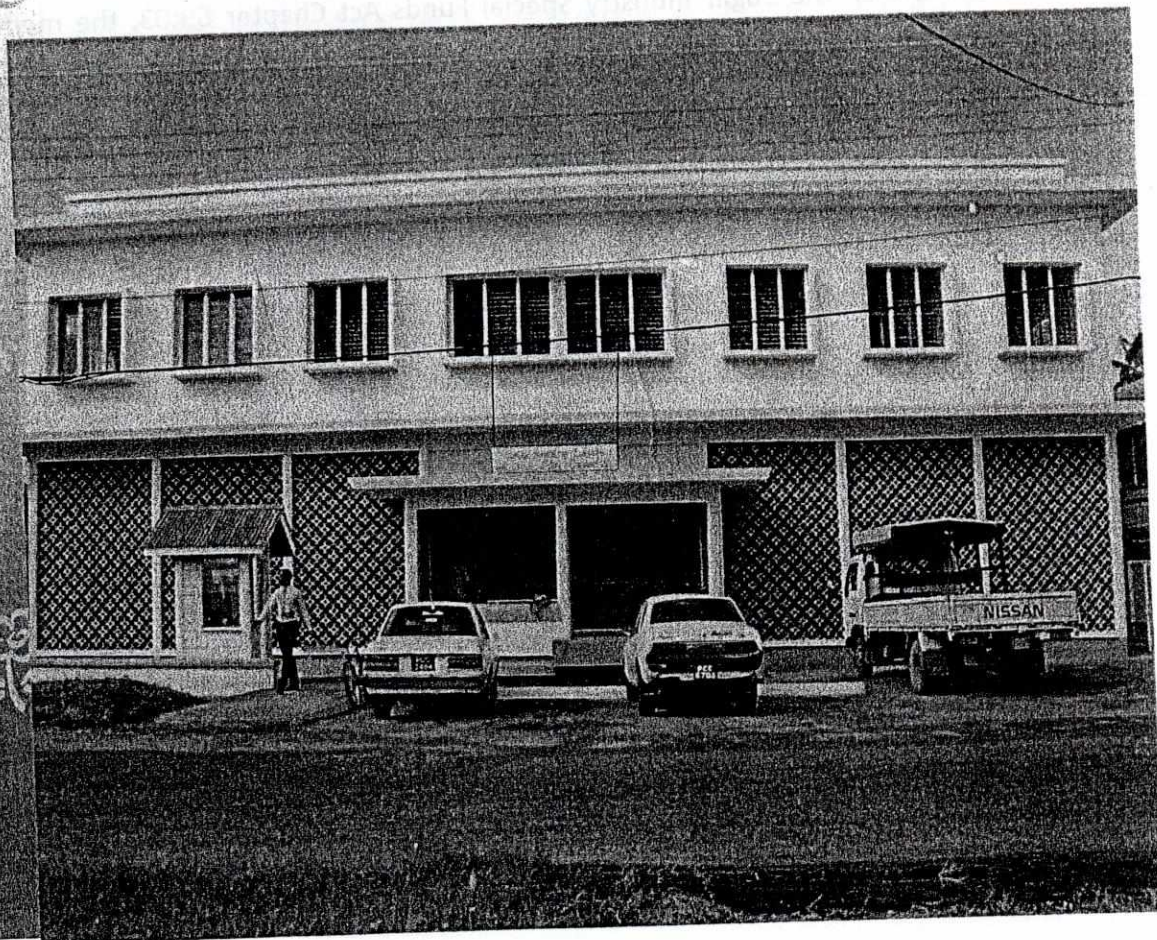




THE SUGAR INDUSTRY LABOUR WELFARE FUND COMMITTEE

ANNUAL REVIEW 2012



SILWFC'S MANDATE

The Sugar Industry Labour Welfare Fund Committee was established by law in 1947 to provide for the improvement of social and public health conditions among workers in the Sugar Industry, with special reference to housing, sanitation and potable water supply and recreational facilities.

PRINCIPAL ACTIVITIES

The Principal activities of the organization are focused on the improvement of housing, roads and the social and public health conditions of Sugar Workers. The organization has also been significantly involved in house lot allocation, conveying Titles, issuing interest free loans and giving Water Subsidies to sugar workers who have met the qualifying requirements.

In accordance with Regulation 10 of The Sugar Industry Labour Welfare Fund Regulations made under The Sugar Industry Special Funds Act Chapter 69:03, the members of the Committee appointed by the Honourable Minister of Labour to administer the Sugar Industry Labour Welfare Fund, take the honour of submitting the report on the administration of the Fund for the year 2012.

(1) MEMBERS OF THE COMMITTEE

At the beginning of the year, the Committee comprised of two Public Officers, three Trade Union Representatives and three Representatives from the Guyana Sugar Corporation.

Dr. Dindyal Permaul	-	Chairman	}	Public Officers
Mr. Yoganand Persaud	-	Member		
Mr. Carvil Duncan	-	Member	}	Trade Union Representatives
Mr. Kenneth Joseph	-	Member		
Mr. Rooplall Persaud	-	Member		
Mr. Paul Bhim	-	Member	}	GuySuCo Representatives
Mr. Rishi Sookram	-	Member		
Mr. Ramnarayan Rupan	-	Member		

The life of the Board ended on **March 31, 2012**. As a consequence, a new Board was reconstituted on **July 1, 2012** with the following members:-

Mrs. Deolatchmee Ramotar	-	Chairperson	}	Public Officers
Mr. Charles Ogle	-	Member		
Mr. Carvil Duncan	-	Member	}	Trade Union Representatives
Mr. Kenneth Joseph	-	Member		
Mr. Rooplall Persaud	-	Member		
Mr. Paul Bhim	-	Member	}	GuySuCo Representatives
Mr. Jairam Petam	-	Member		
Mr Rishi Sookramn	-	Member		

During the year 2012 the following meetings were held:-

- **Five (5)** Main Committee Meetings and **two (2)** Special Main Committee Meeting
- **One (1)** Housing Sub Committee Meeting
- **Two (2)** Finance Sub Committee Meetings
- **Three (3)** Tender Board Committee Meetings

STAFF:

At the commencement of 2012 the staff of the Committee comprised of:

- ❖ Administrative Manager
- ❖ Accountant (1)
- ❖ Confidential Secretary (1)
- ❖ Building Inspectors (3)
- ❖ Senior Clerks (3)
- ❖ Typist/Clerk Grade I (2)
- ❖ Typist/Clerk Grade II (1)
- ❖ Accounts Clerk
- ❖ Driver (1)
- ❖ Office Assistant (1)
- ❖ Cleaner (1)

For the first quarter of 2012, the Committee had caused to terminate the services of the Administrative Manager and the Accountant during their probationary periods.

During the period one staff from the Accounts Department also tendered her resignation.

The Principal Assistant Secretary was tasked with the responsibility of performing the duties of the Administrative Manager until further notice.

(2) APPOINTMENTS

After the termination of the Administrative Manager, the Principal Assistant Officer was asked to perform the duties as the Administrative Manager until further notice.

(3) FINANCIAL STRUCTURE

As at 31 December 2012, Net Deficit was \$42,977,523 (forty two million, nine hundred and seventy seven thousand, five hundred and twenty three dollars).

(4) WAGES AND SALARIES

The Guyana Agricultural and General Workers Union (GAWU) remains the sole bargaining agent for the employees at SILWFC. In 2012 the employees received an increase of seven percent (7%) across the Board.

(5) BURSARY AWARD

The Committee paid four (4) Bursary Awards totaling \$43,000.



(6) AUDIT

The Committee continues its effort to have the audit of its accounts brought up to date. During the year under review the Committee was issued with Audit Reports for the year 2004 from the Auditor General's Office.

The Financial Statements for the period 2005 to 2009 were audited in 2012, however, the Committee is awaiting the reports from the Auditor General's Office.

(7) REGISTERED EXPORTER:

The Guyana Sugar Corporation Inc. continues to be the sole registered exporter of sugar.

Exports of sugar for the period **January to December, 2012** totaled **172,462** tons accruing a levy of **\$86,230,945** at the statutory rate of **\$500.00** per tonne.

(8) INCOME

(a) Levies - The Main source of Income is levies from sugar exported by Guyana Sugar Corporation.

No levies were paid into the fund from May 2010 to December 2012.

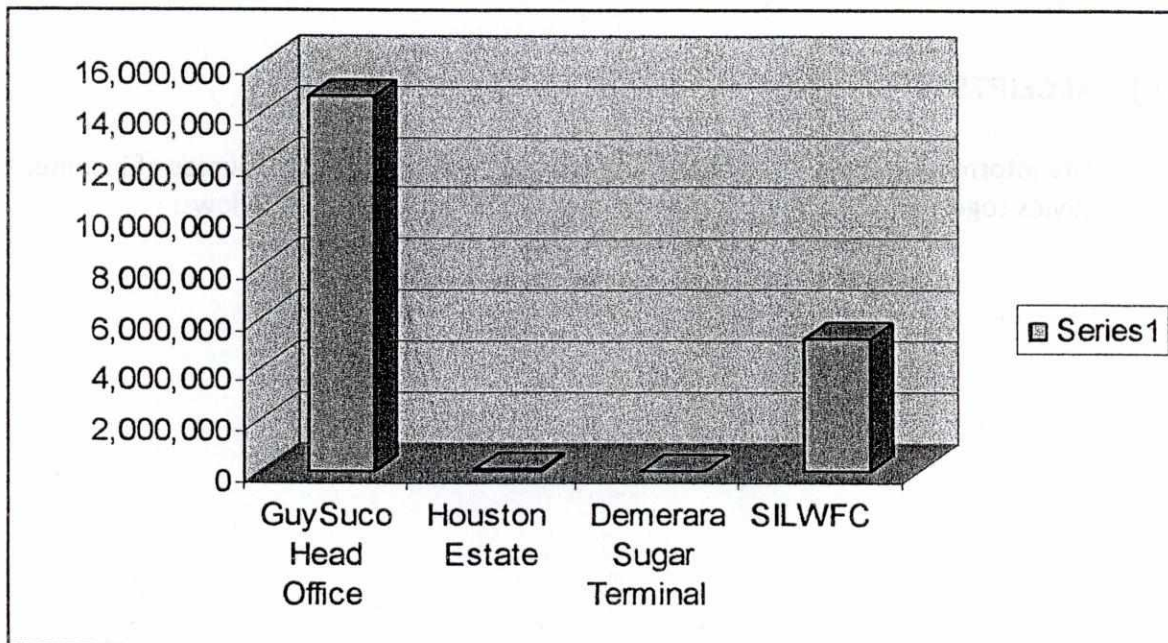
(b) Loan Repayment (Remittances)

- (i)* One of the social responsibilities of the Committee is to improve the living condition of workers in the sugar industry. As a result interest free loans were granted to assist the Sugar Workers in constructing, repairing and extending their houses.
- (ii)* The loans are repayable in weekly installments by way of authorized deduction from the workers' wages/salaries through the estates (Guyana Sugar Corporation) after which the deduction amount is remitted to SILWFC.

(iii) During the year in review SILWFC received a total of **\$19,965,672** as Loan remittances and this amount was deposited into SILWFC Fund.

An analysis of Loan Repayment Remittances is shown in the table below:-

LOAN REPAYMENT (REMITTANCES) FOR 2012	
LOCATION	PAYMENT RECEIVED AND DEPOSITED TO THE FUND
GuySuco Head Office	14,760,422
Houston Estate	42,250
Demerara Sugar Terminal	-
SILWFC	5,163,000
TOTAL	19,965,672



(9) CONVEYANCING OF TITLES AND SECOND TRANSFERS

- (i) The Committee continues to convey Certificates of Title to sugar workers who were leased land in the Extra Nuclear Housing Areas and to those who were allocated house lots in new housing areas developed by the Committee.

- (ii) A total of **75** applications were received and processed in **2012**. **95** applicants paid for their titles, and this number represented **6** applicants who applied in **2012** and **89** applicants who applied in previous years. **96** Transfers were filed at the Land Registry and **96** Certificates of Title were uplifted from the Land Registry from transfer filed in previous years and delivered to the Registered Proprietors.

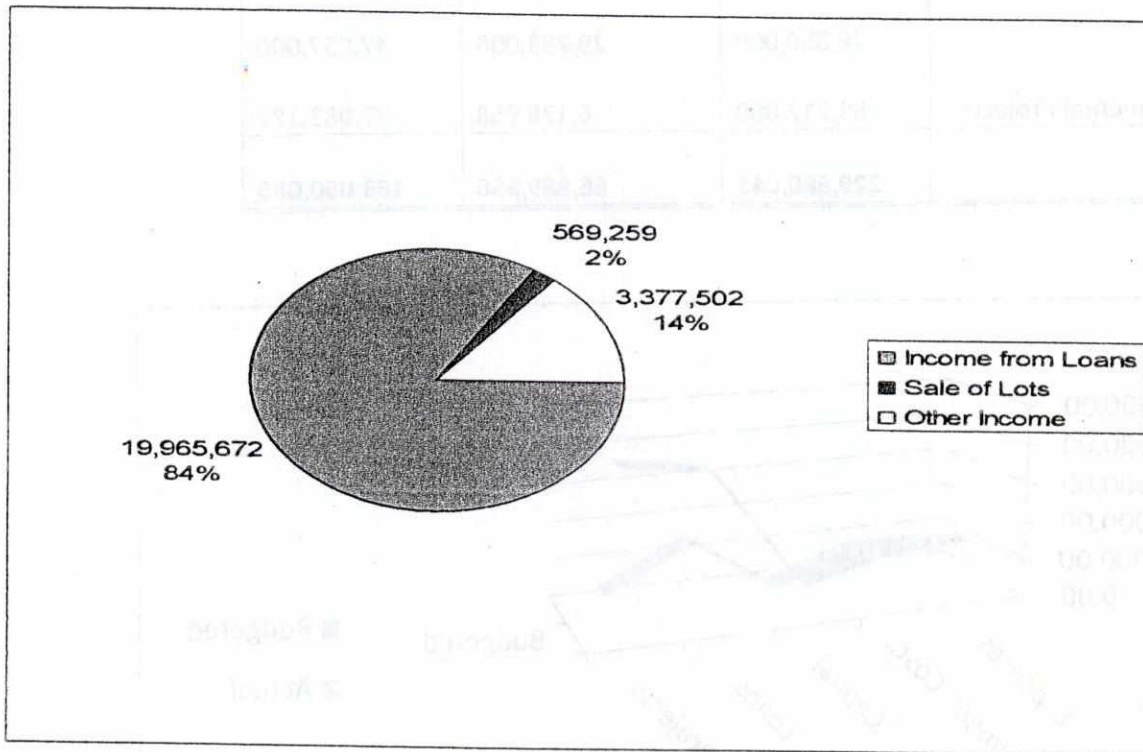
- (iii) During the period under review **ten (10)** Registered Proprietors applied to the Committee for transfer of their properties to which SILWFC complied.

- (iv) Proceeds from the sale of the lots for the year 2012 totaled **\$469,259** which was deposited into the Fund.

(10) RECEIPTS

The information presented below summarizes the Committee's sources of income. Levies together with other sources of receipts for 2012 were as follows:

SOURCES OF INCOME	TOTAL
Levies	-
Income from Loan (Remittances)	19,965,672
Sale of Lot & Transfers	569,259
Other Income	3,377,502
TOTAL	23,912,433

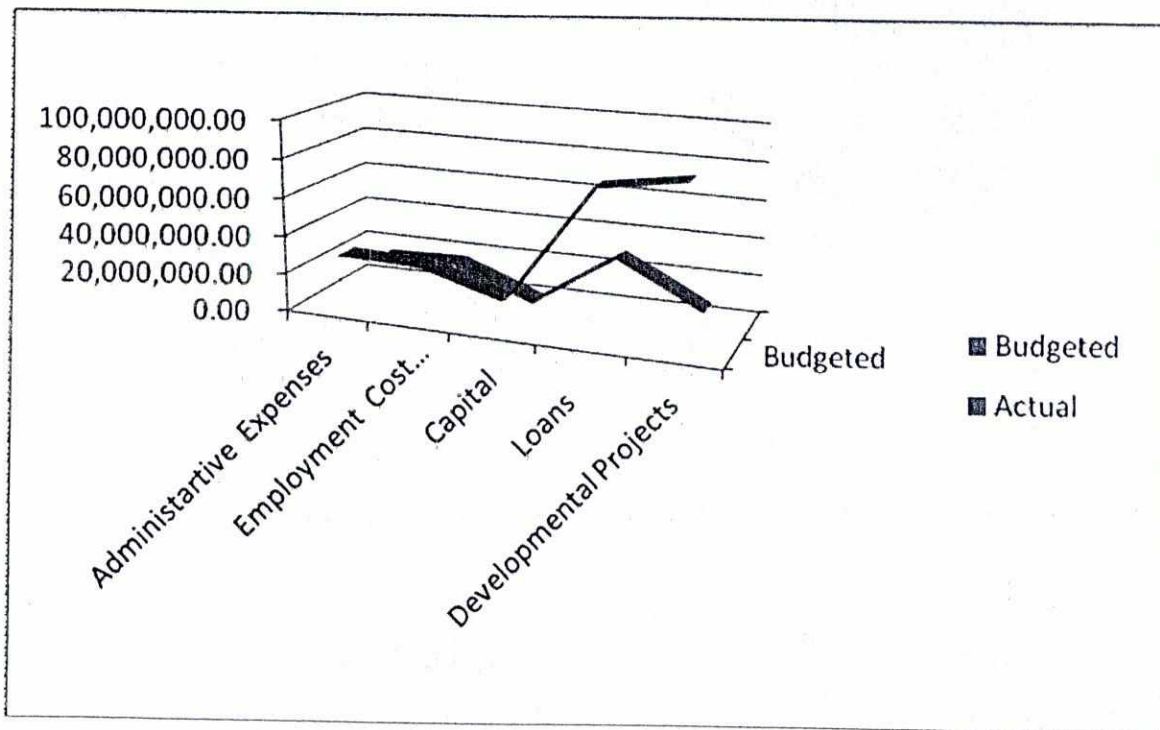


The pie chart represents the sources of receipts as percentage of the total receipts.

(11) EXPENSES

The Committee budgeted for operating expenses at \$229,980,041 for the year. The table provides a variance analysis of the expenses while the line graph captures the budgeted against the actual expenses for year 2012.

2012 OPERATING EXPENSES			
COST	BUDGETED	ACTUAL	VARIANCE
Administrative Expenses	28,287,200	14,923,773	13,363,427
Employment Cost	27,115,761	16,356,305	10,759,456
Capital expenses	15,015,000	187,920	14,827,080
Loans	76,350,000	29,293,000	47,057,000
Developmental Projects	83,212,080	6,128,958	77,083,122
TOTAL	229,980,041	66,889,956	163,090,085



(12) LOANS

The Committee provides interest free Loans to sugar workers to assist them to construct their own homes. Over the years the amount had to be increased due to the rise in the cost of building materials and labour.

Housing Loans remain at **\$500,000**; however, the Sugar Workers who had already accessed a housing loan can apply for an additional loan of **\$200,000** for renovations and extensions.

Loans of **\$200,000** are granted to Sugar Workers to repair and extend their dwelling houses. The rate of repayment of loans for repair and extension is \$1,000 per week.

The Building Inspectors employed by the Committee have the responsibility to ensure that the loans disbursed are used for the intended purpose and that building material purchased is of good quality.

Total loans disbursed to sugars workers during the year under review was **\$38,250,000**.

Details of the number of applications received, approved and disbursed during **2012** are shown in the table below.

TYPE OF LOAN	APPLICATION RECEIVED	APPLICATION APPROVED	APPLICATION APPROVED DISBURSED
NEW LOAN	50	90	\$31,250,000
REPAIR & EXTENSION	8	5	\$1,200,000
SECOND REPAIR & EXTENSION	8	15	\$5,800,000
TOTAL	66	110	\$38,250,000

(13) Water Subsidy

- i. One of the Committee's responsibilities is to provide potable water to sugar workers residing in the sugar belt and with the divestment of the water entity to Guyana Water Incorporated, the Committee agreed to subsidize water rates to all sugar workers who have met the necessary requirements.

- II. A subsidy of \$3,000 was paid to each eligible sugar worker.
- III. Water Subsidy for 2012 was paid in year 2013 and the amount totaled \$1,092.00

(14) OVERPAYMENT OF LOANS

During the year in review 33 borrowers uplifted their overpayment totaling \$232,250

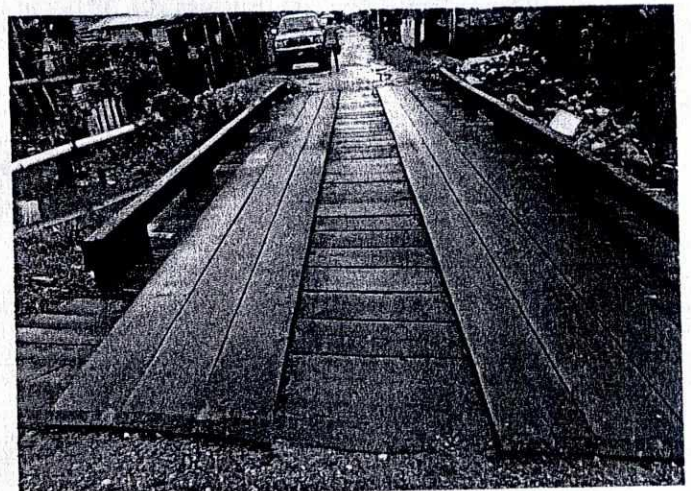
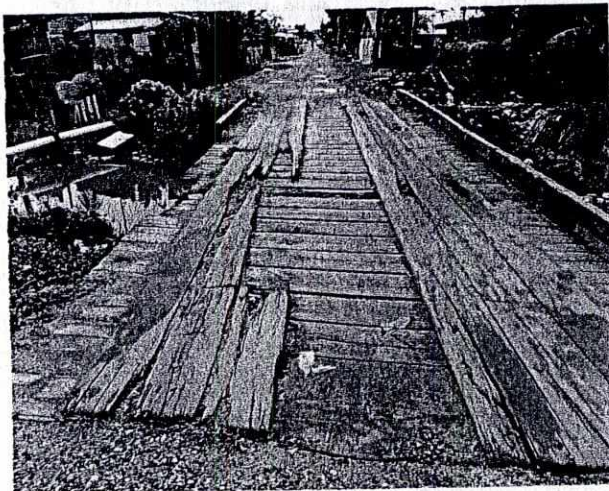
(15) ADMINISTRATION

A total of \$31,280,078 was expended to meet administrative costs. This included salaries to staff, stipend for Committee Members, Security for the Committee's Property (Office Building), Legal fees, Electricity charges, etc.

(16) REHABILITATION WORKS - REGION 3

REHABILITATION OF HEAVY DUTY GREENHEART BRIDGE

In November 2012, Rehabilitation Work was done in Region 3 at Patentia, Area 'L' West Bank Demerara where a Greenheart Bridge (36 ft. x 12 ft) was rehabilitated to the tune of six hundred and seventeen thousand, six hundred dollars (\$617,600).



BEFORE
AFTER
Greenheart Bridge (36 ft x 12 ft) at Area 'L' Patentia, West Bank Demerara

**REPAIR OF STAIRWAY, VERANDAH AND GUTTERING OF THE
GIRLS' CLUB BUILDING - REGION 6**

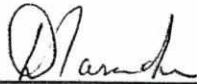
In November 2012, Repair of the Stairway, Verandah and Guttering of the Girls' Club Building at Canefield, East Canje, Berbice was done to the tune of seven hundred and seven thousand, four hundred and thirty six dollars (\$707,436)

(17) CLAIMS

The Committee is indebted to Guyana Sugar Corporation to the tune of \$269,210,029.

CONCLUSION

Generally, for Sugar Industry Labour Welfare Fund (SILWFC) to continue with its mandate to effectively serve sugar workers it is essential for the sugar industry to sustain progress, since, its plans/programmes are funded mainly by levies.



Deolatchmee Ramotar
Chairperson



Kavita Bishun
Administrative Manager (ag)

