township ..	1	—	2,499	1.8	200	1.2	897	0.6	3,597	0.7
Nyeri Township ..	—	—	763	0.5	136	0.8	2,564	1.6	3,463	0.6
Karatina Township ..	309	0.2	228	0.2	8	—	277	0.2	822	0.2
Other Areas ..	64,174	29.2	7,250	5.2	1,823	10.7	19,331	12.3	92,578	17.3
ALL AREAS	64,484	29.4	10,740	7.7	2,167	12.7	23,069	14.7	100,460	18.8
NAIROBI AREA—										
Nairobi ..	2,289	1.0	59,399	42.6	7,409	43.5	41,004	26.1	110,101	20.6
EASTERN REGION—										
Machakos Township ..	159	0.1	470	0.3	89	0.5	1,623	1.0	2,341	0.4
Other Areas ..	11,907	5.4	4,300	3.1	353	2.1	16,837	10.7	33,397	6.3
ALL AREAS	12,066	5.5	4,770	3.4	442	2.6	18,460	11.7	35,738	6.7
NYANZA REGION—										
Kisumu Municipality ..	22	—	3,297	2.4	335	2.0	6,472	4.1	10,126	1.9
Other Areas ..	10,601	4.8	3,641	2.6	207	1.2	6,301	4.0	20,750	3.9
ALL AREAS	10,623	4.8	6,938	5.0	542	3.2	12,773	8.1	30,876	5.8

## REPORTED EMPLOYMENT BY INDUSTRY AND AREA—ALL RACES—28th JUNE 1963

	AGRICULTURE		COMMERCE AND INDUSTRY		DOMESTIC SERVICE		PUBLIC SERVICES		ALL INDUSTRIES AND SERVICES	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>RIFT VALLEY REGION—</b>										
Nakuru Municipality .. .. .	37	—	4,309	3.1	532	3.1	4,348	2.8	9,226	1.7
Kericho Township .. .. .	1	—	561	0.4	156	0.9	676	0.4	1,394	0.3
Nanyuki Township .. .. .	13	—	812	0.6	231	1.4	1,124	0.7	2,180	0.4
Thomson's Falls Township .. .. .	—	—	764	0.5	56	0.3	399	0.2	1,219	0.2
Eldoret Municipality .. .. .	22	—	2,742	2.0	207	1.2	3,468	2.2	6,439	1.2
Kitale Municipality .. .. .	—	—	1,200	0.9	284	1.7	1,087	0.7	2,571	0.5
Other Areas .. .. .	112,673	51.3	9,336	6.7	2,895	17.0	22,919	14.6	147,823	27.7
<b>ALL AREAS .. .. .</b>	<b>112,746</b>	<b>51.3</b>	<b>19,724</b>	<b>14.2</b>	<b>4,361</b>	<b>25.6</b>	<b>34,021</b>	<b>21.6</b>	<b>170,852</b>	<b>32.0</b>
<b>COAST REGION—</b>										
Mombasa Municipality .. .. .	260	0.1	33,633	24.2	1,704	10.0	12,787	8.1	48,384	9.1
Malindi Township .. .. .	131	0.1	324	0.2	63	0.4	412	0.3	930	0.2
Other Areas .. .. .	12,926	5.9	2,327	1.7	207	1.2	7,460	4.7	22,920	4.3
<b>ALL AREAS .. .. .</b>	<b>13,317</b>	<b>6.1</b>	<b>36,284</b>	<b>26.1</b>	<b>1,974</b>	<b>11.6</b>	<b>20,659</b>	<b>13.1</b>	<b>72,234</b>	<b>13.6</b>
<b>WESTERN REGION—</b>										
<b>ALL AREAS .. .. .</b>	<b>4,136</b>	<b>1.9</b>	<b>1,378</b>	<b>1.0</b>	<b>106</b>	<b>0.6</b>	<b>5,985</b>	<b>3.8</b>	<b>11,605</b>	<b>2.2</b>
<b>NORTH EASTERN REGION—</b>										
<b>ALL AREAS .. .. .</b>	<b>—</b>	<b>—</b>	<b>91</b>	<b>—</b>	<b>28</b>	<b>0.2</b>	<b>1,362</b>	<b>0.9</b>	<b>1,481</b>	<b>0.3</b>
<b>TOTAL WHOLE KENYA .. .. .</b>	<b>219,661</b>	<b>100.0</b>	<b>139,324</b>	<b>100.0</b>	<b>17,029</b>	<b>100.0</b>	<b>157,333</b>	<b>100.0</b>	<b>533,347</b>	<b>100.0</b>

**EMPLOYERS (EXCLUDING THE PUBLIC SERVICES)**  
**\*DISTRIBUTION BY INDUSTRY AND SIZE OF LABOUR FORCE: 28TH JUNE 1963**

INDUSTRY	DISTRIBUTION OF EMPLOYERS BY SIZE OF LABOUR FORCE							TOTAL NO. OF EMPLOYERS		
	Number of Employees							1963	1962	
	1-4	5-9	10-14	15-19	20-49	50-99	100-499			500 and over
Agriculture, Forestry and Fishing ..	399	307	229	175	869	631	408	60	3,078	3,409
Mining and Quarrying ..	5	6	5	4	13	9	3	2	47	60
Manufacturing and Repairs ..	351	183	100	61	156	68	71	15	1,005	1,028
Building and Construction ..	58	42	24	21	65	34	13	2	259	282
Commerce ..	2,153	690	214	129	175	55	45	14	3,475	3,749
Transport and Communications ..	145	49	24	17	38	15	11	5	304	313
Other Industries and Services ..	815	298	109	80	155	76	42	3	1,578	1,632
<b>TOTAL ALL INDUSTRIES AND SERVICES</b>	<b>3,926</b>	<b>1,575</b>	<b>705</b>	<b>487</b>	<b>1,471</b>	<b>888</b>	<b>593</b>	<b>101</b>	<b>9,746</b>	<b>10,473</b>

\*Excluding Domestic Servants.

Note.—The above table is based on returns received at the 1963 Annual Employment Enumeration.

## APPENDIX II

## EMPLOYMENT SERVICE—1962 AND 1963

Table 5

Occupation	Notified Vacancies		Applicants		Placings	
	1963	1962	1963	1962	1963	1962
<b>PROFESSIONAL AND TECHNICAL WORKERS—</b>						
Architects .. .. .	1		6		—	
Engineers .. .. .	3		21		3	
Surveyors .. .. .	1		3		—	
Scientists .. .. .	4		9		1	
Accountants .. .. .	19		29		2	
Draughtsmen .. .. .		3		8		—
TOTAL .. .. .	28	3	68	8	6	—
<b>ADMINISTRATIVE AND MANAGERIAL WORKERS—</b>						
Administrative/Executive Officers	37	13	103	71	20	7
Commercial Managers .. .. .	21	40	45	64	7	27
TOTAL .. .. .	58	53	148	135	27	34
<b>CLERICAL WORKERS—</b>						
Bookkeepers .. .. .	9	25	55	105	1	12
Clerks, Bookkeeper .. .. .	28	22	225	134	23	13
Clerks, General .. .. .	270	324	1,854	4,283	220	270
Clerks, Storekeeper .. .. .	15	23	139	132	10	18
Clerks, Typist .. .. .	242	251	832	1,054	157	163
Receptionists .. .. .	21	35	29	84	15	27
Stenographers .. .. .	154	195	185	215	107	138
Storekeepers .. .. .	8	6	82	36	4	4
Office Machine Operators .. .	1		27		—	
Farm Clerks .. .. .	16		171		16	
TOTAL .. .. .	764	881	3,599	6,043	553	645
<b>SALES WORKERS—</b>						
Salesmen .. .. .	23	42	159	162	13	16
Shop Assistants .. .. .	25	20	92	112	18	14
TOTAL .. .. .	48	62	251	274	31	30
<b>FARMING, FORESTRY AND RELATED WORKERS—</b>						
Farm Managers .. .. .	25	40	51	88	15	18
Field Assistants .. .. .	7	6	43	4	7	4
Farm Foremen .. .. .	22		168		21	
Section Foremen .. .. .	8	105	35	800	6	88
Charge Hands .. .. .	149		443		162	
Tractor Drivers .. .. .	188		720		151	
Livestock Workers .. .. .	309	600	1,060	1,732	253	507
Dairy Workers .. .. .	320		783		238	
Pruners .. .. .	56		118		56	
Crop Pickers .. .. .	634		333		165	
Cutters and Strippers .. .. .	265		289		151	
Syces .. .. .		78		270		68
TOTAL .. .. .	1,983	829	4,043	2,894	1,225	685
<b>MINERS AND QUARRYMEN—</b>						
Miners/Drillers .. .. .	17	6	12	7	2	3
Stone Cutters/Dressers .. .. .	140	432	200	384	86	175
TOTAL .. .. .	157	438	212	391	88	178
<b>TRANSPORT AND COMMUNICATIONS WORKERS—</b>						
Drivers (Motor Transport) .. .	296	579	2,246	3,599	258	460
Office Messengers .. .. .	38	31	811	701	35	23
Telephone Operators .. .. .	24	31	179	142	18	25
TOTAL .. .. .	358	641	3,236	4,442	311	508



## EMPLOYMENT SERVICE—1962 AND 1963

Occupation	Notified Vacancies		Applicants		Placings	
	1963	1962	1963	1962	1963	1962
<b>CRAFTSMEN AND PRODUCTION WORKERS—</b>						
Supervisors, Mechanical Engineering .. .. .	2	18	11	90	6	10
Blacksmiths .. .. .	7	14	66	80	6	8
Fitters .. .. .	55	31	142	142	34	25
Mechanics .. .. .	129	108	485	547	88	72
Plumbers .. .. .	11	16	79	137	18	14
Sheet-metal Workers .. .. .	24	7	45	21	20	1
Machinists, Metal .. .. .	4	10	5	25	1	4
Welders .. .. .	52	38	196	202	38	30
Supervisors, Civil Engineering .. .. .	2	6	25	19	2	3
Masons .. .. .	158	256	666	1,194	158	206
Painters, Hand .. .. .	118	172	501	826	100	147
Painters, Spray .. .. .	13		46		10	
Carpenters .. .. .	244	249	801	1,241	208	220
Machinists, Wood .. .. .			10			
Supervisors, Electrical Engineering .. .. .	1		6		38	
Electrical Wiremen .. .. .	32	52	125	199	13	35
Electrical, Other .. .. .	12		49		6	
Shoemakers .. .. .	22	3	93	64	3	3
Tailors .. .. .	71	68	290	316	52	50
Printing Workers .. .. .		8	43	27		2
Moulders .. .. .	9		30		8	
Forestry Workers .. .. .	42		153		22	
Agricultural Factory Operators .. .. .	50		65		31	
Other Factory Operators .. .. .	23		93		17	
Brickmakers .. .. .		4		60		4
<b>TOTAL .. .. .</b>	<b>1,081</b>	<b>1,060</b>	<b>4,025</b>	<b>5,190</b>	<b>879</b>	<b>834</b>
<b>DOMESTIC AND OTHER SERVICES—</b>						
Watchmen .. .. .	331	617	1,965	2,523	308	506
Children's Nurses .. .. .	428	608	988	1,409	352	506
Housekeepers .. .. .	13	21	55	38	9	20
Cooks .. .. .	278	401	839	1,366	237	333
Cook/House Servants .. .. .	1,251	1,576	3,441	4,035	1,111	1,391
House Servants .. .. .	981	800	2,659	2,192	882	694
Garden Servants .. .. .	342	443	1,378	1,914	318	373
Dhobies .. .. .	54	102	208	280	48	86
Sweepers/Cleaners .. .. .	96	113	247	310	87	89
Stewards .. .. .	31	74	147	262	26	58
Waiters .. .. .	77	437	251	1,726	49	356
Hospital Staff .. .. .	24	26	164	174	15	15
Teachers .. .. .	14		154		21	
<b>TOTAL .. .. .</b>	<b>3,920</b>	<b>5,218</b>	<b>12,496</b>	<b>16,229</b>	<b>3,463</b>	<b>4,427</b>
<b>WORKERS NOT CLASSIFIED BY OCCUPATION—</b>						
Unskilled .. .. .	5,645	13,291	23,045	27,780	5,043	10,684
Miscellaneous .. .. .	1,037	1,132	1,899	2,177	857	812
<b>TOTAL .. .. .</b>	<b>6,682</b>	<b>14,423</b>	<b>24,944</b>	<b>29,957</b>	<b>5,900</b>	<b>11,496</b>
<b>TOTAL ALL OCCUPATIONS..</b>	<b>15,079</b>	<b>23,608</b>	<b>53,022</b>	<b>65,563</b>	<b>12,483</b>	<b>18,837</b>

## WAGE EARNER'S INDEX OF CONSUMER PRICES—NAIROBI

BASE: OCTOBER—DECEMBER 1958=100

Year/Month	Food	Beverages and Tobacco	Clothing and Footwear	Fuel and Light	Household Operation	Personal Care and Health	Recreation and Entertainment	Transport	Miscellaneous	All Groups
1959 December	100	103	100	93	98	168	102	100	100	101
1960 December	101	103	102	93	101	168	102	117	125	103
1961 December	104	104	103	99	99	168	102	117	162	105
1962 December	105	123	102	100	94	170	102	134	162	108
1963 December	101	126	102	109	96	204	102	134	300	108
1962—										
August ..	107	123	102	101	97	168	102	117	162	109
October ..	106	123	102	100	95	168	102	117	162	108
December ..	105	123	102	100	94	170	102	134	162	108
1963—										
February	104	123	102	99	92	204	102	134	300	109
April ..	103	123	102	99	94	204	102	134	300	109
June ..	102	123	102	104	92	204	102	134	300	108
August ..	102	127	103	104	92	204	102	134	300	108
October ..	103	126	103	107	93	204	102	134	300	109
December ..	101	126	102	109	96	204	102	134	300	108

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

## AVERAGE RETAIL PRICES (NAIROBI)—1962 AND 1963

Item	Unit	15th Dec.	15th Dec.
		1962	1963
		<i>Sh. cts.</i>	<i>Sh. cts.</i>
Bread, White .. .. .	1 lb. loaf	0 75	0 75
Butter .. .. .	1 lb.	3 63	3 59
Coffee, 1st Quality "J.G." .. .. .	1 lb.	7 50	7 57
Tea, Brooke Bond, "Green Label" .. .. .	1 lb.	5 31	5 31
Sugar .. .. .	1 lb.	0 65	0 67
Milk (delivered in sealed bottle) .. .. .	1 pint	0 65	0 65
Beef, sirloin (standard) .. .. .	1 lb.	3 06	3 06
Mutton, Leg (Grade "B") .. .. .	1 lb.	2 86	2 86
Potatoes .. .. .	1 lb.	0 21	0 21
Cabbages .. .. .	1 lb.	0 26	0 31
Eggs, 1st Grade .. .. .	1 doz.	4 28	4 31
Beer, East African (excluding bottle) .. .. .	1 bottle	1 97	2 03
Cigarettes, East African, "Clipper" .. .. .	Pkt. of 50	5 00	5 00
Khaki shorts, "Stockport" .. .. .	1 pair	25 00	21 50
Dress Material, "Tobralco" .. .. .	1 yd.	9 80	10 50
Handkerchiefs, Gents' "Pyramid" .. .. .	1 doz.	45 00	45 00
Paraffin .. .. .	4 gal. tin	14 53	14 73
Petrol .. .. .	1 gal.	4 17	4 13
Tyres, Dunlop 6.00 x 16 (6 ply) .. .. .	each	225 00	236 00

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

PRIVATE SECTOR

Table 8

WAGES, HOURS OF WORK, LEAVE AND OVERTIME RATES FOR UNSKILLED WORKERS IN SELECTED INDUSTRIAL GROUPS—YEAR ENDED 31ST DECEMBER 1963

INDUSTRY	BASIC DAILY WAGE RATES		BASIC MONTHLY WAGE RATES		Hours of Work Per Day	Standard Days A Month	Actual Hours Worked Per Month	OVERTIME RATES			Normal Paid Leave Per Annum	
	Min.	Max.	Min.	Max.				Normal	Rest Day	Holidays		
												Sh. cts.
AGRICULTURE—												
Coffee .. .. .	1 50	5 00	40 00	134 00	7-10	26	182-260	—	1½	—	—	14-21 days
Sisal .. .. .	1 15	5 00	30 00	135 00	5-11	26-30	130-330	—	1½	—	2	14 days
Dairy Farming .. .. .	1 15	4 00	30 00	100 00	5-12	26-30	130-360	—	—	—	—	15-28 days
Tea .. .. .	1 90	7 00	50 00	195 00	5-9	26	130-234	—	—	—	—	14-18 days
Mixed Farming .. .. .	0 96	4 00	25 00	105 00	5-12	26-30	130-360	—	—	—	—	14-18 days
STONE QUARRRYING .. .. .	4 00	6 75	104 00	175 00	8-10	26	196-260	—	—	—	—	14-18 days
MANUFACTURING—												
Food Manufacture .. .. .	5 00	8 00	134 00	200 00	7½-12	26	195-312	1½	1½	2	2	18-21 days
Beverages .. .. .	5 00	10 00	130 00	260 00	8-9	26	208-234	1½	2	2	2	12-15 days
Textiles .. .. .	4 00	5 00	104 00	130 00	8	26	196	1½	2	2	2	14 days
Footwear, Clothing and made-up Textiles .. .. .	4 00	6 00	100 00	150 00	8	26	196	1½	1½	1½	2	14-18 days
Wood and Cork .. .. .	6 00	10 00	150 00	260 00	8	26	192-208	1½	1½	2	2	15-18 days
Furniture and Fixtures .. .. .	3 00	8 00	80 00	210 00	8-10	26	192-260	1½	1½	—	—	18 days
Printing and Publishing .. .. .	6 00	8 00	150 00	210 00	8	26	192-196	1½	1½	1½	1½	15-21 days
Leather and Leather Products .. .. .	4 00	10 00	100 00	265 00	7-8	26	170-196	1½	1½	1½	1½	14 days
Rubber Products .. .. .	5 00	7 00	130 00	190 00	8	26	196	1½	1½	1½	1½	14-21 days
Chemical and Chemical Products .. .. .	4 00	15 00	120 00	400 00	8-10	26	186-240	1½	1½	2	2	15-21 days
Non-Metallic Minerals .. .. .	3 00	9 00	80 00	235 00	7½-9	26	185-218	1½	1½	2	2	14-18 days
Metal Products .. .. .	5 00	6 00	130 00	160 00	8	26	196-208	1½	2	2	2	14-18 days
Machinery and General Engineering .. .. .	6 00	7 00	150 00	180 00	8-10	26	196-260	1½	2	2	2	14-18 days
Transport Equipment .. .. .	4 00	6 00	120 00	160 00	7½-10	26	185-260	1½	2	2	2	14-18 days
BUILDING AND CONSTRUCTION .. .. .	5 00	6 00	130 00	165 00	8-10	26	196-210	1½	2	2	2	14-21 days
WHOLESALE AND RETAIL .. .. .	4 00	8 00	115 00	210 00	8-12	26-30	196-360	1½	2	2	2	14-21 days
TRANSPORT AND COMMUNICATIONS .. .. .	4 00	7 00	100 00	190 00	8-12	26-30	196-360	1½	2	2	2	14-21 days

## EMPLOYEES TRADE UNIONS AS AT 31st DECEMBER 1963

Table 9

Date of Registration	Name of Trade Union	MEMBERSHIP		Race	Income to Nearest £1	Expenditure to Nearest £1	Total Assets to Nearest £1
		Book	Voting				
5-4-41	The East African Standard Asian Staff Union ..	53	53	Asian	22	3	278
5-9-46	The Printing and Kindred Trades Workers' Union of Kenya .. .. .	1,754	1,754	Open	2,302	3,644	619
21-4-47	East African Railways and Harbours Asian Union, Kenya .. .. .	1,728	1,728	Asian	1,136	2,064	2,880
27-9-47	Transport and Allied Workers' Union .. .. .	4,457	4,457	Open	4,159	4,331	316
10-7-48	Tailors and Textiles Workers' Union .. .. .	13,658	13,658	Open	4,386	4,414	288
27-11-51	The Domestic and Hotel Workers' Union** .. .. .	17,918	2,696	Open	4,294	4,426	780
3-12-51	Kenya Pilots Association* .. .. .	86	86	European	922	709	580
4-2-52	Harbour Asian Union of East Africa* .. .. .	80	80	Asian	170	230	1,349
22-5-52	East Africa Federation of Building and Construction Workers' Union .. .. .	2,837	805	Open	1,610	1,123	674
3-6-52	Kenya Distributive and Commercial Workers' Union .. .. .	13,988	13,988	Open	7,519	6,520	1,353
4-9-53	The Kenya Local Government Workers' Union** .. .. .	11,130	11,130	Open	4,014	4,186	1,298
2-10-53	Railway African Union* .. .. .	11,650	11,550	African	4,730	4,189	832
20-10-54	The Dockworkers' Union* .. .. .	5,919	5,919	Open	5,761	6,146	1,208
12-12-55	Mombasa Local Government Service Association .. .. .	70	70	Open	106	147	131
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.. .. .	123	123	Asian	31	129	287
7-2-57	Union of Posts and Telecommunications Employees (Kenya) .. .. .	2,348	2,348	Open	3,140	3,365	1,829
25-4-57	Civilian Clerical Association (War Department) .. .. .	155	155	Open	18	27	108

## EMPLOYEES TRADE UNIONS AS AT 31st DECEMBER 1963

Date of Registration	Name of Trade Union	MEMBERSHIP		Race	Income to Nearest £1	Expenditure to Nearest £1	Total Assets to Nearest £1
		Book	Voting				
8-7-57	East African Railways and Harbours European Staff Association—Kenya	188	188	European	237	448	1,116
18-4-58	Cable and Wireless Workers' Union of Kenya*	108	108	Open	277	167	319
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*	1,489	1,489	Open	2,295	1,926	1,109
21-7-58	Kenya Dyers, Cleaners and Laundries Workers' Union	367	315	Open	306	219	136
28-7-58	Life Insurance Corporation of India Employees Association	85	85	Open	21	15	60
30-7-58	Kenya Electrical Trades Workers' Union	846	846	Open	1,323	1,325	171
5-8-58	Kenya Petroleum Oil Workers' Union*	1,632	1,632	Open	3,030	2,689	1,797
11-8-58	Kenya Chemical Workers' Union*	1,854	1,854	Open	4,000	4,152	1,434
3-11-58	National East Africa Seamen's Union	420	420	Open	962	986	117
2-12-58	Asian Postal Union (Kenya)*	805	805	Asian	302	296	764
16-1-59	The Kenya Timber and Furniture Workers' Union*	1,247	1,247	Open	742	786	54
17-8-59	Kenya Civil Servants' Union*	7,327	7,327	Open	2,474	1,792	1,075
24-4-59	Municipal Asian Staff Association, Kisumu*	24	24	Asian	3	9	52
14-5-59	Kenya National Union of Teachers*	6,895	6,895	Open	3,210	2,643	730
7-10-59	Kenya Engineering Workers' Union*	4,306	4,306	Open	1,691	1,621	208
3-3-60	Kenya Motor Engineering and Allied Workers' Union*	1,401	1,401	Open	2,029	1,561	491
24-8-60	Kenya Shoe and Leather Workers' Union	1,984	1,984	Open	2,769	2,722	292
12-9-60	Electricity Supply Personnel Association	184	184	Open	525	296	1,111
29-11-60	Kenya Union of Sugar Plantation Workers*	987	987	Open	418	299	376
30-5-61	Nairobi County Council Staff Association	68	68	Open	46	191	Nil

## EMPLOYEES TRADE UNIONS AS AT 31st DECEMBER 1963

Date of Registration	Name of Trade Union	MEMBERSHIP		Race	Income to Nearest £1	Expenditure to Nearest £1	Total Assets to Nearest £1
		Book	Voting				
23-6-61	The Tobacco Workers' Union—Kenya* .. .. .	1,181	1,181	Open	381	291	234
7-9-61	Kenya Quarry and Mine Workers' Union* .. .. .	1,550	15	Open	34	32	14
13-9-61	The Airline Officers' Association (Nairobi Area Group)* .. .. .	24	24	Open	105	6	108
9-11-61	Eldoret Local Government Service Association* .. .. .	38	38	Open	54	3	94
24-11-61	Senior Civil Servants' Association of Kenya .. .. .	1,726	1,726	Open	1,853	2,042	3,856
8-12-61	Air Ministry Civilian Employees Association, Royal Air Force, Eastleigh .. .. .	280	280	Open	20	15	92
8-12-61	East African Airways European Staff Association .. .. .	135	135	European	78	61	522
1-8-62	Kenya Union of Journalists* .. .. .	83	83	Open	107	6	106
5-9-62	Common Services African Civil Servants' Union (Kenya)* .. .. .	800	800	Open	269	146	122
11-10-62	Kenya African Customs Workers' Union .. .. .	252	252	African	127	106	66
14-2-63	Nairobi City Council African Staff Association .. .. .	72	10	African	8	7	3
22-8-63	Kenya Plantation and Agricultural Workers' Union .. .. .	—	—	Open	—	—	—
Deferred	The Fire Brigades Union of Kenya (Probationary) .. .. .	12	12	Open	12	7	5
Deferred	The Broadcasting Workers' Union (Kenya) (Probationary) .. .. .	136	136	Open	111	Nil	111
19-9-63	Kenya African Game Hunting and Safari Workers' Union .. .. .	342	342	Open	140	125	15
	TOTAL .. .. .	127,021	108,018		74,396	73,051	32,447

\*Information as at 31st December 1962.

\*\*Information as at 31st December 1961.

## EMPLOYERS TRADE UNIONS AS AT 31st DECEMBER 1963

Table 9—(Contd.)

Date of Registration	Name of Trade Union	MEMBERSHIP		Race	Income to Nearest £1	Expenditure to Nearest £1	Total Assets to Nearest £1
		Book	Voting				
12-4-50	The Kenya Association of Building and Civil Engineering Contractors*	39	39	Open	1,232	986	5,395
8-11-50	Federation of Master Printers of East Africa...	50	50	Open	Nil	10	6
22-3-52	The Nairobi Master Tailors Association*	60	60	Open	36	7	252
19-5-54	Electrical Contractors Association of East Africa*	Nil	Nil	Open	Nil	Nil	49
26-6-56	The Master Plumbers Association of East Africa*	44	44	Open	88	2	463
18-4-58	Brewing and Bottling Association of Kenya	9	9	Open	85	104	75
7-7-59	The Motor Trades and Allied Industries Employers' Association	26	26	Open	5,693	5,338	810
1-2-60	Distributive and Allied Trades Association	35	35	Open	2,153	2,370	Nil
7-4-60	Engineering and Allied Industries Employers' Association	21	21	Open	1,073	909	423
2-5-60	The Kenya Coffee Growers' Association	277	277	Open	13,377	11,522	11,667
28-6-60	Timber Industries Employers' Association	39	39	Open	287	236	129
29-11-60	Kenya Sugar Employers' Union	51	51	Open	3,307	3,297	437
18-1-61	Kenya African Master Cobblers' Association*	56	56	African	19	4	27
4-8-61	The Sisal Employers' Association (Kenya)	39	39	Open	10,597	8,006	7,894
22-12-61	Kenya National General Contractors Employers' Union*	16	Nil	Open	Nil	Nil	Nil
16-7-62	The Kenya Bankers (Employers) Association	8	8	Open	10,892	10,506	1,418
7-9-62	The Kenya National Farmers' (Employers) Union**	25	25	Open	1,301	1,300	576
	TOTAL	795	779		50,140	44,597	29,621

\*Information as at 31st December 1962.

\*\*Information as at 31st December 1961.



## STOPPAGES OF WORK CAUSED BY INDUSTRIAL DISPUTES DURING 1963

Industrial Group	No. of Stoppages	No. of Workers Involved	No. of Man-days Lost
<b>PRIVATE INDUSTRY—</b>			
Agriculture .. .. .	81	23,820	62,602
Mining and Quarrying .. .. .	5	391	2,170
Manufacturing .. .. .	66	8,337	37,324
Building and Construction .. .. .	6	664	1,555
Electricity, water and sanitary services	1	44	38
Commerce .. .. .	40	14,033	103,973
Transport, storage and Communica- tions (other than docks) .. .. .	9	2,151	13,890
Docks .. .. .	—	—	—
Miscellaneous .. .. .	14	1,212	2,987
<b>TOTAL .. .. .</b>	<b>222</b>	<b>50,652</b>	<b>224,539</b>
<b>PUBLIC SERVICES—</b>			
Kenya Government .. .. .	1	100	100
Local Authorities .. .. .	4	2,281	8,443
E.A. Common Services.. .. .	3	1,395	2,267
<b>Sub-Total .. .. .</b>	<b>(8)</b>	<b>(3,776)</b>	<b>(10,810)</b>
<b>TOTAL ALL EMPLOYMENT .. .. .</b>	<b>230</b>	<b>54,428</b>	<b>235,349</b>

## STOPPAGES OF WORK CAUSED BY INDUSTRIAL DISPUTES, 1951-1963

Year	No. of Stoppages	No. of Workers Involved	No. 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



CONTRACTS OF APPRENTICESHIP AND INDENTURED LEARNERSHIP  
REGISTERED UNDER THE INDUSTRIAL TRAINING ACT AS AT  
31st JANUARY 1963

	Apprentices	Indentured Learners
Aircraft Maintenance (Fitter) .. .. .	17	—
Auto Electrician .. .. .	1	—
Blacksmith .. .. .	—	4
Bookbinder .. .. .	1	—
Carpenter .. .. .	—	19
Compositor .. .. .	4	—
Draughtsman .. .. .	2	—
Draughtsman Structural .. .. .	—	1
Electrician .. .. .	8	—
Electrical Fitter .. .. .	3	—
Electrical Technician .. .. .	2	—
Engine Room Assistant .. .. .	—	1
Engineering Cadets .. .. .	8	—
Etcher .. .. .	2	—
Fitter .. .. .	16	9
Fitter (Tool) .. .. .	1	—
Foreman Building .. .. .	—	12
General Engineering .. .. .	31	—
Hydrological Assistant (Water Bailiff) .. .. .	—	7
Inspector of Works .. .. .	—	4
Inspector Mechanical .. .. .	—	3
Inspector of Works (Electrical) .. .. .	—	1
Inspector Water Supply .. .. .	—	4
Installation Inspector .. .. .	2	—
Instrument Mechanic .. .. .	7	—
Linesman .. .. .	39	6
Laboratory Technician .. .. .	—	2
Lithographer .. .. .	2	—
Lithographic Printer .. .. .	2	—
Lithographic Camera Operator .. .. .	1	—
Lithographic Machine Minder .. .. .	1	—
Linotype Operator .. .. .	3	—
Letterpress Machine Minder .. .. .	—	1
Mechanical Trades (Railways) .. .. .	70	321
Meter Mechanic (Electrical) .. .. .	—	3
Meter Vehicle Mechanic .. .. .	3	15
Mason .. .. .	—	12
Plumber .. .. .	—	3
Signwriter .. .. .	—	1
Painter .. .. .	3	—
Printing Machine Operator .. .. .	1	—
Printing Estimator .. .. .	1	—
Printer Engineer .. .. .	1	—
Plater .. .. .	1	—
Quantity Surveyor Assistan .. .. .	—	1
Switchboard Attendant .. .. .	1	—
Refinery Mechanic .. .. .	3	—
Signal Fitter .. .. .	—	1
Survey Assistant .. .. .	—	5
Tinsmith .. .. .	—	3
Technical Assistant Survey .. .. .	—	4
Technical Assistant Printing .. .. .	10	—
Welder .. .. .	1	—
	248	443

CONTRACTS OF APPRENTICESHIP AND INDENTURED LEARNERSHIP  
REGISTERED UNDER THE INDUSTRIAL TRAINING ACT DURING 1963

	Apprentices	Indentured Learners
Aircraft Maintenance (Fitter) .. .. .	8	—
Auto Electrician .. .. .	1	—
Compositor .. .. .	3	—
Draughtsman .. .. .	2	—
Electrician .. .. .	3	—
Electrical Fitter .. .. .	1	—
Tank Farm Operator (Oil Refinery) .. .. .	—	26
Fitter .. .. .	1	1
Inspector of Water Supplies .. .. .	—	2
Foreman Building .. .. .	—	6
Hydrological Assistant (Water Bailiff) .. .. .	—	5
Inspector Mechanical .. .. .	—	2
Inspector of Works (Electrical) .. .. .	—	2
Instrument Mechanic .. .. .	3	—
Linesman .. .. .	—	9
Laboratory Technicain .. .. .	1	—
Lithographer .. .. .	3	—
Lithographic Machine Minder .. .. .	1	—
Linotype Operator .. .. .	1	—
Mechanical Trades (Railways) .. .. .	9	176
Printing Machine Operator .. .. .	1	—
Plater .. .. .	1	—
Refinery Mechanic .. .. .	3	—
Survey Assistant .. .. .	—	4
Technical Assistant Survey .. .. .	—	1
Technical Assistant Printing .. .. .	5	—
	47	234

CONTRACTS OF APPRENTICESHIP AND INDENTURED LEARNERSHIP  
COMPLETED OR OTHERWISE TERMINATED DURING 1963

	Apprentices	Indentured Learners
Blacksmith .. .. .	—	4
Carpenter .. .. .	—	8
Compositor .. .. .	2	—
Carpet Repair .. .. .	—	1
Draughtsman .. .. .	1	—
Electrician .. .. .	1	2
Engine Room Assistant .. .. .	—	1
Farm Tank Operator (Oil Refinery) .. .. .	—	26
Fitter .. .. .	1	4
Fitter (Tool) .. .. .	1	—
General Engineering .. .. .	13	—
Inspector Mechanical .. .. .	—	2
Inspector of Works (Electrical) .. .. .	—	1
Installation Inspector .. .. .	1	—
Knitter .. .. .	—	1
Linesman .. .. .	3	—
Laboratory Technician .. .. .	—	25
Lithographic Printer .. .. .	1	—
Mechanical Trades (Railways) .. .. .	63	61
Meter Mechanic (Electrical) .. .. .	1	1
Mason .. .. .	—	3
Plumber .. .. .	—	2
Painter, Decorator .. .. .	—	1
Signwriter .. .. .	—	5
Plant Operator (Oil Refinery) .. .. .	—	40
Printing Machine Operator .. .. .	1	—
Quantity Surveyor Assistant .. .. .	—	1
Signal Fitter .. .. .	—	9
Survey Assistant .. .. .	—	1
Shift Operator .. .. .	—	22
Tinsmith .. .. .	—	1
Turner .. .. .	—	2
Technical Assistant Printing .. .. .	2	—
Upholsterer .. .. .	—	1
Welder .. .. .	1	1
	92	226

FACTORIES REGISTERED UNDER THE FACTORIES ORDINANCE  
DISTRIBUTION BY MAJOR INDUSTRIAL GROUPS: 31ST DECEMBER 1963

Industrial Group	Factories with Mechanical Power	Factories without Mechanical Power	Total
Agriculture and Livestock Production .. ..	548	27	575
Food Manufacturing Industries, except Beverage Industries .. .. .	420	45	465
Beverage Industries .. .. .	41	9	50
Tobacco Manufactures .. .. .	2	2	4
Manufacture of Textiles .. .. .	16	1	17
Manufacture of Footwear, Other Wearing Apparel and Made-up Textile Goods ..	193	1,463	1,656
Manufactures of Wood and Cork, except Manu- facture of Furniture .. .. .	389	81	470
Manufacture of Furniture and Fixtures .. ..	190	69	259
Manufacture of Paper and Paper Products ..	12	—	12
Printing, Publishing and Allied Industries ..	88	2	90
Manufacture of Leather and Leather Products, except Footwear .. .. .	13	6	19
Manufacture of Rubber Products .. .. .	24	2	26
Manufacture of Chemicals and Chemical Pro- ducts .. .. .	80	27	107
Manufacture of Products of Petroleum and Coal	3	—	3
Manufacture of Non-Metallic Mineral Products, except Products of Petroleum and Coal ..	59	13	72
Manufacture of Metal Products, except Machinery and Transport Equipment ..	129	55	184
Manufacture of Machinery, except Electrical Machinery .. .. .	194	11	205
Manufacture of Electrical Machinery, Apparatus, Appliances and Supplies .. .. .	75	16	91
Manufacture of Transport Equipment .. ..	480	234	714
Miscellaneous Manufacturing Industries ..	87	95	192
Electricity, Gas and Steam Services .. ..	29	—	29
Water and Sanitary Services .. .. .	75	2	77
Personal Services .. .. .	53	54	107
<b>TOTAL ALL INDUSTRIES AND SERVICES ..</b>	<b>3,200</b>	<b>2,214</b>	<b>5,414</b>

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

OCCUPATIONAL ACCIDENTS—1963

The Tables in this Appendix show accidents reported during 1963 under the Workmen's Compensation Act (Cap. 236). To be reportable, an accident must have arisen out of and in the course of the employment and have resulted in the death of a workman or his disablement for at least three consecutive days.

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

ANALYSIS BY INDUSTRY AND DEGREE OF INCAPACITY

INDUSTRY	FATAL			PERMANENT INCAPACITY						TEMPORARY INCAPACITY ONLY			DEGREE OF INCAPACITY NOT YET DETERMINED			TOTAL NO. OF ACCIDENTS REPORTED		
	Male	Fe- male	Ju- venile	TOTAL			PARTIAL			Male	Fe- male	Ju- venile	Male	Fe- male	Ju- venile	Male	Fe- male	Ju- venile
				Male	Fe- male	Ju- venile	Male	Fe- male	Ju- venile									
AGRICULTURE, ETC.																		
Agriculture and livestock production ..	29	—	1	—	—	—	85	2	5	304	17	1	264	20	2	682	39	9
Forestry and logging ..	2	—	—	—	—	—	7	—	—	10	—	—	9	—	—	28	—	—
Hunting and fishing ..	2	—	—	—	—	—	—	—	—	3	—	—	3	—	—	8	—	—
TOTAL .. .. .	33	—	1	—	—	—	92	2	5	317	17	1	276	20	2	718	39	9
MINING AND QUARRYING ..	—	—	—	—	—	—	1	—	—	8	—	—	21	—	—	30	—	—
MANUFACTURING AND REPAIRS																		
Food, beverages and tobacco ..	5	—	—	—	—	—	40	2	—	157	4	1	124	3	—	326	9	1
Textiles, apparel and textile goods ..	—	—	—	—	—	—	7	—	—	9	—	—	16	—	—	32	—	—
Wood and furniture ..	13	—	—	—	—	—	36	—	—	70	1	—	73	1	1	192	2	1
Paper and printing ..	—	—	—	—	—	—	4	—	—	8	1	—	15	—	—	27	1	—
Leather and fur ..	—	—	—	—	—	—	—	—	—	1	—	—	1	—	—	2	—	—
Rubber products ..	—	—	—	—	—	—	—	—	—	1	—	—	2	—	—	5	—	—
Chemical, petroleum and coal products ..	1	—	—	—	—	—	7	—	—	23	—	—	41	1	—	72	1	—

OCCUPATIONAL ACCIDENTS—1963  
ANALYSIS BY INDUSTRY AND DEGREE OF INCAPACITY

INDUSTRY	FATAL			PERMANENT INCAPACITY						TEMPORARY INCAPACITY ONLY			DEGREE OF INCAPACITY NOT YET DETERMINED			TOTAL NO. OF ACCIDENTS REPORTED		
	Male	Fe- male	Ju- venile	TOTAL			PARTIAL			Male	Fe- male	Ju- venile	Male	Fe- male	Ju- venile	Male	Fe- male	Ju- venile
				Male	Fe- male	Ju- venile	Male	Fe- male	Ju- venile									
MANUFACTURING AND REPAIRS—(Contd.)																		
Non-metallic mineral products other than chemical, petroleum and coal products	—	—	—	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Metal industries	2	—	—	44	1	—	—	—	—	—	—	—	—	—	—	20	3	—
Miscellaneous	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	958	15	3
TOTAL	21	—	—	145	3	—	—	—	—	—	—	—	—	—	—	1,649	19	3
BUILDING AND CONSTRUCTION	12	—	—	40	—	—	—	—	—	—	—	—	—	—	—	433	—	1
ELECTRICITY, WATER AND SANITARY SERVICES	2	—	—	7	—	—	—	—	—	—	—	—	—	—	—	93	—	—
COMMERCE	5	—	—	26	—	—	—	—	—	—	—	—	—	—	—	191	3	—
TRANSPORT, STORAGE AND COMMUNICATIONS	9	—	—	47	—	—	—	—	—	—	—	—	—	—	—	1,305	3	—
SERVICES																		
Government and business	11	—	—	26	—	—	—	—	—	—	—	—	—	—	—	224	5	—
Recreation	2	—	—	4	—	—	—	—	—	—	—	—	—	—	—	10	—	—
Personal	—	—	—	3	—	—	—	—	—	—	—	—	—	—	—	21	4	1
TOTAL	13	—	—	31	—	—	—	—	—	—	—	—	—	—	—	255	9	1
TOTAL ALL INDUSTRIES AND SERVICES	95	—	1	389	5	5	5	2,558	33	3	1,632	35	5	4,674	73	14		

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



## APPENDIX VII—(Contd.)

OCCUPATIONAL  
ANALYSIS BY INDUSTRY

INDUSTRY	MACHINERY								Handling without Machinery	
	POWER DRIVEN						OTHER			
	Prime Movers	Transmission	Lifting	Woodworking	Metal Working	Sisal	Other	Lifting		Other
AGRICULTURE, ETC.—										
Agriculture and Livestock Production ..	—	28	—	4	1	25	39	—	—	68
Forestry and Logging .. .. .	—	1	—	—	—	—	—	—	—	2
Hunting and Fishing .. .. .	—	—	—	—	—	—	—	—	—	—
TOTAL .. .. .	—	29	—	4	1	25	39	—	—	70
MINING AND QUARRYING .. .. .										
.. .. .	—	—	—	—	—	—	3	—	—	6
MANUFACTURING AND REPAIRS—										
Food, Beverages and Tobacco .. .. .	2	11	2	3	5	1	35	—	—	56
Textiles, Apparel and Textile Goods ..	—	2	—	1	—	—	16	—	—	5
Wood and Furniture .. .. .	—	3	1	80	1	—	5	—	1	40
Paper and Printing .. .. .	—	1	—	1	—	—	16	1	—	1
Leather and Fur .. .. .	—	—	—	—	—	—	1	—	—	1
Rubber Products .. .. .	—	—	—	1	—	—	2	—	—	1
Chemical, Petroleum and Coal Products	—	2	1	1	—	—	3	1	1	16
Non-Metallic Mineral Products other than	—	—	—	—	2	—	1	1	2	5
Chemical, Petroleum and Coal Products	—	6	7	16	42	—	46	—	—	282
Metal Industries .. .. .	—	1	—	—	1	—	3	—	—	4
Miscellaneous Manufacturing Industries..	—	—	—	—	—	—	—	—	—	—
TOTAL .. .. .	2	26	11	103	51	1	128	3	4	411
BUILDING AND CONSTRUCTION .. .. .										
.. .. .	—	—	1	3	—	—	10	1	—	120
ELECTRICITY, WATER AND SANITARY SERVICES .. .. .										
.. .. .	—	—	—	1	—	—	3	1	—	32
COMMERCE .. .. .										
.. .. .	—	—	2	—	—	—	2	—	—	48
TRANSPORT, STORAGE AND COMMUNICATIONS										
.. .. .	1	—	39	1	1	—	2	3	—	563
SERVICES—										
Government and Business .. .. .	—	—	—	1	—	—	4	—	—	12
Recreation .. .. .	—	—	—	—	—	—	1	—	—	1
Personal .. .. .	—	—	—	—	—	—	5	—	—	2
TOTAL .. .. .	—	—	—	1	—	—	10	—	—	15
TOTAL ALL INDUSTRIES AND SERVICES ..	3	55	53	113	53	26	197	8	4	1,265

Table 17

ACCIDENTS—1963  
AND CAUSATION

TRANSPORT				Steam Pressure Plant	Air Pressure Plant	Fires	Explosions	Molten Metal; Other Hot or Corrosive Substances	Gassing and Poisoning	Electricity	Struck by Falling Objects	Falls of Ground	Falls of Persons	Stepping on or Striking against Objects	Hand Tools not Power Operated	Animals	Miscellaneous	Accidents not Adequately Described	TOTAL
Locomotives, etc.	Ships	Aircraft	Other Vehicles																
1	-	-	134	-	-	3	-	3	-	-	25	1	67	69	169	22	70	1	730
-	-	-	1	-	-	-	-	-	-	-	12	-	2	1	6	2	1	-	28
-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	1	-	2	-	8
1	-	-	140	-	-	3	-	3	-	-	37	1	69	70	176	24	73	1	766
-	-	-	-	-	-	-	-	3	1	-	4	-	2	1	5	-	2	-	30
2	-	-	27	-	-	1	1	12	-	2	23	-	42	33	37	1	40	-	336
-	-	-	-	-	-	-	-	1	-	-	-	-	2	-	3	-	2	-	32
-	-	-	16	-	-	-	-	1	-	-	21	-	8	2	11	-	5	-	195
-	-	-	1	-	-	-	-	-	-	-	1	-	3	-	1	-	2	-	28
-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	2
-	-	-	-	-	-	-	-	3	-	-	16	-	-	3	6	1	5	-	5
-	-	-	11	-	-	-	-	-	-	-	-	-	3	3	-	-	-	-	73
-	-	-	-	-	-	-	1	1	-	-	1	-	1	1	2	-	1	-	20
4	-	-	8	3	2	10	4	47	6	8	71	-	80	41	145	-	134	-	962
-	-	-	-	-	-	3	-	-	-	-	-	-	1	-	-	-	5	-	18
6	-	-	64	3	2	15	6	65	6	10	133	-	140	80	205	2	194	-	1,671
-	-	-	-	-	-	3	-	17	-	-	34	1	70	16	30	1	44	1	434
-	-	-	20	-	-	-	-	-	-	3	3	-	11	5	6	-	8	-	93
-	-	-	55	-	-	-	-	3	-	-	21	-	26	9	4	-	24	-	194
29	-	-	69	1	-	-	-	10	1	-	223	-	99	156	32	1	76	1	1,308
-	-	-	93	-	-	-	-	1	-	-	6	-	30	1	6	11	64	-	229
-	-	-	3	-	-	-	-	-	-	-	-	-	-	1	2	2	2	-	10
-	-	-	2	-	-	-	-	1	-	-	-	-	7	-	4	1	4	-	26
-	-	-	98	-	-	-	-	2	-	-	6	-	37	1	11	14	70	-	265
36	-	-	531	4	2	21	9	101	7	13	461	2	454	338	469	42	491	3	4,761



## REGISTRATION OF PERSONS—STATISTICAL SUMMARY 1963

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

RACE	NUMBER OF IDENTITY CARDS ISSUED	
	Originals	Re-Issues
Africans .. .. .	37,180	33,513
Arabs .. .. .	321	178
Somalis and Borans ..	108	134
Asians .. .. .	683	193
Europeans .. .. .	40	6
Miscellaneous .. ..	155	4
<b>TOTAL ALL RACES ..</b>	<b>38,487</b>	<b>34,028</b>

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

Original Certificates Issued .. .. .	348
Re-Issues .. .. .	78
Cancellation and Refusals .. .. .	11

## III. FINGERPRINT BUREAU—IDENTIFICATIONS

Fingerprints Classified and/or checked for purposes of registration ..	72,306
Thumbprints checked in respect of Duplicate Identity Cards issued ..	32,140
Miscellaneous fingerprint checks .. .. .	32,768
<b>TOTAL .. .. .</b>	<b>137,214</b>

## APPENDIX IX

Table 20

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.) (Calcutta).
1	Permanent Secretary	Mr. M. A. O. Ndisi, F.C.C.S.
2	Assistant Secretaries	Mr. B. F. Miles Mrs. E. Wilson
1	P.S. I	Mrs. A. M. Spring
1	P.S. II	Mrs. D. M. Nimmo
2	Steno/Secretaries	Vacant
1	Pool Stenographer	
1	Accounts Assistant	A. B. C. Costa Fernandes
5	Clerical	
1	Personnel Assistant	S. P. Goel
4	Clerical	

LABOUR DEPARTMENT

No.	Designation of Post	Name of Substantive Holder
1	Chief Labour Officer	Mr. J. I. Husband, M.A. (Oxon)
2	Asst. Chief Labour Officer	Mr. G. J. M. Gray, M.P.S., M.R.S.H. Vacant
1	Chief Industrial Relations Officer	Mr. R. A. J. Damerell, D.F.C.
2	Senior Labour Officer (Lower Super Scale)	Mr. N. Nesbitt Mr. M. S. A. Mulendwe
4	Senior Labour Officers	Mr. G. A. Luckhurst Mr. L. J. Ray Mr. L. R. McCullough Mr. A. E. Odhiambo
1	Industrial Relations Officer	Mr. J. W. Owuor, B.A. (Hons.), M.A. (Delhi)
1	Officer i/c Employment Service	Mr. L. W. R. James
27	Labour Officers	Mr. A. W. Arres Mr. A. J. Hallowes Mr. G. D. Leeds Mr. G. St. G. Catchpole on leave pending retirement with effect from 2/8/1963 Mr. M. A. G. Imbert Mr. J. Lawrence Miss M. M. Sharma on leave pending retirement w.e.f. 1/9/1963 Mr. J. Lindsay Mr. C. K. Murengi Mr. J. G. Thongori, B.A. (Lond.) Mr. J. M. Mutugi, B.A. (Lond.) Mr. B. E. Odongo Mr. P. M. Okumu Mr. J. H. Okumu Mr. E. Linyonyi Mr. S. J. Okelo Mr. S. M. Mkala

## LABOUR DEPARTMENT—(Contd.)

No.	Designation of Post	Name of Substantive Holder
	Labour Officers—(Contd.)	Mr. S. M. Mailu Mr. E. Akach Mr. J. W. Omedi Mr. S. A. Tongoi Mr. J. C. Odaga, B.A. (Addis)
	Labour Officers (Supernumerary)	Mr. J. H. I. Obimbo Mr. J. W. Agutu Mr. A. S. Bamuta Mr. C. A. Agengo Miss A. F. Mbuya, B.A. (Lond.)
2	Senior Labour Inspectors (Scale C 5-4)	Mr. J. H. Denar Mr. J. D. Ossome
4	Senior Labour Inspectors (Scale C 6-5)	Mr. I. H. Kramer Mr. G. K. Muange Mr. G. G. Ware Mr. A. W. Baraza
4	Industrial Relations Assts. (Scale C 6-5)	Mr. B. G. Saka Mr. P. Bukachi Mr. Chege Kibachia Mr. W. W. Kidusu
10	Labour Inspectors (Scale E)	Mr. Reuben Wanjohi Mr. E. Wawire Mr. A. Mala Mr. C. Owitti Mr. J. O. Philip Mr. L. K. Kemei Mr. J. B. C. Zakaria Mr. Mohamed Juma Mr. B. L. Mujeni Mr. S. A. Husein Mr. M. O. Achayo (Supernumerary)
14	Wages Inspectors	Mr. G. J. Oliech Mr. P. M. Ndegwa Mr. M. O. Odida Mr. W. N. Maseki Mr. Ngugi Rimi Mr. Stephen N. P. Mutia Mr. J. W. Aluku Mr. C. C. Waigwa Mr. E. M. Muange Mr. B. Opiyo Mr. U. B. U. Liheli Mr. J. K. Kaseba Mr. J. B. Ollendo
5	Secretarial Staff	Mrs. L. G. Price, on leave pending termination of contract w.e.f. 1/9/1963 Mrs. F. G. Bresson Msr. G. E. B. Veale Mrs. L. Menezes Miss N. V. D. Gomes

## LABOUR DEPARTMENT—(Contd.)

No.	Designation of Post	Name of Substantive Holder
10	Office Executive Staff	Mr. V. M. D'Souza Mr. C. B. Patel Mr. G. J. Mathias Mr. M. J. Fernandes Mr. P. N. D'Souza Mr. A. S. Virdee Miss J. F. Bennet Mr. M. Luta Mr. John M. Zakariah Mr. I. Abuonji
FACTORIES INSPECTORATE		
1	Chief Inspector of Factories	Mr. F. M. McCullouch, A.M.I.MECH.E.
3	Inspector of Factories	Mr. E. F. T. Hancock, A.M.I.MECH.E. Mr. E. G. Hooper, A.M.I.E.E. Mr. L. Kemp, A.M.I.MECH.E.
	Supernumerary	Mr. D. M. Gitahi, A.M.I.E.D., B.SC. (Lond.), Dip. Ind. Hyg. (Zagreb)
1	Assistant Inspector of Factories	Mr. L. J. M. Wanjui
1	Office Executive Staff	Mr. G. J. Lobo
1	Secretarial Staff	Miss M. Fernandes
5	Clerical, Typing and Analogous Staff	
3	Subordinate Staff	
WORKMEN'S COMPENSATION SECTION		
1	Registrar of Workmen's Compensation	Mr. F. S. Kemmenoe
2	Clerical, Typing and Analogous Staff	
3		
SUPERVISORY TRAINING SECTION		
1	Senior Training Officer	Mr. B. W. Townsend
1	Training Officer/Labour Officer	Mr. P. K. Ndenderu
1	Clerical, Typing and Analogous Staff	
3		
TRADE TESTING AND APPRENTICESHIP SECTION		
1	Officer i/c Trade Testing	Mr. E. K. Boseley. Leave pending retirement with effect from 17/7/63
6	Trade Testing Officers	Mr. W. Roberts, leave pending retirement w.e.f. 1/11/63 Mr. A. McIntosh Mr. G. V. Herbert Mr. J. Keith Mr. F. D. Tyler Mr. Henrikus O. Okumu Mr. O. L. G. D'Souza
1	Office Executive Staff	
2	Clerical, Typing and Analogous Staff	
5	Subordinate Staff	
15		

## REGISTRATION OF PERSONS AND APPRENTICESHIP SECTION

No.	Designation of Post	Name of Substantive Holder
1	Principal Registrar	Mr. A. F. W. Killick on leave pending retirement w.e.f. 16/6/63
1	Registrar	Mr. N. E. Huckle
1	Asst. Registrar	Mr. R. J. L. Lobo
3	Office Executive and Statistics Staff	Mr. D. S. Patel Mr. K. B. Malik Mr. V. D. Bulsara
1	Fingerprint Officer	Mr. M. A. Jafferey
2	Senior Fingerprint Assistants	Mr. M. A. Rahim Mr. M. P. Trivadi
14	Fingerprint Assistants	
40	Clerical, Typing and Analogous Staff	
1	Driver	
10	Subordinate Staff	
74		
SOCIAL SERVICES		
1	Assistant Commissioner Community Development	Mr. J. G. Njenga
1	Senior Community Development Officer	Mr. D. E. Cox
20	Community Development Officers	Mr. E. J. L. Harris Mr. J. Gatume Mr. D. K. Nyangala Mr. J. Siboe Mr. J. Manyonje Mrs. K. Bennet Mrs. P. Abwao Mr. T. J. Wambugu Mr. B. Murage Mr. J. Mbataru Mr. H. M. S. Njeru Miss A. Heman Mr. A. Thyaka Mr. R. N. Phillips Mr. M. Ng'ethe Mr. M. Oisebe Miss B. Nekesa Mr. J. Muiru Mr. W. D. Bird Vacant
10	Assistant Community Development Officers	Mr. A. A. Musumba Miss P. Kadali Miss C. Nyai Mr. D. M. Gitahi Mrs. J. M. Arua Mrs. E. Jonathan 4 vacant



## SOCIAL SERVICES—(Contd.)

No.	Designation of Post	Name of Substantive Holder
1	Transport Officer	Mr. C. F. M. Noronha
1	Executive Officer	Mr. L. D. Fernandes
2	Pool/Stenographers	
1	Clerk	
47	Drivers	
1	Subordinate Staff	
1	Kenya Sports Advisor	Mr. A. Evans
3	Regional Sports Officers	Mr. W. Yeda Mr. Muhora Mr. R. Batchelor
1	Clerk	
1	Senior Social Welfare Officer	Miss J. McDonald
3	Social Welfare Officers	Miss M. N. Smith Mrs. R. A. Damji Vacant
1	Assistant Social Welfare Officer	Miss K. A. Mohammed
1	Pool/Stenographer	
1	Subordinate Staff	
1	Kenya Youth Adviser	Mr. G. W. Griffin
1	Executive Officer	Mr. M. S. Patel

**PROSECUTIONS AGAINST EMPLOYERS UNDER LABOUR  
LEGISLATION—1963**

	Con- victed	Dis- charged	Ac- quitted	With- drawn	Total
<b>EMPLOYMENT ACT (CAP. 226)</b>					
Failing to pay wages when due .. .. .	39	7	—	16	62
Failing to provide an employee with an Employment Return (L.D. 88) .. .. .	2	—	—	—	2
Making a deduction from wages in respect of rations without a permit from a Labour Officer .. .. .	1	1	—	—	2
	42	8	—	16	66
<b>EMPLOYMENT OF WOMEN, YOUNG PERSONS AND CHILDREN ACT (CAP. 227)</b>					
Employing a child in a Municipality or Township with- out the written permission of a Labour Officer .. .. .	2	—	—	—	2
<b>WORKMEN'S COMPENSATION ACT (CAP. 236)</b>					
Failing to report an accident causing injury to a workman	1	—	—	—	1
<b>REGULATION OF WAGES AND CONDITIONS OF EMPLOYMENT ACT (CAP. 229)</b>					
Failing to pay not less than statutory minimum rates ..	6	4	—	—	10
Failing to maintain records .. .. .	—	1	—	—	1
Failing to exhibit prescribed notice of wages regulation order .. .. .	1	—	—	—	1
Unlawfully receiving a payment by way of premium from an employee .. .. .	—	—	—	1	1
	7	5	—	1	13
<b>FACTORIES ACT (CAP. 514)</b>					
Failing to fence a part of transmission machinery securely .. .. .	6	—	—	—	6
Failing to fence a dangerous part of machinery securely	13	—	—	—	13
Failing to comply with a provision of the Factories Act in consequence of which a person suffered bodily injury .. .. .	6	—	—	—	6
Failing to fence a prime mover securely .. .. .	1	—	—	—	1
Failing to fit a safety valve to an air receiver .. .. .	1	—	—	—	1
Failing to provide means for extinguishing fire .. .. .	1	—	—	—	1
Failing to provide a first-aid box or cupboard of the prescribed standard .. .. .	1	—	—	—	1
Failing to comply with a provision of the Factories (Woodworking Machinery) Rules in consequence of which a person suffered bodily injury .. .. .	1	—	—	—	1
Failing to comply with a provision of the Factories (Woodworking Machinery) Rules .. .. .	1	—	—	—	1
	31	—	—	—	31
<b>TOTAL .. .. .</b>	<b>83</b>	<b>13</b>	<b>—</b>	<b>17</b>	<b>113</b>

PROSECUTIONS AGAINST EMPLOYEES UNDER LABOUR LEGISLATION—1963

NIL.

## APPENDIX XI

Table 22

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

Table 23

LABOUR LEGISLATION—NEW LABOUR LEGISLATION ENACTED  
DURING 1963*Workmen's Compensation*

The Workmen's Compensation (Amendment) Act, 1963 (came into force on 13th August 1963). Amendments to sections 24 and 25 of Workmen's Compensation Act, relating to rights to compensation and to damages in civil law.

*Trade Testing*

The Employment (Trade Testing) (Revocation) Rules, 1963.

*Factories*

Factories (First Aid) Amendment Order, 1963.  
 The Essential Services Ordinance, 1963.

*Employment Services*

The Employment (Casual Labour) Rules—Cancellation: (two enactments).  
 The Employment (Forms) (Amendment) Rules, 1963—Cancelled the L.D. 88 Return Card.  
 The Statistics (Employment) Regulations, 1963.

*Wages Regulation*

- (i) The Regulation of Wages (General) Order, 1963; with effect from 1st February 1963 this increased the housing allowance payable in Nairobi, Kisumu and Kitale Municipalities, Mombasa Island, Kericho, Nanyuki, Nyeri and Thomson's Falls Townships, and Thika Urban District.
- (ii) The Regulation of Wages (Hotel and Catering Trades Wages Council Establishment) (Amendment) Order, 1963; increased the scope of the Wages Council for this industry.
- (iii) The Regulation of Wages (Baking, Flour Confectionery and Biscuit Making Trades) Order, 1963; with effect from 1st March 1963, revised the minimum rates of wages in the industry.

- (iv) The Regulation of Wages (Laundry, Cleaning and Dyeing Trades) Order, 1963; with effect from 1st March 1963, prescribed minimum wage rates, housing allowances and conditions of employment in the industry.
- (v) The Regulation of Wages (Footwear Industry Wages Council Establishment) Order, 1963; this took effect from 25th February 1963, and created machinery for the regulation of wages and conditions of employment in the industry.
- (vi) The Regulation of Wages (Building and Construction Industry) Order, 1963; with effect from 1st April 1963 this increased the minimum rate of wages, and introduced minimum rates of wages for artisans in the industry.
- (vii) The Regulation of Wages (Hotel and Catering Trades) Order 1963; with effect from 1st April 1963 this increased minimum rates of wages, prescribed a shorter working week and a longer leave entitlement within the industry.
- (viii) The Regulation of Wages (Road Transport Wages Council Establishment) (Amendment) Order, 1963; this increased the scope of the Wages Council for this industry.
- (ix) The Regulation of Wages (Tailoring, Garment Making and Associated Trades Wages Council Establishment) (Amendment) Order, 1963; increased the scope of the Wages Council for this industry.
- (x) The Regulation of Wages (Building and Construction Industry Wages Council Establishment) (Amendment) Order, 1963; this increased the scope of the Wages Council for this industry.
- (xi) The Regulation of Wages (Road Transport) Order, 1963; with effect from 1st May 1963 this provided increased minimum rates of wages and a shorter working week for the industry.
- (xii) The Regulation of Wages (Amendment of Wages Council Orders, and Regulation of Wages Orders) Order, 1963; with effect from 11th April 1963 this substituted in all Wage Regulation Orders the new titles of the various districts comprising the former Northern Province.
- (xiii) The Regulation of Wages (Tailoring, Garment Making and Associated Trades) Order, 1963; with effect from 1st June 1963, this increased the minimum rates of wages in the industry.
- (xiv) The Regulation of Wages (Motor Engineering Trades Wages Council Establishment) (Amendment) Order, 1963; increased the scope of the Wages Council for the industry.
- (xv) The Regulation of Wages (Wholesale and Retail Distributive Trades Wages Council Establishment) Order, 1963; established machinery for the regulation of wages and conditions of employment in the trades within the thirteen scheduled urban areas.
- (xvi) The Regulation of Wages (Laundry, Cleaning and Dyeing Trades Wages Council Establishment) (Amendment) Order, 1963; increased the scope of the Wages Council for this industry.
- (xvii) The Regulation of Wages (Motor Engineering Trades) Order, 1963; with effect from 1st September 1963 increased minimum rates of wages, prescribed a shorter working week and a longer leave entitlement within the industry.
- (xviii) The Regulation of Wages (Knitting Mills) Order, 1963; with effect from 1st November 1963 prescribed minimum rates of wages, housing allowance and conditions of employment in the industry.
- (xix) The Regulation of Wages (Agricultural Industry Wages Council Establishment) Order, 1963; created machinery for the regulation of minimum wages and conditions of employment for agricultural labourers, excluding the plantation industries.

*General*

The Resident Labourers (Repeal and Transitional Provisions) Ordinance (Commencement) Order, 1963.

The Trespass Ordinance.

The Agricultural (Land Utilization) Farm Employees Rules, 1963, these Rules regulated tenancies of farm employees formerly covered by the Resident Labourers Act.

The Kenya (Amendment of Laws) (Miscellaneous Amendments) Regulations, 1963.

The Interpretation and General Provisions Ordinance—change of title.

